



EST. 1850

CHURCH  
516.931.2225  
TrinityHicksville.org

# TRINITY LUTHERAN C H U R C H   A N D   S C H O O L

40 West Nicolai Street, Hicksville, NY 11801

Reverend John Hopkins – Senior Pastor  
Mary-Elaine Leake - Principal | Carolyn Gallegos - ECC Director



EST. 1954

SCHOOL  
516.931.2211  
TrinityLI.org



## 2021/2022 MINISTRY PLAN

*Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.*

*Ephesians 3:20-21*

## WORSHIP SERVICES.

Sunday 9:00AM  
Traditional Worship  
(In person and Online)  
FB Live.TrinityHicksville.org

Sunday 10:45AM  
Traditional Worship on the  
1<sup>st</sup> and 3<sup>rd</sup> Sunday,  
Contemporary on the  
2<sup>nd</sup> and 4<sup>th</sup> Sunday

(Holy Communion is  
celebrated at all worship  
services.)

## CONTACT INFO

Trinity Lutheran Church  
40 W. Nicolai St.  
Hicksville, NY 11801.  
Hicksville, NY 11801  
Rev. John Hopkins, Sr. Pastor

Church Office  
516-931-2225  
[www.trinityhicksville.org](http://www.trinityhicksville.org)  
[churchoffice@trinityhicksville.org](mailto:churchoffice@trinityhicksville.org)

Mrs. Mary-Elaine Leake, Principal  
School Office  
516-931-2211  
[www.trinityli.org](http://www.trinityli.org)  
[schooloffice@trinityli.org](mailto:schooloffice@trinityli.org)

## CHURCH COUNCIL (2020-2021)

1. Wayne Hoerberlein (President)
2. Lauren Straub (1<sup>st</sup> VP)
3. Kathryn Draves (2<sup>nd</sup> VP)
4. John Doughty (Treasurer)
5. Terri Cavaliere (Secretary)
6. Richard Evans
7. Scott Hare
8. Linda Hoerberlein
9. Laura Morrisey
- 10.
- 11.
- 12.

*Council members are elected by  
the voters to serve for no more  
than two consecutive three-year  
terms. These twelve positions,  
together with the Pastor (ex-  
officio), constitute the Church  
Council.*

## History of Trinity Evangelical Lutheran Church

Back in the far reaches of eternity, before the foundations of the world were created, God planned a glorious destiny for His Church. In His wisdom and mercy, God determined that He would send His Son to redeem His people, and that one day His faithful people would become Christ's Body here on earth. Our congregation has survived, grown, and flourished only because it has been what God wanted it to be: The Body of Christ.

Trinity saw its inception on May 3, 1850, as a German Lutheran Church, served by "circuit riders" and pastors from Brooklyn. Worship was held in the Frederick Heyne homestead – located on the west side of Newbridge Road midway between Old Country Road and Hempstead Turnpike – and then later in the Union Chapel on Broadway.

In 1864, Rev. A. Weisel became the congregation's first pastor, and a house of worship was planned, dedicated and built on the south side of West Nicholai Street, where our current school playground lies.

After many short pastorates, Rev. P.G.L. Matschat, having served from 1867-68, returned in 1876 serving until 1919. During those years, the congregation foresaw the need for future expansion, as both Hicksville and Trinity were growing. Land was purchased on the north side of West Nicholai Street, adjacent to the parsonage.

For the first time, an assistant pastor was called to Trinity in 1915. The Rev. W.D. Rusch filled the pressing need for an English service. He later became pastor of Trinity. During his pastorate, in the early 1920's, two daughter congregations were founded which are still in existence: Trinity Lutheran Church, Glen Cove, and St. Paul Lutheran Church, Bethpage.

In 1930 the cornerstone was laid for a new stone building, to replace the old wooden church. On November 14, 1931, the final service was held in the old church and the first service in the new church.

The Rev. E.H. Stammel was ordained and installed as Trinity's assistant pastor in 1942, and became pastor a year later, serving until 1974. During Pastor Stammel's thirty-one years at Trinity a dynamic ministry in the name of Christ thrived.

A parochial school was started in 1954. Dr. R.H. Engebrecht was the first principal, serving from 1954-65. Mr. W.W. Endorf, his successor, was principal of Trinity School from 1965-92.

During the late 1960's, the need was felt for an expanded worship facility as the existing building was unable to accommodate the number of

worshippers. The renovated church structure, now featuring the spectacular Gates of Paradise doors, was dedicated in 1971.

The years of Rev. Stammel's pastorate were fruitful ones for the congregation and for the Church-at-large. Trinity was instrumental in the founding of Long Island Lutheran High School and Good Shepherd Lutheran Church, Plainview.

Following Rev. Stammel as pastor of Trinity was Rev. J.H. Krahn, who was called to be pastor and served from 1974 until March, 1988. The years of Pastor Krahn's leadership featured a

strong evangelistic outreach to the community. Again, the congregation expanded its facilities, as a multi-use East Wing was dedicated in November, 1986.

