

If then you have been raised with Christ, seek the things that are above, where Christ is, seated at the right hand of God. Set your minds on things that are above, not on things that are on earth. Col 3:1-2



2020 - 2021 Annual Report



TRINITY OAKS
Christian Academy

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In reviewing the state of Trinity Oaks Christian Academy as represented in this Annual Report, we rejoice in God's faithfulness to our school for the past 30 years. We are also so thankful for our families who partner with us, our dedicated faculty and staff, the board of trustees, and donors and friends of Trinity Oaks who have helped make this school the God-honoring place that it is. In a year like no other, with so many uncertainties and challenges amid the COVID pandemic, we are thrilled that our doors remained open the entire school year and we were able to offer in person learning. We also offered a remote option for those families that chose and ZOOM became almost second nature for teachers and students. Through much planning, preparation and creativity, we were able to forge ahead and stay the course in immersing our students in a biblical worldview each and every day.

Our theme for this school year was *Seek and Set* taken from Colossians 3:1-2: "If then you have been raised with Christ, seek the things that are above, where Christ is, seated at the right hand of God. Set your minds on things that are above, not on things that are on earth."

We focused on those two verbs taken from this year's verse.

SEEK- relentlessly pursue Heaven – Paul calls for us to have a mindset – a disposition, a temperament – of focusing on the things that are above. But in order to set our mind, to develop this mindset we need to seek the pathway that leads to this mindset. This is not passive. No one gains the mindset of heaven passively. The word Paul uses here is to desire earnestly, to strive after, to search out, to ask for. This is the very essence of Christian effort.

SET – your new mindset. Habitually set your mind – your attention on the things above not on the things of earth. This means that the practical everyday affairs of life get their direction from Christ in heaven. We must constantly keep our affections and our attention fixed (set) on the things of heaven through reading and studying the Word and prayer, and through living all of life as worship and service to Christ and his kingdom.



*Our
Mission*

To partner with the Christian home and church in the training of children, maximizing their potential to lead Christian lives according to biblical standards.

Along with the uncertainties of COVID, came a drop in our enrollment over the summer to 189 students at the start of the school year. Amidst that drop, we still added 16 new families and 35 new students. Our enrollment grew to 200 by the end of the school year. We really had a great group of students who maintained a positive attitude in spite of all of the COVID protocols.

We had several teachers resign over the summer, but God graciously blessed us with an excellent group of new faculty and staff. It was a challenging year, but overall it was an outstanding year of growth. Our faculty members engaged in professional learning communities each month where we continued to focus on learning more about growth mindset through a book study of *The Growth Mindset Coach* by Annie Brock and Heather Hundley. We also studied another important book, *Undivided: Developing a Worldview Approach to Biblical Integration* by Dr. Martha E. MacCullough.

It was certainly a blessing that we were able to offer in person learning the entire school year. We were able to creatively use the outdoor spaces that our campus provides through the use of shade sails in one of our courtyards and outdoor tents that became outdoor classrooms. Students and teachers alike became comfortable using Zoom and implementing the necessary etiquette. We put our Learning Management System, a component of FACTS, to good use throughout the secondary grades. There were many other changes that COVID brought, through the use of facial coverings, plexiglass on the lunchroom tables, social distancing in classrooms and hallways we were able to maintain a healthy school environment. Our school may have looked different, but our mission and vision remained the same.

We remain confident in the excellent educational quality at Trinity Oaks as evidenced through the high caliber of our students and their families, the quality of our curriculum, and the excellent teaching. We are honored to have three of our seniors be named Illinois State Scholars. Illinois State Scholars are in the top one-half of their high



school class and have scored at or above the 95th percentile on the ACT or SAT. We were also thrilled to have a commended student in the National Merit qualifying test through the College Board. We continue to celebrate this success as we also continually strive for improvement as individual teachers and the school as a whole. We seek the best for each and every one of our students. Some find academics more of a challenge and struggle to learn. Through psychological testing and partnering together we are able to provide accommodations to help students be successful in their studies. This year 12 students have been involved in our TEACH, Rx for Reading, and NILD programs. We have been blessed with an excellent NILD therapist to work with these students, their parents and teachers. We also have an excellent relationship with Cary District 26 to help provide additional services for our students.

