



EST. 1850

CHURCH
516.931.2225
TrinityHicksville.org

TRINITY LUTHERAN CHURCH AND SCHOOL

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



2020/2021 Three-year Vision Plan

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

Proverbs 16:3

WORSHIP SERVICES
(during Covid-19 precautions)

Sunday 9:00 AM (on-line)
[FBlive.TrinityHicksville.Org](https://www.facebook.com/TrinityHicksville)

Traditional Worship

Sunday 10:45 AM (in person)
shortened service with communion

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
Rev. John Hopkins, Senior Pastor

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

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

CHURCH COUNCIL (2019-20)

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

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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.

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 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. Mary-Elaine Leake has been our school principal since 2019.



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19 restrictions



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 preparing for the possibility that learning may continue in that manner in the fall. There is also the possibility that students may be able to attend school in-person and some families may be uncomfortable with that closeness. All possibilities are being planned for.



3.1 BOARD OF OUTREACH



The 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.

2019-2020 Board of Outreach Members:

Chair: Deacon Anthony Cavaliere	Pastor John Hopkins	Darius Jones
Janice Gentles-Jones		

2019-20 Year Accomplishments

- Walked in the Hicksville Memorial Day Parade and handed out Trinity Church & School branded materials.
- Handed out tracts and church material at Mill Neck Apple Festival
- Handed out church material at our own Trunk or Treat and sent Follow Up letters to the attendees.
- Continued Inspirational Yoga classes.
- Hosted Sunday Morning Coffee Hour.
- Conducted Monthly Service at DaleView Care Center in Farmingdale.
- Wrote Online Bible Meditation Blog published three times a week on various websites.

2020-22 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 the 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.
- The following are conditional based on easing of social distancing rules:
 - Ministry 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.
 - 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.

2019-2020 BOARD MEMBERS

Chair: Deacon Anthony Cavaliere	Pastor John Hopkins	Jeanine Davis
Les Francis	Wayne Hoeberlein	

2019-2020 Accomplishments:

- Continued to educate and encourage the congregation in being a good steward through Council and Pastor
- Published weekly Stewardship Bulletin Blurbs
- Published Stewardship teaching in monthly newsletter.
- Encouraged greater participation in Bible study.
- Published Lenten and Advent devotion booklets
- Promoted Consecrated Stewards event and Sunday breakfast in November
- Hosted Coffee Hour
- Continued to post Stewardship sign to alert people to various needs.
- Participated in Church Trunk or Treat event by distributing church and school promotional materials.
- Hosted Dave Ramsey Financial Peace University for 9 weeks.

2020-2022 Goals:

- Encourage congregation to pray without ceasing.
- Educate council and 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 offerings to support the ministries of the church.
- Lenten Prayer booklet
- Advent Devotions
- Continued use of Lenten Cross
- Identify and promote a new Missionary Partner

- Promote use of Social Media and the internet to stream live services for homebound and the elderly.
- Promote contacts with absent members.
- 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



Board 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.

2019-2020 Board of Christian Education Members:

Chair & Council Rep: Laura Denning-Morrissey	Council Rep: Terri Cavaliere	Senior Pastor: Pastor John Hopkins	Principal: Mary Leake	ECC Director: Carolyn Gallegos
Admissions Director: Charles Henle	Tina Deer	Amy Schildwachter	Debbie Tarone	Deacon Debbie Vergara

2019-2020 Year Accomplishments:

- Helped to fund the CPR/AED instruction for faculty and staff.
- Created a committee to plan for the ECC’s 50th Anniversary
- Hosted a fundraiser to support the Capital Campaign (Santa Pancake Breakfast)
- Hosted another fundraiser to support the Capital Campaign (Applebee’s)
- Increased Bible study offerings
- Kept children engaged through virtual Sunday school during the pandemic
- Supported the hiring and transition of a permanent school principal

2020-2021 Goals:

- Recruit three more board members
- Grow the Sunday School Program
- Continue to help fund the CPR/AED instruction for faculty and staff
- Celebrate the 50th Anniversary of the ECC (delayed due to Covid-19)
- Continue to find ways to engage children throughout the church and school during pandemic concerns

2020-2021 Goals:

- Bridging church and school



3.4 BOARD OF PROPERTIES



Trinity’s 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.