In 1986, Rev. Wayne Puls was called to be pastor and served Trinity until 2012. The years of Pastor Puls' leadership saw Trinity growing once again, as we added a parish center and expanded our nursery/pre-K programs.

In 2008, Rev. Michael Henn was installed as Trinity's youth pastor and served the congregation in this capacity for over six years, growing Trinity's youth program. He served Trinity as senior pastor from October 2014 until February 2016. During this time, he updated the church and school's technology and spearheaded the Weldon and Gail Endorf Library project.

From April 2016 through April 2017 Rev. Charles Froehlich served as Trinity's Interim Senior Pastor along with Rev. Gregory Dwyer. Ms. Ife Lenard was our school principal.

Rev. John Hopkins was named as Trinity's Senior Pastor in May 2017. Mrs. Mary-Elaine Leake has been our school principal since 2019.

In 2018, Trinity expanded its ministry to provide a nurturing, caring, Christian environment for children from six weeks of age to 36 months, by opening a licensed, flexible, home-based daycare program.



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## Why do we need a ministry plan?



Proverbs 16:3 charges us to “Commit your work to the LORD, and your plans will be established.” This document is the result of countless hours of brainstorming, analyzing, and planning by our many boards and leaders, to establish Trinity’s desired ministry path. It is our desire to organize our ministry efforts in a deliberate and strategic way so that the Lord will enable us to carry out His work effectively.

In the church, just as it is in our personal lives, we are more effective if we commit to what we want to do, involve others to keep us accountable and motivated, and evaluate our progress as the year progresses. By sharing what each board intends to do over the coming year, we are holding ourselves to a standard that is befitting of the great mission we carry out.

Trinity’s ministry plan is designed to push ourselves to accomplish everything we can, year after year.



## Our ministry planning process



This three-year ministry plan is a journey, not a destination. This document provides a structured approach for a multiyear plan that we believe will guide Trinity to strengthen our spiritual life, and our ministries, grow our school and outreach to our community and church at large.

Trinity's Ministry Plan is a living document which will be updated yearly at the end of our school and budget year.

Many people were involved with this process. Inputs were received from our pastors, principal, church council, committees, boards, staff and church and school families.

This plan is not intended to be an all-encompassing, inflexible blueprint for the coming years. Trinity's Ministry Plan will be divided and distributed as an annual "master plan" to the individuals and boards responsible for implementation; to be altered and reviewed on an annual basis for accountability; to be amended as new opportunities and ministries arise; to be updated annually to maintain a fresh planning approach.

Congregational round table meetings will be held every few years to survey the congregation for input and suggestions. These will be incorporated in the master plan.

This year, like no other in our past, has presented us with the need to plan during a pandemic. While many obstacles have arisen posing unforeseen complications for both our congregation and our school communities we have also been provided with new opportunities to expand our ministries. Trinity's administration and Church Council chooses to attend to the difficulties and rejoice in our new opportunities.

Trinity's online worship has allowed us to keep connected with our current members during this time of isolation and has reconnected us with many members across the country. We will build on that online presence maintaining it once we are able to worship together face-to-face.

Our school was able to quickly adapt to online learning and is currently allowing for learning to continue with some students attending school in-person and others learning remotely. All classrooms have been air-conditioned.



## 3.1 BOARD OF OUTREACH



The mission of Board of Outreach is to lead Trinity’s efforts to reach out to the community with the message of the Gospel and invite our neighbors to church. For decades past, church evangelism has centered around programs and events designed to attract people to church with the goal of presenting the gospel to them. While this has its merits, evangelism is not something which can be programmed. It is something which must be lived outside of the church building, in and among people of other faiths and cultures, people going through joys and struggles, people who need the truth of the gospel and the encouragement, strength, and wisdom that only comes from faith in Jesus Christ.

### **2020-2021 Board of Outreach Members:**

<b>Chair:</b> Deacon Anthony Cavaliere	Pastor John Hopkins	Warren Breuer
Darian Jones	Janice Gentles-Jones	

### **2020-21 Year Accomplishments**

- Conducted Monthly Service at Daleview Care Center in Farmingdale until pandemic shut everything down.
- Wrote Online Bible Meditation Blog published three times a week on various websites.
- Conducted Bible Study on the Book of 2 Corinthians streamed via Facebook
- Conducted New Member class in Fall and Spring via ZOOM with 6 students opting for membership.
- Used social media to invite local neighbors to attend church services.
- Used social media to share the gospel by engaging others in conversations regarding current events.
- Managed a “Blessing Box” for neighbors in need of food.

### **2021-2022 Goals**

- Implement Every One His Witness Lutheran Evangelism Workshop and similar programs to train church members in ways of presenting the Gospel in our community in a non-threatening manner.

