



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

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

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

1.24.2019-1.27.2019 US Grail Council Meeting Cincinnati, OH: Present: Facilitator: Barbara Stanbridge, Deborah Sullivan, April Goering, Lucy Jones, Renee Wormack-Keels, Judy Alves, Pamela Cobey.

4.11.2019:

Centering

Check-in. How I come spiritually, emotionally, physically.

4.12.2019

Centering Deborah Sullivan: Poem by John O'Donohue.

I. Response to Cornwall Proposers

- 1) A letter from the proposers was sent on March 29, 2019 rather than a completed proposal. They requested a meeting with Council, Terrie Puckett and Grail members in the New York region.
- 2) Discussion:
 - a) Council shares sadness and grief.
 - b) The proposers and the Council see things differently:
 - i) The possibility of yesteryear versus the lack of capacity/sustainability today.
 - (1) There is unspoken grief.
 - (2) Within larger culture what we expected in the 1960's hasn't happened.
 - (3) Difficult to let go of the dream and see things as they are.
 - (4) In reflection and dialogue we discover:
 - (a) Who are we now?
 - (b) Who are we as a community of spiritual women?
 - (c) What is our purpose?
 - (d) What is the future that is trying to emerge? The future that is the Grail's to give birth to?
 - (e) As with other religious organizations, it is clear that the future is not about property or institutions.
 - (f) We need to move from debate (which goes nowhere) to dialogue that can move to generative communication at the heart level.
 - (g) How do we move forward in a way that brings us together?

- (h) Where do we find our place in the story?
 - ii) The Grail cannot live without Cornwall versus the Grail will go through our resources maintaining property and a new and different future exists without centers for the Grail.
 - iii) Could be interesting to create a vision and in-depth plan for a Grail without centers (in a parallel track).
- c) Focus of CW proposers' letter is on keeping Cornwall with emphasis on community.
- d) Inaccurate impression that LESGC dropped their interest in their proposal in response to the Council letter to their ED, Lynn Pentacost.
- e) Ethics of holding a place we cannot maintain
- f) Council has been clear with communication, despite the seeming lack of reception of the communication.
- g) A narrative with a visual timeline of the last 20 years and other graphs showing demographics, the financial picture, membership disengagement is suggested.
 - i) Part of the narrative needs to include the unacknowledged work done over the years.
 - ii) Put self into the narrative. Where did you participate? Create a context for the story. What have you tried, done, seen?
 - iii) With kindness, make a case for others to be able to understand how we are seeing things.
- h) Without a completed proposal and with an inability to complete a proposal the process is closed and a ballot to sell CW will go out to membership.
- i) Since CW is an asset of the entire Grail all members will be invited to attend a May meeting for a full day with the proposers and Council representatives.
- j) The meeting will be facilitated by Barbara Stanbridge IHM with Deborah and Judy as point persons for the meeting and Deborah and Pam with Barbara for planning??
 - i) Letting go and letting come.
 - ii) Ritual to lift up.
 - iii) Time to process.
 - iv) See what comes (though powerful questions).
 - v) An opportunity for some healing
- k) Grieving is needed but an invitation to grieve as such will not be received.
- l) Cay Charles will be buried at CW and that can happen the day following the meeting with proposers and Grail members.
- m) Ritual presents an opportunity to grieve. Others have gone before. Also letting go of Cornwall. Speak to how our lives intersected at Cornwall. We are Cornwall.
- n) **The timeline is as follows:**
 - i) April will send brief written response ASAP agreeing to meeting on May 25 to proposers.
 - ii) Following brief written response, April, Terrie Puckett and Lucy will meet by phone with proposers and let them know that there will be a ballot to sell Cornwall and give them an opportunity for questions.

Present: Facilitator Barbara Stanbridge IHM, Judy Alves, Pamela Cobey, Deborah Sullivan, Marian April Goering, Renee Wormack-Keels, Lucy Jones.

