

Grace and Holy Trinity Cathedral

Minutes, Regular Meeting of the Vestry on Thursday, September 28, 2023

Approved at the October 26, 2023 Vestry meeting

Vestry members and leadership present

In person: The Very Rev. Dr. Andrew C. Keyse (Dean), Candy McDowell (Sr. Warden), Michael Thomas (Jr. Warden), Blain Lagergren, Sharon Cheers, Steve Moore (Chancellor) **Via teleconference:** Paula Livingston-Lewis, Julie Brogno, Ron Michka, David Barker (Treasurer), Mathias Nichols, Pat Decker **Absent:** Kay Woolley, Sara Copeland, Valerie Johnson

Others present: Tom Vansaghi (via Zoom), Mark Galus (Diocesan Chancellor), Dr. Paul Meier (Musical Director), John Braum

The meeting was held in hybrid format (Multipurpose Room and via Zoom teleconference). The meeting was called to order at 5:31p.m. by Dean Andy with opening worship.

Approval of previous meeting's minutes

Dean Andy presented the August 24, 2023, regular Vestry minutes that were distributed in the September Vestry Packet. Candy McDowell moved to accept the previous meeting's minutes, and Sharon Cheers seconded. Motion passed without discussion.

Dean's Report, *The Very Rev. Dr. Andrew C. Keyse*

Upcoming events The Blessing of the Animals will occur Saturday, October 7 at 11a.m. on the north lawn. Banners are posted on the campus and Facebook page. On October 15, which is the Sunday closest to feast of St. Luke, all three services will be healing services. On Saturday, October 21, from 10a.m.-12p.m. the choir will be cosponsoring an educational sing along in the tradition of Von Trapp with the Lyric Opera. It will be free but requires an RSVP.

Personnel updates. Lucas Fletcher, Associate Organist, begins playing at services on October 1. An applicant for the Children's Ministry Coordinator will be interviewed on Tuesday, October 3. An additional candidate has entered into the running for the position. An Associate Priest offer has been extended and accepted. A letter of agreement has been signed and their name will be announced the week of October 15. They will be in the office during the last week of November and first Sunday service will be Advent 1 (Dec. 3).

Strategic Planning Committee presentation *Mark Galus, Chair of the SPC, Tom Vansaghi, consultant*

Mark Galus thanked the Strategic Planning Committee (SPC) for their work. The SPC is: Dean Andy, Candy McDowell, Michael Thomas, Julie Toma, Ryan Thomas, Don Chase, Tara Bennet, Diane Barker, Melissa Atwell. The SP Dashboard (a document) was emailed to vestry members as part of the October meeting packet. The goal was to gain approval of the SP document by Vestry at this meeting. What followed was a presentation of the SP dashboard in broad terms with discussion interspersed.

The SP is proposed as a three-year plan running from 2024 to 2026 and intended as a "dynamic" SP as Vestry, Dean and Wardens should be reviewing periodically through the 3 years so to be reflected upon and potentially modified through that period. (See appendix with these October minutes)

The spreadsheet plan is organized across categories as follows: Goals; Tactics/Key Activities; KPI (Key Performance Indicator)/Deliverables; People Accountable; Deadline, and Progress (status). The following initiatives and sub initiatives to be evaluated from time to time:

Initiative I: Worship. This includes A) Worship Services; B) Choirs; C) Ministries

Initiative II: Community Engagement (external/surrounding community). This includes A) Public Forums; B) Community Social Gatherings (external and internal) to include 1/quarter = 4/year

Initiative III: Internal Fellowship. This includes: A) Internal Social Gatherings such as– foyer groups, dinner for eight, informal gatherings, and small group activities. Each year has a goal to gather a prescribed number of times. B) Renew Relationships with Prior Parishioners by reaching out to former attendees, grown children, lapsed families.

Initiative IV: Service. This includes: A) One-time Hands-on Service Opportunities - giving members a chance to get involved, list of opportunities; B) Long-Term/Ongoing Hands-On Service Opportunities – recruiting team of regular volunteers, serving community social cause.

