

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: 1-17.2019-10.21.2019 **Present:** Judy Alves (except Sunday), Pamela Cobey, April Goering, Lucy Jones, Deborah Sullivan, Sally Timmel received phone call reports, Renee Wormack Keels

Facilitator: Barbara Stanbridge IHM

Time	Topic	Focus Question	Desired Outcome	Prep	Report to NLT by 10/10
Thurs. NT (Postponed to Fri. AM as not all present)	1. Check In	How are you FEELING about yourself, the Grail and the larger world.	Everyone becomes fully present	Reflect on Focus Question	
Fri AM	2. Elections;	What do we make of the results?	Clear next steps		
	3. Cornwall	What do we make of the results?	Clear next steps		
	4. Mission Fund	What insights have you gained from looking at the research?	A way to the future may emerge.	Read the mission fund reports. Document 1.	Judy
PM	5. Profiles of women under 40	Where can you be supportive?	Appreciation for younger members	Read the document on the interviews. Document 2.	Pam
	6. Young women's Initiative	What is needed for success? What have they/we learned?	Clarity for organizational support	Read report on YWI. Document 3.	Pam
NT	7. Anti-Racism	What are the points of hope?	Celebration of success. Outline of work to follow.	Read Document 4. and Document 5.	Renee

Time	Topic	Focus Question	Desired Outcome	Prep	Report to NLT by 10/10
Sat AM Saying 70 Gospel of Thomas	8. Communication A Model for Organizational Communication	What is the state of your Organizational Communication?	An appreciation of current state and possibilities.		
	9. Org chart	Where is the hope for the future?			Pam
	10. International	How can you use your connections and experience to build for the future?		Read Document 6.	Lucy
PM	11. Enrichment Team (MDET)				
	12. Structural Circles			Document <i>Structural Circles</i>	Pam
Moved to <u>Sunday AM</u>	13. Budget	How does Budget need adjustment?	Approve budget with impending amendments	Read budget Document 7.	April
Sat. NT	14. Movie	What does this movie say to you about the Grail and it's cast of characters?	You are more able to engage creatively and not let the "nah sayers" get you down	Let your creative brain function.	
Sun AM Psalm 27: Rabbi Levy	15. Dying and Rising Not addressed	How do you lead an Organization in Decline and Re-founding?	More reflective ability in leading parallel tracks	Reflect on the cycles of nature and the paschal mystery.	
PM	16. Next Steps/Agreements				

Important Points to Remember:

1. *Topic: Check In:*

- a. Not as much focus on loss of vote to sell CW as expected.
- b. Hope expressed in moving forward with Grail initiatives on antiracism, young women's initiative, movement forward on stewardship of funds from sales.
- c. Not as tired as previously though bodies impacted by stress.
- d. All deeply concerned about impact of current US president, racism in America, climate crisis, widening poverty.
- e. Aya Huma mask a gift from Veronica from Ecuador: integration of dark and light, embodied spirituality within creation, both light-hearted and courageous leadership.

Decisions/Votes: *Check In:* NA

Sally available at 3pm for 1 hr and 7 pm for one hr on Friday. Since times did not work with Council discussions, Council communicated with Sally by phone following the CW and Mission Fund discussions during an hour that she was available.

2. Topic: *Elections*:

- a. Not enough candidates for elections.
- b. It will be an affirmation for Judith Defour-Howard and Deborah Sullivan.
- c. Judith Defour-Howard will be mentored by Renee.
- d. Judith will be invited to attend the December Council meeting by zoom.

Decisions/Votes: *Elections*. Judith Defour-Howard and Deborah Sullivan will be affirmed for membership to the Council in January 2020.

3. Topic: *CW*:

- a. Vote / parliamentarian is 66 to 45 with 2 abstentions in favor of selling property at this time.
- b. That is 59.45% of those voting voted in favor of selling and the vote was 8 persons shy of a 2/3 majority needed to move forward with sale.
- c. Reality check: There are still large numbers of members who do not understand the need to let go of property.
- d. The small number of members passionate about keeping CW has put energy into fighting a sale rather than into creating a viable plan to keep it.
- e. Continue to help members see what we see.
- f. Need to foster trust.
- g. Failure of vote is a symptom of breakdown of relationships in Grail, disengagement or engagement only through crisis, hurt feelings, anger, delusion and denial, internal grief within the community, loss of iconic figures, inability to move through grief, inability to see selves as part of what is happening in this elbow of time for all similar organizations in Western hemisphere, inability to let go and give credibility and power to future generations, lack of trust in an evolutionary process and our place in it (letting go to get to new life). The vote also failed because doubt was instilled among white women in reaction to the last-minute letter from Trina's computer signed in the name of the WOC asking to keep CW for an undeveloped plan.
- h. What is our call?
 1. Need for Council to change the bylaws to simple majority voting ASAP to be published in next National Grail News.
 - a. The Grail is in gridlock. (Cannot collude with inaction.)
 - b. There is a forward mandate for Council to act.
 - c. There is no viable plan for CW within the Grail. (Cannot collude with wrong action.)
 - d. Ecological consciousness is honored in the sale of CW to others able to use it well.
 - e. The Council must exercise fiduciary responsibility for long-term financial sustainability of the whole Grail.
 - f. Not in favor of minority rule. (A large majority is disenfranchised by a minority.) (Compels us to act.)
 - g. Simple majority voting attends to the benefit and concerns of the whole.
 - h. Historical context for 2/3 vote: reverting to a previous precedent prior to 2005.
 - i. Land sold previously in for e.g. Loveland, Detroit, Cincinnati, Brooklyn and LA
 - ii. Land was sold previously in response to changing times, needs and priorities

- i. Group cannot be transformational and hold onto the past
- j. April will write up the statement for posting bylaws changes putting all into a context. Care to decouple change of bylaws from sale of property and to decouple sale of property from antiracism and our commitment to ecology. April will ask Monica Thyberg to give her expert opinion regarding supermajority versus minority voting and use her expertise in crafting the context for the change in bylaws.
- k. Nothing can eliminate dissention.
 - i. To focus on pleasing everyone is to give our energy away.
 - ii. Council responsibility is to make good decisions.
- 2. Can take another vote after the first of the year.
 - a. Renee will be working with WOC and will help those who have not been able to keep up with Grail communications understand where we are.
- 3. Cannot negotiate with anyone re: selling until we have a vote to sell but we can explore leasing to Rural and Migrant Ministries (RMM) as they have the resources to pull off a long-term lease.
 - a. In future we will be able to offer an option to buy if a new vote passes.
 - b. Ask Terrie Puckett to explore lease option to RMM as well as the legal content for a solid lease that does not leave the Grail at risk.
- 4. Donating CW:
 - a. US Grail has donated property in the past
 - b. South Africa donated property to a 501C3.
 - c. If give property away, cannot prevent those who then own it from selling it to a developer.
 - i. Women often give freely while others profit from their generosity.
 - d. Donating would stop the bleeding of maintenance costs. (This year listed as \$71,000!)
 - e. CW was given to the Grail.

