



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

Jennifer Forte – Interim Principal (2018-2019) | Mary-Elaine Leake – Principal (2019)

Carolyn Gallegos - ECC Director



EST. 1954

SCHOOL

516.931.2211

TrinityLL.org



2018/2019 Three-year Vision Plan

*“Commit your work to the Lord,
and your plans will be established.”*

Proverbs 16:3

TRINITY'S HISTORY

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 6+ 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.

From May 2017 to present Rev. John Hopkins is Trinity's Senior Pastor. Mrs. Jennifer Forte served as our interim school principal during the 2018-19 school year. Mrs. Mary Leake is Trinity's new principal and began her duties July 1, 2019.

WORSHIP SERVICES

Saturday 5:00 PM

Traditional Worship

Sunday 9:00 AM

Traditional Worship

Sunday 10:45 AM

Traditional on the 1st and 3rd 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

Church Office

516-931-2225

www.trinityhicksville.org

churchoffice@trinityhicksville.org

School Office

516-931-2211

www.trinityli.org

schooloffice@trinityli.org

CHURCH COUNCIL (2018-19)

1. Dan Pugliese (President)
2. Donna Haines (1st VP)
3. Fred VonBargen, Sr. (2nd VP)
4. Wayne Hoerberlein (Treasurer)
5. Terri Cavaliere (Secretary)
6. Kathryn Draves
7. Scott Hare
8. Laura Morrissey
9. John Plank
10. Lauren Straub
11. Richard Evans
12. John Doughty

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(s) (ex-officio), constitute the Church Council.



TABLE OF CONTENTS



1. Why do we need a ministry plan?
2. Our ministry planning process
3. **BOARDS**
 - 3.1. Board of Outreach
 - 3.2. Board of Stewardship
 - 3.3. Board of Christian Education
 - 3.4. Board of Properties
 - 3.5. Board of Youth Ministry
 - 3.6. Board of Parish Ministry
4. **MINISTRIES, COMMITTEES & TASK FORCES**
 - 4.1. Finance Committee
 - 4.2. Security Committee
 - 4.3. Technology Committee
 - 4.4. Confirmation
 - 4.5. Music Ministry
 - 4.6. Trinity Lutheran School, Early Childhood Center,
DayCare Center
 - 4.7. Comfort Dog Ministry
 - 4.8. Deaf Ministry
 - 4.9. Church Athletics



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.

Please note that this year a number of committees and ministries have been added to our Vision Plan. The Security Committee addresses important issues across our properties, providing a safe environment for our students, teachers and staff as well as our congregation. Our Music Ministry, which includes responsibilities at both church and school, has been detailed. Important new ministries involving our Comfort Dog, Abraham and our new Deaf Ministry, in conjunction with Mill Neck Friends of the Deaf, have begun this year.



3.1 BOARD OF OUTREACH



Board of Outreach Ministry Description

The Board of Outreach’s mission 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.

2018-2019 Board of Outreach Members:

Chair Person: Deacon Anthony Cavaliere	Joe & Judy Bracconier	Council Rep: open	Janice Gentles-Jones
--	-----------------------	-----------------------------	----------------------

2018-2019 Accomplishments

- Walked in the Hicksville Memorial Day Parade and handed out Trinity Church & School branded materials.
- Handed out tracts and church material at Trunk or Treat.
- Continued Inspirational Yoga classes.
- Hosted Stirring Sounds Coffee House.
- Hosted Sunday Morning Coffee Hour.
- Conducted Monthly Service at Dale view Care Center in Farmingdale.
- Wrote Online Bible Meditation Blog published three times a week on various websites.

2019-2021 Goals

- Implement “Every One His Witness” Lutheran Evangelism Workshop 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 the community including people of other religions.
- Continue to write online Bible Meditation Blog to be published on various social media sites.
- Conduct Monthly Service at Dale view Care Center in Farmingdale.
- Take part in Memorial Day Parade.
- Take Part in Hicksville Annual Street Fair.
- Take part in Trunk or Treat.
- Assist Comfort Dog Ministry.