- iii) April will publish piece on state of Grail: *God the Mystery of our Lives* as an Easter message (death and resurrection) in the National Grail News (NGN) April 19.
- iv) By May 3, 2019 a 20-year timeline and visual materials will be sent out. They will be prepared / Lucy and April ASAP.
- v) May meeting with CW proposers and members from the National Grail on Saturday May 25, 2019 at the home of Mary Kay Louchart and Sharon Joslyn in the South Bronx. Place for meeting set up and confirmed by Judy.
- vi) Cay's burial May 26, 2pm to 5pm in Cornwall. Maureen Tate involved with planning. Dinner following ritual at Painter's Restaurant in CW on Hudson for those who wish.
- vii) Preparation of ballet materials by Lucy and April. Build on previous prepared materials.
- viii) Ballet out in July/ Deborah and the National Office
- o) Our challenges:
 - i) Failure to lead,
 - ii) Global responsibility,
 - iii) Self-sabotage,
 - iv) Membership group is about belonging, inclusion, consensus and ownership.
 - v) Ability to see together our common reality
 - vi) Fear of backlash
 - vii) What-if anxiety/thinking

Vote/Decision:

1. Council members April Goering, Lucy Jones, Judy Alves and Pamela Cobey with facilitator Barbara Stanbridge IHM will meet with the proposers and National Grail members that would like to attend on May 25, 2019 at the home of Mary Kay Louchart and Sharon Joslyn in the South Bronx.
2. On May 26, there will be a Grail gathering from 2PM to 5PM to bury Cay Charles in Cornwall. (Following the gathering, members who wish can meet for dinner at Painters' Restaurant in Cornwall on the Hudson.)
3. A ballot to sell Cornwall will go out to membership in July, 2019.

II. Results of Capacity Survey

- 1) "Snapshot" showing the accuracy of our perceptions.
- 2) 77 of over 200 members responded to the survey.
- 3) The greatest number of positive responses was to reading Grail communications: 4.34 weighted average on a scale of 1-5)
- 4) The second greatest number of positive responses was to being an antiracist organization (4.25 weighted average on a scale of 1-5).
- 5) The third greatest number of positive responses was to the importance of relationships (4.10 on scale of 1-5).
- 6) Very few not already serving in leadership teams are interested in serving in the future.
- 7) The rest of the survey answers were in the middle.
- 8) Ask Terrie Puckett to write an analysis of the report for publication
- 9) Renee will write a concluding paragraph.

Vote/decision: Report of survey will be published in National News ASAP.

III. International Report

- 1) See Lucy's written report.
- 2) Lucy is our conduit for international relationship.
- 3) Note that international relationship creates energy.
- 4) **How can we make this a more dynamic process?**
 - a) How many US members are active internationally?
 - b) Who are they?
 - c) How do you get involved internationally?
- 5) **Lucy's** US report to International for the upcoming gathering in July, 2019:
 - a) **Please Include**
 - i) reality of aging demographics
 - ii) Note cherished international relationships
 - iii) Difficulty maintaining and sustaining centers
 - iv) Our place in the Grail universe:
 - (1) where we are in our organizational lifecycle and how it follows where Europe was;
 - (2) bigger picture of loss;
 - (3) we have individuals doing individual work (not corporate work);
 - (4) difficulty sustaining community sense;
 - (5) dwindling leadership capacity;
 - (6) our Executive Director is the representative of the US Grail and is doing the work the Grail used to do.;
 - (7) the radically changed political climate of the US
 - b) Pam responded to Lucy's request for suggested topics for the July international gathering, suggesting *Intersectionality of Identities and Oppressions*.

Votes/Decisions: none (inclusions as noted above)

4.13.2019

Centering Renee Wormack-Keels: Reading on Imagination from Words of Comfort and Wisdom by Byllye Avery

IV. Executive Director Evaluation

- 1) General Discussion:
 - a) Terrie is using Loveland property resources for good purposes.
 - i) The only Grail member involved with the resource of the land is Mary Lu Lageman.
 - ii) Other Loveland members are involved with use of the Oratory for Holy Week.
 - b) It is unlikely that more Grail members would/could do the projects that are happening on Grail land in Loveland.
 - c) Our 501C3 status is sound due to the projects occurring.
 - d) Terrie's presence in NY is valued, needed, and appreciated.
 - e) Appreciate Terrie's participation in CSW.