Decisions/Votes: Topic: *CW*: Terrie Puckett will explore lease with Rural and Migrant Ministries.

Note: Current context calls for bylaws change to simple majority voting (5 of 6 present in favor). Following meeting with consultation with Monica Thyberg, decision to implement bylaws change deferred to January. There will not be another vote from Council.

4. Topic: *Mission Fund*:

- a. Good work!
- b. Thank you so much to the team!
- c. Recommend following changes:
 - i. Page 6 bottom of page: **In keeping with our commitment to anti-racism at least 30% of funds should be used for projects that are specifically antiracist.** Rationale: the intent of projects that benefit people of color is different from the expressed intent to foster antiracism/antiracism work.
 - ii. Page 9. Number 6. **Grants may be given to individuals, such as artists, who while unlikely to be a part of an organization, would need funding for worthy projects. In such case, there would not be a requirement for an “organizational” bank account.** Rationale: Artists are not organizations. The Grail was intended to foster the arts among women.

- iii. Page 9. Number 1. Regarding Committee Make Up: **Two or more members should be women of color.** Rationale: Common practice does not advise to have only one woman of color on any committee (as that person will likely be projected upon to speak for their entire race).
 - iv. Page 10. Periodic evaluation: **These four members will choose a fifth member who will not be a Grail member.** Rationale: Members during our Council calls expressed a need for non-Grail expertise on committees. Council agrees it would be an asset.
 - v. Appreciate addressing conflict of interest on page 10.
 - d. Timing for roll-out:
 - i. Now not a good time
 - a) No money yet
 - b) Cannot sell CW yet and better for this to come out after CW sale to preempt strikes against using money from sale of Loveland south side for management of CW.
 - c) Fund to be set up in such a way that groups getting money will have to present a credible proposal.
 - d) Not a huge pot. \$200,000/year or less.
 - e) Noted that foundations can outlast the funding organization and that in those cases one option is to turn the foundation over to a community foundation. (Community Foundations are grant-making public charities that are dedicated to improving the lives of people in a defined local geographic area. They bring together the financial resources of individuals, families and businesses to support effective nonprofits in their communities.)
 - f) Noted that many foundations are using “Putting Racism on the Table” to help assure that they do not perpetuate racism in their granting practices and that they put into place practices that will eliminate racism. April: inform Finance Committee
 - g) Preliminarily:
 - i. Next step: have Finance Committee review the proposal (with Council-recommended changes) and make their recommendations for the fund in relation to assuring care for the ongoing needs of the organization— Health and Welfare and Major ~~property~~ Maintenance Funds until no longer needed.
 - a. Ask Finance Committee for a time frame: to have recommendations by mid-December. April to relay.
 - b. Consider establishment/building up of a trust fund before it is needed to provide for the ongoing needs/annual budget when there is no longer revenue. April relay to Finance Committee
 - e. Send thank you notes to Ann Heidkamp and the rest of the committee members. Congratulate them and let them know that we have no questions at present. Judy
 - f. Committee make up: Suggestions include 7 total members: 2 from the think tank: e.g. Maureen Laflin, Ann Heidkamp, Carol Skyrn, and those with financial management on their Curriculum Vitae such as Thanh Nguyen.

Decisions/Votes: *Mission Fund:* Finance Committee will review proposal with Council-recommended changes and make their recommendations for the fund by mid December in relation to assuring for the ongoing needs of the organization: health and welfare fund and property maintenance until they are no longer needed.
5. Topic: *Profiles of Younger Women in Grail:*
- a. It would be nice to share these with the rest of the Grail.
 - i. With permission from the participants, write a short article:

- a) to connect membership to our younger membership and foster trust in them
 - b) to encourage notes of support for the younger members before their meetings
 - c) to encourage individual notes of gratitude to younger members with encouragement for their work in the following year.
 - d) to foster trust in this group's capacity to explore how an organization such as the Grail might adapt to the needs of future generations
 - e) to foster our capacity for empowering future generations
 - f) to foster hope
 - g) to illuminate how these younger members embrace inter-spirituality
 - h) to illuminate how these younger members embrace antiracism, anti-oppression (including oppression of creation) and intersectionality
- b. What these profiles bring up to Council members:
- i. Spirituality is how you live your life in the direction of that which is your ultimate
 - ii. Religion might be the organizational way that some people choose to go there
 - iii. You might not appreciate religion but it might be your home
 - iv. Fewer people are describing themselves as religious
 - v. The Grail attracts spiritual seekers on a quest
 - vi. The world is shifting toward growing numbers of spiritual seekers
 - vii. People are hungry for connection, not doctrines or rules.
 - viii. People are seeking to be their authentic selves and to be accepted for who they are, coming to the table "as I am".
 - ix. Without mutual trust people are very uncomfortable knowing each other/sharing with each other at deeper levels
 - x. Common mission can give people a sense that they can make a positive difference in the world and that their lives are worthy.
 - xi. The Grail is different from other social justice organizations in that it has a unique spiritual core that honors the spiritual quest.
 - xii. Without spiritual conversations, something in the Grail is missing.
 - xiii. How we treat each other matters, not doctrine.
 - xiv. Challenge from one YWI member: how does spiritual care for each other work when we are not in the same room? Spirituality is embodied.
- c. We have been amply rewarded by taking the step to commence this initiative
- i. Many groups would envy having these women in their association
 - ii. These women are AWESOME.
- d. What are these profiles inviting us to?
- i. Turn toward embracing our spiritual core as seekers on a quest
 - ii. Intentionally embracing engagement in inter-spirituality
 - iii. Providing young members with opportunities for international Grail connections
 - iv. Appreciation for the combination of getting together in person at intervals and meeting monthly by Zoom: that this combination can foster deep and caring relationships among women.
 - v. Can we reclaim our history/use of ritual in the Grail? Use ritual in antiracism gatherings? To help us move forward in ways that data and words cannot?
 - vi. Antiracism work is not happening in the suburbs but in core cities where people cannot escape engagement with the other.

