



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

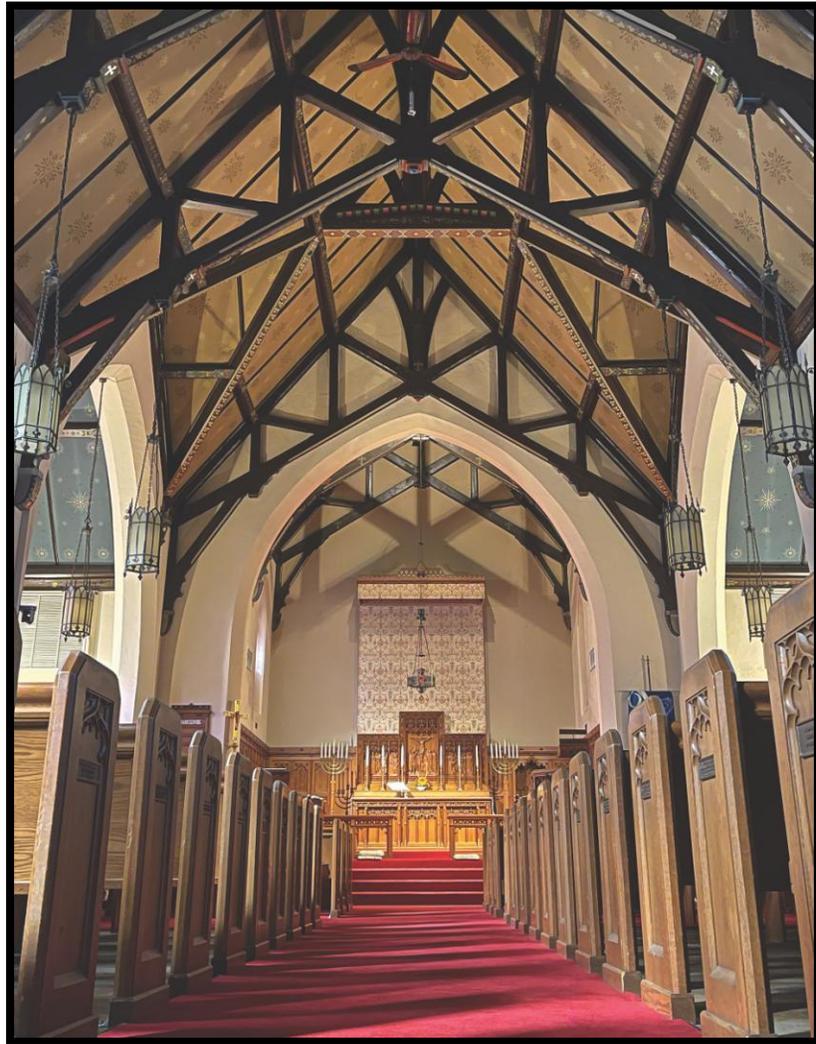
40 West Nicolai Street, Hicksville, NY 11801

Reverend John Hopkins – Senior Pastor
Mary-Elaine Leake – Principal | Jennifer Forte – Assistant Principal



EST. 1954

SCHOOL
516.931.2211
TrinityLI.org



2022/2023 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)
FBLive.TrinityHicksville.org

Sunday 10:45AM
Traditional Worship on the
1st, 3rd and 5th Sunday,
Contemporary on the
2nd and 4th Sunday

(Holy Communion is
celebrated at all worship
services.)

CONTACT INFO

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

Church Office
516-931-2225
www.trinityhicksville.org
churchofie@trinityhicksville.org

Mrs. Mary-Elaine Leake, Principal
School Office
516-931-2211
www.trinityli.org
schooloffice@trinityli.org

CHURCH COUNCIL (2022-2023)

1. Wayne Hoerberlein (President)
2. Scott Hare (1st VP)
3. Kathryn Draves (2nd VP)
4. John Doughty (Treasurer)
5. Terri Cavaliere (Secretary)*
6. Linda Hoerberlein
7. Andy Katan
8. Laura Morrisey*
9. Lauren Straub*
- 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.*

*Terms completed June 30, 2022



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

The past few years presented us with the need to plan during a pandemic. While many obstacles posed unforeseen complications for both our congregation and our school communities we were 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 continues to allow us to keep connected with our current members during times of isolation and has reconnected us with many members across the country. We are building on that online presence maintaining it now that we are able to worship together face-to-face.