Present: Facilitator Barbara Stanbridge IHM, Judy Alves, Pamela Cobey, Deborah Sullivan, Marian April Goering, Renee Wormack-Keels, Lucy Jones.

- f) Would like to see strengthening of Terrie's relationship with members outside Loveland in other parts of the country.
 - g) Encourage networking of members doing similar work.
 - h) Setting up more systems to involve the Grail membership is desired, as Terrie is doing with *Weaving the Threads* project.
 - i) Terrie has been networking with organizations involved with the UN SDGs in the Cincinnati area and in the NY area, (especially those involved with the CSW).
 - j) What are the partnerships that we need to create? E.g. networking with racism and climate change circles.
 - k) The Grail gets siloed—we don't know the things that are happening in our various regions unless we see it in the *National Grail News* or we have learned about them from our personal relationships. How can Terrie help us to create an environment where there is more information shared among regions?
- 2) Terrie is performing her work as an Executive Director over and above what is required and we are very grateful. She is well-motivated and extremely competent.
- a) We will share Terrie's completed evaluation with the Personnel Committee (simply for their information).
 - b) Pam will update evaluation / recommendations of this session and send to Deborah to send to PC.
 - c) Deborah and Pam will meet with Terrie for her review.
 - d) We will increase Terrie's salary to \$65,000.
- 3) We would like the Personnel Committee to review normal salary ranges for all positions.

Vote/Decisions: 1) Terrie Puckett Executive Director: evaluation completed and approved by all Council members present. 2) Request Personnel Committee review of salary ranges for positions occupied by Grail staff. (Deborah, as liaison for Personnel Committee, will follow up.)

V. Preliminary Discussion: Council interface with Regions/Regional Representatives

1. There is concern expressed by some members that Council is not accessible
2. Heart-to-heart level of conversation is needed
3. Pros: accessibility, Points of View, Discover and raise up leadership, humanize Council, Get information, information exchange, get to know different regions, opportunity for "Grail talk", highlight outliers, identify energy and passion
4. Cons: downloading level of conversation, false assumptions, higher expectations, oversimplification, operational difficulties: doing it in an orderly way, conflicting representatives, representatives who speak for themselves not for the region, waste of our time.
5. Our questions:
 - a. As an organization, how can we maximize the positives and minimize the negatives?
 - b. Is it worth it?
 - c. How would this model deepen the two resolutions of the Grail?

Present: Facilitator Barbara Stanbridge IHM, Judy Alves, Pamela Cobey, Deborah Sullivan, Marian April Goering, Renee Wormack-Keels, Lucy Jones.

6. Need better systems/structure for regional representatives—conduit for information sharing. Ask Terrie to get involved.

VI: Preliminary Discussion: Recruitment of New Council Members

1. April and Deborah working on this
2. Those interested in leadership on survey are already in leadership
3. Went through membership list and pulled about 20 names of those who might be an asset. Some on list have not given donation, thus are not members in good standing.
4. Last time: emailed those Council wanted to recruit, identified their skill sets, asked them to discern and get back to us.
5. Bylaws: call for nominations. Members can self-nominate
6. Nominating committee: at times there is a committee and at times MDET (Membership Development and Enrichment Team) has made calls.
7. No set-in-stone process for nominations/no clarity.
8. Missing: A process for vetting Council members. (At the same time, Committee members are vetted by the Council.)
9. Core competency for Grail leadership in this time: Open, thick skin, time, major commitment, be prepared, work well with the current team, commitment to the welfare of the whole rather than own agenda, meet what is needed for the present time.
10. Skill set: Good thinkers, good writers, open to Spirit and personalities, strategic and analytic thinking with capacity to see the big picture and create options
10. Need: 1) to put out a realistic set of expectations, 2) spiritual discernment process, Vetting process
11. N.B.: Invitation to Spiritual Leadership, which assumes spiritually-driven women who have done a certain amount of their own spiritual work
12. Possibilities: 1) Pose 6-7 questions in conversation with two Council members. E.g. How do you see *x*? How do you think about *x*? 2) Evaluate: Will this person take us forward or get us into the weeds? 3) What do they/don't they talk about? 4) write strategic bio for good candidates.
13. Possible candidates to explore: Carol Barton, Beth Wasmer, Cherie Holman, Carol Webb, Sharon Wood, Maureen Tate, Mary DiVito, Theresa Czerwinski, Thanh Nguyen, Fran Frazier, Judith Brownleigh, Maureen Laflin