Decisions/Votes: Article for Gumbo: *The Shape of Now*: Profiles of Younger Women in the Grail on Joy, Spirituality, Work, Priorities, Concerns, Commitment and Community.

6. Topic: *Report from Young Women's Initiative*:

- a) YWI: is evolutionary, rebirthing, emerging, not finite, what it will be cannot be pre-determined.
- b) What group is asking of us:
 - i) They would like to share each other's profiles.
 - ii) They would like to meet in September 2020 in Mexico simultaneously or overlapping with the international Grail gathering of young women in order to get to know them a bit and gather data for their work.
- c) What we will do:
 - i) When Pam leaves Council in December, Lucy will continue to be their liaison. Pam will be available for consultation.
 - ii) We approve of funds for their meeting in Mexico in December 2020.
 - iii) Ask them to meet with Council in January face-to-face meeting via Zoom
 - (1) to share with us what they have learned and
 - (2) to get to know each other a bit.
 - (3) What is the greater good of the Grail?
 - (4) How does the mission and vision speak to them?
 - (5) Ask questions in an invitational way
 - (6) What are they seeing and what would they like us to see?
 - (7) The world is changing/has changed/ a point of perspective is that minority population will be majority in 2040.
 - (8) Adult to adult.
 - (9) How do they think about resources?
 - (10) Process after:
 - (a) Are there similarities with what we are seeing?
 - (b) How is their worldview different from ours?
- d) Consider that the YWI may be invited (if it seems the right thing) to present at the 2020 GA.
- e) Take care not to turn over care for our issues to the future/the YWI.
- f) Give them time and freedom to develop their movement.
- g) We can give them the resources they need.
- h) What we would like them to do:
 - 1) Introduce their generation to what they are doing
 - 2) Develop relationships
 - 3) Explore their own passions
 - 4) It is not their job to save the Grail but to get back to us with what they think is possible
 - 5) Develop their own leadership.

Decisions/Votes: Lucy will continue to be YWI liaison. Pam will be available for consultation. Approval for funding YWI meeting in September 2020 in Mexico at time of International Grail's Young Women's Leadership Training Program ("Sacred Activism"). Meeting with Council via

Zoom in January face-to-face Council Meeting.

7. Topic: *Antiracism:*

- a) See documents from Renee: report from antiracism committee and WOC caucus
- b) Put into budget meetings with WOC
- c) Make Antiracism Working Group a Committee of Council according to the bylaws for committees. (Renee will be Council liaison.)
- d) Revise mission and vision statements and all bylaws and policies to reflect an antiracist lens.
- e) Grail support for WOC taking on leadership opportunities
- f) Donna Bivens willing to continue with Grail antiracism efforts but Melanie Morrison cannot. She suggests another co-facilitator and that white women attend meetings with Allies for Change/Doing Our Own Work.
- g) Council suggests that we target members who can work with others to attend Allies for Change programs as it is quite an investment of time, money and travel.
- h) Carol Barton and Renee are awaiting a report from National Office on actual expenses for the Antiracism workshop.

Decisions/Votes: Make Antiracism Working Group a Committee of Council according to the bylaws for committees. Revise mission and vision statements and all bylaws and policies to reflect an antiracist lens. Put into budget meetings with WOC. Put into budget for Antiracism workshop facilitators. Grail support for WOC taking on leadership opportunities. Put into budget for x number of white women to attend *Doing Our Own Work* with Allies for Change. Encourage on-line trainings on antiracism with small groups locally.

8. Topic: *Communication:*

- 1) See Power Point *Grail Communication*.
- 2) Note that we are in a similar position to other groups with trend of aging and disinterest in joining
- 3) Does organization have a compelling and unique vision/value for the 21st century?
- 4) Integrating the effort: telephone seminars such as study groups on Laudato Si and environmental racism, the National Grail News, Gumbo and email blasts.
- 5) The Grail's geography is difficult as we are spread out over the country.
- 6) What does downward flow of information mean in a "flat" (non-hierarchical) organization
- 7) Sustaining a healthy community (definition varies):
 - a) What it takes:
 - i) high level of trust, which we do not have. Without trust we are unable to share at a spiritual level (too deep and vulnerable without trust).
 - ii) lack of prejudice: openness to whoever shows up regardless. (K. Rahner's conception of "world church:" the gathering of all who are present where unity is fostered at the same time as the value and reality of diversity.)
 - iii) supportive teamwork: presently internally focused due to capacity; resilience
 - iv) Making intelligent decisions: Upward flow—disintegration in the regions.
 - v) apt administration: how we manage our administrative team. How that works. Communication skills.
 - vi) compelling vision: earth, climate change, use spirituality to undergird issues
 - vii) everyone knows what is important: common ground in understanding what is important: women's empowerment, land and climate

change (2 different issues), spirituality

- 8) Sharing a compelling vision:
 - a) Finding a viable identity
 - b) With the evolution of spiritual organizations, there is a dilemma: Homogeneity of the past offered clarity.
 - c) The Grail is spiritual, a women's movement, social justice oriented and international.
 - (1) How do we have enough common focus?
 - (2) Land and training centers were vehicles for training young women for the lay apostolate, not the objects/mission of the Grail.
 - (3) The new language for the lay apostolate is social justice.
 - d) Attitudes toward money: a poison pill vs. a "talent" (as in Christian scriptures).
 - (1) In past members did not seek financial information and financial information was held privately.
 - (2) Followed adage: God will provide vs. We are the agents/sacraments that make God's work manifest in this world.
 - e) In practice a vision of the future can only come from the top. Lead with clear vision and by example. Live your vision and call others to follow.
 - f) Council has to have a vision of what the future can be
 - g) A compelling vision requires alertness, focus and attractiveness.
 - h) What was attractive in the old Grail?
 - i) What is attractive in the new Grail? It is not ours to do.
 - j) *It is wise to look ahead, but difficult to look farther than you can see.* —Churchill
 - k) Persuasion is not manipulative. It is a process of influence.
 - l) Who are the members whose leadership and gravitas the Grail accepts? Only one person currently. A second with less currency.
 - (1) Positive Characteristics: thinks organizationally, dispassionate, smart, insightful, not beating own drum, diplomatic, generous, committed, not needy, engaged, not asking for anything.
- 9) What do you/we do formally or informally to stay in touch with the external environment?
 - a) What are common issues, attractions, partnerships with other women's organizations, faith traditions, international?
- 10) If the US Grail had a compelling vision, what would it be?
 - a) International
 - b) Antiracist
 - c) About the road more than the destination
 - d) Two different visions for two different tracks?
 - e) Grail has changed throughout its history
 - f) Giving over to the new is the/our work
 - g) Loving each other through it is the/our work
 - h) What was the compelling vision you heard?
 - i) Letting go into the new and trusting more in the future
 - ii) Welcoming the unknown
 - iii) Image of the cup: open with the world in it: symbolically open and all-inclusive
 - iv) Accepting and embracing change: *God the Mystery* piece

