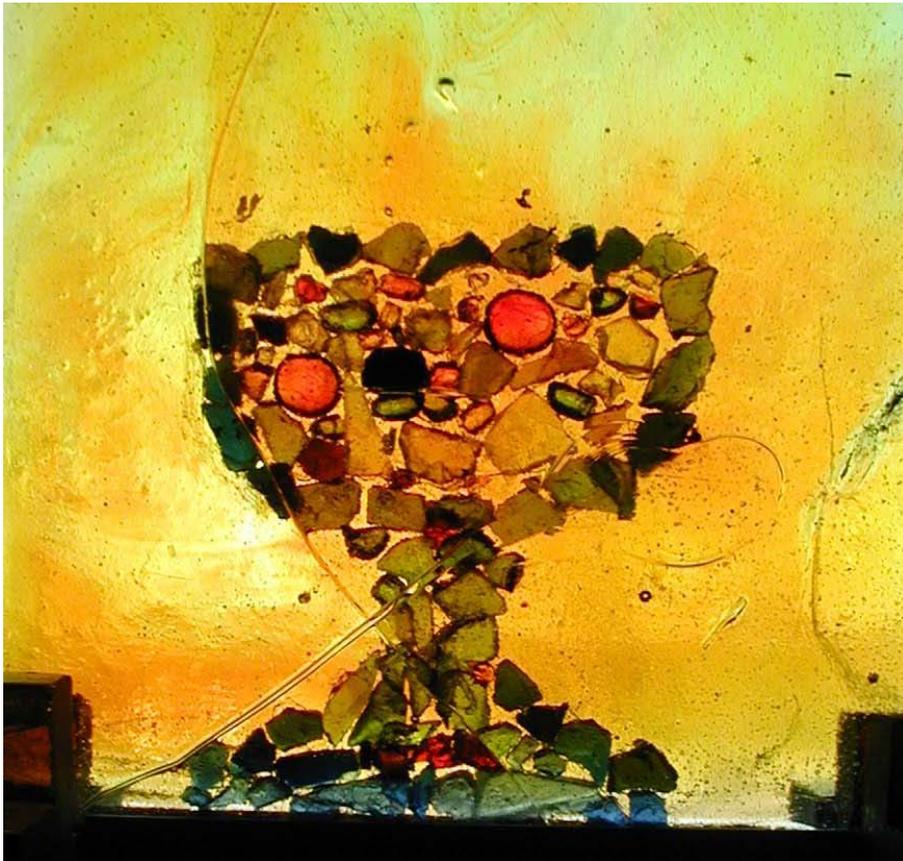


2005 GRAIL GENERAL ASSEMBLY

WHAT THE GRAIL NEEDS NOW...DEEP DECISIONS FOR SPIRIT-LED ACTION IN THE WORLD

OCTOBER 27 TO 30, 2005
GRAILVILLE
LOVELAND, OHIO



THE 2005 GA SEAGLASS MOSIAC
see pages 1 and 2 for the story

MOSAIC CREDITS:

the mosaic: our very own Bobbi Gill – WOW!
the medium: all of us ~ we came with our sea glass!
the photo: Mary Lu Lageman

2005 GRAIL GENERAL ASSEMBLY

WHAT THE GRAIL NEEDS NOW...DEEP DECISIONS FOR SPIRIT-LED ACTION IN THE WORLD

COUNCIL MEMBERS: Bonnie Hendricks, Marian April McConeghey Goering, Joyce Minkler, Carol Siemering, Maureen Tate

GA PLANNING TEAM: Judy Alves, Mary Gene Devlin, Claudia Gras, Cherie Holman, Laura Kaplan, Elizabeth McGivney, Jada Semidey, Jean Wilson, with NLT representatives Lynn Malley, Bonnie Hendricks, Carol Siemering

FINANCE TEAM: Mary Farrell, Treasurer, Theresa Czerwinski, Cherie Holman, Mary Hughes, Francine Wickes

SPIRITUALITY TEAM: Margie Burns, Mary Gene Devlin, Carolyn Gratton, Anne Hurley, Debra Lambo, Fran McLaughlin, Viana Muller, Audrey Sorrento, Jean Wilson

PARTICIPANTS: GA participants are listed inside the back cover. Eight observers were present, indicated '**' on the list; observer's intro letters were included in the on-site GA packets.

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GA INTRODUCTION

When a new structure for the Grail in the U.S. was adopted at the 2003 GA, evaluation of the structure (regarding its effectiveness in moving the Grail forward) was scheduled into the next GA. According to our structures, this would have been the summer of 2006. However, urgent issues regarding Grailville, and 'who makes the decisions on important issues?' led the Council to call an Extraordinary GA and shift the GA to the Fall of 2005.

To facilitate dialogue on what has been happening in the U.S. Grail, and to get ready for making decisions at the GA, **REGIONAL MEETINGS** were organized. Between April 1 and June 30, ten regional meetings took place, using the same format and agenda in each meeting. Agenda items included: a draft of a U.S. Grail Strategic Plan, including the Mission Statement and draft strategic plans for Grailville and Cornwall, membership criteria, and assessment of the structure that was adopted at the 2003 GA. Gumbo issues following these meetings summarized member input on the topics with analysis by the NLT (Lynn and Bonnie). At that point we were ready to come to the GA.

2005 GA Session: 9:00 am Thursday, October 27 through Sunday, October 30th lunch.

THE DAYS TOGETHER ... IT WASN'T ALL REPORTS AND PROPOSALS!

OVER 100 PARTICIPANTS gathered to reflect, discuss, pray and make decisions on the next steps for the Grail in the U.S., with the continuous awareness of Lynn's inspiration for this Extraordinary GA.

ON THE EVE of the GA we previewed the new Grail video, **IN SEARCH OF THE GRAIL: THE STORY OF A WOMEN'S MOVEMENT**, produced by Barbara Wolf, and incorporating interviews over the last three years with Grail members throughout the U.S.

WE BEGAN EACH DAY with candle-lit breakfast discussions in the houses, expressing our willingness to deep listening to each other on themes that were presented, and then gathered in the Caravansary at 9:00 am for ritual and work. Mary Gene Devlin opened the General Assembly and convened each session.

THE ASSEMBLY CONVENED Thursday morning by recognizing the planners and the Spirituality Team for all the work that had been done, followed by a standing ovation for the magnificent Council, and then a moment of silence in memory of Lynn Malley.

DURING THE OPENING RITUAL we brought forward our pieces of **SEA GLASS**, which we had taken during the regional meetings. The many shapes and color expressed our diversity, and Bobbi Gill then made this collection into a mosaic to be used at our closing ritual. In this gesture we honored our diversity and expressed the deep desire to continue building the Grail together. We sang "Yemaya of the ocean, Yemaya of the sea, oh Yemaya."

NEW GRAIL MEMBERS (since the 2003 GA) were introduced and celebrated during lunch on Thursday: *Thelma Awori, Monica Maher, Vivian Corres, *Brigitte Stark-Merklein, *Magda Durante, *Taya Doro Mitchell, *Brigitte Ferrari-Cicero, *elmira nazombe, Lynda Fields, Ann Steffy, Claudia Gras, *Bethann Witcher Cottrell, Laura Kaplan, *Louise Young

[* designates those women who unable to attend the GA but were present in spirit]

MARY KAY LOUCHART was celebrated later on Thursday for her seven years on the **INTERNATIONAL PRESIDENCY TEAM** while maintaining her job in religious education at St. Luke's parish in the Bronx. Our words to Mary Kay: "You traveled, met Grail members all over the world, you discussed issues, helped to make decisions while carrying your love and songs wherever you went: THANK YOU from all of us." We also thanked **MARY GINDHART** who has accepted a position on the International Leadership Team beginning

January 1, 2006 (see *International Council report page 4*). We wished Mary all the wisdom needed for this leadership role in the International Grail.

LYNN'S MEMORIAL SERVICE, beautifully prepared and led by Gertrude Morris and Fran Martin on Thursday evening, brought together GA participants, friends and music lovers from the early days, as well as many neighbors who had celebrated and sung songs with Lynn over the years. A Circle of Remembrance followed in the Bistro, with the sharing of many Lynn stories, songs and tributes.

BEFORE SUNRISE Friday morning Gail Malley and Mary Clifford carried Lynn's remains to the cemetery, where we gathered on a clear, crispy morning. We prayed, we cried, we sang. Then in deep silence, Joy France lowered the box into the ground. With loving hesitancy we filled the grave; Lynn's remains had become part of the earth. At that exact moment a huge flock of starlings crossed over the grave site, and the sun rose above the horizon. With tears and songs we said farewell and thanked God for the gift that Lynn was and will continue to be for us because she shared her gifts so generously during her life.

OPEN SPACE was Friday evening. The planners of the **ECOVILLAGE PROJECT** at Grailville made themselves available to meet with the GA participants in two sessions, which were well attended and much appreciated by all. Other Open Spaces featured WIST: WOMEN'S INSTITUTE FOR SOCIAL TRANSFORMATION, GRAILVILLE, GROWING THE GRAIL, AND YOUNG WOMEN IN THE GRAIL.

AND SATURDAY ~ WE PLAYED!

Another fabulous SILENT AUCTION was spearheaded by Lyllis ~ we all came away with great treasures while adding \$1,693.57 to the Grail National Fund!

Pat Hill took us on a **HAY RIDE** at sunset. The ride gave a visual picture of the reflections presented by Mary Lu Lageman and Trina Paulus under the title "Grailville Sustainability Papers" in recent Gumbo editions.

And what a party!! The Bronx team gave spirit, joy and energy to our closing night bash!

THE CLOSING RITUAL on Sunday morning was led by Lucy Jones, who earlier testified that the Grail had been part of her journey into ordination. We gathered where O'Bannonville meets the Oratory driveway – and as water had been a continuous symbol used in the past days, we went 'down to the river.' We followed the beautiful river-of-fabric in procession into the Oratory, where several of our longest and newest members lit the candles; later in the service, they helped distribute communion, celebrated in the Methodist tradition. On the altar was our sea glass, transformed into a beautiful mosaic: a Grail chalice, sparkling and rich, uniting us all in this 2005 GA Grail Chalice (see cover).

THE WORK OF THE GENERAL ASSEMBLY

The Council members facilitated the GA process, together with the GA planning team and the brave women who volunteered to be facilitators for the various sessions.

Support services to the GA were provided by: session facilitators, note takers (using both laptops and the usual newsprint), admin support (thank you Heather!), stretching exercises with Laura Kaplan, providers of snacks to keep us going, those who prayed while discussions were going on, leaders in song, the Bronx party team, Bistro planners, especially Emily Thomas, Theresa Czerwinski and Ceci Figueroa, the many helpers who prepared the silent auction under the guidance of Lyllis Ling, and all who worked behind the scenes to provide ambiance, set up, clean up, transportation, registration and tech support.

SETTING THE STAGE

Mary Gene Devlin opened the GA. Her introductory remarks are in appendix A, page 13.