2019-2020 Board of Property Members:

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

2019-2020 Accomplishments:

- Held Fall 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.
- Replaced 18 bleeder valves in School
- Decorate and un-decorate Church for Christmas
- Installed ice maker in cafeteria
- Replaced 5 exhaust fans in bathrooms and locker rooms
- Repaired 5 fire doors
- Replaced defective security cameras
- Maintained and repaired sprinkler system
- Sealed water leaks in AC system
- Replaced gym door

2020-2021 Goals:

- Hold Fall and Spring Clean-up
- Install security door system on courtyard and gym doors.
- Replace Stammel Center front door.
- Oversee installation of air conditioning for the 2nd floor of the school.
- Repair fan in gym
- Inspect and seal school windows
- Install new ceiling in Multipurpose Room (Boy Scouts)
- Oversee installation of new audio/video system in the church.
- Oversee the installation of new audio/video system in the school.



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 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

2019-2020 Board of Youth Members:

Council Rep: John A. Plank	Youth Coordinator: Bobby Stainkamp	Advisory Member: Pastor John Hopkins	Tracie Bolland
Liz Denning	Janice Gentle-Jones	Sue Mittler	Tom Perovich
Dave Specht	Debbie Tarone	Debbie Vergara (VOTY)	

2019-2020 Accomplishments:

Our youth program continued to grow concentrating on the following:

- We began rebuilding bridges between our Confirmation Class and our Junior Youth program. We also saw an increase in the number of church youth attending both FUEL and CRAVE.
- After a successful fundraising year we took a group of 10 youths and four adults to the LCMS National Youth Gathering in Minnesota.
- Fundraising events included coffee hours, car washes, Trivia Night, Penny Wars, Christmas tree sales, professional cooking class, among others.
- A Family Beach Night in August was held with over 30 persons attended.
- All VOTY, FUEL and CRAVE events began with a devotion lesson.
- Hired a new Sr. Youth leader.
- Held regular senior youth get-togethers and monthly outings.
- Held VOTY Advent calendar craft social in November 2019.

- Recognizing the efforts of the Denning family, we had a successful basketball season of our youngest youth, the Mites (grades K-2). This included weekly activity of both practice and league games.

2020-2021 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.
 - Hold more summer youth trips: Bronx Zoo, Fire Island Lighthouse to name a few.
 - Hold 3 Family Beach Nights this summer: Beginning, middle and end of summer.
 - Hold a Multi –Congregation Mega Youth Night (Held in March with over 60 participants from 6 different churches). Continue to work with the Congregations that we connected with during the Mega Youth Night
 - Improve retention from Jr. youth program into Sr. youth program
 - Continue to fill any board vacancies as needed.
 - Invite other Congregations for a Mega Beach Night.
 - 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).
 - Begin a Bible study series for Senior youth
 - Youth mixers for all ages.
 - To have a goal of at least 2 events per group (FUEL/CRAVE per month. These can be both fun and service type events with an emphasis on service.
 - To have one VOTY social per season with potential for more activities.
 - To build on the success of a healthy Mites program during the 2019-2020 basketball season and to strive to develop that into both a Mites (grades K-1) and a Pee Wees program (grades 2-3) for 2020-2021.
 - 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.



3.6 BOARD OF PARISH MINISTRY



Board of Parish Ministry Description:

The Board of Parish Ministry works with the Pastor 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.

2019-2020 Board of Parish Ministry:

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

2019-2020 Accomplishments

- Assisted Pastor with daily ministry of Trinity.
- Prayed daily for congregation, council, school, faculty and staff
- Assisted in weekly worship services as well as those of Christmas. Due to COVID isolation orders could not assist with Good Friday, Palm or Easter Sunday
- Participated in ECC and School Chapel.
- Visited the sick and shut-ins. Made phone calls to congregants during COVID isolation.
- Assisted in the teaching of confirmation instruction
- Provided 2 face to face Closer Connections/New Member classes. Taught one via Facebook
- Provided acolyte training
- Assisted in the implementation of 2019 VBS
- Provided weekly children sermons during weekly Sunday service and assisted Sunday School Superintendent in the training of teachers
- Lead Bible Studies both face to face and online
- Weekly Devotional Blog
- Met periodically to address the parishioners' pastoral needs face to face and through ZOOM.
- Sent reminders on anniversary of deaths along with Christmas and Easter letters
- Sent letters on children's baptism anniversary

2020-2022 Goals

- Assist Pastor 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 through the use of electronic media.

- Continue and encourage visitation to homebound
- Have a Presence on the Board of Directors of the Atlantic District
- Continue to be the hands and heart of Jesus to those hurting
- Continue the Funeral follow-up with Christmas and Easter letters.
- Provide for continuing education for Deacons
- Continue all 2019-2020 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.