Initiative V: Operations. This includes A) Cathedral/Diocese Staff Sharing – exploring this now with interim and in the future with our permanent bishop as a way to save costs; B) Campus innovations – explore opportunities of using campus, resources, spaces; C) Fence Banners to create more awareness in the community; D) Electronic Sign – explore this as a potential purchase/need; E) Text Notifications – SMS text software for important marketing and communications; F) Upgrade Carillon System – bells and speakers in tower; G) Bylaw Review and Updates - special committee to review and update vestry bylaws

The SPC had noted that the 2016 strategic plan displayed tension between bold long-term initiatives and low hanging fruit in the face of limited resources and personnel. This SP is manageable and can be accomplished over the course of three or four years. Previous challenges were a lack of staff on committees, lack of know-how and buy-in. This current plan has responsibility of the vestry and committees. Shared ownership of the vestry, the dean and staff will make this responsibility more feasible.

The vestry was asked if there was a desire to approve or have more time to review and formulate questions.

Michael Thomas moved to approve and adopt the proposed Strategic Plan. Mathias Nichols seconded. The motion passed after discussion.

Discussion Notes: Tom noted this SP is intended to go operational in January 2024 and there is still time to adjust it, if desired. Dean Andy invited vestry members to reach out with additional SP concerns and ideas as items can still be incorporated.

Ron Michka made the initial observation that these components were active and took place back in 1996, and proposed the question of what it required to run the church then and who was instrumental in making that happen. In the face of fewer resources today, how will these initiatives now be accomplished? It was further noted there appears to be lack of: identified challenges we face/weaknesses, specifics as to how exactly to grow the church, plan for the pursuit of new members (ie. identification of audiences such as young adults, families, downtown residents). What thoughts are there about a 10-20-year plan of facilities, any possible capital campaigns, or including the committee for usage of Common Room? Regarding non-active member connections: is/could there be a way to develop ongoing relationships with members through a contact management system? The SP includes SMS texting, so is there a way to further those efforts through a more thorough contacting system? A current challenge with vestry calls/contacting is a lack of information as contacts are being made each quarter. Have less/non-active members been addressed in the SP—as to how to maintain communications/contact? Support was expressed for this type/level of member information access.

Mark Galus noted a goal of the SPC has maintained the running theme of keeping people here while attracting new members. If there is a way to bolster our congregation through mechanisms for children, small groups, interest in the cathedral, there will be a building of infrastructure ahead of the pitch. Priorities of the SP would need to be positioned through the vestry since the vestry has the knowledge of available resources. The SPC came up with initiatives and assigned responsibilities to execute/guide. The vestry is the engine for implementation of the plan without delegating all responsibility to the staff members. As Vestry considers the future budget(s), the priorities of the SP could be consistent with the allocation of funds. Regarding facilities/campus planning, SPC placed this within Initiative V (“Operations”) B: (“Campus Innovations”).

Julie Brogno questioned how the plan will be implemented and who will prioritize the areas? Does vestry take charge, how do we go from chart to implementation?

A challenge noted is finding people to volunteer. Candy proposed goals be set as part of the 2024 vestry retreat as implementation is being considered. Candy also indicated the SP has general outlined initiatives and the details of how

those will be accomplished can be created/developed by those tasked within that area. The SP does not provide the details of 'how' to accomplish, but leaves room for the committees/teams.

Sharon Cheers stressed the need for further public relations development but added that she would address at later date.

UK Choir Trip Follow-up Discussion *John Braum, Dr. Paul Meier*

John Braum addressed Vestry in the 3 areas:

1-Factfinder from past year(s) – John did extensive networking through Dr. Paul Meier and direct contacts planning the UK trip. He provided an overview of the planning and learning that occurred from having completed arrangements up until postponement of the 2024 UK tour.

2-Postponement plan – John shared his perceived failures regarding the UK choir trip cancellation. He expressed his concern about the reputation of the Cathedral now that the 2024 cancellation has occurred since he had developed working relationships in the UK. He also expressed he would not have wired funds to secure reservations had there been more transparency about the potentiality of postponing the tour.

3-Parameters for next trip – Moving forward, John requested better communications about the process. He would like to be more involved with the discussions surrounding future choir trips. This would include the financial requests, fundraising and management/planning and logistics of the trip.