This year a Promotion Committee has been added to the three-year-plan. Please see the purpose and plan at 4.10. Congregational members with marketing and promotion experience are needed to develop and execute a marketing and communication strategy.



3.1 BOARD OF OUTREACH



Board of Outreach Description:

The Board of Outreach is to direct Trinity’s efforts to reach out to the community with the message of the Gospel and invite our neighbors to church. In 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 in and 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.

2021-2022 Members:

Chair: Deacon Anthony Cavaliere	Darian Jones
Church Council Rep:	Janice Gentles-Jones

2021-22 Year Accomplishments

- Wrote Online Bible Meditation Blog published three times a week on Church website and Facebook.
- Conducted New Member class in Spring and Fall via ZOOM with 6 students becoming members.
- Led a Sunday Summer Service at the Chapel in Gilgo Beach.
- Used social media to invite neighbors to attend church services.
- Used social media to share the gospel by engaging others in conversations regarding current events.
- Conducted Weekly Book Club Discussion via ZOOM facilitated by Janice Gentles-Jones. Discussed The Screwtape Letters by CS Lewis; Getting to Know Jesus: Using the Six Core Teachings of the Bible to Grow in a Deeper Relationship with Jesus by Paul Schult; Paul’s Epistle to the Colossians; Talk Them Into It: The Truth about Making Christians by Jonathan Fisk; Chesterton's Gateway: 14 Essays To Get You Hooked On Chesterton by Ethan Nicolle.

2022-23 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. To be done via ZOOM and/or in person.

- Continuing Education to encourage congregants in witnessing for the Gospel to our surrounding Communities with focus on witnessing to people of other religions.
- Continue to write online Bible Meditation Blog to be published on various social media sites.
- Conduct Weekly Book Club Discussion.
- Assist Comfort Dog Ministry.
- Increase media presence with advertisements for school and church events in local and online Media.
- Resume 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.
- Host Sunday Morning Coffee Hour.
- Assist in continuing Coffee House Ministry.
- Conduct a Sunday Summer Service at the Chapel in Gilgo Beach.

	<h2>3.2 BOARD OF STEWARDSHIP</h2>	
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Board of Stewardship Description:

Stewardship is the awareness that everything we have is a gift from God, belongs to Him, and is to be used to serve Him and to celebrate His joy together as a Church. 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 in our community.

2021-2022 BOARD Members:

Chair: Deacon Anthony Cavaliere	Council Rep: Wayne Hoerberlein	Pastor John Hopkins
Les Francis	Jeanine Davis	

2021-2022 Accomplishments:

- Published weekly Stewardship Bulletin Blurbs
- Implemented Trinity Helpers' Project to assist congregants with the various tasks they need to be done at home. Coordinated by Andy Katan.
- Published Stewardship teaching in monthly newsletter.

- Encouraged greater participation in Bible Study.
- Published Lenten Devotions in print and online.
- Promoted Stewardship event barbecue in Summer.
- Hosted Coffee Hours.
- Continued to educate and encourage the congregation in being good stewards through Council and Pastor.
- Posted Teachings from the Small Catechism on Bulletin Board.
- Implemented policy of sharing nonperishable items for Coffee Hours to encourage participation by various ministries.

2022-2023 Goals:

- Encourage congregation to find new ways to engage in Church activities using Internet technology.
- Promote Trinity Helpers' Project by encouraging congregants to utilize their help with the various tasks they need to be done at home as well as to use their talents and skills to help those in need of assistance.
- Encourage congregation to reach out to the homebound and those members in Care Facilities.
- Educate Church on prayer and Biblical stewardship.
- Host Summer Outing on Church grounds to familiarize congregants with ministry opportunities.
- Fall Consecrated Stewards Program to educate congregants on Stewardship and to encourage them on Biblical giving to Church.
- 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.
- Lenten Prayer booklet
- 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
- Implement Moment for Ministry monthly bulletin blurb
- Take part in Trunk or Treat.
- Host Coffee Hours

- Add new Board members.
- Continue to create visual reminders to encourage diligent stewardship to be used in the church building, website, and social media.