- Continuing Education and encouragement for congregants in witnessing in Community including people of other religions.
- Continue to write online Bible Meditation Blog to be published on various social media sites.
- Assist Comfort Dog Ministry.
- Increase media presence with advertisements for school and church events in local and online Media.
- Continue providing food for our neighbors via Trinity’s “Blessing Box”.
- The following are conditional based on easing of social distancing rules:
  - Ministry at Daleview Care Center in Farmingdale.
  - Take part in Memorial Day Parade.
  - Take Part in Hicksville Annual Street Fair.
  - Take part in Trunk or Treat.
  - Take part in Mill Neck Apple Festival
  - Host Breakfast Outreach for Local Community.
  - Host Sunday Morning Coffee Hour.
  - Assist in continuing Coffee House Ministry.



## 3.2 BOARD OF STEWARDSHIP



Stewardship is the awareness that everything we have is a gift from God, belongs to Him, and is to be used to serve God and to celebrate together in His joy. The goal of the Board of Stewardship is to foster spiritual health and education in the use of the Holy Spirit's gifts of time, talents, and treasures both in the congregation as a whole and as individuals.

<b>Chair:</b> Deacon Anthony Cavaliere	<b>Church Council Rep:</b> Wayne Hoeberlein	Pastor John Hopkins
Les Francis	Jeanine Davis	

### **2020-2021 Board of Stewardship:**

## **2020-2021 Accomplishments:**

- Published weekly Stewardship Bulletin Blurbs
- Published Stewardship teaching in monthly newsletter.
- Encouraged greater participation in Bible Study.
- Published Lenten and Advent Devotions
- Conducted Red Letter Bible Challenge via ZOOM.
- Promoted Consecrated Stewards event.
- Hosted Virtual Coffee Hour via ZOOM
- Continued to educate and encourage the congregation in being a good steward through Council and Pastor.

## **2021-2023 Goals:**

- Encourage congregation to find new ways to engage in Church activities using Internet technology.
- Encourage congregation to reach out to the homebound and those members in Care Facilities
- Educate Council and Church on prayer and Biblical stewardship.
- Host Summer Barbeque to invite congregants to ministry opportunities.
- Implement Consecrated Stewards Program to educate on Stewardship and encourage Biblical giving to Church.
- Conduct Red Letter Bible Challenge to educate congregants about serving others.
- Implement Dave Ramsey Program to assist congregants, school parents and community members in budgeting and financial planning. Encourage the congregation to increase their tithes and offerings to support the ministries of the Church.
- Coordinate and disseminate a Lenten Prayer booklet
- Coordinate and disseminate Advent Devotions
- Continued use of Lenten Cross
- Promote new Missionary Partner, Rev. Ryan McDermott, Missionary-at-large and Pastor at Our Savior Deaf Lutheran Church in Madison, WI
- Expand greeter/welcome ministry
- Promote Moment for Ministry monthly bulletin blurb
- Take part in Trunk or Treat.
- Host Coffee Hour
- Add new Board members.
- Create visual reminders to encourage diligent stewardship to be used in the church building, website, and social media.



### 3.3 BOARD OF CHRISTIAN EDUCATION



The Board of Christian Education supports, promotes and advises the School Administration in developing school policy. As a group of individuals who value Christian Education, we are committed to supporting and developing our school ministry in concert with Trinity’s administrative team. We also believe it is our mission to promote and coordinate lifelong learning in our Christian beliefs beginning at baptism and continuing through adulthood.

#### **2020-2021 Board of Christian Education Members:**

<b>Chair &amp; Church Council Rep:</b> Laura Denning-Morrissey	<b>Church Council Rep:</b> Terri Cavaliere	<b>Senior Pastor:</b> Pastor John Hopkins	<b>Principal:</b> Mary Leake	<b>ECC Director:</b> Carolyn Gallegos
	Tina Deer	Amy Schildwachter	Debbie Tarone	

#### **2020-2021 Accomplishments:**

- Kept children engaged through virtual Sunday School during the pandemic
- Opened the ECC and K-8 programs successfully in-person in the midst of the pandemic
- Began a fundraising program to support the ECC and K-8 programs
- Shifted all Bible studies to remote formats to keep members engaged
- Provided religious instruction to students in Confirmation classes virtually
- Supported the implementation of a virtual Pre-K program

#### **2021-2022 Goals:**

- Run a successful in-person Vacation Bible School (VBS) program
- Raise funds to the ECC for new equipment and furniture, as well as tuition assistance for the K-8 school
- Return to in-person Sunday School in the fall, with a potential virtual option
- Explore and reimagine what Sunday School and Christian Education look like coming out of Covid
- Honor our ECC 50<sup>th</sup> Anniversary Award Recipient

## **2022 and Beyond Goals:**

- Bridging church and school



## **3.4 BOARD OF PROPERTIES**



Provide a structured timeline to accomplish major church projects in an effort to improve the property, upgrade aging systems and continue to perform general maintenance tasks of all properties. Complete small capital projects. Oversee any larger capital projects.