3.1 BOARD OF OUTREACH (continued)



2019-21 Goals Continued:

- Increase media presence with advertisements for school and church events in local and online Media.
- Host Breakfast Outreach for Local Community.
- Host Sunday Morning Coffee Hour.
- Continue offering Inspirational Yoga classes.
- Assist in continuing Coffee House Ministry.



3.2 BOARD OF STEWARDSHIP



Board of Stewardship Ministry Description:

Stewardship is realizing that everything we have is a gift from God, everything we have belongs to God, and everything we have 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.

2018-2019 Board of Stewardship Members:

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

2018-2019 Accomplishments:

- Continued to educate and encourage the congregation in being a good steward through Council and Pastor.
- Encourage greater participation in Bible Study.
- Lenten and Advent Devotion booklets created by Church members.
- Added new ministry partner, Alexandria Rappe, based in Thailand.
- Distributed \$20000 in mission aid.
- Promoted National Day of Prayer, May 2, 2019.
- Promoted Consecration Stewardship Sunday in November.
- Hosted Coffee Hour.
- Posted Stewardship sign to alert people to various needs.
- Started Greeter Ministry.



3.2 BOARD OF STEWARDSHIP (continued)



2018-19 Accomplishments continued:

- Participated in 1st Church Trunk or Treat event by distributing Church and school promotional materials.
- In 2018 we lost two of our devoted members: Kathy Funfgeld & Carl Probst. They are sorely missed.

2019-2020 Goals:

- Encourage congregation to pray without ceasing.
- Educate Church on prayer and Biblical stewardship.
- Implement "Consecrated Stewards Program" to educate on Stewardship and encourage 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 offering to support the ministries of the Church.
- Prepare Lenten Prayer booklet.
- Prepare Advent Devotions.
- Continued use of Lenten Cross.
- Evaluate Implementation of local Servant Events.
- Promote Missionary Partner.
- Promote Transportation for homebound.
- Promote contacts with absent members.
- Expand greeter/welcome ministry.
- Stewardship Fair.
- Promote Moment for Ministry monthly bulletin blurb.
- Take part in Trunk or Treat.
- Host Coffee Hour.
- Add new Board members.



3.3 BOARD OF CHRISTIAN EDUCATION



Board of Christian Education Ministry 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.



3.3 BOARD OF CHRISTIAN EDUCATION (continued)



2018-2019 Board of Christian Education Members:

Chair & Council Rep Laura Denning-Morrissey	Council Rep Terri Cavaliere	Pastor John Hopkins	Acting Principal Jennifer Forte
ECC Director Carolyn Gallegos	Admissions Director Charles Henle	Tina Deer	Debbie Tarone
Deacon Debbie Vergara	Amy Schildwacher		

School Communication Protocol:

The Board of Christian Education has developed a communication protocol to help our parents know who to go to when an issue arises. The following list describes appropriate communication sequences:

<u>Instructional Issues</u> Classroom Teacher Teacher Principal Pastor	<u>Special Education Issues</u> Classroom Teacher Learning Center Teacher Principal Pastor	<u>Athletic Program Issues</u> Coach Director of Athletics Principal Pastor	<u>After School Activity Issues</u> Program Director Principal Pastor
---	---	--	---

2018-2019 Accomplishments

- Helped to fund the CPR/AED instruction for faculty and staff.
- Created a committee to plan for the school's 65th Anniversary.
- Hosted a 65th Anniversary party/fundraiser for the school.
- Hosted another fundraiser to support the Capital Campaign (Santa Pancake Breakfast).
- Provided a more robust, varied selection of Bible Studies.
- Supported the implementation of a K-5 Social/Emotional Literacy Curriculum.

2019-20 Goals

- Recruit 3 more board members.
- Implement "Legacy of Love" – a program to include senior church members in the classroom environment.
- Grow the Sunday School Program.
- Support the hiring and transition of a permanent school principal.



3.3 BOARD OF CHRISTIAN EDUCATION (continued)



- Continue to help fund the CPR/AED instruction for faculty and staff.
- Create a committee to plan for the ECC 50th Anniversary.