	<h2>3.3 BOARD OF CHRISTIAN EDUCATION</h2>	
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Board of Christian Education Description:

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.

2021-2022 Board of Christian Education Members:

Chair and Church Council Rep: Laura Denning-Morrissey	Church Council Rep: Terri Cavaliere	Senior Pastor: Pastor John Hopkins	Principal: Mary Leake
Tina Deer	Debbie Tarone	Amy Schildwachter	

2021-2022 Accomplishments:

- Reopened In-Person Sunday School
- Hosted a successful Vacation Bible School (VBS) program in-person for 40 students
- Conducted a successful school year while remaining in-person with only a few instances of needing to shift to remote learning due to Covid-19
- Provided virtual and in-person Bible studies
- Provided virtual and in-person Confirmation classes to students in grades 6-8

2022-23 Goals:

- Run a successful in-person Vacation Bible School (VBS) program
- Restructure the Board of Christian Education with new membership and more consistent meetings
- Increase Sunday School attendance by welcoming new families
- Use new marketing strategies to increase school enrollment

- Evaluate curriculum and ensure that it is up to date and meeting all necessary standards
- Evaluate school technology needs and determine a plan for obtaining needed technology upgrades

2023 and Beyond Goals:

- Bridging church and school

	<h2 style="margin: 0;">3.4 BOARD OF PROPERTIES</h2>	
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Board of Properties Description:

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.

2021-2022 Members:

Chair: John Haines	Church Council Rep: Lauren Straub	Warren Breuer	Scott Hare	Ed Kuck
Carl Osmundsen	Tom Perovich	Matt Muscumeci	Fred von Barga, Jr.	Fred von Barga, Sr.

2021-2022 Accomplishments:

- Held Fall and Spring Clean-ups.
- Decorate and un-decorate Church for Christmas.
- Test and repair sprinkler system
- Removed fountain in playground and accessed water for Community Garden
- Repaired cracks in basketball court
- Repaired leak in ceiling above stairs to undercroft
- Repaired leak in heating system in Day Care
- Replace ceiling in Multipurpose Room
- Repaired raised sidewalk slabs
- Installed new ceiling and LED lights in 1st floor hallway
- Painted metal awning on west side of school
- Replace broken glass in classrooms and Pastor’s office
- Replaced circulator pumps in church boiler room.
- Replace gaskets in cafeteria refrigerator
- Repaired locking mechanism at ECC east door
- Replaced motor in elevator

- Repaired cafeteria/MPR sliding door
- Maintained ECC emergency light batteries
- Replace all church and school emergency light batteries
- Install/ Remove room air conditioners in Day Care.
- Replace air conditioner filters
- Installed new shades in Day Care

2022-2023 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
- Install new property line fence and crash gate adjacent to Stammel Center
- Seal church exterior walls
- Repair church water leaks

	<h2 style="margin: 0;">3.5 BOARD OF YOUTH MINISTRY</h2>	
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Board of Youth Ministry Description:

The Board of Youth Ministry, in conjunction with the Youth Coordinators, aim to create a program geared towards the encouragement of Christian Fellowship and Spiritual growth in Trinity’s youth. The Sr. Youth Program for children in 9th grade and above, the Jr. Youth Program for children in grades 6-8th, and VOTY for children in grades 5 and below along with the Church Youth and Adult Basketball Leagues are guided by the Youth Board.

2021-2022 Committee Members:

Chair: Bobby Stainkamp	Charlie Henle	Dave Specht	Sue Mittler
Council Rep:	Pastor Hopkins	Tom Perovich	Liz Denning
John Plank	Tracie Boland	Janice Gentle-Jones	

2021-2022 Accomplishments:

- Increased participation from Confirmation students
- Sponsored various family style events including:
 - Family Beach Nights
 - Outdoor Movie Night
- Maintained a two event per month average for Jr. Youth
- Diversified FUEL activities with themed evenings like:
 - Board Game Night
 - Indoor Movie Night
- Resurrected Romans and Christians Night
- Welcomed Charlie Henle to the Board
- Restarted Trinity's Youth Basketball Program

2022-2023 Goals:

- Hire a Sr. Youth Coordinator to restart the Sr. Youth Program
- Reconfigure YSR Audio Video equipment to be more user friendly
- Resuscitate email notifications
- Recruit new board members with program aged children
- Reinstate Bi-monthly field trips
- Reupholster YSR Furniture
- Repair damaged equipment including the Ping Pong Table, Table Hockey, and Pacman
- Host a Mega Youth Night
- Restart Fundraising Events

2023-2024 Goals:

- Explore hiring a Full Time Youth Leader: Either Youth Pastor, DCE, or similar to establish long term growth and retention in the program.
- Find and Attend a Mission/Service Trip



3.6 BOARD OF PARISH MINISTRY



Board of Parish Ministry Description:

The Board of Parish Ministry works with Pastor Hopkins to enrich and foster the spiritual welfare of the congregation by encouraging prayer, personal care, visitation, outreach, worship assistance, listening and caring hearts, and the development of all members (children, confirmed youth and adult members) in the divine and eternal truths of God. This is a hands-on ministry of servanthood.

This Board is not meeting at this time.



4.1 FINANCE COMMITTEE



Finance Committee Ministry Description:

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.

2021-2022 Finance Committee Members:

Council Treasurer Chair: John Doughty	Council President: Wayne Hoerberlein	Director of Finance: Doris Gargan	Principal: Mary-Elaine Leake	Pastor John Hopkins
Scott Hare 1 st VP Church Council	Kathryn Draves 2 nd VP Church Council	Lauren Straub	Fred Von Bargaen	Howard Hoerberlein

2021-2022 Accomplishments:

NOTE > COVID 19 (re: 3/16/20) has continued to present financial challenges.

- Applied for and secured full Forgiveness of second SBA Payroll Protection Plan loan (\$302K received 3/21).
- Prepared Fiscal 2021/22 Ministry Plan approved at June 21 Voters meeting with revisions approved in October (re: K-8, ECC and Daycare enrollments, staffing, additional resources including Church).
- Applied for Employee Retention Credit (ERC) via amended payroll tax return (IRS Form 941-X > QE 6/30/21) and received \$76K ERC refund in October '21.
- Engaged with Gary Cagnard, CPA for financial statement 'Reviews' including reformatting presentation, certain account adjustments and several reporting issues for Fiscal Years Ended 6/30/19 and 20. These Financial Statements were issued while 6/30/21 is pending. Reworked accounting procedures for Donor restricted contributions and net assets.
- Monitored cash flow and MP results throughout the year, including percentage analyses.
- Completed functional analysis to support and claim additional available ERC's. Prepared and filed four additional amended payroll tax returns (IRS Forms 941-X > QE's 9/30, 12/31/20, 3/31, 6/30/21). IRS processing in process / timeframe for receipt is unknown (\$330K).
- Prepared a proposed financial plan for allocating the proceeds from Cherry Street property sale.

2022-2023 Goals:

- Prepare Fiscal 2022/23 Ministry Plan (MP) for approval at June 22 Voters meeting. Use YTD 21/22 data coupled with other known factors regarding K-8, ECC and Daycare enrollments, staffing and additional resources including for Church. Potential adjustments during Q1 (re: October 22 Voters meeting). Limited deficit planning herein.
- Monitor cash flow for church and school operations, including use of restricted / non-restricted funds, and use of Cherry Street property sale proceeds as per the allocation plan.
- Monitor and analyze expenditures, including adjustments to MP amounts as needed.
- Establish a sub-committee tasked with reviewing and evaluating our current employee compensation programs including recommended changes and improvements. Approximately 6-8 members representing all stakeholders.
- 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).
- Determine and monitor effects of projected 2021/22 deficit noting anticipated positive effects of Cherry Street sale proceeds.
- Continued focus and review of 'Endowment' fund activities including replenishing past uses of these funds via Cherry Street sale proceeds.
- Review Finance Office procedures for collecting, recording and reporting gifts, offerings and tithes received in support of Trinity Lutheran Church and School.
- Review and update general ledger 'chart of accounts'.