While COVID took away many co-curricular activities such as sports, House meetings, retreats, musicals, and field trips we were still able to safely execute many other activities. We were able to have secondary advisory, National Honor Society/ National Junior Honor Society inductions, a high school Drama Club production, Race for Education, and secondary Honors Convocation and Graduation. A highlight of the holiday season was the Light of HOPE drive-through Christmas event. It was wonderful to see our TOCA community once again in action spreading joy and the true meaning of Christmas to our local community.

The high school continues to flourish. We were once again approved by the College Board to offer three Advanced Placement courses in English Language and Composition, Calculus AB and United States History. Amidst COVID, the Literary Society, Speech and Debate and Drama Clubs continued to thrive as co-curricular offerings in our high school.

We were thrilled to receive our renewal of joint accreditation with ACSI/Cognia and pleased that we could add our high school program to the accreditation. We also added recognition through the Illinois State Board of Education. Mrs. Jennifer Szlembarski ably led our faculty and staff through the necessary tasks to complete, documents to validate and committee work to facilitate.



There is ongoing work with updating curriculum guides and other records to continue to meet standards set forth by the above organizations.

We have never been more thankful for the size, features and functionality of our building space than in the year of COVID that required us to spread out and make good use of all of our spaces. There were several projects that we were able to complete even with COVID restrictions. Seven of our classrooms in the 100 wing

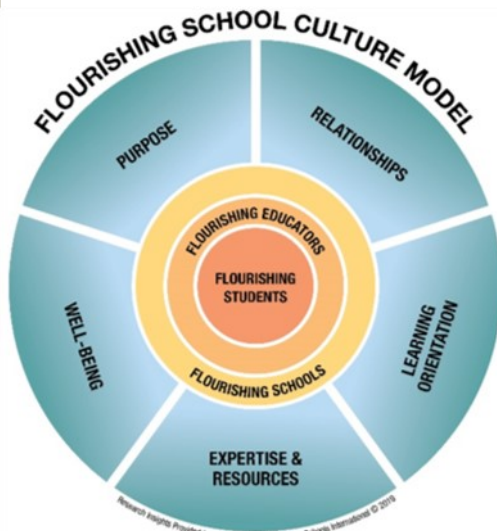
were generously painted by Mr. Auld, a school grandfather and another bottle filling drinking fountain was installed. Drains were added by the courtyard library doors and outside light poles and wall packs were converted to LED providing a consistently brighter atmosphere. The gym and office parking lots were repaired, seal coated and re-stripped.

As a school, we could not accomplish all that we do without the help and support of our parents and others who so unstintingly volunteer their time and skills. Their joyful and sacrificial giving of their time and resources is greatly appreciated. Thank you volunteers for the many ways you give of yourselves to enhance and support the ministry of Trinity Oaks. Whether it is serving in the lunchroom, stuffing envelopes, shelving and delivering library books, trimming trees, spreading mulch, weeding courtyards, decorating the entryway, painting, changing light bulbs, and the list could go on. Even though we were forced to limit our volunteers within the building, your contributions both inside and outside the building are a source of blessing and encouragement to me, the faculty and staff, our students and their parents and you help enrich the experience of each and every child and family at Trinity Oaks. Thank you!

The generosity of the Trinity Oaks community never ceases to amaze and inspire us to press on in the fulfillment of our mission and vision. We unfortunately needed to postpone our 30th Anniversary Fall Banquet Celebration, but put together a virtual "Fill the Acorn" fundraising campaign to take its place. Although it was a challenging year for many, gifts to Trinity Oaks exceeded over \$630,000 to offset costs that tuition does not cover. Praise God from whom all blessings flow! We are so grateful for the financial generosity of our current and past parents and grandparents, faculty, staff, students and other financial supporters of our school. We continue to see God's hand of provision. We humbly recognize that we could not meet the needs of the school without your faithful giving.

It truly is a privilege to be provided the opportunity to partner with you in training up your children and to help carry out the mission and ministry of Trinity Oaks Christian Academy. Please continue to pray for our school, students, administration, faculty and staff as we seek to live our school vision, "Equipping the next generation with wisdom, knowledge and character in order to impact their world for Christ with servants' hearts."





