

THE US GRAIL COUNCIL



Vision: Called by our spiritual values, The Grail envisions a world of peace, justice and renewal of the earth, brought about by women working together as catalysts for change.

Mission Goals: The Grail in the U.S. empowers women to work for world transformation by: building bridges among diverse faith traditions and spiritual paths, advancing peace, justice and a world free from military dominance, fostering international exchange and solidarity, challenging economic systems that put at risk the most vulnerable, especially women and children, creating communities for a sustainable future, celebrating the arts as a means for personal and societal transformation

Resolutions: To become antiracist internally and externally viewing all our activities through an antiracist lens. Rebuilding the Grail's spiritual core in community.

Date: 12.9.2019. **Present:** Judy Alves, Pamela Cobey, April Goering, Lucy Jones, Deborah Sullivan, Sally Timmel, Renee Workack Keels, Terrie Puckett

Facilitator and Time Keeper: Renee Wormack Keels

Time: Running total time lower right	Topic and Presenter	Focus Question	Desired Outcome
4:30 15" 15 "	Centering Presenter: Lucy	Am I able to be present?	Listening to the Spirit. Hearts are ready for generative listening and conversation.
4:45 30"	Discussion/s & Updates: 1. Topic: Budget See Report. Presenter: Deborah	What are your topical questions? 1. Focus: <u>Plan</u> for revised 2020 budget. <ul style="list-style-type: none"> • Council 5 priorities: Antiracism, Circles, YWI, Mission Fund, maintain international connections. • Is our goal to reduce the deficit of this budget? • What are the things that we are committed to that need to stay or be realigned? • F/U from Deborah's inquiry to Terrie and Kelly: What needs to be kept from original budget and why? 	All informed and concerns voiced. 1. Desired Outcome: <ul style="list-style-type: none"> • Plan for revised budget • Affirm priorities • Affirm goal of budget reduction • Affirm what needs to stay in budget • Decision re: Terrie and Kelly input / Deborah

Time: Running total time lower right	Topic and Presenter	Focus Question	Desired Outcome
10"	2. Topic: Bylaws amendments See Rpt. Presenter: Deborah	2. Focus: Affirm amendments to be sent out in January	2. Desired Outcome: Affirmation
10"	3. Topic: Joy Garland response See Draft. Presenter: Deborah	3. Focus: Consistent kind response	3. Desired Outcome: Affirmation of response
10"	4. Topic: Mission Fund See doc. Presenter: Pam	4. Focus: Reiterate next steps decided in fall face-to-face meeting	4. Desired Outcome: Clarity
10"	5. Topic: YWI See doc. Presenter: Pam	5. Focus: Reiterate task of YWI	5. Desired Outcome: Clarity
5"	6. Topic: Confidentiality agreement. See doc. Presenter: Deborah	6. Focus: Affirm agreement	6. Desired Outcome: Affirmation
5"	7. Topic: Make plan to address consultation re: 501C status	7. Focus: Council member to address plan	7. Council member assigned
5"	8. Topic: Make plan to create a task force from Finance Committee to create a long-term strategic plan to get deficit as reasonably low as possible	8. Focus: Council member to address plan	8. Council member assigned
15+75=90"			

Important Points to Remember:

1. Topic: Budget

- Terrie and Kelly are working to lower deficit as much as possible and have decreased original budget presented for 2020 by \$71,000.
- Current projected deficit in this re-worked budget is \$292,000.
- If CW is rented to Rural Migrant Ministries, Grail will not subsidize them and the 2020 deficit could decrease to \$250,000.
- No revenue
- To live within means, need to work our way out of high deficit slowly with benchmarks / a strategic plan designed by a finance task force
- Looking to make WOC gatherings cost effective
- Consider the relationship of staff time to the generation of income
 - The only use of staff time for income generation is rental of space
- Encourage donations: future: antiracism and YWI
 - End of year donations came in at \$25,175 but only \$725 was allocated to the US and the rest was allocated to International
- Decreasing deficit requires increasing revenue, selling property or eliminating staff

Time: Running total time lower right	Topic and Presenter	Focus Question	Desired Outcome
	<ul style="list-style-type: none"> • RMM: hired Dierdre Cornell for Youth Summer Camp; started a capital campaign; excited about leasing as it gives them additional time to raise more cash. <p>2. Topic: Bylaws Amendments: See Votes/Decisions below.</p> <p>3. Topic: Joy Garland response:</p> <ul style="list-style-type: none"> • April will send letter as written with the following change: <u>Delete: That may include collaborations, programming, or long-term leases and change to that may include long-term leasing of the property in Cornwall.</u> • April will speak to Joy in addition <p>4. <u>added</u> topic: GVIC Update:</p> <ul style="list-style-type: none"> • Cannot move on sale of Southside property until March 2020 at which time another school levy for Loveland will take place (if Loveland has final approval for putting another levy up for a vote). • Mark Schnicke, a developer, would like to re-open negotiation for purchase if school does not buy property. (He has a facebook page.) • There is a Loveland group working to defeat the levy. • GVIC will report on status of school sale and meeting in Loveland with the School Board and the dissenters of the school levy. Terrie w/ input from GVIC delivered a strong presentation. <p>4. Mission Fund:</p> <ul style="list-style-type: none"> • Finance Committee meeting Dec. 19 at which time they will commence discussion of proposal in order to send their input to Council in time for review for January face-to-face meeting. <p>5. Topic: YWI:</p> <ul style="list-style-type: none"> • Bottom line agreement w/ YWI is: By the end of two years the group will provide a report with recommendations and/or a proposal for ongoing work addressing the viable involvement of future generations in Grail work. It is not their task to grow the Grail. <p>6. Topic: Confidentiality Agreement:</p> <ul style="list-style-type: none"> • Allows for free and open discussions with candor and allows for processing • Facilitates safety re: privacy of conversation • Decision to all read it at January Council meeting and verbally agree to accept it. • Lucy will design a ritual around introductions of members and confidentiality agreement <p>7. Topic: Make plan to address consultation re: 501C status</p> <ul style="list-style-type: none"> • Assign to Task Force on Finances for the Future <p>8. Topic: Make plan to create a task force from Finance Committee to create a long-term strategic plan to get deficit as reasonably low as possible</p> <ul style="list-style-type: none"> • Agreed to create same 		
	<p>Decisions/Votes:</p> <p>1. Topic: Budget. Decision/Vote:</p>		