2023-2024 Goals:

- Follow-through and continue efforts on goals noted above, as applicable.
- Develop a prudent 2023/24 MP reflecting a balanced approach with a zero deficit, as possible.
- Develop 'descriptive' chart of accounts that explains intended use and provides instructions for recording financial transactions (re: finance office succession planning).



4.2 SECURITY COMMITTEE



Security Committee Description:

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

2021-2022 Committee Members:

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

2021-2022 Accomplishments:

Due to the continued Covid concerns, and financial restraints, many of the original goals were not completed this year.

- Reduced the number of entrances into the building for Church Services.
- Added electronic entry devices at the courtyard door and gym door.
- Continued mandatory lockdown and lockout drills as required by New York State.

2022-2023 Goals:

- Reinforce classrooms making unauthorized access more difficult
- Address approved locking devices on all student occupied rooms
- Gates over glass on doors
- Shades on glass in classrooms on doors
- Make sure windows are functioning for egress or extraction
- Continue "Active shooter Training" with Homeland Security
- Post room identification on windows facing out for First Responders identification
- Post wayfinding signage for quick location of classrooms at hallways
- Full size monitor at front desk showing all security camera views
- Create security vestibules at Front and ECC entry doors
- Address Government grants available
- Create a Security team to expand from one person to, at least, a few people.
- Provide a coded lockbox alongside FD lock box for emergency use
- Limit school entry points
- Maintain locked school gates during class hours



4.3 TECHNOLOGY COMMITTEE



Technology Committee Description:

The Technology Committee guides and directs the technology for Trinity's church and school. Technology influences and supports every aspect of our ministry, and being 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 and school marketing and design.

2021-2022 Technology Committee Members:

Chair: Tom Perovich	Pastor John Hopkins	Charles Henle	Robert Stainkamp
Council Rep: Kathryn Draves	Jeanine Davis	Mary Leake	

2021-2022 Accomplishments:

- Performed unplanned transition to new telephone system. Reduced costs and added much functionality and capacity.
- Updates to online teaching platforms to adjust to changes in remote vs onsite attendance.
- Provided training and resources to staff for online teaching.
- Utilized the new equipment in the sanctuary to livestream not only Sunday Worship but various other school and Church events, including weekly school chapel, etc.
- Evaluating next generation classroom display technology by replacing a projector and SmartBoard with a 70" flatscreen display.

2022-2023 Goals:

- Plan and begin to implement the increasingly necessary upgrade of TLS and TLC computers, and identify a funding source. Evaluation includes all Church and School administrative staff, classroom educators, and the school computer lab.
- Evaluate cost effective solutions for black and white and color desktop printing requirements for the Church and School
- Evaluate additional platforms to simultaneously broadcast our livestream content.

- Continued recruitment of additional personnel to operate the livestream control booth
- Evaluate need and usage logistics of video displays in the sanctuary to enable the use of media during worship and school programs.
- Ongoing modifications to security camera system, optimizing performance and fields of view.
- Begin evaluation of alternatives to upgrade the school intercom / loudspeaker system.
- Implement a video monitoring display of security cameras at the school lobby and office.
- Coordinate with school administration to pursue NYS and other grant opportunities and maximize appropriate utilization of grant money to integrate with our technology.

2023-2024 Goals:

- Continue to 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 Security 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:

6 th Grade:	7 th Grade:	8 th Grade:
Teacher: Pastor John Hopkins Curriculum Overview: God’s Grace to His People in Ancient Times Creation and the Fall through Exodus First Communion Instruction	Teacher: Mrs. Janice Jones Curriculum Overview: Old and New Testament Creation and The Exodus Review 10 Commandments Review The Lord’s Prayer	Teacher: Mrs. Erika Skoch Curriculum Overview: The Apostles Creed Baptism The Lord’s Prayer Lutheran History, Law and Gospel Statement Of Faith - Project Prep for Confirmation

2021-2022 Accomplishments:

- Encouraged Church and School Students to enroll in confirmation.
- Began meeting in-person once again for classes after being on Zoom the previous year.
- Pastor Hopkins taught the School Students the First Communion materials in the classroom.
- First Communion was held on Maundy Thursday April 14, 2022 and Confirmation Sunday was held May 15, 2022.
- Confirmation Students were encouraged and did attend a number of youth events (Fuel).