Trinity Oaks participated in the Flourishing School Culture Survey (FSCI) through ACSI in the spring of 2021. There were seven different survey groups: students; parents; alumni; teachers; leaders/administrators; support staff; and board members. The purpose of these surveys and therefore the FSCI as a whole is to collect data in the pursuit of insight around how and why Christian schools flourish.

This model focuses on five domains of flourishing: Purpose; Relationships; Teaching & Learning; Expertise & Resources; and Well-Being. These domains provide a compelling and comprehensive picture of the areas in which Christian schools can focus their efforts and resources in order to promote a flourishing school culture and community. The survey results highlight areas of existing strengths as well as opportunities for growth and improvement. Insights from the FSCI have the potential to inform strategic

planning and budgeting, professional development decisions, programmatic priorities, marketing and promotional efforts, and much more.

The survey results highlight five **meaningful strengths** of Trinity Oaks.

Spiritual Formation: Alumni (qualified as TOCA high school graduates) report that their Christian faith is stronger thanks to attending a Christian school, and they believe people can change with God's help.

Qualified Staff: New teacher hires are credentialed (licensed/certified) and have classroom experience. Over 60% of our faculty held a Masters Degree or higher in their field of study.

Holistic Teaching: Teachers believe their work intrinsically involves helping students to develop spiritually and emotionally (teaching the heart and the soul, as well as the mind).

Systems Thinking: When planning for change, the potential impact on the school, the classroom, students, and the overall system are considered.

Professional Development: Professional development is provided on-site and is subject- and role-specific.

There were several areas of our school that represent **key growth opportunities**. These areas can serve as potential focus points for long-range planning and school improvement efforts.

Resource Constraints: A belief is held that the school could be more effective if not for fiscal constraints, and that the school has lacked the resources needed to make programming improvements in the school.

Questioning: Many students view Christians negatively, and are more likely to be facing a time of spiritual disengagement or doubt. It is typical in the junior high – high school years for students to question their faith, but we are encouraged by the meaningful strength report of Spiritual Formation that our alumni feel that their Christian faith is stronger when they reach the other side of those years as a result of attending a Christian school.

Stress: Ways to improve teachers' and leaders' well-being should be explored, as educators feel stressed or overwhelmed in their roles. This indication is certainly not surprising given the fact that surveys were taken in the midst of COVID.

As a school, we are encouraged by the results of the survey. The data from this report will be used to generate reflection, dialogue, and collaborative planning for the present and the future by administration, faculty and board members. We pray that the insights gleaned from this report will help Trinity Oaks to continue to flourish.

H.O.P.E. BUDGET 2020 / 2021

Income

Fundraising	\$	3,500.00
Programs & Events	\$	6,000.00
RFE	\$	5,000.00
		14,500.00

Expenses

Fundraising	\$	1,500.00
Programs & Events	\$	6,500.00
Teacher/Staff	\$	1,500.00
		9,500.00

Surplus / (Deficit)	\$	5,000.00
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H.O.P.E. STATEMENT of FUNDS

as of 6/30/2021

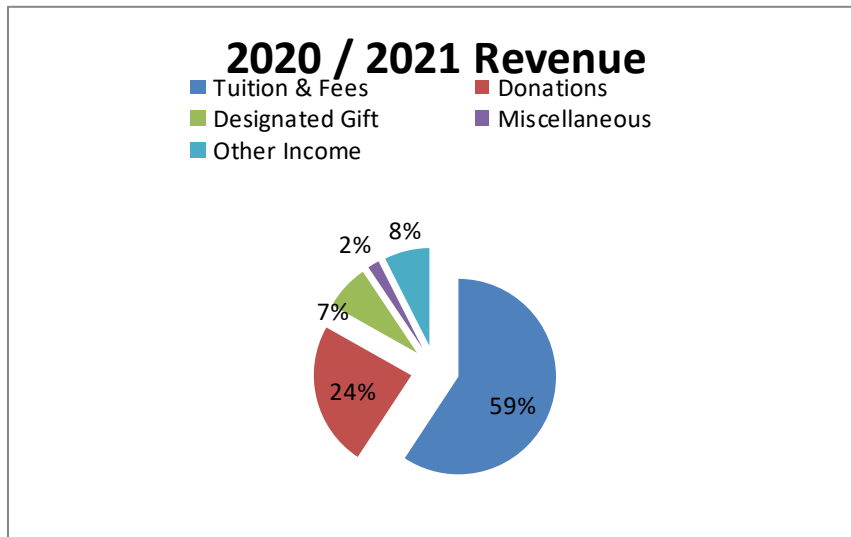
Beginning Balance 7/1/2020	\$	3,174.44
Revenue	\$	3,807.25
Expenses	\$	3,840.45
Ending Balance		3,141.24