Maureen Tate, for the Council, provided an overview and assessment of the 'Health of the Grail' in 2005. The full text of this address can be found in appendix B, pages 14-17.

REPORTS

ACCESSIBILITY COMMITTEE *(see appendix C for full report, pp 18-19)*

Mimi Power reported for the Accessibility Committee. The mandate from the 2000 GA was to make new buildings accessible, and new homes "visitable." The Oratory ramp is too steep and an accessible bathroom at the Oratory is needed. However, at this time we need to take the accessibility needs in context with the changes taking place at Grailville.

NUCLEUS: Audrey Sorrento gave an update from the Nucleus meeting, held just prior to the GA, and offered an overview of 'What is the Nucleus?'

NATIONAL FINANCE REPORT *(see appendix D for handout, p 20)*

Mary Farrell thanked Martha Heidkamp and Terry Marshall for carrying the financial administration for many years. The present finance team, as well as Lenie Schaareman who completed her term of office in 2005, were recognized. Cherie Holman presented the Team's report. A handout was distributed comparing budget and actual revenues and expenses for the National Grail, excluding Cornwall, Grailville and International Funds, for 2004, 2005 through September, and projections for 2006. Contributions from members and friends exceeded budget projections for 2004 by nearly \$12,000, but were falling short (year-to-date) for 2005. Grants have declined as a source of revenue, both in projections and in actuality. Earned revenue from program activities is projected to increase significantly in 2006 particularly due to the Women's Institute for Social Transformation.

Other sources of income have come to light over the past 2 years. In 2003 the sale of the Grail house in Philadelphia provided over \$35,000 to the National operating budget for 2004. In 2005 Grail members responded generously to emergencies, donating: \$7,199 for the Tsunami victims in Indonesia (distributed through the International Grail), and \$13,476 to the Louisiana Grail for hurricane relief.

Although the 2006 budget was not final as of the GA, the following points were noted:

- The Grail relies on the generosity of our members and friends. Member giving in support of Grail operations has declined, although emergency response has been strong, as noted above.
- The Grail in California sold the San Jose townhouse, yielding over \$400,000. They are working through a discernment process to determine to what uses the money should be put, recognizing that although the California Grail is still a separate corporation they remain subject to the asset policy approved and amended at GAs in 1981, 1984 and 2000. Their process will provide recommendations to the Council.
- For a number of years, we have managed our economic survival by using the resources accumulated by our foremothers and invested productively in socially responsible enterprises. We own a number of portfolios, some of which are designated for specific purposes and others which are more generally available. Among the designated funds are: the Health and Welfare Fund, established to assist Grail members who gave to the Grail 10 or more years labor at subsistence and who now require assistance to meet adequate income levels; the Major Maintenance Fund established to assure adequate resources to maintain our Centers; portfolios for both

Grailville and Cornwall to help them meet the challenges of operating as Grail Centers; a number of small restricted funds to be used for purposes identified by the donor.

- All funds are managed by our investment advisor under the review and supervision of the Finance Team. Our advisor reports that modest use of these resources [generally about 4%] is prudent to meet operating needs, at least for the short term. We have so used these resources, and will continue to do so as necessary to fulfill our mission.

THE INTERNATIONAL REPORT

The report was presented by Joyce Minkler, U.S. representative to the International Council (IC), and the International Quad Coordinator on the U.S. Council. Teresa Wilson and Marian Schwab assisted Joyce.

A map and two handouts guided the presentation. Currently, 17 countries are represented on the IC. The issues Grail women are involved in and working on are: the environment, health, education, and military dominance, all of which are part of societal transformation. The empowerment of women, both highly educated and grass roots women is central. The first handout was excerpts of the Grail International Council Manual to guide us in making ourselves available or encouraging others to consider being the U.S. representative to the IC; the second listed the areas of responsibility for the International Quad Coordinator.

Many U.S. Grail women are involved in the international dimension of the Grail. Those who have recently been involved with international Grail programs were asked to stand, e.g. the International Networks, the United Nations, the U.S. Global Justice Network, Women of the Americas, LIEN, Training for Community Transformation and others.

Since the GA of 2003 Joyce has been both the U.S. representative on the IC and the International Quad Coordinator. The IC representative is elected by each national Grail entity; all U.S. Grail members vote for the U.S. IC representative. The International Quad Coordinator comes forth from the members of the Quad and is a member of the Council; the new Quad Coordinator would be identified by the end of 2006. The Council agrees that these two functions need to be filled by two people.

The International Guidelines state that an IC representative must serve a 4 to 5 year term with the option for re-election; Joyce will have served four years by December 2006. The next International General Assembly (IGA) will take place August 9-17, 2006. By April 1, 2006 two U.S. delegates to the IGA must be selected. It is a helpful practice that the outgoing and the incoming IC representatives are at the IGA, but that is not necessary.

RECOMMENDATIONS

- Joyce will finish her terms as the IC representative and the International Quad Coordinator December 31, 2006.
- The incoming IC representative and incoming International Quad Coordinator will be the two U.S. Grail delegates to the 2006 IGA. IGA delegates need to be confirmed by April 1, 2006. Both will work closely with Joyce throughout 2006, and Joyce will orient them to the tasks they will assume starting in January of 2007.
 - At this GA, the International Quad begins a process to locate a Grail member to become the International Quad Coordinator in January 2007.
 - The U.S. Grail election of the new International Council representative needs to be concluded by April 1, 2006.
- As part of an initiative happening in Grail countries throughout the world, the International Quad invited interested Grail members to participate in training in 2006 to provide them with background and skills they would need to function effectively in international roles.

PROPOSALS (*PROPOSALS as were passed are included in the appendices; note reference*)

[U.S. GRAIL] MISSION STATEMENT PROPOSAL (*appendix E, p 21*)

The proposed Mission Statement was read. After a pause for silent reflection, time was given to share briefly what the statement evoked in us. Small group discussions and comments followed regarding the pros and cons of including words like “catholic,” “Christian,” and “feminist.” The number of countries where individual Grail members live and work was clarified as 20. For practical reasons it was stated that the Mission Statement would be in place for at least 3 years with opportunities to revisit it at each GA. A priority was placed on having a shorter statement for communication purposes, recognizing that priorities would be further articulated in the strategic plan.

The Council convened and revised the Mission Statement.

- Concerns regarding the words “feminist” and “Christian” resulted in the deletion of the phrase, as it was intended to be informational and not intrinsic to our Mission Statement as we currently live it out.
- The word “demilitarization” and its implications for other countries was also a concern; “demilitarization” was replaced with “a world free from military dominance.”

THE REVISED MISSION STATEMENT PROPOSAL PASSED: YES: 72 - NO: 6; 1 ABSTENTION



GRAIL MEMBERSHIP PROPOSAL (*appendix F, p 22*)

Small Group discussions, which were shared with the whole assembly, brought forth the following clarification and changes to the original proposal:

- Clarification:
 - all members, active and wider Grail, are expected to make a financial contribution;
 - active members have voting responsibility and are expected to vote.
- A new category was created to honor those women who have given themselves to the Grail but at this time may or can no longer contribute to the Works of the Grail. This designation is Elder/Emerita.
- It was strongly encouraged that discernment be done regionally, if possible, and that those women who were unable to designate for themselves have a designation of Elder/Emerita made for them by their region.
- A desire for more interaction between the Quads and the membership was discussed; the Council committed to work on this.
- There is need for a ‘Friends of the Grail’ category.

The Council convened to consider the discussion and revise the Proposal.

- The Wider Grail Community was clarified: it is a membership category.
- ‘Friends of the Grail’ needs to be addressed: sustaining the Grail with prayer and/or money. This will be picked up by the Council during 2006 Council meetings.

THE REVISED GRAIL MEMBERSHIP PROPOSAL PASSED: YES: 78 - NO: 0; 2 ABSTENTIONS

NATIONAL LEADERSHIP TEAM / STRUCTURE PROPOSAL (appendix G, pp 23-24)

Maureen Tate introduced this proposal that required a vote on 4 major recommendations.

1. The NLT be comprised of 2 full-time instead of 3 part-time positions;
2. A process for filling vacancies on the NLT;
3. The addition of the Treasurer as a full member of the Council;
4. The three-year terms remain un-staggered; the full Council (NLT, Quad coordinators and Treasurer) will begin at the same time. The Fall Council meeting at the end of the term will be a transition meeting, with the Council-elect attending as observers and the current Council members providing orientation to their replacements.

QUESTIONS AND DISCUSSION RESULTED IN THE FOLLOWING CLARIFICATIONS:

- Regarding leadership transition issues, the recommendation reflects the Council's experience that a transition process and meeting is necessary. One meeting may not be adequate but one transition meeting is budgeted and the outgoing team will be available for consultation.
- New terms will begin January 1, 2007. During 2006 we will look for replacements.
- Quad Coordinators are chosen by members of the Quad. At the 2003 GA Quad members met and nominated coordinators. A major work of the Council in 2006 is further development of the Quads and identification of Quad leadership.
- Un-staggered terms are recommended to avoid the development of a 'senior' member with a back-up. Council experience recommends the value of starting together with the same goals and shared responsibility.
- The process for emergency replacement is intended to remain flexible to allow for availability. For example, since an NLT replacement was not identified as hoped by the GA, two members of the Council (Maureen Tate and Carol Siemering) will share the 2nd full-time position for the remainder of the term (through 2006). Alternatively, the GA could move to enact the NLT nomination and election process to identify those we want to call forth; those who want to be considered would participate in a discernment process (see *the implementation plan in the proposal, p 24*).
- Term limits: The Council is also the Board of Trustees for the Grail. The Council serves the Grail; it serves as Board of Trustees for legal functions. In the updated National Structures of the Grail that was sent out from the National Office on May 14, 2004 and a refinement on September 17, 2004, it states under F: "No member of the Board may serve more than two consecutive terms."
- Regarding concern about finality of Council decisions, it was explained that when someone has disagreed with policy or had a question, the NLT was notified. These issues were taken seriously and responded to. The Council welcomes ideas about input processes so that the membership can trust the process taking place.
- Comments were made regarding input from the membership. We adopted the structure because we wanted to enable decision making and accountability. We need to be realistic: the Grail leadership pool is small. The Quads have not developed as much as we had hoped and this is work for the future.
- Concerns regarding the cost of paid personnel were expressed. Paid positions for 2007 are presented in the proposal, but not as items to vote on. The salary goal set by the Council is to meet the "housing wage" standard for all Grail employees (see *'cost' section of the proposal, page 24*). Times have changed and today's reality indicates that paid staff is needed for the Movement to continue. If paying staff is a

priority, we will find the money. Can we afford the 'housing wage'? The Council would make the final feasibility and compensation decision in the course of the normal budgeting process, in which allocation requests are gathered by the Treasurer and Finance Team for a budget proposal to the Council.

Two additional actions were added to the proposal for vote:

5: The Council will begin a process of assessing the Quads and developing means of ensuring participation of members.