2019 and Beyond

- Bridging church and school.



3.4 BOARD OF PROPERTIES



Trinity's Board of Properties Description: Outstanding

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.

2018-2019 Board of Property Members:

Chair and Council Rep: Fred Von Barga	John Haines	Warren Breuer	Dan Pugliese
Carl Osmendsen	Matt Muscumeci	Rich Evans	Tom Perovich
Ed Kuck	Scott Hare	Carl Probst	

2018-2019 Accomplishments:

- Replaced carpet in Church.
- Repaired windows in School, Church and East Wing (Y/SR).
- Installed LED lighting in Cafeteria and Lower Hallway.
- Installed LED lighting in parking lot.
- Installed LED lighting on most exterior lights.
- Installed dropped ceiling and LED lights in one classroom.
- Repaired siding on front of Day Care building.
- Repaired asphalt in parking lot.
- Paved driveways in Day Care and Parsonage.
- Installed electric lines and outlets for new organ associated equipment.
- Remodeled balcony to accommodate new organ.
- Replaced grease trap in kitchen.
- Replace leaking hot water heater in church boiler room.



3.4 BOARD OF PROPERTIES (continued)



- Replace circulator pumps in church and school boiler rooms.
- Installed electric lines and air conditioner in classroom.
- Remodeled Nurses Office to meet regulations.
- Held Fall and Spring Clean-ups.
- Repaired elevator.
- Installed several new security cameras and communication lines.
- Repaired boilers in Stammel Center. Passed Inspection.
- Replace kitchen exhaust fans.
- Replaced cracked toilet in boy's room of ECC.
- Decorate and un-decorate Church for Christmas.
- Replaced time clock on 2nd floor of Stammel Center
- Spot painted all ECC classrooms.
- Inspect and repair Ansel System in kitchen. (scheduled by B. Kanowitz)

2019-2020 Goals:

- Hold Fall and Spring clean-up.
- Continue LED installations in hallway, classrooms and Pastor's Office
- Repair School boiler system and classroom control valves as needed.
- Inspect and seal school windows.
- Repair fan in gym
- Replace ceiling and lights in Multi-Purpose Room.
- Install Security System on gym door.
- Install Security System by Pastor's office.
- Decorate and un-decorate Church for Christmas

2020-2021 Goals:

- Hold Fall and Spring Clean-up
- Replace Stammel Center front door.



3.5 BOARD OF YOUTH MINISTRY



Board of Youth Ministry Description:

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 Sr. Youth Group for youth in grades 9-12, our Jr. Youth group for youth in grades 6-8, and VOTY (Visions of Tomorrow's Youth) for youth 5th grade and lower.



3.5 BOARD OF YOUTH MINISTRY (continued)



2019-2020 Board of Youth Ministry Members:

Council Rep: John Plank	Pastor John Hopkins	Tracie Bolland	Jeanetta Davis	Liz Denning
Youth Coordinators: Bobby Stainkamp Katie Mittler	Dave Specht	Tom Perovich	Laura Denning-Morrissey	Debbie Tarone
Volunteers: Nick Perovich Lindsey DiCandia Erika Skoch	Debbie Vergara (VOTY)	Sue Mittler		

2018-2019 Accomplishments:

Our youth program continued to grow concentrating on the following:

- We continued to branch out with more service opportunities in order to increase the appeal to the Sr. Youth age groups.
- We continued to expand our collaboration with other youth groups from other churches in order to share the faith with each other and to grow in Christ (Grace Lutheran and Westbury UMC).
- We assisted in updating and repairing facilities in our youth room including repairing and securing of closets and youth freezer and repairing our ping pong table.
- New healthy snack refreshment machines were ordered and installed reflecting a better awareness of our church and school wellness policies for all.
- A new Pepsi machine was also obtained with strict hour usage guidelines.
- We continued our fundraising events successfully including the addition of some new and exciting ideas: restaurant fundraisers, Penny Wars, Buy a Mile, "Trivia Nite", a wine and cheese paint night for adults and a chili cook-off.
- Our youth traveled to a new youth gathering venture in West Virginia.
- Preparations and fundraising for 2019 LCMS youth gathering in Minnesota began.
- Board vacancies were filled.
- All FUEL events began with a devotion lesson.



