



Grace and
Holy Trinity
Cathedral

Grace and Holy Trinity Cathedral's Strategic Plan Initiatives and Dashboard Three-Year Plan for 2024, 2025 and 2026

Mission: As the Episcopal Cathedral Church in the heart of Kansas City, we seek and serve Christ in all people, loving our neighbors as ourselves while striving for justice, peace, and respect for every human being. Our worship, prayer, and formation support the restorative strength of our community, reconciling all people to God and one another through Christ.

Strategic Initiatives

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- A. Worship Services
- B. Choirs
- C. Ministries

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- D. Electronic Sign
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- F. Upgrade Carillon System
- G. Bylaw Review and Updates

Grace and Holy Trinity Cathedral Strategic Plan Dashboard

Initiative I: Worship

Goals	Tactics/Key Activities	KPI/Deliverable	People Accountable	Deadline	Progress
A. Worship Services					
1. Review the schedule of weekly masses to determine interest in holding services on other days and times.	Explore the schedule of masses to determine if there is a critical mass of people interested and or attending to warrant making adjustments to the schedule.	Masses are held that fit the majority of parishioners' needs.	Dean	Tuesday, December 31, 2024	In Progress
2. Create a volunteer recruitment and deployment plan for worship services.	Recruit volunteers for acolytes, ushers, greeters, and other worship service needs.	There are adequate volunteers for all worship services.	Cathedral Staff	Sunday, December 31, 2023	Ongoing
B. Choirs					
1. Restore Handbell Choir.	Handbell Choir is re-established and activated.	Handbell Choir is active.	Director of Music	Sunday, May 19, 2024	Done
2. Restore Children's Choir.	Hire Assistant Organist. Children's Choir is re-established and activated.	Children's Choir is active.	Director of Music and Assistant Organist	Sunday, May 19, 2024	In Progress
C. Ministries					
1.a. Restore Stephen Ministry.	Recruit a volunteer Stephen Ministry Director. Train and certify Stephen Ministry Director. Recruit, train and deploy other volunteers to support Stephen Ministry.	Stephen Ministry is active.	Deacon (Wegener)	Tuesday, December 31, 2024	To Do
1.b. Identify Stephen Ministry Mentees.	Promote that Stephen Ministry is operational. Stephen Ministry Director and volunteers will confidentially minister to congregants who are referred to them.	Stephen Ministry is active.	Stephen Ministry Director	Friday, January 31, 2025	To Do

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Goals	Tactics/Key Activities	KPI/Deliverable	People Accountable	Deadline	Progress
2.a. Grow Children's Ministry.	Hire Director of Children's Ministry.	Director of Children's Ministry is hired.	Dean	Sunday, December 31, 2023	Done
2.b. Recruit young families and children to participate in Children's Ministry.	Communicate that the Children's Ministry is active and share information about programming with families with young children.	Children's Ministry programs are regularly community to congregation.	Director of Children's Ministry and Communications Coordinator	Ongoing	To Do
3. Establish Outreach Pastoral Ministry	Outreach Pastoral Ministry could include providing transportation to services, external events such as Bishop Spencer Place, Eucharistic visitors and outreach to virtual members.	Pastoral Ministry is established.	Clergy	Ongoing	In Progress

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Initiative II: Community Engagement

Goals	Tactics/Key Activities	KPI/Deliverable	People Accountable	Deadline	Progress
A. Public Forums					
1.a. Hold open forums on current events and issues (year one).	Host public events for the community to discuss current issues. Consider inviting the Diocese in these events.	Hold at Least Two Events Each Year	Vestry Committee on Community Engagement	Tuesday, December 31, 2024	To Do
1.b. Hold open forums on current events and issues (year two).	Host public events for the community to discuss current issues. Consider inviting the Diocese in these events.	Hold at Least Two Events Each Year	Vestry Committee on Community Engagement	Wednesday, December 31, 2025	To Do
1.c. Hold open forums on current events and issues (year three).	Host public events for the community to discuss current issues. Consider inviting the Diocese in these events.	Hold at Least Two Events Each Year	Vestry Committee on Community Engagement	Thursday, December 31, 2026	To Do
B. Community Social Gatherings					
1.a. Host social events for the public and congregation (year one).	Hold social gatherings such as First Fridays, Christmas Caroling or other events.	Hold at Least One Event each Quarter	Vestry Committee on Community Engagement	Tuesday, December 31, 2024	To Do
1.b. Host social events for the public and congregation (year two).	Hold social gatherings such as First Fridays, Christmas Caroling or other events.	Hold at Least One Event each Quarter	Vestry Committee on Community Engagement	Wednesday, December 31, 2025	In Progress
1.c. Host social events for the public and congregation (year three).	Hold social gatherings such as First Fridays, Christmas Caroling or other events.	Hold at Least One Event each Quarter	Vestry Committee on Community Engagement	Thursday, December 31, 2026	To Do