- (1) Seminal piece if we do something with it
- (2) Go back to it and address it in smaller bites/portions
- v) God's imagination and possibilities: Engage in possibilities: Antiracism and YWI.
- vi) Freed of property we can attend to the core of what we are called to
- vii) Training young women and girls—happening internationally with *Sacred Activism*
- viii) Being a pilgrim
- ix) We are not who we were spiritually/religiously.
 - (1) The world does not want it: one true religion
 - (2) People are trying to find their own meaning in life
- x) What does a woman today on a pilgrimage to find your spiritual core look like?
 - (1) Work with this in terms of compelling vision
 - (a) The Grail has a unique spiritual core: women, justice, internationality, seekers going into the unknown.
 - (i) That is what we offer:
 1. Freedom to explore.
 2. Cup that is open.
 3. Decision as a group to become interspiritual
 4. Art changes lives/is spiritual
 - (2) What would a series of weekends (over 3 years locally and virtually) on the Grail myth offer?
 - (a) A long journey meeting many different cultures
 - (b) Searching in openness
 - (c) Attraction in the cup
 - (d) With each site visited go deeper
 - (e) *Be still. Be free. Breathe out what has been. Breathe in what will be.*—Sharon Thomson
 - (f) 2021 is 100 year anniversary of the Grail—kickoff November 1, 2020.
 - (g) Could be focus of GA in 2020. GA could begin with the kickoff.
 - (h) A physical pilgrimage could be made to civil rights trail in Montgomery, AL in relation to Grail antiracism resolution
 - (i) Racism is a spiritual issue:
 1. Those who perpetuate racism and those who are recipients of racist treatment are wounded at soul level.
 2. With racism, White people have lost their humanity and with that have put the entire planet in peril.
 3. Call to lament 400 years of slavery
 4. Colonialism: Whites came with the Bible and left with the land. People of Color came with the land and left with the Bible.
- xi) Spirituality in the Grail is the pilgrimage not taken.
- xii) There is no clarity of vision in the Grail.

Decisions/Votes: Identify compelling vision and viable identity in the context of Grail myth, mystery, pilgrimage and antiracism resolution.

- 1) Agreed upon changes:
 - a) Remove words *Grail at* and simply state *CW* and *Loveland*
 - b) Change word *In-reach* to *Interest*
 - c) Move first sentence describing International to the upper left of the chart.
 - d) Correct spelling for acronym *GLUNN*
 - e) Make ARWG a committee of Council

Decisions/Votes: Organization Chart approved as amended.

10. Topic: *International*:

- 1) Anyone can become a member of GLUNN and other International Networks directly. International TEAM membership requires approval of national leadership.
- 2) International Finance think tank is scheduled for February in Portugal. US can send one person: suggest Carol Skyrms or Sharon Woods. Lucy will follow up.
- 3) Book *Grail Stories: The histories of 18 Grail countries from 1980s to 2017* is newly available. Lucy will check with Terrie Puckett re: options for getting copies for US members who would like one and get back to Council with information on options.
- 4) The National Office will provide needed information for the International Annual Report. Lucy will follow up.
- 5) Request for funding for the Mexico meeting of international young women in the Grail in September 2020.
 - a) Council approves giving \$20,000 from the Hoffman bequest (of \$44,000 given to fund educational opportunities for deserving and underserved women toward the cost of the Mexico meeting. Lucy will inform Kelly Lipp and IFO, Mary Farrell.
 - b) Capital Foundation Trustees:
 - i) Team manages money in the foundation, governing the percentage of money available for Grail work including an International Assistance Fund and a Higher Education Fund. They meet in The Netherlands. One member of the team is a non-Grail finance expert.
 - ii) One or two persons' terms will end.
 - iii) Renee is willing to be considered for filling this position.
 - iv) Other possibilities are Carol Skyrms or Sharon Woods.
 - v) Person being considered must be approved by Council.
- 6) The International Grail nucleus representatives have met with Vatican officials regarding attaining a status within the Catholic Church.
 - a) They had a status prior to Vatican II.
 - b) This is desired especially by the Grail in East Africa to give them more standing in response to the dictates of their local bishops and aid in potential funding.
 - c) African Grail women in Tanzania, Uganda and Kenya really want this
 - d) After previous denials for formalized status, the nucleus Grail found a category that addresses inter-religiosity that Vatican officials are now open to looking into. (The Vatican Dicastery for the Laity, Family and Life lists the **International Associations of the Faithful** in the Catholic Church that have been granted official recognition.)
- 7) Grail Centennial
 - a) Preparation for Grail centennial begins November 1, 2020.
 - b) Big meeting for all members July 18-22, 2021 in Brazil.