6: All National Leadership (NLT, Quad Coordinators and Treasurer) will be paid positions starting in 2007.

THE REVISED STRUCTURE PROPOSAL PASSED: YES: 75 - NO: 2; 5 ABSTENTIONS
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GRAILVILLE PROPOSAL (*appendix H, p 25 and following, see below for specific references*)

April's introduction - the story of this land, what is now Grailville, from 450 million years ago until the present. (*pp 26-27*)

THE GRAILVILLE LEADERSHIP TEAM: Joy France, Mark Metcalfe (assisted by Beth Barr)

FINANCIAL OVERVIEW

Becky Hill (Grailville Business Manager) presented the financial picture of Grailville, beginning with the chart identifying restricted/designated funds and unrestricted funds from 2001-2005 (*p 28*). On the chart, above-the-line represents money spent. Assets are above the line, debt is below the line. There is a loan of \$87,000 from Loretto for the WETlands project, there is an Anonymous Loan of \$100,000 and a line of credit of \$90,000 from the Grail. In the past, Grailville has borrowed from restricted/designated funds. For updated information see the Grailville Balance Sheet as per 9/30/2005 (*p 30*).

The conference center is the major source of income. In the past, Grailville paid staff while the conference center was not in full use. Grailville has had fewer bookings: people traveled less and costs went up. The condition of the buildings was also a factor. This led to a deficit of \$240,000 in 2003, \$40,000 deficit in 2004 and an expected \$50,000 deficit for 2005. It is urgent to stabilize the budget. We will cut \$100,000 out of the budget, mostly salaries, and keep the conference center open with reduced staff for at least a year.

In response to a question, the Children's Meeting House bought 15 acres out right 15 years ago. Since 2003 they have a 99-year lease on 1.9 acres for the driveway, for which they pay \$300 per month.

In 2003 Bill Riley gave \$300,000 to Grailville: \$275,000 was put into the endowment. \$100,000 was placed in the endowment fund from the conservation easement. The total endowment is now \$505,000 (*p 29*). Previously, Grailville had decided to grow the endowment to \$1,000,000 before using the interest for operating costs.

PRESENTATION OF THE PROPOSAL

Joy France introduced the Grailville proposal. Through the Strategic Planning process, Grail work at Grailville has focused on Grailville as A Spiritual Center for Sustainable Living and Learning. In September, when the Council asked the Grailville Leadership to imagine a smaller Grailville, Joy felt hurt and ashamed at first. But the 'imagine' helped and what had seemed like the vultures circling around began to look more like doves. The maps presented helped participants visualize the potential changes: most of the North side of O'Bannonville Road would be retained for carrying out the Grail vision, and a green agricultural belt would be kept on the South side of the road. Other parcels, including: Oriens, Pneuma, Tidings, the Kane field, the 48 field, the Hub, would be considered for partnership, lease, or sale.

Grailville is in a new pioneering phase. There are great opportunities to move forward, but decisions have to be made in a timely fashion. There is tension between efficiency and prolonging the process in order to dialogue. Conversations are underway with a variety of groups and individuals who have rented space at Grailville, who share Grail values and who may be interested in making longer commitments for use of space. Joy also stated that the Ecovillage is definitely part of the future plan.

Questions resulted in the following clarifications:

- The GA was reminded that information regarding Grailville's situation was communicated in two reports from April, June 2004 and August 2004 sent via postal mail, followed by extensive listserv discussion, mainly in reference to the sale of land.
- Since 2003, the structure gave Council decision making power and the Council took its responsibilities regarding Grailville seriously. They could locate no documents stating that the GA must confirm land sale. Council looked at all documents on the conservation easements and the Ecovillage. Recognizing serious decisions needed to be made regarding use and sale of land, the date of the GA was moved forward one year and reports were shared regarding the current situation and options under consideration. Council felt a responsibility to make timely decisions.
- Offers and appraisals are available from Becky Hill. Offers vary from \$15,000 to \$45,000 per acre. Major question: who will be our neighbors?
- It will be very difficult to establish a Spiritual Center for Sustainable Living and Learning while trying to stabilize the budget of Grailville. Inquiry letters for funding have been submitted. Joy is meeting with groups about spirituality programs. Others are working on sustainability and Ecovillage development is moving forward.

Clarifications and suggestions on the establishment of a Grailville Advisory Board:

- Members will: be selected; include both Grail and non-Grail members; fully agree with the Grail vision; include people with specific expertise, e.g. law, real estate, finance, etc.; and hopefully include local people with a balance of Grail members.
- The goal is for a hard working Advisory Board to bring expertise, information and advice to Grailville Leadership and the Council.
- The Advisory Board will serve as a Committee of the Council. The Council members are the Trustees of the Grail. In that capacity they will be the final decision makers. The Grailville Leadership team will work closely with the Advisory Board and Council.

- Applications to serve, or input on suggested qualifications should be sent to the Grailville Leadership Team. They will, with the Grailville Strategic Planning Team, make recommendations to the Council.
- It was recommended from the floor that the Board include at least one Grailville staff person and at least two members whose focus will be the Spiritual Center for Sustainable Living and Learning.
- A suggestion was made that the Advisory Board be involved in implementation.

DISCUSSION

We met in small groups to focus on the Grailville Proposal. On index cards all were invited to list a) what further advice we want the Council to consider to successfully implement the decision process; b) what are the strengths of the proposal; and c) what are the safeguards you want in place regarding land use, for Council's decision making.

Points brought forward:

- Change Advisory 'Board' to Advisory 'Committee'; talk about the 'challenge' that Grailville faces instead of 'crisis'.
- Because of its finality, the sale of land has to be considered very carefully. For example: unanimous vote by Council members; no land sale without GA input.
- There remains a question on communication with members. Council has tried to do this. After each council meeting reports were sent out. April sent special mailings on Grailville. Sometimes the amount of material we receive is overwhelming, but it is the responsibility of the members to respond. We need to nurture each other, including the people we call to leadership. "Before the snow geese take off, there is a lot of muttering and squawking – then they all fly together. If we implement this plan we all have to be in there: flying together."
- When alternative use of land is considered, it should be as green as possible. We could be a model for creative partnerships. Partnerships need careful consideration and expertise to formulate contracts. Ecovillage partnership is encouraging.
- Both local meetings and regional meetings can be helpful.
- If inviting non-Grail people on the Advisory Board, be aware that they might not understand collective wisdom. Others commented that we need experts but should have only Grail members on this committee.
- With Grailville in survival mode, there is concern about feasibility of additional work on the development of the Spiritual Center of Sustainable Living and Learning. Joy responded. Grailville knows it is a huge work; we know we cannot do it alone. The SCSLL will be fostered by Ruth Gallant, Elizabeth Robinson, Bobbi Gill, Terry Marshall, Fran Martin and others. Ecovillage could do sustainability programming and Grail people will be called upon to do what is needed.

The facilitator helped the Assembly clarify that there was general agreement to proposed actions one and three; there was less agreement regarding action two. A primary concern as to how a final decision on alternate uses for Grailville would be made resulted in two options for process:

Step 1: Grailville Advisory Committee and Grailville Leadership Team review, and

Step 2: Make recommendations to Council. Then either:

Option A:

- Council reviews recommendations and decides
- Council informs members
- Council Acts

Option B:

- Council reviews recommendations, prepares and distributes a proposal to the membership
- Membership discerns and votes (in a timely fashion)
- Council informs members

VOTE RESULT: Option B received 62 votes; Option A received 23 votes; 2 abstentions.

CLARIFICATION FROM THE COUNCIL: A choice for Option B requires members' responsibility to read the proposal and respond to the Council. The Council will not call for regional meetings. If members want to do this it is for the members to make that happen.

The proposal was revised to reflect option B and brought before the Assembly for vote.

THE REVISED GRAILVILLE PROPOSAL PASSED: YES: 77 - NO: 2; 11 ABSTENTIONS
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TOWARD SHARED SPIRITUAL PRACTICE: 2007 NATIONAL MEETING PROPOSAL (*appendix I, p 31*)

Mary Gene Devlin introduced this proposal which aims for a national meeting in 2007; dates are not yet set.

The Spirituality Team will break in sub-groups or branches, and asks its members and anyone else who is interested to identify whether they want to be part of any of these sub-groups. In the report of the International Grail Global Networks Forum (July 21-28, 2004) under the Spirituality and Theology Network these sub-groups are called '**interest groups.**'

The International Network interest groups that U.S. Grail members have identified as areas of concern to them are:

1. Indigenous Spirituality
2. Bible
3. Theology

Other branches in the U.S. could be:

4. Link among regions or people who do retreats.
5. Developing Spiritual Life: *What is Spirituality? What is your source of spiritual nourishment? What is your practice? What is holy in your tradition? Connections of spirituality with psychology, How do we foster spiritual deepening?*
6. People committed to work in small faith groups that encourage a minimum of fear and a maximum of trust – with a passion for diversity.
7. Reaching out to women from diverse groups who share our vision, such as Jewish women.

8. Research groups on particular themes.
9. Many Grail women want to connect their spirituality with their actions in social justice, peace and environmental issues. This theme seems to be connected to Politics and Spirituality.
10. Empowering women as spiritual leaders.

Cay Charles gave input from the International Spirituality and Theology Network that is planning a two day program at the 2006 IGA at Grailville. Papers relating to this program will soon be sent to the U.S. These papers are being written by Anita Saisi, Nicoletta Crosti, Monica Maher and Teopista Nakibule.

DISCUSSION

- From the responses to the questionnaire sent out by the Spirituality Team after the 2003 GA it is apparent that the Grail has a core of spiritual values. This new proposal for the 2007 National Meeting is about shared spiritual practice.
- Would it be possible to create Grail ritual that might serve as a common ritual? Can the shared spiritual journey be the way to go into the future as a community?
- The Popular Education model would be used to find out where we are and indicate a way to go forward, given the reality of who we are. This work is a common work of the Grail, tied to the work of justice and social transformation. It would include people without a formal tradition and it would include the Grail myth.
- Mary Gene emphasized the process of these two years and the possibilities of regions working together towards this meeting.
- Many people with diverse gifts are needed to carry off this event. Volunteers came forward: Judith Blackburn, Audrey Sorrento, Lucy Jones, Janet Kalven, Fran McLaughlin, Bobbi Gill, Carol White, Kate Devlin, Mary Hughes, Peggy Goederer, Fran Frazier, Fran Martin, Shirley Beaupre, with Sharon Thomson guiding the group, Simonetta Romano providing the WIST training, and Mary Gene Devlin acting as coordinator.

THE NATIONAL MEETING PROPOSAL PASSED: YES: 75 - NO: 2; 1 ABSTENTION
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STRATEGIC PLAN FOR THE GRAIL IN THE UNITED STATES

Maureen Tate introduced the draft of the Strategic Plan, commenting that it was currently a working document not requiring a vote but review and input for further refinement. We were asked to consider these points:

1. What are the strengths of the Strategic Plan?
2. Is there anything you expected to see in the plan that was omitted?
3. Where will YOU plug in to help the Grail achieve the Strategic Plan?