VII. Fostering Leadership among Young Women

Part 1: YWI

1. Young Women's Initiative (YWI) Report:
 - a. Lucy and Pam joined first 30 minutes of their last conference call.
 - b. They will continue with facilitator Suzanne Ehly for their face-to-face meetings.
 - c. They questioned if always need to have a facilitator and we explained role and reasons for a consistent facilitator who is a match for them
 - d. We noted our affirmation of their changes in 2 mandates: 1) to be antiracist and anti-oppressive from inception... and 2) to be inter-spiritual in a changing religious landscape

Present: Facilitator Barbara Stanbridge IHM, Judy Alves, Pamela Cobey, Deborah Sullivan, Marian April Goering, Renee Wormack-Keels, Lucy Jones.

- e. They would like to keep their group as is, to the current six members: Danette Wilkins, Verónica Guáján-Sánchez, Tina Kalala, Lisa Petro, Tiffany Curtis and Laura Herschberger. Danette is only non-Grail member.
 - f. They would like to offer honorariums to consultants: e.g. They would like to ask a younger woman and a high school adolescent to a meeting as consultants. We noted that it would be fine as long as they are within budget and that if budget is not sufficient they should ask us to consider it.
 - g. We noted they should always let us know what they need if it is not already in place so that we can address their need/s.
 - e. They would like to meet on east coast for next meeting and requested use of Cornwall, which we denied as the center is closed and there is no staff.
 - f. They have their dates for all phone conferences set for the year.
 - g. They have demonstrated concern about keeping to their budget.
 - h. They will be working with a new employee hired by Terrie Puckett to get logistics for face-to-face meetings in place.
 - i. Next face-to-face meeting is scheduled for May, 2019.
2. Council needs to protect the future work of these young women. That is their work is on a parallel track and needs to be kept separate (so they do not get caught in the work of the past/our current old model).
3. The values they are demonstrating to us: Justice, diversity, inclusion and equity
4. What have we learned about this launch that can be applied to other things?
- a. Made it as easy as possible for them to fit this into their lives
 - b. There was a vetting process in choice of initial members
 - i. Members have an affirmed skill-set
 - ii. Members have demonstrated commitment to our four mandates: 1) to be anti-racist and anti-oppressive from inception including representation around the table, 2) to be inter-spiritual in a changing religious landscape, 3) to be committed to the international empowerment of women and girls, 4) to be created by the future for the future
 - c. Adding to the team Non-Grail women chosen by team members for all they had to offer worked well.
 - d. Adding to the team Non-Grail women of color chosen by team members for all they had to offer worked well
 - e. “Hands off “/”let it be free” approach working
 - f. Limited size of group helps with working together
 - g. Grail is funding meetings and honorariums helpful.
 - h. Offered support and it is being taken up
 - i. Facilitator requirement (who was researched first and who is a tested match for the group)
 - j. This is working in spite of fact that these young women are all working full-time outside of the Grail.
 - k. We are doing something we have never done before and it is working
5. **Need to write about this as it is happening. Something wonderful is happening here.**

Part 2: Young women in Grail apart from YWI

1. Stats: 9 under 40 years old, 2 coming in under 30 years old.
2. Young women demonstrate international commitment
3. They are already leaders
4. Our challenges:
 - a. how to foster their relationships among each other
 - b. how to support them
 - c. how to create opportunities for what will emerge
 - d. how to formalize the effort
 - e. putting the old model to rest for the sake of what will emerge
 - f. honoring a parallel universe/parallel tracks for the old and for the new in order to let the new emerge without being burdened by the work of bringing what is past to final resolution/disposition
5. **Next Face-to-face Council Meeting: focus on Parallel Universe/tracks. Have hard data on young members: names, ages, profiles.**

