

Covenant Christian Academy
Athletic Program
Policy Manual

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Prepared the CCA Athletic Director and Athletic Board

Approval:

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COVENANT CHRISTIAN ACADEMY ATHLETIC POLICY MANUAL

1.0 Purpose

The purpose of this document is to define the policies for the Covenant Christian Academy (CCA) Athletic Program. The intent of having a program at CCA is to broaden our children's participation in multiple sports activities and conduct the activities under a Christian banner. Overall the program is to provide a challenging and enjoyable sports environment for our young people that is distinctly Christian, and will point them and those who observe them to Christ. It is our hope that striving to please and enjoy God in athletics will have eternal significance. From the Scriptures we read:

“Run in such a way as to get the prize. Everyone who competes in the games goes into strict training. They do it to get a crown that will not last; but we do it to get a crown that will last forever.” I Corinthians 9:24-25.

This policy manual is prepared by the CCA Athletic Director and approved by the CCA Superintendent after being reviewed with the CCA School Board.

2.0 Administration

The CCA athletic program is under the authority of the Covenant Christian Academy (CCA) school program which is sponsored by the Covenant of Peace Church. The oversight of the athletic program will consist of the following:

- 1) Covenant of Peace Church Board of Elders
- 2) Covenant Christian Academy (CCA) Superintendent
- 3) CCA Athletic Director
- 4) CCA Athletic Board
- 5) Head Coach

Covenant Christian Academy, through the Athletic Director will confirm that each sport complies with the standards of excellence and conduct, approve the selection of various sport specific positions, and provide for disciplinary action as required. Each sports team under this program will be segregated by gender (e.g. boys' baseball team, girls' softball team, etc.). Each team will compete within a schedule as approved by the Athletic Director and School Board.

2.1 Funding/Budget Policy

The CCA Athletic Program will be financially self-supporting (not part of the CCA school program operating budget) and will require only such management and oversight by the CCA superintendent as specified in this policy manual.

2.2 CCA Athletic Program Director

The CCA Athletic Director reports to the CCA Superintendent on all sports related activities. The CCA Athletic Director is responsible for organizing the CCA Athletic Board and implementing the roles and responsibilities of the athletic board and the coaches defined in this policy manual.

The Athletic Director will be a member (parent) of Covenant Christian Academy and provide the primary interface between sports activities and any league of teams and/or schools that with whom we compete. The Athletic Director's responsibility will also include oversight of the athletic budget, enforcement of the codes of conduct, and other administrative duties.

2.3 CCA Athletic Board

An Athletic Board shall be formed, comprised of at least one representative from each sport. Members of the Athletic Board shall be selected by the Athletic Director and approved by the school Superintendent. The Athletic Board will operate much like the CCA school board; providing input, council, and advise pertaining to athletic activities, thereby furnishing a means for interface between athletic activities and the CCA staff and school board and providing a means of accountability.

2.4 CCA Athletic Program Coaches

Covenant Christian Academy desires for the student athletes in the school to receive the best possible instruction in the sport of their choice while maintaining a truly Christian distinctive. This requires a determined and structured effort to balance the pursuit of excellence on the field with a pursuit of godly virtues and Christian character. With this in mind, it is essential that the coaches who are chosen to lead our young men and women are skilled teachers of their particular sport and excellent Christian role models with a passion to help their players grow in their faith.

Coaches will be staffed by volunteers, identified in the Christian community and interviewed / approved by the Athletic Director with concurrence from the school Superintendent. The Head Coach assumes responsibility for organizing the team, working with the Athletic Director in selecting and maintaining facilities, and will be responsible for all training and coaching related activities in support of a specified sport activity. He/she will be responsible to oversee player conduct and provide for player discipline as required. Each team or sport will be organized as desired by its leaders, and separately funded by participating families.

Coaches are expected to meet the following criteria in order to be selected and retained as Head Coaches for any sport that Covenant Christian Academy participates in:

The coach should consistently be a role model for Christian devotion and Christian sportsmanship.

The coach shall agree to all of CCA sports program policy requirements and policy guidelines.

The coach shall have a reputation as a spiritual leader in his/her own household.