Comments and suggestions for revisions.

- Have staff from Women's Institute for Social Transformation come to the regions to build up the regions.
- Strength of the Strategic Plan is actually having a long term plan.
- Important to develop an action plan out of a strategic plan.
- Current efforts and activities are also part of the future and are not reflected in the plan, e.g. Politics and Spirituality work on racism, women's issues, labor unions and other issues.
- Include in the Strategic Plan what is already in the planning stage: the Ecovillage, the Spiritual Center for Sustainable Living and Learning; both will involve education.
- The Arts are transforming in and of themselves, not just "as a means for personal and societal transformation". The section on the Arts is the least developed portion of the Strategic Plan which reflects our capacity at this time.
- Concerns were expressed about what major decisions could be left to the Council. Some felt the Council would know when decisions needed substantial member input. Others noted that we elected a National Leadership Team, not a National Communication Team and they should be permitted to lead. The primary issue is about who is willing to take responsibility.
- There was more discussion about how members could enter into the International Grail. In recent efforts to choose members for the International Leadership Team (earlier called the IPT, presidency team) it has become apparent that preparing people to function internationally is an urgent need. Further training will happen as 'on-the-job training.' International exchanges are still possible, although it is very different from the international Grail experiences of earlier Grail generations. Grail members who are participating in the Grail United Nations group would like to include more women. More can come to the meetings of the Commission on the Status of Women at the United Nations.
- All were encouraged to read Crossroads, learn names; it will be a learning opportunity when the IGA takes place at Grailville. International guests will be here: invite them, meet them. Gaining background can also happen when it is possible to be an observer e.g. at an International Council Meeting or at an International General Assembly.

To conclude the discussion on the Strategic Plan, all were invited to submit index cards with anything else to be added or deleted from the Strategic Plan. Council will incorporate the input from the GA and publish the Strategic Plan for further review.

NOTE: THE STRATEGIC PLAN IS A WORK IN PROGRESS; IT IS A WORKING PAPER, NOT A FINISHED DOCUMENT PRESENTED FOR VOTE.

The Council expressed appreciation for strong affirmation they received. Much has to happen in 2006 with a transition of leadership in 2007. We all need to help to make this transition happen. We need new people on the Council. Go back to your teams and regions and call people forth to consider a leadership role.

INTRODUCTORY REMARKS AT THE START OF 2005 GA

BY MARY GENE DEVLIN

Good morning!

This is a most extraordinary sight! We are actually here at this Extraordinary GA – the brainchild of our Council, a year and a half in the making.

When I made my official commitment to the Grail some five years ago, Ann Marie Czyzewski gave me this little pin with an ancient Irish Pilgrim on it. It has felt so connected with the Grail to me – in fact the Spirituality Team spoke of our journey to the GA through the various regional meetings as a pilgrimage...and hasn't it been just that!

Just this last lap of getting here abounds with our stories of October snow storms and planes cancelled or missed, rain and cold...to say nothing of the last months of journeying through darkness and death. It is a moment of triumph to have gotten here, and it is a moment of deep humility as well.

It's all symbolized by our strange relationship with water. We started our regional meetings with the image of the well, and of the underground waters of the earth, the sources of our spiritual diversity. And then, water our friend, our source of life and refreshment, our beautiful flowing image took on its other face – the horror of storms, the horror of floods, the horror of death. So today we come with a very deep experience of water as Mystery – as an element of awe – as an image of what is way beyond ourselves. During the next days, we will try to make our peace with water.

And now a pause for a commercial. This GA is being brought to you by the GA Planning Team – my colleagues along with the NLT (please stand), Elizabeth McGivney, Jada Semidey, Cherie Holman, Jean Wilson, Laura Kaplan, Judy Alves and Claudia Gras. Please ask them all your questions.

This GA is also being sponsored by the Spirituality Team – my friends Margie Burns, Jean Wilson, Carolyn Gratton, Fran McLaughlin, Debra Lambo, Anne Hurley, Audrey Sorrento and Viana Muller (who is in Peru).

But these groups, hard as we all have worked, have been the support staff for a truly extraordinary group of women...our own Council – Bonnie, Maureen, Carol, April, Joyce and Mary Farrell. Their ability to focus and carry on, producing remarkable documents, has been proven. They are the true planning team. We need to give them a standing ovation, and then remain standing in quiet for a minute.

This GA is being brought to you especially by Lynn Malley, and let us stand quietly to start this day in her honor.

THE HEALTH OF THE GRAIL

Delivered by Maureen Tate, for the Council

I cannot begin without thanking you all for all of the expressions of concern and support, which has sustained us in going forward with this GA.

We, as the Council, ask that you give us the benefit of your trust that the work that we have done, and asked others to do in preparation, was rooted in love and action guided by a fundamental question – How do we go on from here? We genuinely want to know the answer to that question. We ask you to keep an open mind and ear to the reality of our situation as presented by the facts. Last night we saw an inspiring video about our life and work. This morning we discussed our new Mission Statement and our challenge at this time is to consider how we can best fulfill our Mission in more realistic and sustainable ways.

The Health of the Grail seemed a daunting topic when it was first proposed in the schedule. I was positive about the idea because I had assumed that someone else was going to be doing this and that she would know what she wanted to say. That will teach me to pay attention in the future. In fact, as we sat together as the Council in September I believe we came to terms, as a body, with what we wanted and needed to say. In the weeks since it has been a relief to know that we would be gathering with you all to better wrestle with some central issues about our present and future.

We are mindful that the very best of the Grail has brought us to this GA and it is a sign of how much we hold this assembly in our esteem. We want to acknowledge the hard work of so many who prepared for the decision making of this meeting. Certainly we wish to thank the GA planners. Also we want to acknowledge the work of the Grailville Leadership Team and for their courage in facing difficult decisions and for their wonderful analysis which is reflected in the Grailville proposal. We want to recognize the hosts and coordinators for the regional meetings, the logistics teams and also our non-Grail staff who have been working to support us because they value who we are and what we aspire to do.

WHAT IS OUR CURRENT SITUATION?

When we were going through our restructuring process we were mindful that to speak of the Grail is to speak of community, movement and organization. Two years ago we adopted a new structure to:

- address the need for more efficient and responsive decision making at the national level;
- build an organization that could sustain our community and movement;
- ensure that the Grail would have a future.

By all accounts the new structure has served us well:

- We have weathered transitions in leadership.
- Our National Office has served as a depository for problems of all kinds that have been dealt with, or are in the process of being tended to.
- We have achieved consolidation of our development process – the grants clearinghouse is up and functioning – everything is functioning out of the national office.
- A commitment was made to communication through weekly production of National News, timely Gumbos; prompt reporting of Council meetings and activities; and a standardizing of ways to hear and respond to members.
- We put in place administrative supports for maintaining a national office.
- We have created modern processes for tracking financial transactions - for example online Quickbooks.
- It has allowed us to gather the facts about who we are and how we are functioning to make appropriate plans for the future through the work of quads and NLT.
- Our work has enabled us to identify individuals who hold responsibility so that members know who to go to.
- Consistent Council meetings have been able to make fiscal decisions, oversee the whole, identify policy issues as the Board of Trustees and respond efficiently and effectively to crises as they arise.

Continued next page

- We have been better able to identify and call forth participation from members to build and support the movement e.g. GA Planning, Ecovillage planning, Grailville decision-making, etc.

So, what is the current situation? What I am going to say will not be new to you. However, what we now know, in a more profound way, is just how much certain issues are impacting our present and something more about their serious implications for our future.

WHAT IS IT THAT WE NOW KNOW? WE KNOW THAT WE HAVE:

1. **A crisis in leadership**

- It is surely not a crisis in terms of the leadership abilities of our individual Grail members who, as we know, are leaders in their personal, professional and community settings.
- It is a crisis in the sense of those who are available to put their leadership abilities and prioritize work for the Grail for prolonged periods.
- The needs of those who would choose to work for the Grail are different in this time in our culture. Our members, of all generations, today have needs to be met as individuals – for salary, health care, housing etc. and many are integral to the support of their families.
- We can no longer rely on voluntary leadership which, of necessity, can and frequently has to take a back seat to more pressing responsibilities at home and work.
- What we are able to accomplish together has not been without great cost – especially our personal health and well-being not to mention material costs.

2. We have come to an awareness that we are dealing increasingly with **Unrealistic Expectations**

- Of each other -- who we are as a movement -- what we need from our leadership.
- The following are just some of the expectations we have noted. We expect:
 - substantive programs
 - regular and consultative communications
 - spiritual enrichment
 - face to face interaction despite vast geographical distances
 - supportive community
 - properties maintained and available for our use
 - international relevance and interaction
 - emotional support and inspiration for our life's work in the world
- The time, personnel and resources needed to meet these expectations, just maintaining who we are, are being exhausted.

3. We are coming to terms with the **reality of our numbers of active members**

- We have long acknowledged that we are an aging community.
- What we have not acknowledged is that we are a vulnerable community in more than just age.
- We are recognizing that we have insufficient numbers of middle and younger generation members to maintain the Grail, **as we have known it**, when it was supported by larger numbers of younger, flexible women able to work at subsistence salaries.
- It can be likened somewhat to the Social Security Crisis – we value something that has been available to us but may not be sustainable by those who are coming along.
- We find ourselves asking if our work in the world justifies such continued “high maintenance” expenses for less than 200 active members.
- Since last GA, some have taken up this challenge of outreach, especially our very active Exploring Membership Team and there are others of you. You know who you are. There is a new generation emerging. We have welcomed and are, at this assembly, welcoming women that we are proud to have among us. 15 women have recently joined the Grail and there are 20 currently in process. These women are wonderful but they may not be particularly available for Grail work given their current responsibilities. And we need to be open to the new ways they will take the vision into the world. Can we risk new ways of being Grail that will provide these women the depth of experience and support that will enable them to participate to their fullest extent in order to accomplish the Grail's mission? Many current Grail members are continuing to draw

Continued next page

from the rich experiences of residential programs of the past. How will we nurture the commitment of these newer younger women with equally meaningful experiences of community?

4. We ask - **How invested are we in building a future?**

- We each need to ask ourselves honestly, what we want from and for the Grail?
Do we want and need primarily a support community for our own life?
Do we want to rally a next generation of young women to take up the Grail's vision?
- How many of us, looking deep within ourselves, are willing and able to actively work to grow the Grail for the future? This is not intended to be a question of judgment. There is neither a right or wrong. We simply need to know the truth as to who is available to do this work.
- Do we know what kind of Grail are we trying to grow?
- We find that where the Grail is actually growing is through the regions, e.g. the New York region where women are gathering for mutual support and nourishment.
What does that tell us about ourselves and our future?
- Are we willing to do what it takes to put in place a credible organization to support growth?