3.5 BOARD OF YOUTH MINISTRY (continued)



2019-2021 Goals:

Grow and maintain our program concentrating on the following:

- To continue to branch out with even more service opportunities in order to increase the appeal of Sr. youth age groups.
- Continue to expand collaboration with other youth groups from other churches.
- Replace the hallway bulletin board with flat screen. Repair/upgrading of TC/sound projector in YSR.
- Work with our confirmation classes to better connect between them and our youth events.
- Move Sr. events from Saturdays to Fridays.
- Continue fundraising events for our July LCMS youth gathering trip in Minnesota. Events planned include Minute to Minute fun competitions, Trivia Nite, Penny Wars, Christmas Tree sales, car washes, Professional Cooking classes, Board Game Nite, Restaurant donations among others.
- Continue to fill board vacancies as needed. Hire an additional youth coordinator and split responsibilities between fundraising and youth event planning.
- Some youth events planned will include Mets game in Faith Day, Escape room, Ice Skating, Roller Skating, trips to NYC and more.
- Revamp our summer youth program. Change beach days to beach nights. Reinstate youth camp retreat.



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.



3.6 BOARD OF PARISH MINISTRY (continued)



2018-2019 Board of Parish Ministry:

Chair: Debbie Vergara	Pastor John Hopkins	Anthony Cavaliere	Doug Brodsky
Betsy Lazarek	Peg Ruhs	Lynn Waldeck	

2018-2019 Accomplishments

- Assisted Pastor with funerals.
- Prayed daily for congregation, council, school, facility and staff.
- Assisted in weekly worship services, Advent, Christmas, Lent, Good Friday, Palm and Easter Sunday and special services.
- Participated in ECC and School Chapel.
- Visited the sick and shut-ins.
- Assisted in the teaching of confirmation instruction.
- Provided Closer Connections/New Member course.
- Provided acolyte training.
- Assisted in the implementation of 2018 VBS.
- Provided weekly children sermons during weekly Sunday service and assisted Sunday School Superintendent in the training of teachers.
- Lead Bible Study Programs.
- Produced weekly Devotional Blog.
- Prepare and conduct National Day of Prayer, May 2, 2019.
- Meet weekly to address the parishioner's pastoral needs.
- Continue program to remember children's baptism anniversary.

2019-2021 Goals:

- Assist Pastor Hopkins in the daily ministry of Trinity.
- Assist our Church Council when called upon.
- Review present tasks of the Deacons.
- Improve and expand the Deacons program.
- Investigate the efforts required to reinstate the Stephen Ministry Program.
- Continue and encourage visitation to homebound.
- Have a District Presence on the Board of Directors of the Atlantic District, LCMS.
- Continue to be the hands and heart of Jesus to those hurting.
- Continue the funeral follow-up with Christmas and Easter invitations to our Church.
- Provide for continuing education for Deacons.
- Continue all 2018-2019 accomplishments.



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.

2018-2019 Finance Committee Members:

Chair: Wayne Hoeberlein Council Treasurer	Council President Dan Pugliese	Director of Finance Doris Gargan	Acting Principal Jennifer Forte
Pastor John Hopkins	Fred Von Bargaen	Donna Haines	Curt Fogerty

2018-2019 Accomplishments:

- Reviewed, revised and replaced employee health insurance plan.
- Developed procedures for the transition of the Director of Finance to an offsite position.
- Defined procedures and tasks, and accomplished a smooth transition of another employee's expanded administrative role in support of offsite Director of Finance.
- Developed reporting protocols for the "Honor, Serve, Provide" fund
- Developed profitability reporting for DayCare.
- Removed minimum balance restrictions from BFCU accounts.