The coach shall have good technical and organizational skills regarding the sport he/she coaches.

The coach shall agree to consistently seek additional coaching knowledge and skills in the sport he/she coaches. (Clinics, camps, one-on-one mentoring, etc.)

The coach shall agree to submit to any background check, as required, by the CCA Athletic Director or school officials.

2.5 Associations with League and Sponsors

In order to facilitate a more structured organization with available competition, it is desirable to be associated with a league of similar athletic organizations and teams. To support the stated Purpose, it is important that such a league be Christ-centered. The Athletic Director will pursue such association as long as it benefits the players, families and organizers. The CCA superintendent and the school board will closely examine any association of this Program or its teams with a state or government sponsored athletic association to ensure that no inappropriate entanglement results.

Teams under this program may periodically compete with other teams that do not specifically have a Christian purpose. The Athletic Director will pursue such competition with discretion, and with a desire to show Christ to those who do not know Him.

Covenant Christian Academy, a local church school organization, shall sponsor this program as may be required for league membership. This relationship will serve to identify the team as part of local educational organization and will not encumber CCA financially or legally. The Athletic Director, coaches, and participants in all sports-related activities will be safeguarded through separate accident and liability insurance policies (obtained on a sport by sport basis by the team manager/coach).

The athletic program leaders may pursue funding through sponsors, which may involve business advertisements on team uniforms or other visibility. Such relationships will only be with organizations that do not detract from Christian ideology or conduct.

3.0 Athlete Policies

The following policies will be implemented for the student athletes regarding eligibility, player selection for various team sports, and expected playing time for student athletes.

3.1 Eligibility

Participating athletes will be comprised of area Christian homeschool students or students attending a Christian school that does not have a corresponding athletic program. The student athlete must also be of an appropriate age for the specific team or league. The following eligibility guidelines will apply:

The student must be regularly enrolled in home school or church school and must not have graduated before September of the current academic year.

If the student is enrolled in a home school or church school other than CCA, it must not provide their desired sport.

The student's family (represented by at least one parent) must profess Jesus Christ as the only way to know God; acknowledge the Bible as the true and infallible Word of God; and agree with the Purpose of this program and subscribe to its code of conduct.

A statement of faith and conduct form will be signed by at least one parent of each eligible participant in order to validate these requirements.

This Program is intended to enhance education and not detract from it. Parents have ultimate accountability for their children's education. Any parent who believes that this Program's activities detract from their child's academic performance is encouraged to discuss the particular issues with the Athletic Director or the respective Coach.

3.2 Player Selection

A tryout will likely be required to assess player talent and select an appropriate team for each sport. When available, at least 50% of all players on a particular team will be drawn from CCA member families unless a second team within the same age category can be formed.

3.3 Playing Time

Coaches will attempt to allow each player to play some portion of every game; however there are no minimum playing time requirements. Player substitution is at the discretion of the Coach.

Each player is required to attend all practice sessions unless circumstances prevent attendance. In these cases, the player is expected to communicate the reason for his absence to the coaching staff. A player who does not regularly attend practices should be

allowed little or no playing time in games unless there is a shortage of players or an injury.

4.0 Code of Conduct and Discipline

Calling our athletic program “Christian” brings with it the commitment to exhibit Christian standards of conduct. Competitive sports can be conducted in a Christian manner. Behavior unbecoming a Christian detracts from the honor we owe God, and the spiritual development of each team and participant. Each CCA sponsored student athlete the family members supporting them will comply with the following code of conduct:

4.1 Family Code of Conduct.

Family members participating in the CCA sports program shall

- a) Conduct themselves in a Christ-like manner and will abstain from inappropriate behavior while supporting ~~my~~ their child and their team in any sports-related function, including travel to and from sporting events.
- b) Work to promote unity among the entire CCA sports program and its team members.
- c) Support the CCA Athletic Director and the coaches in all game functions and CCA school rules at all times.