WHY ARE WE IN THIS SITUATION? HOW DID WE GET HERE?

1. Some spoke to this in the video last night. The Grail changed because the world was changing.
2. Our world is no longer Catholic and we no longer have the identity security that came with being understood and valued in that context.
3. We face the challenge of situating the Grail as a credible non-profit in the world of non-profits – many of whom do some of what we want to do better than we can do it. We must prove ourselves in a new arena where the question of outcomes is now a challenge for us.
4. The women who are now meeting the Grail are not looking for “formation” as was once understood. Our women are well formed, connected and doing meaningful work as individuals. We need to know, without question or apology, what we have to offer and what they can achieve for the world, with the Grail.
5. Our perception of ourselves as poor is no longer appropriate. We are in fact rich in land and assets but poor in people. This affects our ability to fundraise.
6. We have strong attachments, especially to property, and other assets that have become matters of primary concern rather than the growing of the movement. Do our assets and organization serve our work in the world or is our work in the world to protect assets and organization to meet unrealistic expectations?

THESE PROBLEMS ARE NOT NEW. WHAT IS DIFFERENT?

WHAT DOES THIS SITUATION MEAN FOR EACH OF US NOW? WHY SHOULD WE CARE?

We need to take stock of our personal and communal reality. This is the fundamental work of this GA. What is each of us prepared to do going forward? And frankly, the doing will involve more than prayer and emotional investment. It will either ask of us tremendous sacrifice or letting go. We need, each of us, to ask what the consequences of these proposals are to us personally and then how that will shape our expectations of the whole.

On the Council we have asked ourselves and want to ask each of us - IS IT ENOUGH?

We have...

A deep level of care and concern for this place, this piece of the earth at Grailville;
The love and support of community;
Our broad and integrated vision;
Our profound concern for the world.

Are these things enough to sustain us as we anticipate and work for the future?

Are they enough to sustain a non-profit organization?
Are they enough to convince funders of our need for support?
Are they enough to provide us with competent leadership and staff?
Are they enough to grow the Grail for the future?

Continued next page

Our new structure has given us permission to gather the facts. These facts about our situation have guided the Council's work and are reflected in the proposals that we have before us regarding mission, structure, membership, Grailville decision-making, spirituality, strategic planning, as well as our need to prepare international leadership. Even acknowledging these concerns, we do not come together as victims – victims of the past we honor, nor are we victims of our present challenges. We have passion, the bonds of community and material assets to be the change that we want to see in the world.

We have just voted on a Mission Statement that calls us to a big work. Our challenge for the future is to think of how we can fulfill our mission in more realistic and sustainable ways. This GA is really about reckoning with the hardest questions of identity, purpose and our future viability. From much of our work and especially the exchanges in the regional meetings, it appears that the vitality of the Grail, at this time, is in the gathering of like minded women for support and inspiration.

So we find ourselves asking – is it enough? Is that all we want to be? A community of like minded women coming together for support? Perhaps that is all that we NEED to be...

- recognizing that is more complex than it sounds,
- with all of the questions about building in depth of experience and community,
- and asking, what kind of organization, leadership or supports do we need to put in place for that to flourish.
- How can we be what we want to be in a real and sustainable way?

WHAT ARE WE RECOMMENDING?

You have proposals before you that reflect our experience and our best sense of how to go forward:

1. **Structure Proposal** – recommends a more realistic sense of:
 - who we are – our identity and self-image;
 - what we are able to accomplish;
 - what resources are needed - organizational, leadership, financial.
2. **Grailville Proposal** considers how Grailville might better serve our goals nationally and seriously considers the ideas for developing a portion of Grailville land so that we can continue with a smaller Grailville designed to better suit our community and program needs. The goal of which is envisioning a manageable new future.
3. **Membership Proposal** suggests clarifying membership categories so that we know realistically who is available for decision making and would like to be part of building the future.
4. **The Strategic Plan** also reflects a more realistic assessment of needs and possibilities.
5. **Spirituality Proposal** reflects the current reality of who we are as a religiously diverse community and how we might come together in meaningful ritual and celebration.
6. **International Report** recommends that we undertake a plan for leadership preparation to insure responsible participation in the International Grail in the future.

We say that we are women of faith. In a recent reflection I read “Faith is knowing without proof, that we are enough just as we are and are becoming”. “Faith is not being sure where you’re going but going anyway. A journey without maps.” Well, I do not know what the future holds; I only have faith in who holds the future. And that is us. May we have the courage to take the next steps on the journey, together.

REPORT FROM ACCESSIBILITY COMMITTEE OCTOBER 2005

The following plan was drawn up in 2000 for the GA by the Accessibility Committee. It is presented for your review.

Five Year Plan – From 2000

2001: A resident building was made accessible and a Grail member in a wheelchair is currently living there. Cost was approximately \$8,000.00. \$4000.00 was from a grant and \$4000.00 was received in donations.

2002: Install lifts to our dining room and to our meeting building; install electric door openers to the dining room and in one of the Conference Center residence buildings. Hire a Grail staff person to oversee the installation.

Cost: Two lifts	\$50,000.00
Electric Work	\$1,900.00
Two door openers	\$5,000.00
Staff person salary	\$4,000.00
 Total cost	 \$60,900.00

We have raised \$1,200.00 through donations. We are asking \$60,000.00 in grant funds. We will continue to seek donations and grants. Grailville’s total budget per year is approximately \$923,450. Accessibility budget for 2002 would be about 6%.

2003: Hire an architect to draw up plans to make remaining buildings accessible. Install an accessible bathroom for the main dining room. We have already asked for bids from architects.

2004: Renovate two resident buildings (Tidings and Ark) used for the Conference Center, to make them accessible.

2005: Renovate a resident building (Hodie) and the main building (House of Joy).

We are very committed to making our buildings accessible and hope that you will be able to help us reach our goal. If you have any questions please don’t hesitate to call me.

Mimi Power for the Accessibility Committee

report continued next page

Present Report from Accessibility Committee – 10/14/05

Obviously we were unable to carry out a great deal of the plan drawn up in 2000. The plan for 2001 was carried out. Modicum was made accessible through a grant of \$10,000 and donations of monies. Good use has been made of this building by members in wheelchairs or walkers or with mobility problems.

The plan for 2002 was also partially carried out. The lift was installed in the dining room. We also talked with two architects and with the help of one of them, Liz Young, we were able to do an assessment of all the buildings of Grailville at that time and draw up general plans for each building. This was done by Lyllis Ling, Rose Morin, Beth Wasmer, Simonetta Romano, Lena Paesch, Marie Sutter, Mary Lu Lageman, and Mimi Power. This study is available for anyone who would like to look at it. Due to illness I was unable to continue looking for grant money. We had hoped to have the architectural plans drawn up for all the buildings and had been given a quote of \$60,000.00 to have this done. However, now at this time since the Ecovillagers are looking the possibility of using some of Grailville buildings, as well as building their own, we believe it would be better to wait until we see we see where we're going with an overall plan for Grailville. We have already advised them of the GA mandate to have all new buildings accessible. I doubt that we can hold private residences to this standard but we hope that at least it will be considered. Many developers are now making all their houses "visitable," which means that at least people in a wheelchair can get in them to visit even if they cannot live in them.

The statistics in November of 2001 that affected accessibility at Grailville were as follows: the Movement had approximately 264 members in this country. Over 80% of us were 50 years of age and 6% had a disability with 3% having a mobility disability. During 2001 there have been at least twenty others in wheelchairs attending resident programs at Grailville and many others in wheelchairs and walkers who attended day programs. There had also been at least 4 groups who had chosen not to come to Grailville because the buildings were too difficult for wheelchairs and walkers. Eight buildings were being used by the conference center program. Five of them are not accessible but all needed to be upgraded and the other three are not accessible. We have one residential building that has two bedrooms that are accessible.

The accessibility committee while at Grailville during GA 05 hope to update some of these statistics. We will also evaluate signs throughout Grailville for accessibility and see if there are any new recommendations that we can make. We also would like to see the wheelchair accessible sign added onto program flyers and materials that go out in the name of the Grail and Grailville.

Mimi Power for the Accessibility Committee:**Mary Lu Lageman****Lyllis Ling****Mimi Power****Rose Morin****Marie Sutter****Beth Wasmer****Lena Paesch, Consultant**

NATIONAL GRAIL FINANCE REPORT

**The Grail - US
PRELIMINARY FIGURES
Financial Performance - excluding Centers**

Income	2004		2005		2006
	Budget	Actual	Budget	Actual 75%	Budget
Donations	70,000		70,000		
Members		54,061		28,755	39,340
Bequests		27,726			
Other		37,640		39,880	43,070
Subtotal donations	70,000	119,427	70,000	68,635	82,410
Grants	18,243	5,350	-	-	1,000
Earned Revenues	20,000	24,576	28,750	5,336	41,100
Investment Earnings					29,137
Total Income	108,243	149,354	98,750	73,971	153,647
Use of Capital *	99,000	71,889	82,079	23,769	40,124
Total Sources of Funds	207,243	221,243	180,829	97,740	203,771
Expense					
Personnel	95,100				
Employees		51,551	55,545	18,125	58,140
Consultants		55,881	34,500	45,528	61,100
Taxes & Benefits		35,351	6,420	4,605	8,950
Travel		16,314	24,540	15,955	21,150
Communication		7,519	27,340	4,946	10,575
Equipment		1,604	2,700	2,728	1,750
Supplies		5,632	5,134	11,839	2,150
International Dues		10,000	10,000		10,000
Development		18,493	4,800	4,072	10,945
Occupancy		6,920	4,000	4,209	3,100
Miscellaneous		2,414		1,160	4,200
Other-International		9,565	5,022		6,000
Total Expenses	207,243	221,243	180,001	113,166	198,060
*excludes payments from					
Major Maintenance	40,000	21,250	45,000	30,000	50,000
Health & Welfare	110,100	117,456	120,000	91,000	120,000

MISSION STATEMENT PROPOSAL

Proposing Group or Person(s): The National Council

Contact Person: Carol Siemering

**Address: 16 Smith Court
West Newton, MA 02465**

Phone(s): (617) 244-4517

Email: carol_siemering@yahoo.com

Description of Proposed Action:

To have the Movement affirm the following Mission Statement. The statement will be used as a guide to our Strategic Plans, define who we are for fund raising, and for our outreach efforts (including brochures).

About the Grail

The Grail is an international women's movement committed to spiritual search, social transformation, ecological sustainability, and the release of women's creative energy throughout the world. We are bonded in action, solidarity, and faith, working in 20 countries, as individuals and Grail groups, interconnecting regionally, nationally and internationally.

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

Background:

As the Grail in the U.S. continues to evolve, we feel it necessary to have a statement of who we are in terms of our history, vision and mission. To this end the mission statement has been a working document with wide response from the membership in email, writing, and most recently, at the GA Planning meetings though out the country. The statement reflects all that input.