### **2020-2021 Board of Properties Members:**

<b>Chair:</b> John Haines	<b>Church Council Rep:</b> Rich Evans	Warren Breuer	Scott Hare	Ed Kuck
Carl Osmundsen	Tom Perovich	Matt Muscumeci	Fred VonBargen	

### **2020-2021 Accomplishments:**

- Held Fall and Spring Clean-ups.
- Decorate and un-decorate Church for Christmas.
- Installed electric supply for, and installed 11 air conditioners in classrooms
- Installed new security access in school, gym and ECC.
- Replaced 3 security cameras.
- Change WiFi access points.
- Install/relocated 3 Smart Boards.
- Repaired numerous sinks and toilets.
- Up-Dated the smoke detector sensor list (room name changes)
- Replaced 10 – 6 bulb chandeliers, 4 sconces, two chapel fixture and Narthex lights with LED bulbs.
- Repaired storm damaged shingles at Day Care Building.
- Church Video System. Installed 300' wire, 3 cameras, two microphones, a control booth and access points on the alter for future use.
- Replaced circulator pump in church boiler room.
- Repaired floor tiles in gym.
- Replaced locking mechanism on garage door.
- Maintained sprinkler system.
- Maintained lawn in Playground during summer months

- Replaced broken glass in 4 classrooms.
- Repaired broken window screens in Youth/Senior Room.
- Install/ Remove room air conditioners in Day Care.

**2021-2022 Goals:**

- Perform Fall and Spring Clean-Up.
- Decorate and un-decorate Church at Christmas
- Maintain sprinkler System.
- Maintain heating and plumbing system
- Continue to repair and monitor leaks in Church and ECC.
- Inspect school for broken windows.
- Refinish tops of pews damaged by disinfectant cleaners.
- Clean out garage and install new shed as needed



## 3.5 BOARD OF YOUTH MINISTRY



The Board of Youth Ministry, along with our Youth Program Coordinators, run a youth program to encourage Christian fellowship and spiritual growth among Trinity’s youth. Trinity has three youth groups, our Senior Youth group for youth in grades 9-12, our Junior Youth group for youth in grades 6-8, and VOTY (Visions of Tomorrow’s Youth) for youth 5th grade and lower. Our Church Youth and Adult Basketball League is also coordinated by our Youth Board.

**2020-2021 Board of Youth Members:**

Council Rep:	Dave Specht	Tracie Boland	Tom Perovich
<b>Youth Coordinator:</b> Bobby Stainkamp	Sue Mittler	Liz Denning	Janice Gentle-Jones
<b>Advisory Member:</b> Pastor Hopkins	Charlie Henle	John Plank	Deacon Debbie Vergara (VOTY)

## **2020-2021 Accomplishments:**

Our youth program continued to grow concentrating on the following:

- Sponsoring Outdoor Movie Nights during warmer months
- Hosting Online Youth Nights to engage our youth when we could not meet in person
- Kept a balance between Church and School members

## **2021-2022 Goals:**

Grow and maintain our program concentrating on the following:

- To continue to support the Confirmation students. To encourage participation in FUEL and other Jr. Youth events.
- To reconfigure our Audio Visual Equipment in the YSR and moving forward make more use of it.
- Sponsor various Summer Events including:
  - Family Beach Nights
  - Friends and Family BBQ/Tailgate at Trinity
  - Outdoor Movie Nights
  - Outdoor FUELS
- Improve retention from Jr. youth program into Sr. youth program
- Continue to fill any board vacancies as needed.
- More local servant events for Senior Youth group with the hope of adding service events for Jr. youth as well.
- Youth events that might include invitations to congregation members who teach adult skills to our Senior youth (Real World Challenges).
- To have a goal of at least 2 events per group (FUEL/CRAVE) per month.
- To have one VOTY social per season with potential for more activities.

- To explore the idea of hiring a full time dedicated leader, be it a youth pastor, DCE or DCE intern for the long term benefit of the youth program.



## 4.1 FINANCE COMMITTEE



Trinity’s Finance Committee assists the Church Treasurer and the Church Management and School Administration in the management of Trinity’s finances and cash flow.

### **2020-2021 Finance Committee Members:**

<b>Chair:</b> Treasurer John Doughty	<b>Senior Pastor:</b> Pastor John Hopkins	<b>Principal:</b> Mary-Elaine Leake	<b>Director of Finance:</b> Doris Gargan	<b>Church Council President:</b> Wayne Hoerberlein
<b>1<sup>st</sup> VP:</b> Lauren Straub	<b>2<sup>nd</sup> VP:</b> Kathryn Draves	Howard Hoerberlein	Daniel Pugliese	Fred VonBargen

### **2020-2021 Accomplishments:**

NOTE > COVID 19 Pandemic beginning 3/16/20 including NYS Pause & Stay at Home Orders presented significant additional financial difficulties throughout the year.