- 8) International Leadership Team
 - a) Mary Heidkamp's position on the International Leadership Team ends in 2021 but she can be re-elected if she chooses to run.
 - b) Maria Carlos (Nucleus) will be coming off of International Leadership team in 2021. (One member of team has to be a nucleus member.)
 - c) Dilma Alves is eligible for re-election. She was ill at the beginning of her term but is much better now.
 - 9) Lucy's position as US International Council Representative ends in 2021. She could run again but prefers to give an opportunity to others.
 - 10) New US Grail International Council rep (following Lucy) will be able to attend the International General Assembly in Brazil in July 2020 in preparation for the Big Meeting in 2021.
 - 11) One person is needed to go to a meeting of *Growing in the Grail* April 19-May 1 in Portugal. Recommend getting a young person to go. Lucy will follow up.
 - 12) IGA held every 4-5 years with IC meetings in between.
 - a) **Decisions/Votes:** One person from US will attend the International finance think tank in Portugal in February 2020. One person is needed to go to a meeting of *Growing in the Grail* April 19-May 1 in Spain. The National Office will research options to make available the newly published international: *Grail Stories*. The National Office will provide needed information for the International Annual Report. Council approves giving \$20,000 from the Hoffman bequest toward the cost of the Mexico meeting of the Young in September 2020. One to two International Grail Capital Fund Trustees will need to be replaced: Council may recommend US members for consideration as a Capital Fund Trustee. Note that Grail Centennial preparation begins November 1, 2020. Big meeting for all members July 18-22, 2021 in Brazil.
11. Topic: *MDET*:
- a) See April 2019 Face-to-Face Meeting notes page 9. #5.e. *Membership Committee: there is a disconnect between reality and function. MDET is tracking members rather than developing/growing them. **Why not disband the MDET? This is a question to explore at the next face-to-face Council meeting. Letting go to make room for the new.***
 - b) Noted that all Council members missed responding to the fact that there was no focus question for this on the agenda. It is expected that we all look at agendas carefully. The responsibility belongs to the whole team.
 - b) Discussion:
 - i) Worthwhile work
 - (1) Mentor guide and getting mentors for explorers
 - (2) Calls to those nominated for office
 - (3) Calls to members who have not paid dues
 - (4) Developing members on the team for further leadership opportunities
 - (5) One member particularly good with writing/knowing Grail policy
 - c) Enrichment and Development are the questions
 - i) What is the function?
 - ii) What is the point?
 - iii) Programming is not something this team has been able to do nor should it be their function. It is in their current job description however.
 - d) Team/s need direction from Council
 - i) How do we make the organization more functional?

- ii) Council needs to invest in teams.
- iii) If a team cannot do what the Council needs/asks them to do, a team can deputize others to get the task done.
- iv) There is a systems problem.
- v) Problem in NY region re: getting members to go through the MDET for membership status i.e. without going through mentor guide with a mentor.
- vi) Turnover on team
 - (1) History of halting forward movement. One (beloved) dominates. *We've tried that.*
 - (a) Council can address this. Who? How? Keep in mind for other roles where skills are an asset.
- vii) No WOC on the team.
 - (1) How about Mpanda Kalala?
 - (2) Need at least 2 members who are WOC.
- viii) A lot of work this team does is about communication and relationship with members.
 - (1) Council needs to look at job description and re-write it to match what the team actually does. Who?
 - (a) Engage in conversation about this
 - (b) Put in context of looking at all committee job descriptions
 - (c) Note expectation/s of committee members to Council and of Council to committee members.
- ix) This team is an *integrating mechanism*.
- x) Next step: Review and re-write job description for approval by Council and with consultation with team. **Who?**

Decisions/Votes: Job descriptions of all committees of Council will be reviewed and revised to match current team functions. Invite at least two women of color to join team.

12. Topic: *Structural Circles*

- 1) See document *Structural Circles*.
- 2) Rationale: the US Grail has no discreet structural groups, one of which would be “home” for every Grail member. Structural circles (or groups) would enhance a sense of belonging; would be a vehicle for communication and feedback with each other, the National Office and leadership; would be a vehicle for ongoing development and growth for members; would ensure contact with all members including those in nursing homes and those who are emerita.
- 3) Advantages: Assure that members have a structure and materials to discuss together to keep up-to-date with where we are as Grail and help us to make informed decisions into the future; assure development in relation to our two Grail resolutions: to be antiracist internally and externally viewing all our activities through an antiracist lens and to rebuild the Grail’s spiritual core.
- 4) What it would look like: There would be about 20 circles. Each circle would have some members who are outliers and some who are emeritus. There would be 8-10 active members in each circle. Circles would not necessarily be geographic. Circles would not be required to meet in person but it would be ideal that circles meet at least virtually at intervals in a given year (recognizing that some in the circle might not be able to attend at all.) Each circle would choose a representative annually who would be responsible for communication with the National Office and Council. The representative would assure that outliers and emerita are kept in the loop. For example, some member/s of the circle could make monthly a monthly call to emerita to keep in touch and see how they are. Members for a circle could be randomly chosen or could self-select.

- 5) Discussion:
- a) Would work well for some
 - b) Provides a way of being in formalized relationship
 - c) Everyone is in contact
 - d) Integrating mechanism
 - e) Potentially rebuild the organization
 - f) Give it a try for 2-3years
 - g) Closely monitor to assure it can work
 - h) Is there something organic in our history that we can call upon to commence this?
 - i) Companions on the Journey
 - j) Preparation for the 100th anniversary of the Grail
 - k) Build in mythological language: the Grail myth
 - l) Worth a try
 - m) Test the life left in the US Grail
 - n) Could be helpful to give suggestions for a starting conversation such as the questions used with interviews of young women *The Shape of Now*. What brings you joy? What has shaped your spirituality? How would you describe your spirituality? What is the work that you love? What does community mean to you? What does commitment mean to you? What are your priorities? What is your greatest concern for our world?
 - o) Helpful for spiritual core
 - p) Inspire each other
 - q) Tell our stories
 - r) Metaphor of the journey/pilgrimage: e.g. What do we need to get to where we want to go in next century
 - s) Would need a task force for implementation:
 - i) Five members ideally
 - ii) Perhaps representative/s from Spiritual Core Affinity group
 - iii) Possibilities: Sharon Thomson, Terrie Carter, Mary DiVito, Barbara Troxell, Cindy Bernard, Liz Jones, Maureen Tate, Shirley Piazza, Theresa Wilson
 - t) Would need a plan for collation of data from circles
 - u) Circles could meet face-to-face at the 2020 GA
 - v) Would require attitudes of openness and curiosity
 - w) We are called to imagine
 - x) Relationships are a reason women come to and stay with the Grail
 - y) Need a job description contextualized with an outline including rationale and what we hope to accomplish
- 6) Lucy and Pam will write something to potential task force members, ask them to discern, call them back, and write a contextualized job description with vision and mission discussed. Will report back to Council by mid November. Hope to get something out to membership by mid-December.

Decisions/Votes: Approval for creation discreet structural groups/circles, one of which would be “home” for every Grail member.