Implementation Plan: This will become our Mission Statement upon passing at the 2005 GA

Cost: N/A

What in this project or proposal could be seen by funders as a concrete manifestation of our Grail Mission?

As stated above it defines the Mission so that different entities in the Grail can use it for funding.

GRAIL MEMBERSHIP PROPOSAL

Proposing Group or Person(s): Grail National Council

Contact Person: Carol Siemering

Address: 16 Smith Court
West Newton, MA

Phone(s): (617) 244-4517

Email: carol_siemering@yahoo.com

Description of Proposed Action:

We propose that there be three types of membership in the Grail in the US

Active Member

- Consciously lives out her life acting out its connectedness to the Grail Mission
- Does the Work of the Grail
 - o participates in a region, team, center or program (opportunities will be provided for 'isolated' members)
 - o contributes financially annually
 - o follows communications sent out nationally and regionally
 - o responds to requests for votes

Elder/Emerita

- A member who has an established history to the Grail Mission but can/may no longer respond to Grail responsibilities.
- Self selects for voting privileges

Member of the Wider Grail Community

- Consciously lives out her life acting out its connectedness to the Grail Mission
- contributes financially annually

Background:

There is a need to clarify for the movement and for individuals how each individual wishes to participate in the Grail so that we have a clear idea who our members are for the purpose of carrying out the Works of the Grail, nationally and regionally, for voting purposes, for funding purposes and for financial purposes (internal and external).

Implementation Plan:

November 2005- A mailing will go out to the entire movement calling for discernment and explaining the different types of membership. At that time anyone who wishes does and wish to go through a discernment process and wishes to be removed from the membership list will be asked to contact the National Grail Office.

There will be a call for regional meetings in order to give members a chance to begin a discernment process. Those unable to attend such a meeting would be contacted by people in their region to discuss membership level. A group will be created of the isolated members so that they can participate in this process. After the Regional Meetings, postcards will go out in February 2006 to allow members to designate what category they see themselves in. If there are members who have a diminished capacity to discern for themselves, their Region may designate on their behalves (e.g. Emerita) All responses should be received by March 1, 2006. A new Membership list will be created to reflect these designations. **No non responding member will be removed from the list without efforts by Membership Quad to reach that person by mail or phone.**

This process will be repeated every three years. (At any time a member can contact the Membership Quad Coordinator and change her status.) Members with the designation Emerita are exempt from the three year process.

Cost: Postage and materials for mailing

What in this project or proposal could be seen by funders as a concrete manifestation of our Grail Mission? N/A

NATIONAL LEADERSHIP TEAM / STRUCTURE PROPOSAL

Proposing Group or Person(s): Grail National Council

Contact Person: Bonnie Hendricks

Address: the National Office

Description of Proposed Action

1. The National Leadership Team (NLT) will be comprised of two full-time instead of three part-time positions.
2. Should a vacancy occur on the team for any reason, a Quad coordinator will be identified by the Council as a temporary NLT successor to stand in until a replacement is identified by the Council to complete the term.
3. The Treasurer will be added as a full member of the Council.
4. 3-year terms remain un-staggered; the fall Council meeting at the end of the term will be the time of transition, with the newly elected attending as observers, and the out-going officers orienting their replacements.
5. The Council will begin a process of assessing the Quads and developing means of ensuring meaningful participation of members.
6. All National Leadership (NLT, Quad Coordinators & Treasurer) will be paid positions starting in '07.

Background

The structure-as-adopted includes: a 3-person NLT and 4 Quadrant Coordinators (representing Centers, International, Membership, and Programming); these 7 comprise the National Council. These seven plus the Treasurer comprise the National Grail Board of Trustees.

When the structure was adopted at the 2003 General Assembly, a number of factors were not incorporated:

- No mechanism was in place should an NLT position become vacant for any reason;
- As designed, all seven leadership terms (4 Quad Coordinators and 3 NLT) begin and end at the same time, without a mechanism for transition.

In addition, **we feel that the Grail faces a real crisis of leadership.** We offer the following analysis.

WHAT'S HAPPENED

- During our brief experience in the new structure, we have faced a number of unexpected transitions in the structural Leadership positions.
- Grailville has required a disproportional amount of National Leadership time and energy, i.e. financial crises, personnel changes, strategic planning, and the Tax Credit proposal for Ecovillage.
- Although the positions were designed to be part-time, those on the NLT have been working full-time.

WHAT WE'VE LEARNED

- The needs and expectations on all levels (NLT, Quads and Finances) are beyond our capacity to meet.
- The Council has been the primary decision-making body on issues of significance. The NLT has dealt with the day-to-day decisions, but Council has carried the responsibility for all substantial decisions.
- A National Team of 2 is more workable in terms of daily communication and decision-making. Regional meetings feedback: although not unanimous, the Movement response favors a team of 2 over 3
 - Arguments for 2: communication is much easier; '3' sets up a dynamic of 2-1; many quoted the adage re "3 kids in a sandbox = trouble".
 - Arguments for 3: it is too easy for 2 to form a niche, or clique - a third voice is critical for balance; in the event of a vacancy, starting with 3 would guard against someone being alone in the position.
- The Treasurer needs to be a full part of the Council conversation and discernment process, knowing what is going on and assessing the financial implications (current structure includes the Treasurer on the Board of Trustees but not the Council).
- The Grail has financial and land resources but we are very poor in people resources.

Based on this experience, the Council proposes that The Grail simplify and "down-size", and assume a more realistic image of:

1. **who we are** (our self-image): after the regional meetings we recognize that our energy as a Movement seems to be around coming together with like-minded women for inspiration, to carry on our work in the world. (Council recommendation is addressed in the revised National Grail Strategic Plan.)

2. **what we are able to accomplish nationally** (realistically): existing Grail public works include: Grailville and Cornwall, the Bronx Grail Center (focusing on local and International work), NGO involvement at the UN, one defined national program, Women's Institute for Social Transformation, and some local programming. (Council proposal for what we are realistically able to accomplish is addressed in the revised National Strategic Plan.)
3. **the leadership required to carry out this work:** Based on the above, this proposal is our recommendation.

Implementation Plan

Pre-GA

- The Council will remain the primary leadership body for the National Grail.
- Maureen Tate and Carol Siemering will work with Bonnie on meeting the responsibilities of the NLT.
- The Council will work to identify a NLT second to serve the remainder of the current term (through the end of 2006).

October 2005 General Assembly

Several scenarios are possible:

- If the Council is able to identify a second, the GA will be asked to affirm the NLT nominee for 2006; if more than one individual is confirmed as available and willing, the GA would then vote in a second. This second would end her term December 31, 2006 and be eligible for nomination to the 2007-10 term.
- If the Council is unable to identify a second, the GA will be asked to affirm Carol Siemering and Maureen Tate as sharing the role of the second NLT position. (If this course is taken, leadership for both the Membership and Program Quads will be clarified by year-end to ensure the continuation of the Quad work.)
- The GA could move to enact the NLT nomination and election process. However the Council advises against this course of action both because of the time involved in such a process and the "interim" nature of filling the position for the year 2006.

November 2005 - January 2006

- Each Quadrant Coordinator identifies and confirms a clear 'second' for her Quad, to actively share the work of the Quad in 2006.

April-July 2006

- NLT election committee is named (to coordinate the work of electing the 2007-2010 NLT).
- Ballots to nominate the next NLT (to take office Jan 1, 2007) are sent to the movement.
- Quads meet to continue their work and nominate / select a Quad coordinator (with a clearly defined second) for the term 2007-10.

August 2006

- Discernment Weekend for those top-nominated to be on the NLT (term 2007-2010).

September 2006: one of the following will be sent to the movement, either:

- A ballot for vote on the 2007-2010 NLT, or
- An announcement of the new NLT and Quad Coordinators for affirmation (Based on our experience, there is a limited pool of people available for National Leadership positions; the Council deems it unwise to announce the Quad Coordinators until after the NLT is identified and who is called to fulfill which role is clearly established.)

Late-October 2006: leadership transition

- Fall 2006 Council Meeting: 2007-2010 Council-elect attend as observers and the current Council orient their replacements.

Cost:

Duplication, postage & mailing costs for the NLT ballots: \$300.00

Compensation for all in National Leadership (NLT, Quad Coordinators & Treasurer): ~ \$ 108,600, based on:

NLT (2): ~66,600; Quad Coordinators (4), based on 10 hrs/wk each: ~33,500; Treasurer: ~8,500 (10 hrs/wk)

In an attempt to standardize wages across the Grail, the Board of Trustees has as its goal to meet the "housing wage" standard in compensating Grail employees. This guideline takes into account one's geographic cost-of-living, so without knowing the 'who' (thus locale) of future leadership, precise figures are difficult to project. The following figures are rounded and based on \$16/hour (an average of the high and low end 'housing wage')

What in this project or proposal could be seen by funders as a concrete manifestation of our Grail Mission?

Indication that the appropriate leadership is in place to achieve Mission goals.

GRAILVILLE PROPOSAL

Proposing Group or Person(s): Council and Grailville Leadership Team

Contact Person: April for the Council, and Joy for Grailville Leadership Team

Address: the National Office

Phone: April: (301) 933-0597

Joy: (513) 683-2340

Email: MarianApril@verizon.net jf.grailville@fuse.net

Description of Proposed Action:

The Council and the Grailville Leadership Team recommend that the General Assembly affirm this proposal to act on the following recommendations:

1. An **Advisory Committee** will be created by the Council in consultation with the Grailville leadership to gather and review proposals for Alternative Uses of Grailville and to make recommendations to the Council. The land and buildings for Alternative Uses (including sale, lease or partnership) may include parcels such as Oriens, Pneuma, Tidings, the Kane field, the field fronting on Route 48, the hub and other portions of the south side of O'Bannonville Road. The group will convene in January 2006 and begin reviewing proposals in February, with the goal of making recommendations by the end of 2006.
2. After receiving consultation from Grailville leadership and the Advisory Committee, the Council will make a final review of the proposals for Alternative Uses of land and buildings and select the best and most viable for presentation to the Grail membership for timely discernment and vote. Choices for Alternative Uses will give preference (as is possible and financially prudent) to organizations/persons that share Grail values. Based on results of the membership decision, the Council will enter into contracts and/or legal agreements with the entities involved in the chosen Alternative Uses for sale, lease or partnership of land and buildings at Grailville.
3. Grailville proceed with the exploration and development of a **Spiritual Center for Sustainable Living and Learning at Grailville.**

Background:

Since the adoption of the new structure, the Council through the Centers Quad and NLT have worked to understand, communicate, and act on the situation at Grailville, including:

- Reviewed Grailville's structure, personnel, program options, buildings, financial prospects, and deficits.
- Recommended board and staff changes as needed.
- Recommended and set in place a strategic planning process and reviewed its progress at intervals.
- Called on services of organizational and financial consultants for assistance.
- Communicated to the Grail movement in two letters, weekly National Grail News, and Gumbo the nature and depth of the questions at Grailville.