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Initiative III: Internal Fellowship

Goals	Tactics/Key Activities	KPI/Deliverable	People Accountable	Deadline	Progress
A. Internal Social Gatherings.					
1. Establish a social gathering committee on the Vestry.	Create a Vestry committee on social gatherings to plan and implement social events for the congregation.	Vestry Committee on Social Gatherings is Created	Vestry	Tuesday, December 31, 2024	Done
2. Dinner for Eight or Foyer Groups.	Six or eight groups of four couples or individuals determine schedules over a period of time to meet for meals	Schedule and hold one series of dinner for eight gatherings.	Vestry Committee on Social Gatherings	Monday, January 1, 2024	Done
		Continue dinner for eight series.	Vestry Committee on Social Gatherings	Wednesday, December 31, 2025	In Progress
		Continue dinner for eight series.	Vestry Committee on Social Gatherings	Thursday, December 31, 2026	To Do
3. Hold Small Group Activities.	Organize day trips to nearby attractions, motorcycling, fishing, women's Bible study, baseball, Starlight, etc.	At least four separate small groups are established around a theme.	Vestry Committee on Social Gatherings	Tuesday, December 31, 2024	To Do
		Continue four small groups from 2024 and add two more.	Vestry Committee on Social Gatherings	Wednesday, December 31, 2025	To Do
		Continue six small groups from 2024/2025 and add two more.	Vestry Committee on Social Gatherings	Thursday, December 31, 2026	To Do
4. Host Regular Informal Gatherings.	Potlucks, chili cookoffs, croquet tournament, holiday parties, etc.	At least four separate gatherings are held.	Vestry Committee on Social Gatherings	Tuesday, December 31, 2024	Done
		At least six separate gatherings are held.	Vestry Committee on Social Gatherings	Wednesday, December 31, 2025	In Progress
		At least eight separate gatherings are held.	Vestry Committee on Social Gatherings	Thursday, December 31, 2026	To Do

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Goals	Tactics/Key Activities	KPI/Deliverable	People Accountable	Deadline	Progress
B. Renew Relationships with Prior Parishioners.					
Reach out to former parishioners, grown children, and families who lapsed and are no longer active in GHTC.	One-on-one communication with former members of GHTC to encourage them to return to the Cathedral.	Regularly reach out to lapsed members when they become known and twice a year the clergy will review past members to reach out to.	Dean and Clergy Staff	Tuesday, December 31, 2024	To Do
			Dean and Clergy Staff	Wednesday, December 31, 2025	In Progress
			Dean and Clergy Staff	Thursday, December 31, 2026	To Do

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Initiative IV. Service

Goals	Tactics/Key Activities	KPI/Deliverable	People Accountable	Deadline	Progress
A. One-Time Hands-On Service Opportunities					
1. Create a list of group, one-time hands-on service opportunities.	Develop a list of group one-time, hands-on service opportunities for parishioners to do. Example: Habitat for Humanity.	Group, one-time, hands-on service opportunity list is created.	Vestry Committee on Social Outreach	Sunday, March 31, 2024	In Progress
2. Promote group, one-time, hands-on service opportunities.	Provide ongoing communication to members about group, one-time, hands-on service opportunities to congregation.	Communication to congregation regarding group, one-time, hands-on service opportunities.	Vestry Committee on Social Outreach and Communications Coordinator	Ongoing	Ongoing
3. Implement group, one-time, hands-on service opportunities.	Using the list developed in 1. above, coordinate a group of volunteers to go to a nonprofit organization to complete a one-time service project.	At least one group, one-time service opportunity is implemented per quarter (four per year).	Vestry Committee on Social Outreach	Tuesday, December 31, 2024	To Do
			Vestry Committee on Social Outreach	Wednesday, December 31, 2025	In Progress
			Vestry Committee on Social Outreach	Thursday, December 31, 2026	To Do
B. Long Term/Ongoing Hands-On Service Opportunities					
Recruit a team of regular volunteers to consistently serve a community social cause.	Recruit a team of volunteers from GHTC to serve a social cause for at least one year. Examples of social causes: Pete's Garden and Kansas City Community Kitchen.	One team of volunteers serve one social cause for a year.	Vestry Committee on Social Outreach	Tuesday, December 31, 2024	To Do
		Two teams of volunteers serve two social causes for a year.	Vestry Committee on Social Outreach	Wednesday, December 31, 2025	In Progress
		Three teams of volunteers serve three social causes for a year.	Vestry Committee on Social Outreach	Thursday, December 31, 2026	To Do

