



Manitoowoc Lutheran High School Federation Meeting

MLHS STUDENT STAFF SERVICES
Student Staff Services Chair: **Timothy Lukasek**

Date of Meeting: Saturday, November 15, 2025

Date of Last Committee Meeting: **28 OCT 2025**

Date of Next Committee Meeting: **18 NOV 2025**

Activities Calendar

We are in the process of updating the Student Staff Services Calendar to reflect activities the committee will focus on throughout the school year. This is our current version:

August

- Reevaluation of assignments of called workers to Care Committee of Called Workers members
- Annual gathering of the Care Committee for Called Workers
- Orientation meeting for new called workers
- Back to school welcome for called workers

September

- Meet with Student Council President

October

- National Custodian Appreciation Day
- Pastor Appreciation Month

December

- Scripmas

March

- Board of Control Visitation Day

April

- Administrative Professionals Day

May

- Teacher Appreciation Week
- School Lunch Hero Day

June

- Exit interviews for called workers not continuing ministry at MLHS

Position Descriptions Brochure

We are in the process of updating the Student Staff Services and Care Committee for Called Workers brochure to aid in the recruitment of committee members and provide visibility to our efforts. Paul Durkee is assisting with this.



Boys Soccer Proposal

Our committee reviewed the following information from our athletic director Scott Loberger:

The following chart shows survey results from boys currently in 5-8th grade at our largest grade schools and what fall high school sports they are interested in joining.

	5 th Grade	6 th Grade	7 th Grade	8 th Grade	Unspecified Grade
Cross Country	2	2	2	5	4
Football	20	13	13	10	11
Soccer	9	7	10	2	8
Totals	31	22	25	17	23

A healthy football program should average about 15 athletes per grade. The survey shows a healthy average of 16-17. A healthy soccer program should average between 6-7 athletes per grade. The survey shows a healthy average of 9. A healthy cross country program should average 6 athletes per grade. The survey shows an unhealthy average of 3-4.

Our current boys' cross country team has 15 athletes, which is down from previous years. With a likely move to D2 soon, we will want to see increased participation to remain competitive. I'm concerned that the addition of a soccer program will negatively affect participation in our cross country program.

Recently, I conducted a similar survey of grade school girls to understand if we should add a girls' soccer program. Those results showed a healthy average of 8 potential athletes, but only 5 signed up to participate. I'm concerned that we may see a similar disconnect with the boys' survey results. During the summer grade school athletic directors' meeting, I heard from many ADs that they are seeing fewer students participating in sports at their grade schools. This may also contribute to lower participation rates at the high school level in the future.

Over the past four years, 54-59% of boys at MLHS have participated in a fall sport, which is higher than the national average. Currently boys make up 55% of our enrollment, but I think it is safer to assume that boys will make up 50% of that in the future. If MLHS has an enrollment of 320 students next year, this would mean approximately 88 boys would participate in a fall sport. Based on a poll of area coaches and athletic directors, this is how many athletes a program needs to be healthy and how many athletes we expect to participate in each sport.

	Healthy Number	Expected Number
D2 Cross Country	27	19
Football	60	50
Soccer	30	19
Totals	117	88

I believe we could probably support three fall sports with these numbers, but if participation rates drop even a little bit, 1-2 of these programs would struggle to remain viable. Additionally, we currently do not have a called worker on staff who is willing to coach boys' soccer. I am currently trying to find coaches for softball and wrestling, so the prospect of trying to fill another coaching position does not excite me.



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Committee Recommendation

We recommend that MLHS not add a boys' varsity soccer program at this time. We do not feel that our enrollment is large enough to support three healthy sports programs in the fall, and a solid coach has not been identified to build a soccer program from the ground up. We feel that this proposal should be reviewed again when school enrollment projections reach 350 students and a coach can be identified. Future calls could be crafted to include soccer coaching as one of the duties.

Respectfully submitted by Tim Lukasek