The Grailville Strategic Planning group (Grailville leadership and staff) has developed three recommendations:

- A Stabilization Plan (to maintain minimal operations and eliminate financial losses),
 - A proposal for exploring Alternative Uses of Grailville (to generate income for future Grail work at Grailville),
 - A description of a Spiritual Center for Sustainable Living and Learning (to become the primary Grail work at Grailville).
- The attached documents are presented so Grail members can understand the scope of what is being considered.

In a special conference call meeting of the Council, we discussed and affirmed the difficult recommendation of the GV Leadership Team to proceed with the Stabilization Plan. This decision is in the process of implementation.

Implementation Plan:

- Please see the attached documents.
- Alternative Uses under consideration and steps taken will be communicated through National Grail News, Gumbo, and special letters as needed.

Cost:

- The Stabilization Plan will eliminate Grailville operating deficits.
- The Alternative Uses process is estimated to require about \$5,000 of Grailville staff time.
- Council and the Finance Team will approve all budgets for work described in this proposal.

What in this project or proposal could be seen by funders as a concrete manifestation of our Grail Mission?

- Spiritual Center for Sustainable Living and Learning expresses the vision/mission of the Grail.
- The Stabilization Plan and Alternative Uses process demonstrates good stewardship of resources.

GRAILVILLE
~ *Marian April Goering* ~

For everything, there is a season,
And a time for every purpose under heaven.
A time to be born and a time to die,
A time to plant and a time to harvest,
A time to hurt and a time to heal,
A time to tear down and a time to build up,
A time to cry and a time to laugh,
A time to mourn and a time to dance,
A time to scatter stones and time to gather stones together,
A time to embrace and a time to refrain from embracing,
A time to seek and a time to lose,
A time to keep and a time to throw away,
A time to tear and a time to mend,
A time to be silent and a time to speak,
A time to love and a time to hate,
A time for war and a time for peace.

God has made everything in harmony with the divine.
Yet, although the Almighty has imbued eternity into our souls,
We are unable to grasp the totality of God's work from beginning to end.

Ecclesiastes 3:1-8, 11 *** Inclusive Language Version

There was a time – in the Ordovician period of geology about 450 million years ago -- when this land we know and love as Grailville was the ocean floor of shallow warm seas and the invertebrate bivalves now fossilized in the limestone bedrock under this land represented the highest form of life on earth.

There was a time – about 12 thousand years ago -- when these hills formed the farthest south reach of the last of the great glacial periods.

There was a time – about 2000 years ago -- when Adena peoples lived in this area and built Serpent Mound. And following them, there was a time about 800 hundred years ago when the Hopewell peoples built the earthworks we call Fort Ancient and many burial mounds.

There was a time -- in the mid 1700s -- when the Shawnee and Miami people called these lands home, paddled the Little Miami River like a thoroughfare – and their great leader Tecumseh was born about 40 miles north of here. Tecumseh led his people and formed a alliance among many tribal peoples to resist the American invaders coming over the Appalachian Mountains. He died fighting on the side of the British at the battle of Thames River in Ontario during the war of 1812.

There was a time when the American colonists had won their war with the British and began their explorations -- or invasions, depending on your perspective – of the Ohio River Valley. And Colonel Thomas Paxton – born in Lancaster County, Pennsylvania, an officer in the war of Revolution, who floated down the Ohio River with his family on a flatboat -- became the first permanent white settler in 1795 in what is now Loveland, Ohio.

continued next page

There was a time when Quaker farmers in this area -- whose descendants became our neighbors and friends -- and whose house you can still see from the Loveland Trail -- hid runaway slaves in their home and barn as a station on the Underground Railroad.

There was a time in 1863 when the Confederate cavalry under General John Hunt Morgan, known as Morgan's Raiders, rode through the area on a raiding expedition -- perhaps on these very hills -- and one of Thomas Paxton's descendants called out the militia to protect the town.

There was a time in the 1890s when a Mr. Connaut built a beautiful Victorian house on the outskirts of Loveland and ran his property as a horse farm. He even had a small race track. Later, it was owned by Mr. Stearns of the Stearns & Foster Mattress Company and sold in the 1920s to Thomas Woods, a Cincinnati insurance magnate, whose wife refused to live so far away from town. Mr. Woods arranged to have tenant farmers work the land.

There was a time when Lydwine van Kersbergen -- a Dutch woman fairly new in our country -- was looking for a place to train young women. She drove by on the road and pointed out the Connaut-Stearns-Woods house and property, saying "that's the kind of place we're looking for". And, although it was not for sale, Mr. Woods accepted the Grail's offer in March-April 1944 -- so that this land and these buildings became Grailville.

There was a time for the Year School.

There was a time for SAG.

There was a time -- a summer in the 60s -- when we gave permission for Robert Wilson to install an art work in one of our fields and an energetic crew built the poles.

There was a time when Grail women had the idea to turn a beef barn into some kind of chapel. Gertrude Morris -- who led our service last night in that Oratory -- was in the group of women who pitched manure out of the stalls for the last time before the renovation. And she thought to herself, "Nobody is ever going to pray in here!"

There was a time for CEMA and SQAG and the Women's Task Force.

There was a time for each of us -- for some this week -- when we came to Grailville for the first time and our hearts were inspired and challenged and warmed and broken open and healed -- and changed.

There was a time -- more than one -- when women from all over the world gathered at Grailville to meet and learn, to pray and work, to challenge and celebrate one another.

There was a time when the beauty and simplicity of Grailville began to draw people to our conference and hospitality center.

There was a time for The Women's Resource Center and a time when labyrinths were built at Grailville.

There was a time for New Women, New Earth, Organic Garden Interns, Community Supported Agriculture and the GROW project.

There was a time -- in the 1990s -- when an Ancient Healing Ritual was written and performed at Grailville. In it, we heard the words:

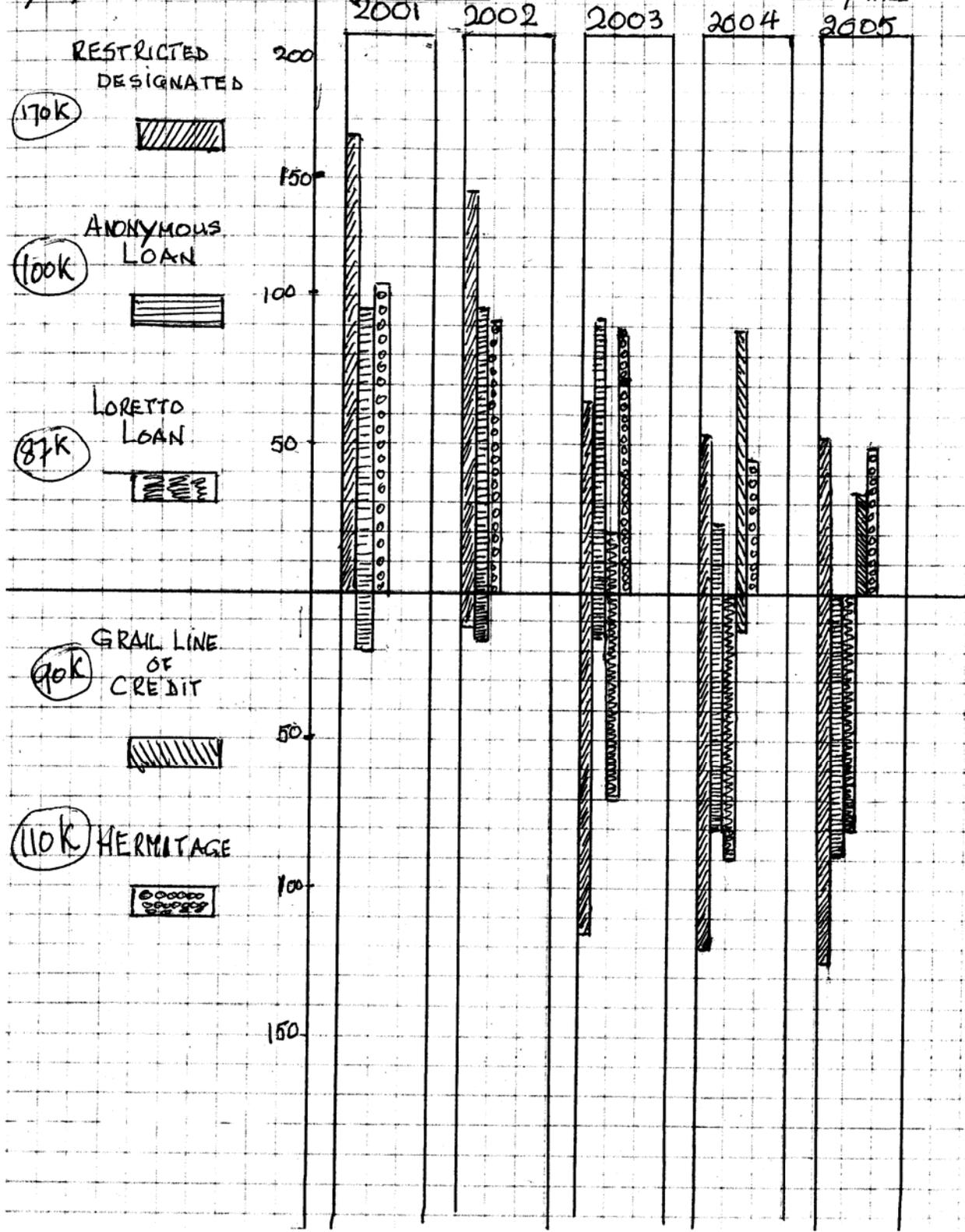
Be Still...

Be Free...

Breathe out what has been...

Breathe in what may be...