2022-2023 Goals:

- Encourage Church and School students to enroll in confirmation.
- Encourage students to participate in Church Youth programs and events.
- Continue to teach students to move towards receiving First Communion and be confirmed.



4.5 MUSIC MINISTRY



Music Ministry Description:

Under the leadership of Trinity's Minister of Music, Henry DeVries, this group oversees the musical activities of Trinity Lutheran Church and School. This includes both instrumental and vocal programs in the school, as well as the musical life of the worshipping community of the Church.

2021-2022 Committee Members:

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

2021-2022 Accomplishments:

- A number of our goals for this year were sidelined by Covid surges.
- Even with outbreaks, music classes were able to return to the music room for part of the year. While there, we were able to sing and play recorders in our classroom. We did this while masked, with extra ventilation and additional spacing between children.
- The ability to use more electronic media was brought into the CMR so that internet resources could be used for general music classes.
- The children were able to sing a song which we recorded for a modified Christmas program, and a shortened late Spring concert will take place with band participation and a few classes singing in June.
- Instrumental instruction continued, and bands were allowed to start up again later in the year. In addition to the spring concert in June, there will be a marching band that participates in the Hicksville Memorial Day parade.
- The Trinity Choir began meeting again during this season, rehearsing and singing while masked for safety. Though we sang a shortened season, it was a great joy to have choral music brought back to worship. We were happy to meet, what we thought was, an optimistic goal of having choral music for Christmas worship.
- Concerts at Trinity have also been restored with an organ recital by the American Guild of Organists, Nassau chapter in March which was well attended, and a concert by the Pennsylvania Youth Chorale who will sing a concert on Saturday, June 4th as well as participate in worship on June 5th.
- Because of the Covid surges, we were not able to prepare the children for the NYSSMA festival this year.
- New Dimensions Worship with Trinity's Praise Band was held the second and fourth Sundays of the month when masks were not required.

2022-2023 Goals

- We are hopeful that this year will finally see a normal start up in school, which will see a return of all programs.
- I am hopeful that our children's choir and handbell programs in the church will be able to restart in September/October provided there is not a continued issue with working and singing closely.
- Try to restart a Middle School choral program in the school, if not at the middle school level, then at an upper elementary level, in hopes that this will carry over in future years to a middle school level group.
- Continue to use its new organ to the fullest, not only in worship, but as an outreach to various groups in hopes of bringing in new members.
- Continue to build Trinity Lutheran Church's choirs, particularly at the youngest levels to strengthen the program from the bottom up.
- Continue to bring the highest quality of music to worship and continue to widen styles and genres to lift our praises to God.
- Continue to build the school instrumental program.



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."

2021-2022 Accomplishments:

Grades K-8

- Updated Parent/Student Handbook
- Established required goals for continuing education and professional development for all teachers and assistants
- Implemented accelerated learning strategies to address gaps in learning due to Covid.
- Increased after school activities for K-5 students
- Increased after school activities for 6-8 grade students
- Implemented updated social studies curriculum for K-8 classes
- Increased differentiation of teaching and learning across all levels and grades
- Expanded promotion of all programs via Instagram and Facebook and virtual meet-up groups.
- Maintained funding streams to benefit Trinity's Tuition Assistance Fund

- Maintained and expanded contact with Trinity's scholarship donors
- Re-established Trinity special events and activities that had been suspended due to Covid

Early Childhood Center

- Implemented opportunities for greater collaboration among ECC teaching staff and classes
- Increased opportunities for continuing education and professional development for all teachers and assistants
- Hosted a new spring/Easter program for families
- Increased opportunities for parent engagement
- Increased differentiation of teaching and learning
- Increased use of learning centers

Daycare

- Outlined initial plans for the conversion of new space for center-based daycare.
- Completed trainings and submitted documentation as required for midpoint of licensing period.

Goals for 2022-2023

- Increase enrollment in daycare, ECC, and grades K-8.
- Update admissions process for ECC and K-8
- Obtain and increase financial aid and scholarship funds
- Implement updated ELA curriculum for K-8
- Implement updated Math curriculum for K-8
- Facilitate the establishment of new Parent-Teacher Organization
- Update marketing resources and materials
- Implement periodic parent seminars
- Maintain goals for continuing education and professional development for all teacher and teaching assistant
- Continue implementation of accelerated learning strategies
- Implement more after school activities for K-5 students
- Increase Christian service-learning opportunities for ECC and grades K-8
- Review and update safety and security procedures
- Submit renewal application for daycare license



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.