13. Topic: *Budget:*

- 1) Helpful that preliminary work on budget is presented now.
- 2) Deficit is very high (\$330,000) and Budget does not include YWI, \$50,000 suggested repairs for Tidings, new Council-led initiatives which such as WOC meetings, Antiracism workshops / Allies for Change for targeted individuals (or online trainings such as *Putting Racism on the Table*), Antiracism facilitators, structural circles which would likely take it to well over \$400,000.
- 3) This level of deficit is unacceptable for a small nonprofit like the Grail.
- 4) We must make it clear that the Council's priority is to move away from centers.
- 5) We need a more bare-bones budget.
- 6) CW deficit is \$71,443 rather than the \$50,000 we expected.
- 7) We cannot support going forward with projects in which Grail women are not taking the lead: proposal for ED taking young women to CSW, Art in the Oratory, some of our memberships in other organizations.
- 8) Finance Committee needs to meet face-to-face twice yearly with quarterly video-conference meetings in between. Will need budget. April will relay.
- 9) Major expenses need to be run by Council and Finance Committee.
- 10) Council needs to take financial responsibility—beware of group think. Council has oversight role of an employer. Get a grip on reality.
- 11) Consider bringing on an outsider financial expert to the Finance Committee. Foundations typically know someone who can help. Experts can come from the Senior Volunteer Corps. April will follow up.
- 12) Deborah will speak to Nancy Richardson about what GVIC sees for Tidings. It may be best sold as is for a tear-down.
- 13) Council supports not putting any money into Tidings.
- 14) NLT invite Terrie to some portion of face-to-face meeting in January. Assure understanding of Council priorities.
- 15) If educational endeavors at properties are required to be a 501C3, seriously consider less costly options such as becoming a 501C7. April will pose to Finance Committee.
- 16) Ask Finance Committee to meet face-to-face in January ahead of Council and then meet with Council. April will relay request.
- 17) Council would like to change word *Grailville* on budget to *Loveland* as there are no longer centers.

Decisions/Votes: Increase involvement of Finance Committee in oversight of Grail expenses and provision for the ongoing needs of the organization. Shift funding to identified Grail priorities and the priority of a greatly reduced deficit. Implement 2 face-to-face Finance Committee meetings / year and quarterly Zoom meetings in between. Finance Committee meeting face-to-face prior to Council meeting with goal of overlap.

14. Topic: *Strictly Ballroom*

- 1) Consider Saying 70 of Gospel of Thomas: "If you bring forth what is within you, what you bring forth will save you. If you do not bring forth what is within you, what you do not bring forth will destroy you."
- 2) Look at characters and their responses to change
- 3) What do the characters' responses say to you about the Grail?
- 4) Who do you identify with?

Decisions/Votes: Viewing can elicit conversation on how we deal with change.

15. Did not get to this.

16. Topic: Agreements:

- 1) Lucy and Pam will commence with work needed for implementation of circles, get members for implementation team, write job description in context and with rationale. Implementation team will decide how to construct the circles.
- 2) Bylaws will be changed to simple majority vote by the next National Grail News. April will write context with consultation as noted.
 - i) Do not lose heart!
 - ii) Decouple bylaws change with vote (on CW) and with racism/antiracism by not putting them in the same sentence.
 - (1) Council is clearly supporting antiracism efforts
- 3) Terrie will investigate leasing CW to Rural and Migrant Ministries and creation of solid lease agreement.
- 4) Will affirm Deborah and Judith—no election
- 5) Renee will mentor Judith
- 6) Mission Fund doc will go to Finance Committee with changes as previously noted. Pam will send to April to send to committee.
- 7) Finance Committee will look at developing a trust fund to finance the ongoing needs of the organization. April will communicate.
- 8) \$20,000 from the Hoffman bequest will be transferred to International for program for young Grail members in Mexico in 2020. Lucy will speak with Mary Farrell and Kelly Lipp.
- 9) Lucy will follow up with names for replacement trustees for Capital Fund. Suggestions: Renee, Carol Skyrn, and Sharon Woods.
- 10) Pam will write a short article (approved by interviewees) on *The Shape of Now* results.
- 11) Lucy will be liaison for YWI. Pam willing to be consult.
- 12) rail will fund YWI meeting in Mexico in September 2020 to enable them to interface with young women in international training program. Terrie; Budget for same.
- 13) YWI will be invited to zoom call with Council in January 2020. (Tiffany and Renee have zoom accounts.) Lucy will invite.
- 14) Donna Bivens with another facilitator will continue to work on antiracism with Grail. Will need budget.
- 15) Grail will fund meeting/s for WOC. Will need budget.
- 16) Opportunities will be made available for some white women to attend workshops on Doing Our Own Work with Allies for Change. Will need budget.
- 17) Antiracism will be institutionalized in the mission and vision statements. **Who**
- 18) ARWG will become a committee of Council. Will need job description. Renee will be liaison for Council and will communicate same.
- 19) Terrie/Kelly will send final doc on costs of Antiracism Workshop to Renee and Carol Barton.
- 20) Carol Barton will follow-up with Terrie re: follow-up survey for Antiracism workshop. Renee will communicate.
- 21) A task force will look at the bylaws with an antiracist lens: **Who**
- 22) Deborah in conjunction with MDET will look at bylaws for other changes. (e.g. not mentioned is recommendation that new council members have been Grail members for at least three years. Also that members returning after a lapse in membership are invited to vote after a year to allow for Grail re-entry and a process of returnship.)
- 23) NLT ask Terrie Puckett to put website membership materials on the US Grail website in Spanish. Also put in budget.