Dean Andy, Dr. Meier and John Braum will meet next week to further discuss postponement details and recovery of deposits so John will not be expected to be fully responsible for these reverse transactions as well as his specific concerns about the overall planning process in the future. Since the choir trip has been postponed there is no action to be discussed further with the vestry at this time.

Financial Report, *David Barker**

There were changes made to the May and June financials via email from Julie so David offered to present August report and look at revised May and June numbers for next month's vestry meeting. May, June, July reports tabled until next month.

We are behind what was budgeted for August. Plate offerings factor in to that trend but will need to keep an eye on it for now. Recurring bequests \$53,000 and User Fees are behind; Interfund transfer reflects expenses associated with recent addition of our Associate Organist, which needs to be corrected because it was debited although no funds are available to do so. Therefore, it shows a negative balance now. The expense should have been drawn from the Music account instead.

Social Outreach still has funds (\$80,000) so no further deposits will be made into that account.

The recurring monthly donation to diocese was noted; Clergy salaries off a little bit and lay salaries are lagging as we are not operating with full staff. With the addition of Associate Priest and Associate Organist, these numbers will change.

Facilities expense was in connection with the HVAC system. Utilities are up because of summer season/electric usage.

Net expenses of \$34k for the month of August.

The Interfund transfer disparity is back in line based upon proper accounting now with thanks to Steve Berman, Financial Coordinator.

Cash flow page displays June \$155,000 Interfund transfer now resolved with only a small amount to come out for Clockwork Merriweather investigation. Another \$800 dollars to be accounted for out of Young Adult which Steve Berman is chasing down. Instrumentalist's expenses for woodwind quartet will come out of Music Guild. operating budget.

Expenses for choir auditions and organists will come out of the Music budget and that will be corrected next month.

Sharon Cheers moved to accept August report. Michael Thomas seconded. Motion passed after discussion. Approval of May, June, and July financial reports tabled to allow Dave Barker to review changes to May and June financial reports.

*teleconference audio unstable and details difficult

Stewardship Report, *Steve Moore*

Kicking off 2024 stewardship campaign, the theme is “Expect the Unexpected”. The plan is to meet/exceed \$500,000. Steve thanked Dean Andy for his leadership with financial stewardship. The stewardship card will be mailed next week.

Junior Warden Report *Michael Thomas*

The wall murals in the Common Room will be removed using the approved funds from last month. Repair and paint of the walls will also be completed so renovations may begin in 2024. A recommendation from Design Mechanical engineers was made to prevent costly repairs to the chiller (approx. \$80,000 to repair). Rather than Design Mechanic cleaning the chiller every month for \$650, they suggested \$3297 to install screens. This past year we lost 2 of the 4 components of chiller to contamination by cottonwood seeds. These combined expenses (Common Room and screens for chillers) totals approximately \$5800 dollars.

In August, we had an unexpected backlog of HVAC bills. Month to date of HVAC charges appeared to be \$25,000 and came from the repair line (5261) over the summer. The actual was \$45,000. Of the \$66,000 budgeted, we have expended \$59,347, leaving a \$6,653 balance, and \$856 dollars remains for the rest of year in repair line item. We are \$1,100 off for entire Facilities line. Michael will talk to Angie Graham and Ric Sweeting to identify a more realistic budget request to present to the Budget Committee since these numbers are unique. Buildings and Grounds budget will aim to present a realistic estimate for next year. They may request slightly more than this year due to mechanical needs.

Senior Warden Report *Candace McDowell*

Two members from the vestry and congregation are sought to serve on the vestry selection committee. Candy McDowell, Ron Michka, Kay Wooley will not be standing for reelection. Pat Decker is standing for reelection. Eligible vestry candidates are members in good standing—such as receiving Eucharist 3 times a year, giving/known to the Treasurer but not a specific amount. Blain and Mathias volunteered to serve as the vestry component of the selection committee. There is still a need for 2 at-large committee members.

“Food and Friends” now forming (facilitated by Julie Brogno), will not be termed “Dinner for Eight,” as to invite any outside gatherings and not strictly “dinner” settings. Foyer groups marketing has begun and will meet November and through to March of 2024.