Comfort Dog Ministry Members:

Top Dog/ Caregiver: Donna Haines	Church Council Representative: Linda Hoerberlein	Caregivers: Pastor and Donna Hopkins Fred and Sue VonBargen Laura Stengel (Beloved Comfort Dog)
Handlers: Pastor John Hopkins, Donna Hopkins, Jacob Hopkins, Francine Gugliotta, Paul Gugliotta, Suzanne Haines, Lynn Waldeck, Dorothy Quinn, Laura Stengl, Linda Hoerberlein		Police Handlers: John Plank George Tapia
		Kare-9 Handlers: John Haines Enrico Meigan
Ministry Partners: Pat Griffith, Nicole DeCatri, Arlene Bartlewitz, Helen Peter, Terri Cavaliere, Janice Gentles Jones, John Doughty, Johanna Cognato, John Quinn, Ed Waldeck		

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

2021-2022 Accomplishments:

- Identified members for 2nd Dog Handler Team. Applications sent in and background checks complete
- Resumed visits with Alzheimer Foundation
- Started visited to VA nursing home (discontinued because of Covid)
- Presented Roses on behalf of Abraham to the nursing homes he visited.
- Attended Golf Outings for Trinity Glen Cove and Alzheimer Foundation
- Was present for the last days of school at Lu-Hi.
- Attended Vacation Bible School
- Attended the 2021 LWML National Convention with 3 other comfort dogs.
- Participated in National Night Out at the Broadway Mall

- Planning Trunk or Treat.
- Expanded Social Media presence to Tik Tok.
- Aided in the preparation of the Hearts of Mercy for the Surfside Towers collapse in Florida
- Met with LCC Hearts of Mercy and Compassion to potentially become an affiliate.

2022-2023 Goals:

- New Dog team trained and actively working with Beloved Comfort Dog
- Continue to expand Veteran Ministry. Work with Pastor Yee in the reserve program.
- Continue to visit District Churches
- Attend Atlantic District LWML Conference
- Attend New Jersey LWML Conference
- Work with local school district for visits
- Find more information for the Gold Star Kids program and Blue Star Mom’s Groups
- Participate in events such as Fire Prevention Week at HFD
- Report Monthly on Dogs progress in Church
- Work with Police Ministry to participate in Police week
- Participate with the Nassau County Precincts in Coffee with a Cop
- Assist with Project Thank a Cop in their annual Shop with a Cop.

	<h2 style="margin: 0;">4.8 DEAF MINISTRY</h2>	
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Deaf Ministry Description:

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.

2022-2023 Committee Members:

Chair: Pastor John Hopkins	Barbara Lewis	Karen Prohinsie	Karen Apgar
Council Rep:			

2020-2022 Accomplishments: Due to the pandemic, all interpreted services were forced to stop.

2022-2023 Goals:

- Reestablish in-person interpreted services at the 10:45 service with the addition of making this a Live Streamed service as well.
- 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

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

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



4.10 PROMOTIONAL COMMITTEE



Promotional Committee Description:

The Promotional Committee is an advisory committee to the Trinity Lutheran Church Council and the operations personnel of the Church. Their role is to act as an initiator of ideas, as well as a sounding board for marketing strategies and tools that may be employed in enhancing the growth opportunities and achievement of Trinity's goals.

Members:

Chair: Pastor John Hopkins	Deputy Chair: Trinity Lutheran School Principal, Mary Leake	Director of Finance: Doris Gargan
Church Council Rep:	Finance Committee member:	Congregation member:

Other members as necessary and appropriate.

Tasks

- Develop and execute marketing strategy; prepare cost estimates for planned activities
- Assess current communication strategy; develop and implement enhancements as necessary
- Work with the Trinity School Promotion Group to share ideas and coordinate activities
- Review impact and results of executed marketing strategy; recommend and apply revisions as appropriate
- Report activities and assessments of results at monthly Finance and Church Council meetings