- Applied for & secured \$298K SBA Payroll Protection Program ‘PPP’ loan to assist cash flow (received 5/20)
- Applied for & recently secured full ‘Forgiveness’ of this PPP1 loan.
- Prepared Fiscal 2020/21 ‘interim’ Ministry Plan ‘MP’ (7/1-9/30/20) due to the many COVID 19 uncertainties, most notably if / when School & ECC would be able to reopen which occurred mid-August.
- Prepared full year Fiscal 2020/21 MP using actual YTD data coupled with more accurate & certain COVID 19 operating guidelines, information and effects (re: K-8, ECC & Day Care enrollments, staffing, additional resources including also for Church).
- Applied for & secured second \$302K SBA PPP2 loan to further assist cash flow (received 3/21).
- Engaged with new auditor (Gary Cagnard, CPA) for financial statement ‘Reviews’ including reformatting presentation, certain account adjustments & several reporting issues (FYE 6/30/19 & 20 pending).

- Adopted new accounting method for fixed assets including depreciation expense and related policy statement.
- Monitored cash flow & MP results throughout the year, including percentage analyses. Recently herein the 6/30/20 year end results were adjusted to reflect PPP1 loan forgiveness income following the 'Government Grant' accounting method 'matched' to payroll costs.
- On-going significant efforts for sale of W. Cherry St. land. Engaged legal counsel, survey consultant, appraiser & real estate agent.
- Emphasized LCEF 'Joyful Response' giving program for regular offerings with lower associated financial charges / fees to Trinity.

### **2021-2022 Goals:**

- Prepare and file PPP2 loan forgiveness application.
- Prepare Fiscal 2021/22 MP under loosening COVID 19 restrictions using YTD 20/21 data coupled with other known factors regarding K-8, ECC & Day Care enrollments, staffing and additional resources including for Church. Potential adjustments during Q1 (re: 10/21 voters Meeting) and limited deficit planning herein.
- Monitor cash flow for church & school operations, including use of restricted & non-restricted funds.
- Review and develop plans to pay back LCEF 'LOC' borrowings (currently \$115K). Cherry St. Land sale is a possible source.
- Monitor and analyze expenditures, including adjustments to MP amounts as needed.
- Provide direction to boards in development of ministry plans and assist to effectively plan cash flow, as needed.
- Review investment accounts for best return noting limited potential herein (re: conservative approach / limited risk).
- Support HSP & ECC 50<sup>th</sup> Anniversary campaigns, as they approach their completion goals, including applicable continuing efforts.
- Continue efforts in pursuing potential W. Cherry St. land sale.
- Determine & monitor effects of projected 2020/21 deficit.
- Continued focus and review of 'Endowment' funds. Develop plans for replenishing past & future (as may occur) uses of these funds, as possible based on current & future financial positions. Cherry St. Land sale is a possible source.
- Review Finance Office procedures for collecting, recording & reporting gifts, offerings & tithes received in support of Trinity Lutheran Church & School.

### **2022-2023 Goals:**

- Continue efforts on goals noted above, as applicable.

- Develop a prudent 2022-23 MP reflecting a balanced approach with a zero deficit.
- Review and update general ledger 'chart of accounts'.
- Begin development of a 'descriptive' chart of accounts that explains intended use and provides instructions for recording financial transactions (re: finance office succession planning).



## 4.2 SECURITY COMMITTEE



Ensuring the safety of students, teachers, staff and congregation as well as protecting the properties of Trinity Lutheran Church and Schools.

### **2020-2021 Security Committee Members:**

Chair and Council Rep: Scott Hare	Pastor John Hopkins	Principal Mary- Elaine Leake	Kathryn Draves	John Haines
Doris Gargan	George Tapia	Tommy Nu	Dan Pugliese	Tom Perovich

**2020-2021 Accomplishments:** Due to the pandemic many of the original goals for this year were unable to be accomplished.

- Reduce the number of entrances into building for Church services.
- Work with Hicksville UFSD on potential threats.
- New electronic door entry system and cameras.
- Electronic entry at courtyard and gym doors.
- Lockdown and evacuation training for school and church staff.
- Develop safety egress plan for 4-year-old classrooms in ECC.
- Address government grants
- Continue "Active shooter" training with Homeland Security.
- Create a security team.
- Create security vestibules at two school entry doors.
- Decorative security gate at courtyard.

### **2021-2022 Goals:**

- Maintain reduced the number of entrances into building for Church services.
- Continue working with Hicksville UFSD on potential threats.
- Add cameras to the security system.
- Lockdown and evacuation training for school and church staff.
- Develop safety egress plan for 4-year-old classrooms in ECC.

- Address government grants
- Continue "Active shooter" training with Homeland Security.
- Create a security team.
- Create security vestibules at two school entry doors.
- Decorative security gate at courtyard.
- Full size monitor at from desk showing all security camera views
- Purchasing and installing approved interior-door locking devices.
- Fence garden area of 4-year-old classrooms.
- Post wayfinding signage for quick location of off interior rooms.
- Post room identification on exterior windows for First Responder identification.
- Place bollards at all student entry points.
- Provide coded lock box alongside FD lock box for emergency use.