Other Committee or Vestry Liaison Reports

Social Outreach; Community Engagement; Safety/Security; Children’s Formation; Communications; Young Adults No reports

Old Business None

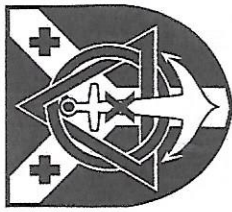
New Business None

Candy moved to adjourn the meeting and was seconded by Blain Lagergren. The motion passed. A closing prayer was led by Dean Andy. The meeting adjourned at 7:20 p.m.

One attachment to these October 2023 Meeting Minutes: *Grace and Holy Trinity Cathedral’s Strategic Plan Initiatives and Dashboard (3-year Plan for 2024, 2025, 2026)*

The next Vestry Meeting will be Thursday, October 26, 2023 at 5:30 p.m. in the Common Room in hybrid format – in-person and teleconference.

Respectfully submitted by Blain Lagergren for Valerie Johnson, Clerk



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

Initiative I. Worship

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

Initiative II. Community Engagement

- A. Public Forums
- B. Community Social Gatherings

Initiative III. Internal Fellowship

- A. Internal Social Gatherings.
- B. Renew Relationships with Prior Parishioners.

Initiative IV. Service

- A. One-Time Hands-On Service Opportunities
- B. Long Term/Ongoing Hands-On Service Opportunities

Initiative V. Operations

- A. Cathedral/Diocese Staff Sharing
- B. Campus Innovations
- C. Fence Banners
- D. Electronic Sign
- E. Text Notifications
- 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 attending to warrant making adjustments to the schedule.	Masses are held that fit the majority of parishioners' needs.	Dean	Tuesday, December 31, 2024	To Do
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	To Do
B. Choirs					
1. Restore Handbell Choir.	Handbell Choir is re-established and activated.	Handbell Choir is active.	Director of Music	Sunday, May 19, 2024	To Do
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	To Do
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

Grace and Holy Trinity Cathedral Strategic Plan Dashboard

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	To Do
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	To Do

Grace and Holy Trinity Cathedral Strategic Plan Dashboard

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	To Do
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

Grace and Holy Trinity Cathedral Strategic Plan Dashboard

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	To Do
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. Continue dinner for eight series.	Vestry Committee on Social Gatherings	Monday, January 1, 2024	To Do
		Continue dinner for eight series.	Vestry Committee on Social Gatherings	Wednesday, December 31, 2025	To Do
		At least four separate small groups are established around a theme.	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.	Continue four small groups from 2024 and add two more. Continue six small groups from 2024/2025 and add two more.	Vestry Committee on Social Gatherings	Tuesday, December 31, 2024	To Do
		At least four separate gatherings are held.	Vestry Committee on Social Gatherings	Wednesday, December 31, 2025	To Do
		At least six separate gatherings are held.	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	To Do
		At least six separate gatherings are held.	Vestry Committee on Social Gatherings	Wednesday, December 31, 2025	To Do
		At least eight separate gatherings are held.	Vestry Committee on Social Gatherings	Thursday, December 31, 2026	To Do

Grace and Holy Trinity Cathedral Strategic Plan Dashboard

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 Dean and Clergy Staff Dean and Clergy Staff	Tuesday, December 31, 2024 Wednesday, December 31, 2025 Thursday, December 31, 2026	To Do To Do To Do

Grace and Holy Trinity Cathedral Strategic Plan Dashboard

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	To Do
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	To Do
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	To Do
			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. Two teams of volunteers serve two social causes for a year. Three teams of volunteers serve three social causes for a year.	Vestry Committee on Social Outreach	Tuesday, December 31, 2024	To Do
			Vestry Committee on Social Outreach	Wednesday, December 31, 2025	To Do
			Vestry Committee on Social Outreach	Thursday, December 31, 2026	To Do

Grace and Holy Trinity Cathedral Strategic Plan Dashboard

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	To Do
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	To Do
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	To Do
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	To Do
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	To Do
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

Grace and Holy Trinity Cathedral Strategic Plan Dashboard

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	To Do
F. Upgrade Carillon System					
Explore Upgrading Carillon System	Upgrade the carillon system so it is functional.	Carillon is Functional	Staff	Monday, April 1, 2024	To Do
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	To Do
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	To Do