2019-2020 Finance Committee Members:

Council Treasurer Chair: John Doughty (January '20)	Council President Wayne Hoeberlein	Director of Finance Doris Gargan	Principal Mary-Elaine Leake	Pastor John Hopkins
Lauren Straub 1 st VP Church Council	Kathryn Draves 2 nd VP Church Council	Fred Von Bargaen	Daniel Pugliese	Curt Fogarty

2019-2020 Accomplishments:

- Secured \$150K LCEF 'line-of credit' to assist cash flow as needed.
- Transitioned to new Treasurer relieving President of 'double duty'.
- Engaged a new CPA auditor for financial statement 'Reviews' including reformatting presentation and certain account adjustments.
- Adopted new accounting method for fixed assets including depreciation expense and related policy statement.
- Initiated preliminary steps pursuing potential sale of W. Cherry St. land. Engaged legal counsel & survey consultant.

COVID 19 Pandemic (3/16/20 NYS Pause / Stay at Home Orders)

- Adjusted as possible to negative financial effects from said orders.
- Secured \$300K 'CARES Act' SBA Payroll Protection loan (PPP).
- Monitoring covered expenses (re: forgiveness application).
- Developed 'Interim' 2020/21 Ministry Plan (MP 7/1-9/30/21).

2020-2021 Goals:

- Prepare and file PPP loan 'forgiveness' application.
- Prepare Fiscal 2020/21 MP using actual YTD data coupled with more accurate & certain COVID 19 operating guidelines, information and

effects (re: K-8, ECC and Day Care enrollments, staffing, additional resources including also for church).

- Monitor cash flow for church and school operations, including use of restricted and non-restricted funds.
- Review and develop plans to pay back LCEF 'LOC' borrowings (currently \$25K).
- 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.
- Review investment accounts for best return.
- Support "Honor, Serve, Provide" and ECC 50th Anniversary campaigns.
- Continue efforts in pursuing potential W. Cherry St. land sale.
- Determine and monitor effects of projected 2019/20 significant deficit.
- Continued focus and review of 'Endowment' funds. Develop plans for replenishing past and future (as may occur) uses of these funds, as possible based on current and future financial positions.

2021-2022 Goals:

- Follow-through and continue efforts on goals noted above, as applicable.
- Develop a prudent 2021/22 Ministry Plan reflecting a balanced approach with a zero deficit.
- Review and update general ledger 'chart of accounts'.
- Develop a 'descriptive' chart of accounts that explains intended use and provides instructions for recording all 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 School.

2019-2020 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

2019-2020 Accomplishments:

- Large school playground constantly locked gate requiring key.
- Purchased additional camera facing large playground.
- New gym door providing visual prior to opening door.
- New security. cameras at exterior gym door and in courtyard by Pastor's office.
- Foliage trimmed at lower level windows.
- Blocking plates installed on exterior doors at critter room and library.

2020-2021 Goals:

- 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.



4.3 TECHNOLOGY COMMITTEE



Technology Committee Ministry 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 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 and school marketing and design.

2019-2020 Technology Committee Members:

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

2019-2020 Accomplishments:

- Integrated additional technology information into August staff training.
- Assisted with implementation of online teaching due to pandemic school closure.
- Upgraded all Trinity Zoom accounts to eliminate time limits.
- Provided training and resources to staff for online teaching due to Covid-19.
- Conducted a congregational meeting of voters online via Zoom complete with online voting of motions.
- Supported improvements in Facebook Live Bible study to integrate multi-media.
- Installed audio/video monitors (Ring.com) at main school entrance, as well as exterior entrance to Gym.
- Replaced our current internet content filter system with one more current and feature-rich –Cisco Umbrella.

2020-2021 Goals:

(Current – Covid-19)

- Currently streaming is public via FacebookLive. An effort is underway to supersede what we anticipated prior to Covid-19, and install a configuration that will produce a hybrid capability of (a) parishioners in the pews with (b) a multi-camera broadcast improving upon the

current high-quality production the Hopkins family is presently producing.

- An area in the church has been designated as a “control room” of sorts –and a 5 camera configuration with audio improvements and other required hardware has been proposed. Pricing is being investigated.

(Post pandemic)

- 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 and can be accomplished with we get a new DVR.

2021-2022 Goals:

- 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.
- Enhance streaming of worship services and school ceremonies such as graduation to reach sick and shut-ins, out-of-town family members.
- Monitor and implement best practices of online teaching.
- Monitor and recommend solutions to support the post-pandemic environment.



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 Ten Commandments Bible Overview First Communion The Lord's Prayer	<u>Curriculum Overview:</u> Old and New Testament Creation and the Exodus Review Ten Commandments Review The Lord's Prayer	<u>Curriculum Overview:</u> The Apostles' Creed Baptism The Lord's Prayer Lutheran History Law and Gospel Statement of Faith Project Prep for Confirmation

2019-2020 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.