## 4.3 TECHNOLOGY COMMITTEE



The Technology Committee guides and directs the technology for Trinity's church and school. Technology influences and supports every aspect of our ministry, and keeping not only current, but forward thinking is critical to spreading the gospel effectively. The Technology Committee provides support and helps coordinate talent and resources for other ministry groups, including church & school marketing and design.

### **2021-2022 Technology Committee Members:**

<b>Chair:</b> Tom Perovich	Pastor John Hopkins	Charles Henle	Robert Stainkamp
<b>Church Council Rep:</b> Kathryn Draves	Jeanine Davis		

### **2020-2021 Accomplishments:**

- Improvements in online teaching platform.
- Institution of hybrid simultaneous teaching with students both in the classroom and at home, with the ability to convert to fully virtual if circumstances require it.
- Provided training and resources to staff for online teaching.

- Continued to conduct congregational voters' meetings online via Zoom including online voting.  
Upgraded security camera DVR to enable higher resolution and additional cameras
- Installed fixed cameras (with remote movement and position control) and microphones in the sanctuary to enhance livestream broadcast of in-person worship (and other events).
- Creation of a dedicated control booth in the west transept for real-time audio and video control of livestreaming.

### **2021-2022 Goals:**

- Further refinement of livestreaming technology in the sanctuary with:
  - Training of additional personnel to operate the control booth and
  - Additional microphone capability for the balcony when choir singing can safely resume.
- Ongoing enhancement and upgrades to security system, coordinating with Safety Committee, including more vantage points, hi-def cameras.
- Establish video monitoring of security cameras at the school lobby and office. This ties into the upgrade of our DVR and cameras.
- Coordinate with school administration to pursue NYS and other grant opportunities and maximize appropriate utilization of grant moneys to integrate with our technology.
- Investigate the possible use and installation of video monitor screens in the sanctuary to enable the use of media during worship and school programs.

### **2022-2023 Goals:**

- Monitor and improve livestream technology in the school and church.
- Monitor and review new technologies as they emerge for possible integration into church and school activities.
- Coordinate with school administration to pursue NYS and other grant opportunities and maximize appropriate utilization of grant moneys to integrate with our technology.
- Ongoing enhancement and upgrades to the security system, coordinating with the Safety Committee.



## 4.4 CONFIRMATION



### **Confirmation Program Description:**

Trinity's Confirmation Program prepares our youth grades 6-8 to be adult members of the Lutheran Church Missouri Synod. Students who attend our school receive their instruction in the classroom, while non-Trinity students meet on Thursday nights from 7:00-8:00pm.

### **Midweek Class Curriculum Overview:**

<b>6th Grade:</b>	<b>7th Grade:</b>	<b>8th Grade:</b>
Pastor John Hopkins	Mrs. Janice Jones	Mrs. Erika Skoch
<u>Curriculum Overview:</u> The 10 Commandments Bible Overview First Communion The Lord's Prayer	<u>Curriculum Overview:</u> Old & New Testament Creation and The Exodus Review 10 Commandments Review The Lord's Prayer	<u>Curriculum Overview:</u> The Apostles Creed Baptism The Lord's Prayer Lutheran History Law & Gospel Statement of Faith Project Prep for Confirmation

### **2020-2021 Accomplishments:**

- Encouraged Church and School Students to enroll in confirmation
- Covid-19 Pandemic put the confirmation program on hold as of March 15, 2020.
- Confirmation Sunday and First Communion consequently have been postponed.
- Confirmation students were encouraged and did attend a number of youth events. This continued to grow until pandemic.



## 4.5 MUSIC MINISTRY



<b>Minister of Music:</b> Henry DeVries	<b>Instrumental Director:</b> Robert Stainkamp	<b>Sounds of Praise Rehearsal Assistant:</b> Dianne Uss
<b>Cherub Choir Leader:</b> Jane Kramer	<b>Cherub Choir Assistant:</b> Virginia Porter	

### **2020-21 Accomplishments:**

-This was a difficult year for the church music program. Covid protocols did not allow choirs to meet or participate in worship.

-Music was continued in the church with organ, congregational singing being added, according to protocols in February of 2021. Throughout the pandemic, we have tried to keep music standards high, providing organ music in worship, even when congregation was not present, to try to provide a worship experience as normal as possible, even though online.

-As vaccines became available, we have started to add a few vocal solos to worship, which began on Easter Sunday. We have started slowly and hope to increase the frequency as the year progresses.

-In the school, singing was not permitted in music class or chapel because of covid protocols. Even without singing, music classes continued. Curriculum was shifted to a music appreciation based study, as well as musical literacy based solely on rhythmic study, with many video examples used, taken from a variety of sources, to aid in teaching the children.