- 24) Suggested changes to org chart will be made. Pam
- 25) Communication pieces to explore:
 - a) Compelling Vision
 - b) What makes the Grail unique: Spiritual Core, Women's org, justice oriented and international
 - c) Using Grail myth
 - d) Using pilgrimage
 - e) Using *God the Mystery* piece
 - f) Pilgrimage to Montgomery civil rights trail
 - g) Need for lamentation for 400 years of slavery **Who will do this work and how?**
- 26) Lucy will talk to Terrie about options for getting copies of the new Grail Stories book.
- 27) Lucy will check with Mary Omeda regarding getting a complete list of international Grail members under the age of 40.
- 28) STEAM was not added to agenda because it is about individual projects versus the work of the whole Grail
- 29) Add to January face to face agenda: What is antiracist work versus work that benefits people of color? What is the antiracist work of the Grail and Council in particular?
- 30) Council work: a new member will be coming. Will need to gain experience with wider Grail. Perspectives are different. Important to know that conversations are essentially confidential. Clarity about how to get to a decision. Renee will mentor beginning with expectations of board members.
- 31) The January 23-26 meeting will start at 6PM and end at 4PM Sunday. ALL BE THERE FOR ENTIRE MEETING.
- 32) Judith Defour-Howard will be invited to attend video chat Council Call for December 2nd 4:30 PM meeting. Renee will invite her.
- 33) October 29 2020 to November 2nd 2020 may be good dates for a GA in 2020 to tie in to the commencement of Grail Centennial. Council make decision.
- 34) NLT will Talk to Terrie
 - (1) about budget priorities, need for bare bones budget, centers not a priority, will not fund projects without Grail women in lead. Major expenses need to be run by Council and Finance Committee.
 - (2) Cannot send a job description to Personnel without reviewing first with Council regarding both creating a new position and approving the job description.
- 35) Finance Committee needs to meet face-to-face twice yearly with quarterly video-conference meetings in between. Will need budget. April will relay.
- 36) Consider bringing on an outsider financial expert to the Finance Committee. Foundations typically know someone who can help. April will follow up. Experts can come from the Senior Volunteer Corps.
- 37) Deborah will speak to Nancy Richardson about what GVIC sees for Tidings. It may be best sold as is for a tear-down. All Council present support not putting money into Tidings.
- 38) NLT invite Terrie to some portion of face-to-face meeting in January. Assure understanding of Council priorities.
- 39) If educational endeavors at Grail properties are required in order to be a 501C3, seriously consider less costly options such as becoming a 501C7. April pose to Finance Committee.
- 40) Ask Finance Committee to meet face-to-face in January ahead of Council and then meet with Council. April will relay request.
- 41) Succession Planning:

- a) April willing to be NLT until she goes to Tanzania in July when Lucy will fill in for her
- b) Renee will ask Judy to be National Treasurer and to suggest a workshop on financial management for non-financial managers
- c) Renee will do Zoom calls for Council meetings
- d) Pam will teach Lucy and April to be administrators for usgrailcouncil.org document repository.
- e) Pam will teach April and Lucy to use templates for notes, minutes and agendas.

Decisions/Votes: Council agrees to follow-through with next steps and agreements.

Future work not addressed: 1) Committee to change bylaws, mission and vision statements through an antiracist lens: suggest Maureen Tate and Mpana Kalala. 2) Update all job descriptions for committees. 3) Take a look at liaisons for all committees. e.g. ECWG does not currently have a liaison. **Note Council meeting dates and zoom call directions on page 20. Note appendices A-D beginning on page 21.**

From Renee: Gospel of Thomas: Saying number 70: "If you bring forth what is within you, what you bring forth will save you. If you do not bring forth what is within you, what you do not bring forth will destroy you."

From Lucy: Psalm 27 — *Translation by Rabbi Yael Levy*

TO THE BELOVED,

THE INFINITE PRESENCE is my light and expanse, whom should I fear? The Infinite Presence is the strength of my life, what shall I dread?

When forces come close

Seeming to devour me

When narrowness threatens And opposition attacks

All that is menacing stumbles and falls

EVEN AS AN ARMY of mistrust besieges me

My heart does not fear

Even as thoughts and desires rise up against me

I still have trust

ONE THING I ASK of the Infinite, One thing I seek

To dwell in the Presence all the days of my life

To awaken to the beauty of each moment as I pass through this world

THE INFINITE shelters me as I encounter difficulty and pain The Infinite holds me close in deep and hidden places

And lifts me high upon a rock. Now I can see through to what is true And I will offer my gifts of thanks

And I will sing and make music to the Eternal Please, Infinite One, Listen to my voice, hear my call

BE GRACIOUS WITH ME

Answer me

You call to my heart, “Seek my presence” Your presence I seek

Please don’t hide from me

Please don’t let me turn away in anger

I long to serve

You are my help

Do not let me feel abandoned

Do not let me turn away

In You I am safe

For my Mother and father have left me

And it is you who gathers me in

Teach me Your ways. Guide me on the path of integrity

THERE IS SO MUCH to lead me astray

Don’t let me give in to all that torments me:

the lies, the illusions, the menacing threats

I MUST HAVE FAITH that I can see through all of this

I can see the good, the blessings, the ways of life

CULTIVATE HOPE in the Infinite Presence

Let your heart be strong and filled with courage

CULTIVATE HOPE

— *Translation by Rabbi Yael Levy*

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

Date: November 7, 2019

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.

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.

final

Appendix A:

**Anti-Racism Working Group Event Planning Team
Recommendations for Next Steps**

(Note, the full Working Group will meet on October 22 and will continue to explore forward motion.)

We recognize that this is a long-term process that will require concerted commitment at all levels of the US Grail. We look towards the 2020 GA as an opportunity for ongoing work on anti-racism as a full body, as well as possible policy decisions. In preparation we recommend the following:

1. Update the Grail Mission and Vision to incorporate an anti-racism lens. [More specific policy positions may then emerge from this Mission and Vision).
2. Continue opportunities for conversation among Women of Color in the Grail (with resources to do so). Support full inclusion including ways to convey information beyond emails and in Spanish.
3. Continuity, building towards the 2020 GA. Begin to explore how the US Grail can work on anti-racism at the inter-personal, cultural and institutional levels.
 - a. Grail support white women to attend “Doing Our Own Work” workshops (Allies for Change, Melanie Morrison).
 - b. Grail support leadership development opportunities for Women of Color.
 - c. Grail support co-faciliator team to continue to work with us.
4. Efforts to support members in their commitments and in taking on this work wherever they engage in the Grail at all levels. Ownership by all members, not only Anti-Racism Working Group and Council.
5. Finances: Make substantial financial commitment to this work. Mission Fund team recommendation to allocate at least 30% of land sale assets for anti-racism work both internally and externally.
6. Anti-Racism Working Group and Council explore a way to formally structure WG as a body that interacts with Council and all Grail Committees. Where does it fit on org chart? WG work closely with Council on ongoing commitments.

Appendix B:

Grail Realities and Possibilities

Easter 2019

**God, the mystery of our lives,
Life-giver to the universe,
Though beyond us, yet within in us,
Our horizon calls each one by name.**

Many times Grail members have joined our voices to sing this refrain with words from the Grail Vision Statement set to music by Lynn Malley. It resonates in our hearts, reminding us of the bonds we share.