Checking Balance (6/30/2021)	\$	3,141.24
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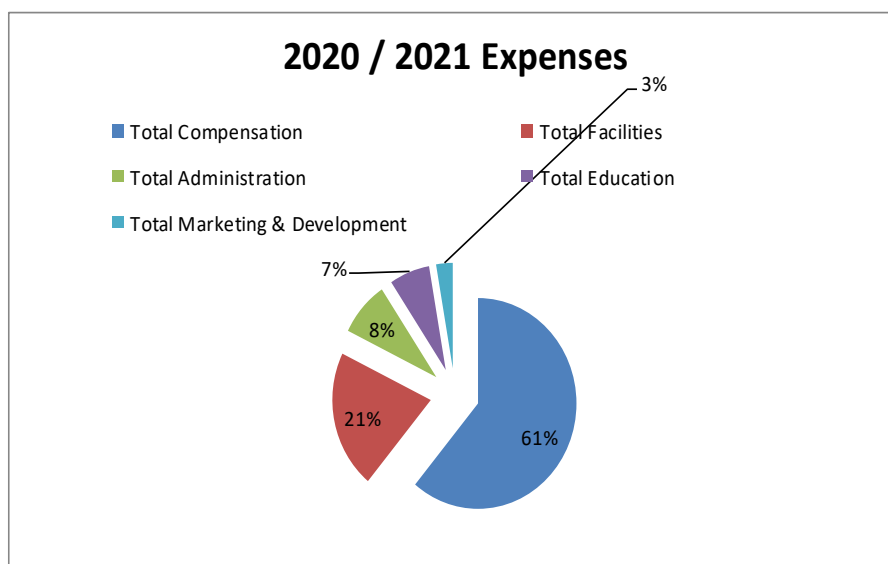
Revenue & Contributions

Operating a thriving Christian school like TOCA is expensive. Our needs exceed revenue from tuition and fees—especially when it is a priority to make a concerted effort to maintain modest tuition costs allowing us to attract more families. That means TOCA counts on the giving of a community of ministry partners—those who provide faithful support to the school year after year. The following information reflects heartfelt generosity to keep TOCA on the forefront of educational distinction:



Expenses

We feel people are our greatest asset. The staff is well-qualified and committed to ministering to the hearts and minds of our students. The majority of our expenses are expended in compensating staff and building and operating costs.



Trinity Oaks Christian Academy Financial Report (continued)

20-21

	2020 / 2021 Final Budget	2020 / 2021 Actual	2021 / 2022 Budget
Revenue			
Tuition & Fees	1,241,736	1,193,765	1,888,834
Donations	345,600	630,829	347,000
Miscellaneous	41,000	38,543	43,300
Total Revenue	1,628,336	1,863,137	2,279,134
Other Income			
PPP forgiveness	-	150,800	-
Expense			
Compensation			
Salaries & Benefits	1,071,635	1,054,394	1,227,712
Total Compensation	1,071,635	1,054,394	1,227,712
Facilities			
Building	172,015	149,751	180,616
Utilities	74,500	75,393	73,500
Repairs & Maintenance	98,600	95,421	90,800
Janitorial	57,890	46,096	48,500
Total Facilities	403,005	366,661	393,416
Administration			
Office Supplies/Equipment	38,400	44,162	26,750
Professional Services	37,200	37,262	40,200
Fees, Insurance, & Miscellaneous	48,000	63,811	55,000
Total Administration	123,600	145,235	121,950
Education			
Tuition Assistance	30,600	37,763	288,000
Curriculum	17,000	30,731	47,550
Classroom Supplies	500	-	23,750
Athletics/Curricular/Co-Curricular	21,200	11,586	36,700
Food Services	24,950	21,517	28,200
School Events	1,200	38	1,450
Miscellaneous	10,300	12,784	18,300
Total Education	105,750	114,419	443,950
Marketing & Development			
Marketing	28,000	21,870	34,000
Fundraising Events	10,500	20,382	40,500
H.O.P.E.	11,500	4,776	11,500
Total Marketing & Development	50,000	47,028	86,000
Total Expenses	1,753,990	1,727,737	2,273,028
Surplus* / (Deficit)	(125,654)	286,200	6,106