2010-2021 Goals:

- Summer of 2020, ensure confirmation students complete assignments so that students can receive First Communion and third year students be confirmed.

- Encourage all church and school students enrolled in confirmation classes.
- Create service projects for confirmands as permitted within pandemic guidelines.
- Put in place congregational family “sponsorship.”
- Continue to 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.

2019-2020 Members:

Chair: Minister of Music Henry DeVries	School Instrumental Director: Robert Stainkamp	Sounds of Praise Rehearsal Assistant: Dianne USS	Cherub Choir Leader: Jane Kramer Assistant: Virginia Porter
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2019-2020 Accomplishments:

- Trinity Lutheran School continued to have representation at the All County Festival.
- Students were prepared to participate in the NYSSMA festival, however the event was *cancelled this year due to COVID-19*.
- Trinity Lutheran Church continued 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. A planned event has been cancelled but will be held once possible.
- Continued to build Trinity Lutheran Church’s choirs, particularly at the youngest levels to strengthen the program from the bottom up.
- Continued to bring the highest quality of music to worship and continue to widen styles and genres to lift our praises to God.
- Continued to build the school instrumental and vocal programs.

2020-2021 Goals:

- The above goals are ongoing from year to year. 2020-21 will present new challenges that will have to be met in regards to classroom music as well as worship services returning to normal.
- Solutions for all of these are being worked on, since much is unknown at this time, more information cannot be provided yet. We would hope that in 2021 we will see a return to normalcy. Students will be prepared for the All County Festival although it has not been scheduled at this time.

- Since there is so much unknown at this time, more information is too difficult to provide, however many new issues will arise and will be met to continue to provide quality music in both church and school.
- By the end of 2021, try to reinstitute a school chorus program. This goal will be put on hold until the difficulties of singing in public are solved.
- Continue the goals set forth in 2019-20, which in a church and school situation are always ongoing.



4.6 TRINITY LUTHERAN SCHOOLS



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."

2019-2020 Accomplishments as of 6-9-2020:

- The majority of staff participated on one or more professional development opportunities
- ECC 50th Anniversary Committee facilitated a series of successful events to lift up the legacy of the preschool's ministry.
- Support for new and existing staff members was provided by the creation of weekly, grade cluster meetings.
- Enrollment maintained but did not reach the goal of 5%.
- Pastor established a positive and frequent presence in the school via chapel services, staff meetings, administrative meetings, parent meetings and special events.
- New Spanish curriculum ordered; will be implemented in the 2020-2021 school year.
- Capital campaign promotion continued primarily via the ECC's 50th Anniversary special events and fundraisers.
- Day Care enrollment reached a peak of 16 students with full time and part time students.

2020-2021 Goals:

- Continue to increase enrollment in daycare, ECC, and K – 8.
- Obtain and increase financial aid and scholarship funds.
- Update Science curriculum
- Implement new and developmentally appropriate 3-year-old Nursery Curriculum.
- Update marketing resources and materials
- Update Parent/Student Handbooks
- Implement monthly parent seminars
- Implement "Coffee and Conversation" opportunities for families and the principal and/or ECC director.
- 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 curriculum across all levels and grades.

- Implement more after school activities for K-5 students.
- Re-structure the ECC classes to meet the needs of families and students.
- Continue the process of shifting from a Family/Group Day Care to a Center Based Day Care.



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.

2019-2020 Comfort Dog Ministry Members:

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

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

2019-2020 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
- 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

2020-2021 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



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.

2019-2020 Deaf Ministry Team:

Chair: Pastor John Hopkins	Interpreters: Barbara Lewis Karen Prohinsee
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2019-2020 Accomplishments

- Services were interpreted at our 10:45 am worship service.
- Grant funds were used to host a free grocery event that had minimal success.
- Word of mouth has been determined so far the best way to attract guests to come and join our service.
- Have developed a strong relationship with Lutheran Friends of the Deaf (LFD) at Mill Neck. LFD helps promote our interpreted service within the deaf community.
- Continue to advertise Trinity’s interpreted worship service.

2020-2021 Goals:

- Once we are able to resume face to face worship services, we will again have services interpreted at the 10:45am each Sunday.
- Arrange for signed video insert of Trinity’s sermon for on-line worship.
- Trinity Lutheran School’s Online Summer Camp for 2020 will offer American Sign Language classes to teach students
- Recruit more interpreters for Sunday morning worship.
- Hold American Sign Language (ASL) classes to teach members of Trinity and the Hicksville community.
- Continue to advertise Trinity’s ASL worship service.
- Continue to strengthen our relationship with Lutheran Friends of the Deaf.