-Though the school did not meet for chapel in a traditional way, the students participated via zoom in their classrooms. A hymn of the month was still used, with the students learning to "sing" the hymn by using American Sign Language. A number of hymns were taught to the students in music class, with the aid of Sra. Smith, who provided videos of the proper sign language.

-Instrumental lessons were taught in enclosed cubicles for the in person students, and online for the remote students.

-Concerts also were not permitted, though grades 4 and 5 were able to do a video Christmas pageant reading the words of the Christmas story from Matthew and Luke.

-Music did continue, though in a very different way than what we are used to.

### **2021-2022 Goals:**

-Many of the goals we have set in past updates are continuing yearly goals, and continue to strive for them, with that being said, it is not known yet what we will be able to do come the fall of 2021, this will all depend on vaccinations and CDC guidelines.

-The biggest goal for 2021-22 is to rebuild what we had before the pandemic.

-In the church, we are hopeful that choirs will begin to resume in the fall, we may start this slowly to ensure safety. We will need to consider if vaccinations should be required at least for adults. Of course start-up dates are all dependent on where we are at in the pandemic.

-I am hopeful that maybe by Christmas we will be able to have services as we are used to with full choir and congregational participation. This maybe a bit optimistic and Easter maybe the more reasonable date, but Christmas is what we are praying for.

-In hope that things will be back to normal in 2022, we have booked the Pennsylvania Youth Chorale to return to Trinity for a concert, and to participate in worship for the first weekend in June, 2022. Hopefully this will be one of many special musical events that we will be able to provide for the congregation and community.

-We have already been in discussion on how to bring back the school chorus, we hope that as restrictions lessen this will be achievable to some degree during this school year.

-We hope that music classes will be able to move back to the music room in September and be conducted as they were pre-Covid, and instrumental lessons will return to normal. We all want to see this, but will always be cautious to keep the safety of the children and staff foremost in our minds.

-We hope to participate once again in the NYSSMA festival, which we have not been able to participate in the last two year because of covid.



## 4.6 TRINITY LUTHERAN SCHOOL, EARLY CHILDHOOD CENTER, DAYCARE CENTER



### **Mission Statement:**

**"Where Christian values and academic excellence prepare children, motivated by their faith and love of Christ, to live productive lives in service to others."**

### **2020-2021 Accomplishments:**

#### **Grades K-8**

- Installed technology in all classrooms to support remote learning
- Provided professional development to support teachers in the use of technology for remote learning
- Science curriculum updated and implemented
- Increased opportunities for continuing education and professional development for all teachers and assistants
- New funding streams established to support Trinity's Tuition Assistance Fund
- Increased contact with Trinity's scholarship donors
- New procedures implemented for acknowledgement of donors
- Home page of the school's website redesigned and updated
- Increased use of digital and social media to promote the school

#### **ECC**

- Installed technology in all classrooms to support remote learning
- Provided professional development to support teachers in the use of technology for remote learning
- Re-structured the ECC classes to meet the needs of families and students e.g. virtual pre-k
- Implemented a new and developmentally appropriate curriculum for three year old, Nursery Class
- Increased opportunities for continuing education and professional development for all teachers and assistants

#### **Day Care**

- Continued the process of shifting from a Family/Group Day Care to a Center Based Day Care
- Re-licensed program as required

## **Goals for 2021-2022**

- Update Parent/Student Handbooks
- Implement monthly parent seminars
- Establish required goals for continuing education and professional development for all teachers and assistants
- Establish an intentional shift from a content-based to a process-based teaching and learning across all levels and grades
- Increase after school activities for K-5 students
- Implement updated social studies curriculum for K-8 classes
- Increase differentiation of teaching and learning across all levels and grades
- Expand promotion of all programs via a variety of social media platforms
- Continue the process of shifting from a Family/Group Day Care to a Center Based Day Care

## **2021-2022 Goals**

- Promote capital improvement fundraising
- Participate in the 65<sup>th</sup> Anniversary Committee
- Continue to support staff in professional development opportunities
- Fully implement a K-8 Social Emotional Learning Program
- Phase in "Dimensions" Science curriculum with additional lab opportunities.
- Increase enrollment by 5%.
- Create student portfolios (Social Studies, Fine Arts, Science, & Math).
- Continue to promote a collaborative relationship between school and church.
- Allow more opportunities for Pastoral visibility.
- Continue to work to improve collaborative efforts between the Early Childhood Center and the K-8 school.
- Improve technology component within "Big Day" curriculum.
- Research and purchase a 3-year old Nursery curriculum.



## 4.7 COMFORT DOG MINISTRY



**Comfort Dog Ministry Description:** Our Christian ministry brings comfort to those who are suffering pain or loss. The dog creates a bridge for compassionate care when disaster strikes and together we impact any setting where people gather for celebration, commemoration or comfort.