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Initiative V. Operations

Goals	Tactics/Key Activities	KPI/Deliverable	People Accountable	Deadline	Progress
A. Cathedral/Diocese Staff Sharing					
1.a. Explore a staff sharing plan between the Diocese and Cathedral.	Explore a staff sharing plan with the provisional bishop between the Diocese and Cathedral that could reduce costs.	Exploration with Interim Bishop Completed	Dean	Tuesday, December 31, 2024	In Progress
1.b. Explore a staff sharing plan between the Diocese and Cathedral.	Explore a staff sharing plan with the permanent bishop between the Diocese and Cathedral that could reduce costs.	Exploration with Permanent Bishop Completed	Dean	Wednesday, December 31, 2025	In Progress
B. Campus Innovations					
Explore innovations to campus (current and future needs).	Create a task force to explore opportunities with physical campus, use of space and physical resources (including nursery facility).	Task Force Created and Meetings Held to Explore Opportunities	Vestry	Wednesday, December 31, 2025	Ongoing
C. Fence Banners					
1.a. Create a plan for generating and displaying fence banners.	Create a plan for creating and displaying fence banners to raise awareness of community service and collection opportunities.	Plan for Fence Banners is Complete	Vestry	Tuesday, December 31, 2024	Done
1.b. Implement plan for generating and displaying fence banners (year two).	Implement a plan for creating and displaying fence banners to raise awareness of community service and collection opportunities.	Fence Banner Plan is Implemented (Year One)	Communications Coordinator	Wednesday, December 31, 2025	Ongoing
1.c. Implement plan for generating and displaying fence banners (year three).	Implement a plan for creating and displaying fence banners to raise awareness of community service and collection opportunities.	Fence Banner Plan is Implemented (Year Two)	Communications Coordinator	Thursday, December 31, 2026	To Do

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Goals	Tactics/Key Activities	KPI/Deliverable	People Accountable	Deadline	Progress
D. Electronic Sign					
Explore purchase and installation of a digital sign for promoting GHTC programs and activities.	Explore purchase and installation of a digital sign for promoting GHTC programs and activities. Consider fit with campus, cost, placement, permits, electricity, etc.	A Decision is Made Regarding Electronic Sign.	Vestry	Wednesday, December 31, 2025	To Do
E. Text Notifications					
Investigate an SMS texting software to communicate important marketing and communication messages to the GHTC congregation.	Investigate an SMS texting software to communicate important marketing and communication messages to the congregation. Consider cost, ease of use, who will oversee the system, etc.	A Decision is Made Regarding SMS Texting Software.	Vestry, Dean, and Communications Coordinator	Tuesday, December 31, 2024	In Progress
F. Upgrade Carillon System					
Explore Upgrading Carillon System	Upgrade the carillon system so it is functional.	Carillon is Functional	Staff	Monday, April 1, 2024	In Progress
G. Bylaw Review and Updates					
1.a. Appoint a special committee to conduct a review of the bylaws.	Appoint a committee to review bylaws to do an update.	Special Bylaws Review Committee Appointed	Senior Warden	Monday, January 15, 2024	Done
1.b. Conduct a comprehensive review and revision of the GHTC bylaws.	Review and amend bylaws to bring them up to date and current.	Bylaws updated.	Special By-laws Review Committee (Mark Galus)	Friday, January 31, 2025	In Progress