VIII. Discussion Shannon Rokey Request for Grant for Summer School Program for minority youth in Cincinnati

1. Pros:
 - a) It is a Match for us:
 - i. funds for working with a population to empower them fits within the bigger scope of who we say we are
 - ii. wise use of resources
 - iii. objectives are inherently spiritual
 - iv. objectives inherently embody our resolution to be antiracist
 - b) Sets a Precedent for Becoming an Antiracist Organization
 - c) Case Study Opportunity:
 - i. for change/doing something we have never done before
 - ii. will help us to see what we need
 - d. Creating a Practice for the New
 - h. Creating a New Way of Thinking about Who We Are and How We can Make an Impact
 - i. Creates Leadership Development Opportunity
2. Cons:
 - a. It sets a Precedent
3. Recommendations for Granting request:
 - a. Shannon will report back to us: 1) what she accomplished including young women's leadership and 2) how the work impacted her.
 - b. Report impact of program, impact on young women, Statements/pictures of students in their work welcomed.
 - c. Financial report of resources used
 - d. Council to evaluate our experience and impact

Vote/Decision/s: Council affirms unanimously to grant \$8,025 to complete the budget for the Summer League/ Summer STEAM program for 2019 / request of Shannon Rokey. We would like to use this grant as a case study in support of the manifestation of our resolution to be antiracist as well as our desire to support leadership initiatives of

young women. (Pam will notify Shannon and follow-up as appropriate by speaking with director of organization and supervisor of program. She will note requests for reporting back to the Grail.)

IX. Review of MDET Request for dropping donation as requirement for membership

1. When MDET contacted non-contributing members, many did not get back to them at all, leaving MDET unable to discover reasons for not contributing. (Noted that if there were no financial contribution and a census form were sent for membership, it is not likely these members would respond to that either.)
2. 24 non-contributing members were removed from the Grail roles and from all national and international communication with the exception of Gumbo for the next year.
2. Financial contribution as a requirement for membership was instituted in 2005 as an outward manifestation of accountability demonstrating 1) a woman's choice to be a member and 2) her commitment to contributing to the work and needs of the Grail as an organization.
3. Emerita members are not required to make a financial contribution to the Grail (though most do.)
4. We are caught in a vicious cycle and getting out requires a willingness to do the necessary surgery
5. Questions:
 - a. If no requirements for membership, why be a membership organization?
 - b. If we were not a membership organization, what would the international impact be?
 - c. Who are we?
 - d. How do we define ourselves?
 - e. Membership Committee: there is a disconnect between reality and function. MDET is tracking members rather than developing/growing them.

Why not disband the MDET? This is a question to explore at the next face-to-face Council meeting. Letting go to make room for the new.

Votes/Decision/s: 1) Maintain the requirement of all non-emerita members making a financial contribution to the Grail as a requirement for membership. 2) Affirm removal of members who have not made financial contributions for the year from our roles and all national and international communications including Gumbo (removal from Gumbo will begin next year). 3) There will be no Grail requirement to make phone calls to non-contributing members before dropping them from the Membership Roster.

4.14.2019

Centering: Reflection Lucy Jones: Monk with the Red Face

X. Contract with facilitator

Working well and important to keep continuity and forward movement.

Vote/Decision/s: Current contract in place to April, 2020. At that time the contract will be renewed for a year and then renewed year by year thereafter.

Note: Barbara would like notes from each monthly Council conference call. Keep Barbara in loop with developments.