### **2020-2021 Comfort Dog Ministry Members:**

<b>Top Dog/Caregiver:</b>  Donna Haines	<b>Church Council Representative:</b>  Linda Hoerberlein	<b>Caregivers:</b> Pastor and Donna Hopkins  Fred and Sue VonBargen
<b>Handlers:</b> Pastor Hopkins, Donna Hopkins, Jacob Hopkins, Christine Leone, Michael Leone, Francine Gugliotta, Paul Gugliotta, Suzanne Haines, George Tapia	<b>Police Handlers:</b> John Plank George Tapia	<b>Representatives to Veterans:</b>  John Haines and Enrico Meigan
<b>Ministry Partners:</b> Pat Griffith, Nicole DeCatri, Arlene Bartlewitz, Helen Peter, Terri Cavaliere, Carol Gross, Janice Gentles Jones		

### **2020-2021 Goals**

- Mentor and support future area Comfort Dog Ministries
- Implement the "Inspiring Comfort" program in our school
- Expand our Junior Partners – recruiting youth to be involved in the Comfort Dog Ministry

### **2020-2021 Accomplishments:**

#### **Regularly visits with Abraham**

Milk Neck Manor Day Rehabilitation Program  
Dale View Extended Care  
Central Island Nursing Home  
Mineola School District  
Long Island Alzheimer's Foundation

Nassau County Communications Center o Lu-Hi  
Trinity Lutheran School  
Calvary Lutheran Pre-School

**Special encounters with Abraham**

United Airlines Fantasy Flight  
Honor Flight

Funeral for Fallen Firefighter in Rochester, NY  
New York State Superintendents Conference

**Additional Accomplishments:**

- Turned what would have been in person visits to Zoom visits with Mill Neck Manor Day-Hab program
- Through the Hearts of Mercy and Compassion, Abraham was able to recognize 13 Front Line workers with a heart signed by the team to thank them during the pandemic.
- Thank you cards were made by the team and other comfort dog teams and were randomly distributed.
- During the months of March and April, Abraham zoomed with the 911 center weekly overnight due to their anxiety and stress. An in-person visit occurred during the last week of May, visiting all shifts and departments. Monthly visits were set up from there.
- Team participated in the Wreaths across America to honor Veterans
- Abraham attends window visits at Nursing Homes
- Attended 911 Ceremonies in Hicksville
- Abraham and Donna were recognized by Hicksville Community as a Hometown Hero in October.
- Top Dog, Donna Haines, Recognized by Hicksville Chamber of Commerce as a Woman of Distinction for 2020.

**2021-2022 Goals:**

- Expand ministry visits to Veteran homes and events
- Expand visitation in the public schools
- Improve the relationship within the district for district needs and events



## 4.8 DEAF MINISTRY



In its desire to reach out to all people, Trinity Lutheran Church has begun ministering to the Deaf Community. To accomplish this task, Trinity will reestablish its interpreted worship service to bring the saving message of Jesus Christ to those who are deaf or hearing impaired.

### **2020-2021 Deaf Ministry Team**

Pastor John Hopkins	Interpreters: Barbara Lewis and Karen Prohinsie
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### **2020-2021 Accomplishments:**

- Due to the pandemic, all interpreted services were forced to stop.

### **2021-2022 Goals:**

- Establish an online and in-person interpreted service at the 10:45 service.
- Reestablish our relationship with Lutheran Friends of the Deaf (LFD).
- Work LFD at Mill Neck to help promote our interpreted service within the deaf community.
- Advertise Trinity's interpreted worship service.
- Recruit more interpreters for Sunday morning worship.
- Hold American Sign Language (ASL) classes to teach members of Trinity and the Hicksville community.



## 4.9 CHURCH ATHLETICS



### **Church Athletic Program Description:**

In order to promote church fellowship and the stewardship of our bodies (the temple of the Holy Spirit), Trinity provides athletic opportunities to grow both physically and spiritually.

### **Softball**

Every summer, Trinity participates in a Lutheran church softball league. Games are played Sunday afternoons and evenings from May through August at Town Hall Park in Lindenhurst. Call the church office (516-931-2225) for contact information for team managers.

### **Bowling**

From September through May join Trinity members for fun and bowling. Second Saturday of the month, 7:00pm, \$27 per month, includes the season-end awards dinner. AMF Babylon Lanes, 430 Sunrise Highway, West Babylon. Email Scott Galdo for more information at: [SGaldo@TrinityHicksville.org](mailto:SGaldo@TrinityHicksville.org)

### **Basketball**

**Children and Youth** – Trinity enters age-grouped teams in the Long Island Lutheran Church Basketball league. This program is open for children and youth in Kindergarten through high school. Sign-up begins in September, and league play is from November to March. Trinity's gym is a busy place during basketball season, and it's a great family atmosphere. For more information, visit [www.TrinityBasketball.net](http://www.TrinityBasketball.net)

**Men and Women** – Kids aren't the only ones who love sports! Trinity sponsors teams for both men and women from the congregation and school community in the same Lutheran church league. Sign-up begins in September, and league play is from November to March. For more information, go to [www.TrinityBasketball.net](http://www.TrinityBasketball.net)