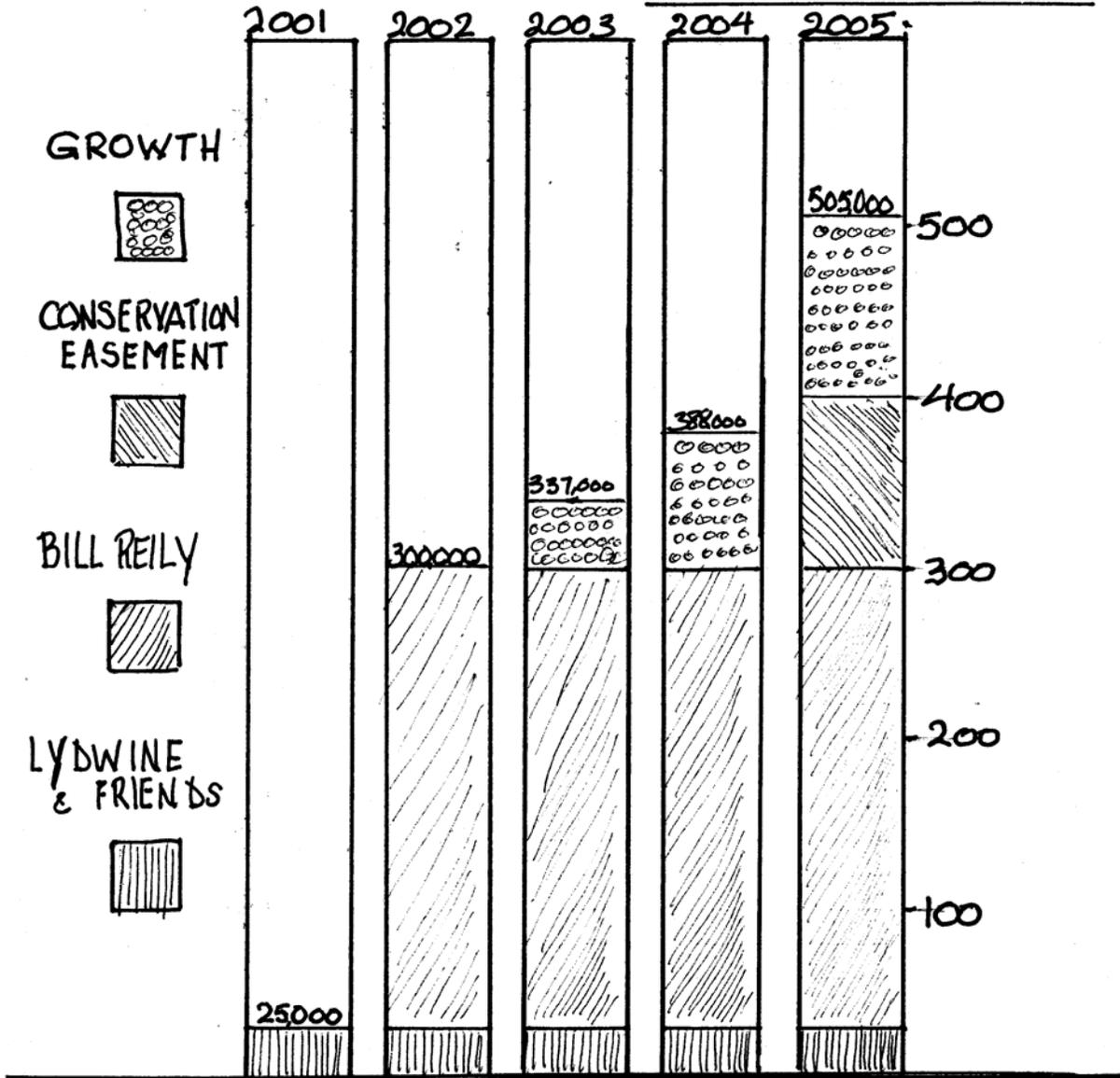
10/28/05 GRAILVILLE - FINANCES CHART PRESENTED BY BECKY HILL



GRAILVILLE ENDOWMENT

PRESENTED BY BECKY HILL

10/28/05



GRAILVILLE BALANCE SHEET
SEPTEMBER 30, 2005

Assets:	
Cash	21,500
Bartlett	593,700
Accounts receivable	25,000
Other Assets	1,625
Fixed Assets	<u>4,700</u>
Total Assets	\$646,525

LIABILITIES

Accounts payable	10,825
Other Liabilities	22,650
Conference Deposits	9,000
Long term Debt:	
Anonymous	85,000
Loretto	<u>74,725</u>
Total Liabilities	202,200

EQUITY

Fund Balance	325,700
Program Scholarships	2,300
5/3 Grant – D.R.	6,600
Hermitage Donations	40,000
Bldg Improvement Donations	2,050
W.E.T. Education	1,150
Opening Balance	1,425
Current net Income	<u>65,100</u>
Total Equity	444,325
 Total Liabilities and Equity	 646,525

NATIONAL MEETING 2007 PROPOSAL: TOWARD SHARED SPIRITUAL PRACTICE(S)

Proposing Group or Person(s): Grail Spirituality Team

Contact Person: Mary Gene Devlin

**Address: 367 Greenfield Rd.
Deerfield, MA 01343**

Phone(s): (413) 772-6432

Email: mgdevlin@comcast.net

Description of Proposed Action:

The Spirituality Team is proposing a National Meeting for 2007 (exact date yet to be decided) focusing on shared spiritual practices within the Grail. The goals of the meeting are:

1. to experience and affirm the spiritual core at the heart of the Grail vision and mission,
2. to begin the work of strengthening our collective spiritual foundation in order to ensure the well-being and viability of the Grail in the future,
3. to experience and affirm the Grail as a faith community that honors our differences,
4. to provide time and space for Grail members to deepen in their individual practice,
5. to experience and affirm the need for collective spiritual practice,
6. to begin the work of identifying and experiencing spiritual practices which Grail members might hold in common which could be a basis for collective practice,
7. to provide a basis for unifying Grail rituals in the future.

Background: The Grail Spirituality Team, emerging from GA 2003, adopted the following question as the primary guide for its work until now: *Is there a common spirituality in the midst of our diversity, which we can express communally?* A survey of USA Grail members was undertaken which suggested that a core of shared spiritual values existed. We would like now to explore another dimension of this question: the possibility of developing together a set of core Grail spiritual practices which will enable us to deepen our spiritual experience and depth as Grail, while encouraging and affirming our separate religious traditions and spiritual paths. An increasing number of Grail members do not follow a traditional religion or defined spiritual path, and have not yet found a set of practices by which to deepen spiritually. Another desired outcome would be to provide a means and context to facilitate their spiritual journeys.

We realize that this will not be easy and is fraught with potential pitfalls. Having begun as a Roman Catholic movement which evolved over the past forty years into an ecumenical, then inter-faith (including "searching") spirituality community, we have already experienced time and time again the difficulty of facing our diversity head-on. Our basic response during this evolution has been to affirm each member in her individual journey and to rely on ritual created anew for each Grail event. But this approach, which honors our spiritual diversity, has also entailed great losses, principally a diminished sense of mission, group identity, and spiritual nourishment.

At the heart of the early Grail's radical call was a coherent communal spiritual vision manifested through spiritual discipline and practice. The profound transformative energy of those practices gave birth to a movement which affects us even today. As we anticipate a future Grail in which most of our members will have had no direct experience of our earlier charism, it seems imperative that we discover ways in which we can call ourselves to vital spiritual community.

Implementation Plan: Given the delicate and "frontier" nature of such a work, we propose the popular education model as the primary methodology for the process of the meeting and its preparation. We will therefore be collaborating with the Women's Institute for Social Transformation as we evolve a workable methodology for preserving the integrity of each member's spiritual path, while at the same time moving toward more communal expressions of our spiritual practices. Using the model, we will:

1. arrive at an understanding of what constitutes a spiritual practice,

2. identify affinity groups in which each participant at the meeting can engage with others in deepening her personal spiritual practice,
3. provide opportunity and space for the affinity groups (including participants who identify with no particular practice) to meet,
4. establish a process by which participants might move toward more collective practices and rituals, without coercion or diminishment of the integrity of their paths and beliefs,
5. evaluate the experience of the meeting and decide if, how, and to what extent the work of deepening in communal spiritual practices – as affinity groups and/or as a collective – might continue.

True to the popular education model, we have no pre-determined idea of the outcome of this collective journey. Our hope is to facilitate a workable process by which the community as a whole will decide the future of this work.

The Spirituality Team which formed in 2003 is ready to reconstitute itself to include new members who are interested in working on the implementation of this proposal as well as others who may be interested in working in other areas, some of which connect with the sub-groups of the International Spirituality Network.

Some members of the present Spirituality Team are willing to participate in the Planning of the National Meeting. However, in order to implement this proposal, sufficient volunteers at this GA must come forward. The National Meeting Planning Team will be divided into two main areas: Process and Administration. Since the Popular Education Model will be the primary methodology used, those with experience in or an interest in learning the methodology who also have an interest in communal spiritual work are encouraged to join the team. At least one Administration team member should have experience in planning National gatherings and knowledge of all the practical elements required.

Cost: Usual costs of national meetings – publicity, copying, mailing, travel, room and board.
Resource persons/ Consultant fees

What in this project or proposal could be seen by funders as a concrete manifestation of our Grail Mission?

Religion is increasingly a source of violence in today's world and therefore the need for interfaith dialogue and understanding is urgent for cultural and planetary survival! We must re-discover the common mystical roots of peace and compassion within and across religious traditions. The Grail is particularly well suited for the task, given that it is an international, interfaith organization for peace.

The effort and approach implicit in this proposal, especially since it will be using the methodology of the Women's Institute, can be seen by funders as an important project in the area of interfaith dialogue and religious conflict resolution which could be sponsored or co-sponsored by the Grail.

GENERAL ASSEMBLY 2005

PARTICIPANTS

Judy Alves	Ruth Gallant	Anne Mercier
Donna Ambrogio	Joy Garland	Joyce Minkler
Joyce Asfour	Barbara Gibbons	Rosie Morin
*Elizabeth Barr	Bobbi Gill	Gertrude Morris
Shirley Beaupre	Mary Gindhart	Lena Paesch
*Heather Blackburn	Peggy Goederer	Trina Paulus
Judith Blackburn	Marian April Goering	Anita Phillips
Meganne Bruck	Mary Going	Constance Pohl
Ann Burke	Sheila Goldstein	Mimi Power
Margie Burns	Elise Gorges	Dorothy Rasenberger
*Margarita Cabrera	Claudia Gras	Elizabeth Robinson
Mary Ellen Camele	Carolyn Gratton	Simonetta Romano
Penny Carr	Una Hargrave	Lenie Schaareman
Cay Charles	Frances Hébert	Debora Schak
Ruth Chisholm	Mary Heidkamp	Mary Schickel
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*Angelica Contreras	Cherie Holman	Carol Siemering
Nancy Cooney	Mary Hughes	Carol Skyrn
Vivian Corres	Anne Hurley	Audrey Sorrento
Mary Therese Coyle	*Heather Jobson	Ann Steffy
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*Kate Devlin	Janet Kalven	Rose Taul
Mary Gene Devlin	Laura Kaplan	Emily Thomas
Jackie DiSalvo	Mary Lu Lageman	Sharon Thomson
Alice Dougan	Debra Lambo	Stephana Tikalsky
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Joy France	Frances Martin	Teresa Wilson
Frances Frazier	Elizabeth McGivney	Patricia Young
	Frances McLaughlin	

* *Observer*

SPECIAL THANKS TO:

Mary Gene Devlin ~ Chair of the GA Planning Team and the GA

GA Facilitators: Meganne Bruck, Mary 'Scooter' Heidkamp, Simonetta Romano, Carol Skyrn, Sharon Thomson, Beth Wasmer and Patricia Young

GA REPORT HAS BEEN BROUGHT TO YOU BY:

Lenie Schaareman, who did all the sifting, deciphering, compiling and drafting ~ thank you, Lenie!

Many others helped revise and edit, most significantly: Mary Gene Devlin, Bonnie Hendricks, Carol Siemering and Maureen Tate. Presenters reviewed their sections for accuracy.

Format and layout: Bonnie Hendricks