Grail Memories

Many of us remember and still feel the ways the Grail vision and mission have called to us, *called each one by name*. You certainly remember how you met the Grail, whether that was as a young woman in a Grail training program or as a more mature woman with family and professional commitments. You surely remember the way Grail women amazed and inspired you. You may remember shared times of prayer, meditation, and celebration. You might remember work you have done with Grail sisters that made a difference to other women, to social justice, to the earth. You may clearly remember the richness of engaging with our Grail sisters from other nations. The memories of each Grail member may differ, yet we all treasure each other's experiences.

We have experienced much that unites us, and more recently, struggled with deep differences among us. What is next for the Grail in the United States? How is God, the mystery of our lives, calling us now? What is our horizon in this time?

Current Grail Realities

To imagine or understand the way ahead for the U.S. Grail, we must look honestly at where we are and who we are now – our current realities – and open our minds and hearts to truly new and different possibilities. What we know for certain is that our Grail future will be very different from our Grail past.

What are the realities for the U.S. Grail in the context of our society and our history?

- Grail members have aged over the years, so that now our 193 members include 67% over the age of 70 and 85% over the age of 60. A great majority of us are in our retirement years.
- Of our 193 members, 57 members have chosen Emerita or Emerita Non-voting status. Active U.S. Grail members are currently only 136 women.

- Grail members are scattered across the country, living in 26 different states and 8 countries. Concentrations exist in New York, Ohio, and California.
- New members in recent decades are women with commitments in families or professions or both. They have busy lives.
- In the last four decades, no U.S. woman has made a life commitment as a Nucleus member in the Grail.
- The U.S. Grail is not attracting young women in large numbers. Young women communicate and organize on social media and other methods that many current Grail members use infrequently.
- Founders and early members of the U.S. Grail have retired and most have passed away. In fact, 13 beloved Grail sisters have died in 2018 and 3 in the first months of this year.
- The women with life commitments in the Grail who managed our Grail centers and ran their programs have also retired or passed away.
- Grail women have not come forward to run longer-term or residential Grail programs or to manage our centers.
- Some members have questioned if there will be a U.S. Grail in the future.

These U.S. Grail realities may seem stark – quite simply, we are a small, scattered, aging community of women. Yet, the needs in our world – to address women’s empowerment, racial and social justice, spiritual hunger, renewal of the earth, and the climate crisis – also are stark. In fact, they are, perhaps, even more serious, more compelling than ever before.

Changes in our Grail Past – and Now

Change is inevitable. And as the U.S. Grail, we have experienced many changes.

In early decades, the Grail ran residential programs to train women – for a year, a semester, or a growing season. We opened city centers that offered programs for young women. Grail members ventured overseas for mission service. We sponsored weekend or weeklong gatherings for women to share about feminist theology and other issues of concern.

We rejoiced with women when they joined the Grail. And we have grieved the loss when members have passed away. We have also experienced loss when some women – for a myriad of reasons – have chosen to leave the Grail.

Recently, U.S. Grail members have decided to close our conference centers and sell more than half the land at Grailville. The Grail members who were running the Cornwall center have retired, and a team has not come forward to manage it.

And we ourselves have changed. We are older, perhaps a little slower – we hope somewhat wiser – and facing limits to our energy and activity. As individuals, we will not grow younger. May we have the courage to grow older gracefully.

Imagining a Grail Future

With these memories, realities, and the many changes we have weathered, here we are – the U.S. Grail in the 21st century.

This time calls us to believe deeply in our Grail vision – *God, the mystery of our lives, life-giver to the universe...* Our passion to respond to needs in the world and to make a difference remains strong. Grail members began the effort to respond at the General Assembly in November 2017. Some of the affinity groups that arose at that meeting are beginning to gain strength.

In this Easter season, we celebrate the mystery of death and resurrection. The flowers we watched die last fall are blooming anew this spring. We may recall the example of caterpillars that form a cocoon in which they are utterly transformed from crawling creatures to multi-colored and winged butterflies. We also know that, over just a few seasons, new plants and animals return to lands that are blackened and devastated by wildfire.

Change is inevitable and new life rises from old. *God, the mystery...* We must believe this!

- Can we as the U.S. Grail embrace change – and one another – responding to the mystery and also accepting the limitations of our aging and our communal realities?
- Can we hold our vision and values while letting go of what has been?
- Can we share hope for a future and together seek for alliances with opportunities for new life that are, in fact, possible for us now?
- Can we support one another in the actions and activities that we can do in our diverse communities, knowing that what we can do is good enough?
- Can we create possibilities that are not connected with holding and managing property?
- Can we rejoice in what may become a new and different US Grail—a new Grail organized by future generations, from its inception committed to antiracism, to sacred activism, to the international empowerment of women and girls?
- Can we let go of our past with great generosity and open hearts for the sake of the dreams that future generations will imagine?
- Can we support our future generations economically and spiritually? Can we be there to mentor them if that is what they would like?
- Can we be there for each other in this time, knowing that “our time” is winding down and what matters now is that we are able to recognize each other by the love we share?

These are the challenges and possibilities we face in the U.S. Grail as we hold with love and gratitude the legacy we have all received. May we have the courage to step forward, nurturing new and different possibilities.

Appendix C:

STRUCTURAL CIRCLES

Goal: every member of the Grail is a part of a structural circle.

- There would be about 20 circles.
- Self-select for groups
- Each circle would have some members who are outliers and some who are emeritus
- Circles would not necessarily be geographic
- Circles would not be required to meet in person but it would be ideal that the circles meet at least virtually at intervals in a given year (recognizing that some in the circle might not be able to meet at all).
- Each circle would choose a representative annually.
 - The representative would be responsible for communication with the National Office and Council
 - The representative would assure that outliers and emeritus are kept in the loop. For example some member/s of the circle could make a monthly call to their emeritus members to see how they are.
- Structural circles would allow for distribution of preparatory and educational materials for discussion and feedback.
 - This would serve to assure that members have both structure and materials to discuss together to keep up to date with where we are as Grail and help us to make informed decisions into the future.
 - This would serve to assure the continuing development of members in response to our two resolutions to be antiracist internally and externally viewing all our activities through an antiracist lens and to rebuild the Grail's spiritual core in community.
- Structural circles
 - Would enhance a sense of belonging
 - Would be a vehicle for communication and feedback
 - Would be a vehicle for ongoing development and growth for members

Appendix D:
Grail Communication Power Point

final