2018-2019 Goals:

- Closely monitor the cash flow for both church and school operations and the use of restricted and non-restricted funds.
- Continue to closely monitor and analyze expenditures and make adjustments to budgeted amounts where appropriate.
- Provide direction to boards in development of ministry plans and assist boards in effectively planning cash flow.
- Review all investment accounts to ensure maximum return.
- Support "Honor, Serve, Provide" and 65th Anniversary campaigns.
- Have appraisal of our land assets.
- Present a balanced Ministry Plan for 2019-2020.



4.1 FINANCE COMMITTEE (continued)



2020-2021 GOALS:

- Present a balanced Ministry Plan for 2020-2021, with goal of achieving a surplus by the following year.



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 School.

2018-2019 Security Committee Members:

Chair and Council Rep: Scott Hare	Pastor John Hopkins	Dan Pugliese	Kathryn Draves	John Haines
Doris Gargan	George Tapia	Tommy Nu	Acting Principal: Jen Forte	Tom Perovich

2018-2019 Accomplishments:

- Installed additional exterior cameras.
- Improved parking lot lighting.
- Safety egress plan for the two 4 year old classrooms in the ECC, along with fencing around that garden area. Steps added in ECC window well.
- Active Shooter Training with Homeland Security (for school and church staff).
- Trimming of foliage for visibility where necessary.
- Shades being installed on all classroom doors.

2019-2020 Goals:

- Add electronic exterior door access for Gym door and door outside Pastor's office.
- Establish lockdown and evacuation training for church staff.
- Electric locks on gym door and at exit by Pastors door .
- Creating a security team where we can have coverage at all events.
- Open discussion of bollards at front door and ECC door. Along with gate system.
- Getting approved interior door locking devices, or electronic locking system.NC Fire Marshall request.



4.2 SECURITY COMMITTEE (continued)



- Establishing a program set up to address government grants when available.
- Violence prevention plan, current survey show 34% of youth reported being bullied at some point. A high percentage of revenge incidents at schools involve bullied students.
- Open discussion of decorative security gate at courtyard.
- Gate accessibly.
- Improved signage for interior for quick location of all rooms.
- Exterior window room identification for first responders.
- More cameras for more coverage, included both school yards, along with large monitor at front desk for all to see.
- Blocking plates on exterior doors where necessary.
- Working with Hicksville UFSD of potential threats .
- Coded lock box alongside FD box for PD.
- Signs in each classroom with school name and address and room number.
- Continue training with Homeland Security.

2020-2021 Goals:

- Security vestibules at the 2 entry doors.
- Bollards at TOB lot by Marie St, blocking ECC classes.
- Continue training with Homeland Security.



4.3 TECHNOLOGY COMMITTEE



Board of Technology Ministry Description:

The Board of Technology 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 Board of Technology provides support and helps coordinate talent and resources for other ministry groups, including church & school marketing and design.

2018-2019 Board of Technology Members:

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



4.3 TECHNOLOGY COMMITTEE (continued)



2018-2019 Accomplishments:

- Staff lounge printer repaired, decreasing mechanical downtime and printing delays.
- Set up alert systems for school and church (ex: cancellations due to snow storms) including email blast, website updates and opt-in text messaging.
- Increased number of security cameras throughout our properties, coordinating with Safety Committee.
- Migrated to a cloud-based School Administrative System offering more features and cost savings.
- Ongoing evaluation of aging school computer lab with respect to current needs and available technology.
- Provided additional Wi-Fi access points for better coverage of our facilities.
- Addition of Pastor's online Bible study through Facebook Live.
- Monitoring and improvement of church and school website (ongoing).

2019-2020 Goals:

- Begin to provide private streaming of worship services.
- Integrate additional technology information into staff training in August.
- Ongoing enhancement and upgrades to security system, coordinating with Safety Committee, including more vantage points, hi-def cameras.
- Coordinate with school administration to pursue NYS and other grant opportunities and maximize appropriate utilization of grant moneys to integrate with our technology.
- Replace our current internet content filter system with one more current and feature-rich.
- Support improvements in Facebook Live Bible study to integrate multi-media.
- Establish video monitoring of security cameras at the school lobby and office.