4.2 Player Code of Conduct

All players (student athletes) in the CCA sports program shall

- a) Conduct themselves in a Christ-like manner and will abstain from inappropriate behavior while representing their team in any sports related function, including travel to and from events.
- b) Submit to the authority of the coaches and the Athletic Director in all matters pertaining to CCA athletics.
- c) Be a witness for Christ and serve as an example to others as well as promote unity among team members and treat all members of the team with respect.
- d) Demonstrate personal integrity by obeying all game and CCA school rules at all times
- e) View their membership on any athletic teams of Covenant Christian Academy as an opportunity to grow close to God, and share the love of Christ with others such as teammates, members of opposing teams, officials, and fans.

f) Not argue with game officials or coaches or loudly direct comments toward those overseeing the game.

g) Not use words that demean any participant (including swearing or cursing) and not use alcohol or tobacco before or during an athletic event, or in transit thereafter.

4.3 Coach's Code of Conduct.

All adult leaders shall abide by the following code of conduct:

a) Serve as a role model to all players the principles of accountability by remaining active in my local church.

b) Be a witness for Christ and as an example to youth while serving as a leader, exhibit conduct that provides an example of excellence.

c) Be subject to the authorities that God places in their life, including game officials, the CCA Athletic Director, the CCA Athletic Board, the CCA Superintendent, and the Covenant of Peace Church Board of Elders.

d) Demonstrate personal integrity by obeying CCA rules at all times.

e) Treat players and other adult leaders with respect and promote unity in the sports program.

f) Help build team spirit by encouraging every player, including those whose abilities may not be as great as others.

g) Exhibit Christ-like behavior in their conversation, in their treatment of each other, and in their actions at sports events.

h) Help protect the safety of the players at all times and provide appropriate supervision of players while traveling to and from each game.

Departure from these rules will be addressed according to our Lord's guidance in Matthew 18:15-17 and may result in disciplinary action such as game suspension or dismissal from the team and program. Each coach is responsible for communicating these basic rules to each participating family and for requiring written agreement from each family as part of player registration.

4.4 Discipline of a Student Athlete

Any issue that may call for the discipline of a player or family member will be handled at the discretion of the Coach or delegated team leader. Issues of significance will result in consultation with the player's parents. If inappropriate behavior continues, disciplinary action may include suspension or expelling the player from the team.

CCA principles strongly discourage conduct that results in ejection of a student athlete from a sporting event. All coaches are to report any official ejection of a player from a game to the Athletic Director. Any disciplinary action for ejection of a player from a game will be determined primarily by the coach and may include suspension for one or more games. Multiple ejections in a given season may result in removal from the team.

If a player or parent wishes to question the disciplinary action they should first meet with the Coach. If the issue cannot be resolved in consultation with the Coach, the family should then appeal the issue to the Athletic Director. Under normal circumstances (if the issue only involves one family) the Athletic Director (and Athletic Board as required) will be the final appeal for a reversal of the coach's decision. If issues involve multiple families (and student athletes) and cannot be resolved at this level, then a meeting with the CCA Superintendent and all parties concerned will be arranged. If the issue(s) is still unresolved, then the parents may appeal to the Covenant of Peace Church Board of Elders.

4.5 Discipline of a Coach or other adult leader

Any issue that may call for discipline of a Coach shall be handled at the discretion of the Athletic Director. Normally the Athletic Director and members of the Athletic Board will review details of a given issue discretely and assess options on a case-by-case basis using Biblical guidelines and with Christian love. Any disciplinary action, if required, will be initiated by the Athletic Director and require concurrence by the Athletic Board and CCA Superintendent.

CCA principles of sportsmanship strongly discourage conduct that results in the ejection of a coach from a game. Any ejection by a coach is to be reported immediately to the Athletic Director and will result in his/her review of related circumstances. Disciplinary action for ejection of a coach from a game will normally include suspension for one or more games. Multiple ejections in a given season will likely result in removal of the coach from the team.

If a Coach wishes to question the disciplinary action they should first meet with the Athletic Director. If the issue cannot be resolved at this level, then a meeting with the Athletic Board and all parties concerned will be arranged. If the issue is still unresolved, then the Coach may appeal to the CCA Superintendent where the final decision is made. If multiple coaches are involved in any issue appealed up to the CCA Superintendent and not resolved at that level, then a final appeal can be made to the Covenant of Peace Church Board of Elders.