Trinity Oaks Christian Academy

Husky Circle

Trinity Oaks Christian Academy gratefully acknowledges the support of the following individuals and organizations during the 2020 - 2021 fiscal year.

2020 / 2021 Huskie Circle

<i>Mr. and Mrs. Brett Anderson</i>	<i>Mr. and Mrs. Brian McCarthy</i>
<i>Mr. Daniel Barak</i>	<i>Mr. and Mrs. Christopher Mikolajzewski</i>
<i>Mr. and Mrs. Barry Blodgett</i>	<i>Mr. and Mrs. Steve Morrissey</i>
<i>Mr. and Mrs. Dean Brdlik</i>	<i>Mr. Todd Mugler</i>
<i>Mr. and Mrs. Curt Brookens</i>	<i>Mr. and Mrs. David Petrovich</i>
<i>Dr. and Mrs. Ernest Conti</i>	<i>Mr. and Mrs. John Pushparaj</i>
<i>Mr. and Mrs. Ronald Craig</i>	<i>Mr. and Mrs. Gregory Richards</i>
<i>Mr. and Mrs. Scott Cufu</i>	<i>Leslie Sager</i>
<i>Mr. and Mrs. Brian Cygan</i>	<i>Mr. and Mrs. Ron Stassin</i>
<i>Mr. and Mrs. Dalyn Dye</i>	<i>Mr. and Mrs. Craig Thistlethwaite</i>
<i>Dr. and Mrs. Anthony Ebel</i>	<i>Mr. and Mrs. Paul Thistlethwaite</i>
<i>Dr. and Mrs. Donald Erickson</i>	<i>Mr. and Mrs. Andrew Thomas</i>
<i>Mr. and Mrs. Ralph Frank</i>	<i>Mr. and Mrs. John Thomas</i>
<i>Mr. and Mrs. Nathan Freeman</i>	<i>Mr. and Mrs. Justus Van Der Walt</i>
<i>Mr. and Mrs. Roger Gast</i>	<i>Mr. and Mrs. Peter Worrall</i>
<i>Mr. and Mrs. Scott Gast</i>	<i>Dr. Paul and Dr. Karen Wrobbel</i>
<i>Mr. and Mrs. Harold Harding</i>	<i>AbbVie</i>
<i>Mr. and Mrs. Eric Haslow</i>	<i>Arthur Gallagher Foundation</i>
<i>Mr. and Mrs. Philip Hettich</i>	<i>Benevity Community Impact Fund</i>
<i>Mrs. Marcy Hilbrink</i>	<i>Bolz Properties</i>
<i>Mr. and Mrs. Caleb Johnson</i>	<i>Envelopes Only</i>
<i>Mr. and Mrs. Matthew Junge</i>	<i>Five Angles Associates</i>
<i>Mr. and Mrs. J. Bryan Kitchen</i>	<i>Integrated Purchasing Options LLC</i>
<i>Mr. John Kitchen</i>	<i>National Christian Foundation</i>
<i>Mr. and Mrs. Benjamin Klimek</i>	<i>Premier Wellness Chiropractic</i>
<i>Mrs. Carol Lechner</i>	<i>Well Adjusted Products</i>
<i>Mr. and Mrs. Jerry McCarrell</i>	<i>YourCause, LLC</i>

Board of Trustees

Bill Walkiewicz, Chair	Tim Fraser	Dave Petrovich
Tim Barak	Scott Gast	Prudence Rowe
Curt Brookens	Ben Klimek	Meredith Thomas
Tony Ebel	Shelly McCarthy	Paul Wrobbel

Administration

Dr. Paul Wrobbel—Head of School
Mrs. Jennifer Szlembarski—Assistant Principal
Mrs. Carrie Raeside—Director of Admissions
Mrs. Peg Losey—Office Manager