Time: Running total time lower right	Topic and Presenter	Focus Question	Desired Outcome
	<ul style="list-style-type: none"> • Council affirms 5 budget priorities: Antiracism, Circles, YWI, Mission Fund, maintain international connections. • Council affirms the creation of a task force to create a long-term strategic plan to decrease the annual deficit as reasonably low as possible. <ul style="list-style-type: none"> • The Task Force will consider the financial implications into the future for various choices. • The Task Force will look at the financial implications of various 501C statuses with the aid of legal consultation and make recommendations for the future. • The Task Force will communicate the outcomes of their work with members. <p>2. Topic: Bylaws Amendments: Council agreed unanimously to the following:</p> <ul style="list-style-type: none"> • Article I <ul style="list-style-type: none"> • Delete I.3 sentences: To conduct and maintain educational institutions, or institutions of learning and To operate an environmental training and retreat center or centers and replace with: <u>To encourage and conduct educational activities.</u> • Article II <ul style="list-style-type: none"> • Delete II.1 *The National Director, if applicable, shall be an ex-officio, nonvoting member of the Council. • Add II.1 The National Treasurer...and <u>MAY BE</u> the chair of the Finance Committee. • Add II.1 The International Council Representative. <u>MAY</u> choose to be a Council member with full rights and voting privileges, or choose to be an ex-officio, non-voting member. • Delete II.3.3 Approve plans, structures, systems, reports and recommendations as may be required for the effective and efficient operation of the Centers. • Delete II.3.14 Approve the nature, purpose and function of Center Advisory Body(s) if such are deemed necessary, as well as the dissolution of such body(s). Such bodies serve at the invitation of Center Directors or operations Managers to whom they report. • Add II.D.1. Grail members who <u>have been active members for a minimum of 3 years and meet....</u> Leave explanations out but used in any way, change the word overwhelming to the word <u>demanding</u> in the explanation for the change. Change a lot of prior to <u>significant.</u> • Article III <ul style="list-style-type: none"> • Change III.C.5. word assume to <u>provide and promote...</u> • Article VI <ul style="list-style-type: none"> • V1.1: The Executive Committee shall consist of the officers of the Council, namely, the NLT (filling roles of President and Secretary DELETE <u>and National Treasurer</u>) • Delete VI.1: *The National Director, if applicable, shall be an ex- officio (non-voting) member of the Executive Committee. • Change VI.2 The Finance Committee <u>may</u> be chaired... • Article VII <ul style="list-style-type: none"> • VII.1.: Add: <u>Annual financial contributions, as evidenced by the previous year determines eligibility to vote.</u> • VII.1.2. Change: ...approved if 2/3 to a <u>majority</u> 		

Time: Running total time lower right	Topic and Presenter	Focus Question	Desired Outcome
<ul style="list-style-type: none"> • Article VIII <ul style="list-style-type: none"> • Change VIII.2 2/3 to a <u>majority</u> • Article IX: <ul style="list-style-type: none"> • Will match this w/ policy for conflict of interest. Deborah to do before January. 3. Topic: Joy Garland Response. Vote/Decision <ul style="list-style-type: none"> • April will respond on behalf of Council 4 added: GVIC update: <ul style="list-style-type: none"> • GVIC will report to movement on status of Southside 4. Topic: Mission Fund. Decision/Vote: none 5. Topic: YWI: Decision/Vote: none 6. Topic: Confidentiality Agreement: Decision/Vote: Council will verbally accept at January face-to-face meeting 7. Plan to explore 501C status: Decision/Vote: This will be the work of a newly created Financial Task Force for the Future 8. Plan to create a Financial Task Force for the Future. Decision/Vote: Council agreed to create same. See decision above under 1. Budget			
Time:	Unfinished business " Facilitator	What is left unfinished?	Unfinished business is noted
Unfinished Business: Renee orienting Judith. Noted many gifts not used as other things are called for.			
Evaluation: well-facilitated.			
Time:6:30	Closing Presenter: Lucy "	Was I able to be present?	Meeting in which we were centered and listening. Commitment to abide by the sense of the meeting at large.

Next Council Meeting / Zoom Conference Call every first Monday at 4:30 PM (unless adjusted for a national holiday):

Date: January 6, 2020

Time: 4:30 PM

NEXT FACE-TO-FACE MEETINGS:

January 23-26, 2020, Tidings Start: 6pm. End: 4PM

April 23-26, 2020 Albuquerque, NM Start: 6pm. End: 4PM **place Tidings** Start: 6pm. End: 4PM

Zoom Directions. 1) Via computer or smartphone: Click on link in email to connect to the conference call.

Agenda US Grail Council Meeting

2) Via landline telephone: Dial the number +1 646 876 9923 US (New York) or +1 669 900 6833 US (San Jose) or +1 408 638 0968 US (San Jose)
then enter the meeting ID which will be sent to you before the meeting.

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