2020-2021 Goals:

- Ongoing enhancement and upgrades to security system, coordinating with Safety Committee.
- Coordinate with TLS administration to pursue NYS and other grant opportunities and maximize appropriate utilization of grant moneys to integrate with our technology.
- Enhance streaming of worship services and school ceremonies such as graduation to reach sick and shut-ins, out-of-town family members.



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:

6th Grade:	7th Grade:	8th Grade:
Pastor John Hopkins	Deacon Debbie Vergara	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

2018-2019 Accomplishments:

- 3 Church and School Students confirmed.
- 12 Church and School Students attended confirmation classes.
- Continued a 6th grade parent participation program for the instruction of First Holy Communion.
- Continued program where school children attend evening classes once a month to build a closer relationship with non-students.
- Meet regularly with the school principal in the coordination of the church and school curriculum.
- First Holy Communion classes are from November through the week prior to Maundy Thursday. First Communion is on Maundy Thursday.
- Review guidelines for sermon notes. Statement of Faith is now a required project for 8th grade confirmation.
- Incorporate acolyte training into curriculum.



4.4 CONFIRMATION (continued)



2019-2021 Goals:

- Encourage all Church and School Students enrolled in confirmation classes.
- Create service projects for confirmands.
- Put in place congregational family "Sponsorship".
- Encourage participation in Youth activities.
- Continue the review of new programs, curriculum and updates to program.



4.5 MUSIC MINISTRY



Music Ministry:

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.

2018-2019 Members:

Chair: Minister of Music Henry DeVries	School Instrumental Director: Robert Stainkamp	Organ Committee: Kathryn Draves John Hoefling	Sounds of Praise rehearsal assistant: Carol Gross	Cherub Choir Leader: Jane Kramer Assistant: Virginia Porter
--	--	--	---	--

2018-2019 Accomplishments:

- In November, under the guidance of the Organ Committee, after many years of research, trinity installed a new organ in the sanctuary from the Walker Technical Company of Zionsville, PA. The instrument has been well received in the parish as well as the local organist community.
- Trinity Lutheran School presented Christmas concerts for both the 4-8 grades (instrumental and vocal) as well as a K-3 Christmas musical.
- Trinity Lutheran School continues to send students to the All County Festival, the students' participation is based on their grades received the previous year at the NYSSMA festival.



4.5 MUSIC MINISTRY (continued)



- In February, Trinity Lutheran Church officially dedicated the new organ in the sanctuary with a standing room only crowd. Visitors from all across Long Island, Queens and upstate New York were in attendance, including a number of former members. It is hoped that by increasing our musical activities, more members can be brought into the music program of the church.
- During the late winter/early spring Trinity combined adult and children's choirs at various services. This was well received and we will try to continue this.
- In May, Trinity Lutheran School presented a Grades 4-8 instrumental concert and a K-3 Spring Musical.
- On May 17 and 18, Trinity Lutheran School instrumental and vocal students participated in the NYSSMA festival.
- June 1 and 2, the Pennsylvania Youth Chorale will present a choral concert as well as participate in worship. This excellent group of young musicians continues to bring visitors to Trinity to experience the music program here.
- June 9 the Nassau Chapter of the American Guild of Organists will present their members' recital at Trinity.

2019-2020 Goals:

- Trinity Lutheran School will continue to have representation at the All County Festival and participate in the NYSSMA festival.
- Trinity Lutheran Church will 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. An event is already being planned for the winter of 2020.
- 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 and vocal programs.
- Try to publicize Trinity's many musical events in both church and school to the community and local churches better, to increase attendance at these programs. Musical events are often a less intimidating way of bringing people into both church and school.

2020-2021 Goals:

- By the end of 2021, try to reinstitute a school chorus program.
- Continue the goals set forth in 2019-2020, which in a church and school situation are always ongoing.



4.6 TRINITY LUTHERAN SCHOOL



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."

2018-2019 Accomplishments

K to 8

- Continued to support staff in professional development opportunities.
- Supported Next Step Ministries in building homes in Guatemala as a school wide service project.
- Implemented K-8 Social Emotional Learning Programs.
- Renovated Science Lab for K to 8th grades.
- Implemented Dimensions Science curriculum.
- Student Wellness committee formed.
- Improved Security measures within the school.
- Continued to promote a collaborative relationship between school and church.
- Created an intermural program for elementary grades 3-5.
- Collaborated with the PTFA to complete the restoration of the locker rooms.
- Promoted Church/School Capital Campaign fundraising.
- Organized 65th Anniversary events/dinner.

ECC

- Expansion of Pre-K Retention program.
- Improved collaborative efforts between the Early Childhood Center and K- 8 School.
- Increased ECC enrollment by 22%.
- Improved technology components within ECC curriculum.
- Promoted capital improvements fundraising.

Daycare

- Opened our daycare and enrollment is nearing capacity.
- New employees hired to meet student needs.
- Employee evaluations created.
- Daycare curriculum created and implemented.

2019-2020 Goals:

- Continue to support staff in professional development opportunities.
- Participate in ECC 50th Anniversary committee.
- Development of a track team.



4.6 TRINITY LUTHERAN SCHOOL (continued)



- Development of a more structured mentoring program for new staff members.
- Increase enrollment by 5%.
- Allow for more opportunities for Pastoral visibility.
- Update Spanish curriculum.
- Implement a 3-year-old Nursery curriculum.
- Continue to promote capital campaign fundraising efforts, specifically classroom ceiling tile and LED lighting improvements.
- Continue to increase daycare enrollment.

2020-2021 Goals:

- Continue to increase enrollment in daycare, ECC, and K – 8.
- Obtain and increase financial aid and scholarship funds.
- Update Social Studies and math curriculums.



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.

2018-2019 Comfort Dog Ministry Members:

Top Dog/Caregiver: Donna Haines	Caregivers: Fred & Sue Von Bargaen
Handlers: Donna Haines, Pastor Hopkins, Donna Hopkins, Jacob Hopkins, Kim Merz, Christine Leone, Michael Leone, Francine Gugliotta, Paul Gugliotta, Suzanne Haines, Linda Hoerberlein, John Plank, Sue and Fred Von Bargaen	
Ministry Partners: Pat Griffith, Nicole DeCatri, Arlene Bartlewitz, Helen Peter, Terri Cavaliere, Carol Gross, Betsy Lazarek, Debbie Tarrone, Janice Gentles-Jones	
Police Handler: John Plank	Kare-9 Partner: John Haines



4.7 COMFORT DOG MINISTRY (continued)



2018-2019 Accomplishments:

- Developed our team and ministry.
- Attended regional and national Comfort Dog Ministry conferences.
- Successfully met our fundraising goals.
- Acquire the dog. Abraham arrived in April.
- Attend regional and national Comfort Dog Ministry conferences.
- Create a team calendar listing opportunity to serve.
- Continue to develop and implement innovative fundraising events.

2019-2020 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.



4.8 DEAF MINISTRY



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 now has an interpreted worship service to bring the saving message of Jesus Christ to those who are deaf or hearing impaired.

2018-2019 Deaf Ministry Team:

Chair: Pastor John Hopkins	Interpreters: Barbara Lewis Karen Prohinsee
-----------------------------------	--

2018-2019 Accomplishments:

- Began an every Sunday interpreted service at our 10:45 worship service.
- Advertised our interpreted service.
- Partnered with Mill Neck's Lutheran Friends of the Deaf.
- Received grant money from Lutheran Friends of the Deaf to pay for advertising and interpreters.
- Received grant money from LuHi's Crusader Fund to pay for interpreters.



4.8 DEAF MINISTRY (continued)



2019-2021 Goals:

- Continue having an interpreted service every Sunday at 10:45am.
- Recruit more interpreters for Sunday morning worship.
- Use grant funds to host a meal/events that reach out to the Deaf community to ascertain their needs
- Hold American Sign Language (ASL) classes to teach members of Trinity and to the Hicksville community.
- Continue to advertise Trinity's ASL worship service.
- Continue to develop our relationship with Lutheran Friends of the Deaf.



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



4.9 CHURCH ATHLETICS (continued)



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