XI. Final plan for Council interface with Regions/Regional Representatives

1. Call it a Practice of Hospitality (help us keep our finger on the pulse)
 - a) It will be welcoming
 - b) We will express gratitude for accepting the invitation and again for what they have shared.
 - c) It will be scheduled each Council Conference Call for 15 minutes.
 - d) Regions will choose 2 representatives who will express the breadth of the whole region's experiences and perspectives. They will serve as conduits back and forth between the Council and the region.
 - e) We will ask for an update.
 - f) We will send an invitation with some guidelines about what we are hoping for in the call.
 - g) Occasionally, we may invite committee members or individuals who are outliers to connect with us during this time.
 - h) We will put out notification that we are commencing this new practice.
 - i) We will need logistical help: We will ask Terrie Puckett to attain and publish all regional meetings in the National Grail News/NGN so that we can use that information to help us with opportune moments for connecting.
 - j) This practice will improve communication and understanding with the membership.
2. Possible Snags:
 - a) Getting two representatives for each region
 - b) Must listen for understanding and not be defensive
 - c) Take care to note that we will get back to them after we have had a chance to reflect, rather than offering immediate answers.
3. Note:
 - a) Council Notes will reflect the conversation
 - b) Deborah and Terrie will handle the logistics for the calls.

Votes/Decisions: Council voted to commence a trial with two rounds of receiving updates from each region beginning in June, 2019.

XI. Final plan for Council Nominations

1. There will be a call for nominations for three slots in July.
2. There will be a vote in August.
3. Steering Committee: Deborah, April, and Judy.
4. A slate will be put together by June.
5. Want to keep the future /younger members on their own parallel track for the future unencumbered by the past while letting the Council work with the past/current track to bring about what must come to an end.

XII.: Unfinished Business

1. Meeting for National Grail in NY area: May 25-26.
 - a) Send save the date
 - b) Lucy and Maureen will interface re: burial of Cay's ashes on May 26
 - c) Ritual needs to be prepared: Maureen? Sharon Thomson and Pam
 - d) Barbara will arrive Friday and stay through Sunday
 - e) Pam will pick Barbara up at the Hampton Inn to take her to the Bronx
 - f) Pam will work with Lucy on content of the day
 - g) Judy will invite everyone via the National Grail News on April 19 as well as / use of the Grail listserv groups.
 - h) Council needs to know who is coming in case need larger venue which Judy will arrange.
 - i) April and Lucy will arrange a call with Ieva, Joy and Teagan this week to let them know there will be a face to face meeting as requested and to contextualize our decision about why we need to proceed with a sale. There will be a facilitator, no presentations, and guided conversation with opportunity for deep listening. We think it is important to have time to process our emotional response.
 - j) Lunches can be brought in by members for May 25 or can be arranged to be delivered. Judy?
 - k) Lucy, Pam and Barbara will discuss / conference call Barbara's design for May 25.
2. April and Lucy will meet with Anne Mercier to discuss her options re: designation of her donation (as the US Grail is consolidating).
3. Pam will respond to the International Secretariat re: affirmation of recommendation for Tina Kalala to serve as back stage for the International meeting in July. Council approves sending up to \$400 scholarship to help with expenses.

XIII. Evaluation and Take-aways

1. Worked through issues
2. Difference in dynamics with different group
3. Confidence in plan
4. YWI very positive
5. Forward movement though tough
6. Honesty
7. Up and down in trying to be clear and consistent
8. Need to stay on path with decisions and implement without moving backward and second-guessing our decisions.
9. Do not operate from "What will they think?"
10. Putting on a Council hat makes a difference in effectiveness of meetings
11. Out of conflict can come new ways of thinking
12. Little hopeful after having lost hope
13. Trying to break out of stagnation in US Grail culture
14. Grateful for facilitation
15. Great Morning Reflections that moved us forward—thank you!

Present: Facilitator Barbara Stanbridge IHM, Judy Alves, Pamela Cobey, Deborah Sullivan, Marian April Goering, Renee Wormack-Keels, Lucy Jones.

16: Breakthroughs:

- a) Worked through pain;
- b) We all stayed at the table;
- c) Concept of treating the old versus the new in parallel universes/tracks;
- d) Doing things as an experiment;
- e) Celebrate new ways: Urban League grant, YWI, elections, CW, Regional updates part of Council calls.

XIV: Next three face-to-face meetings:

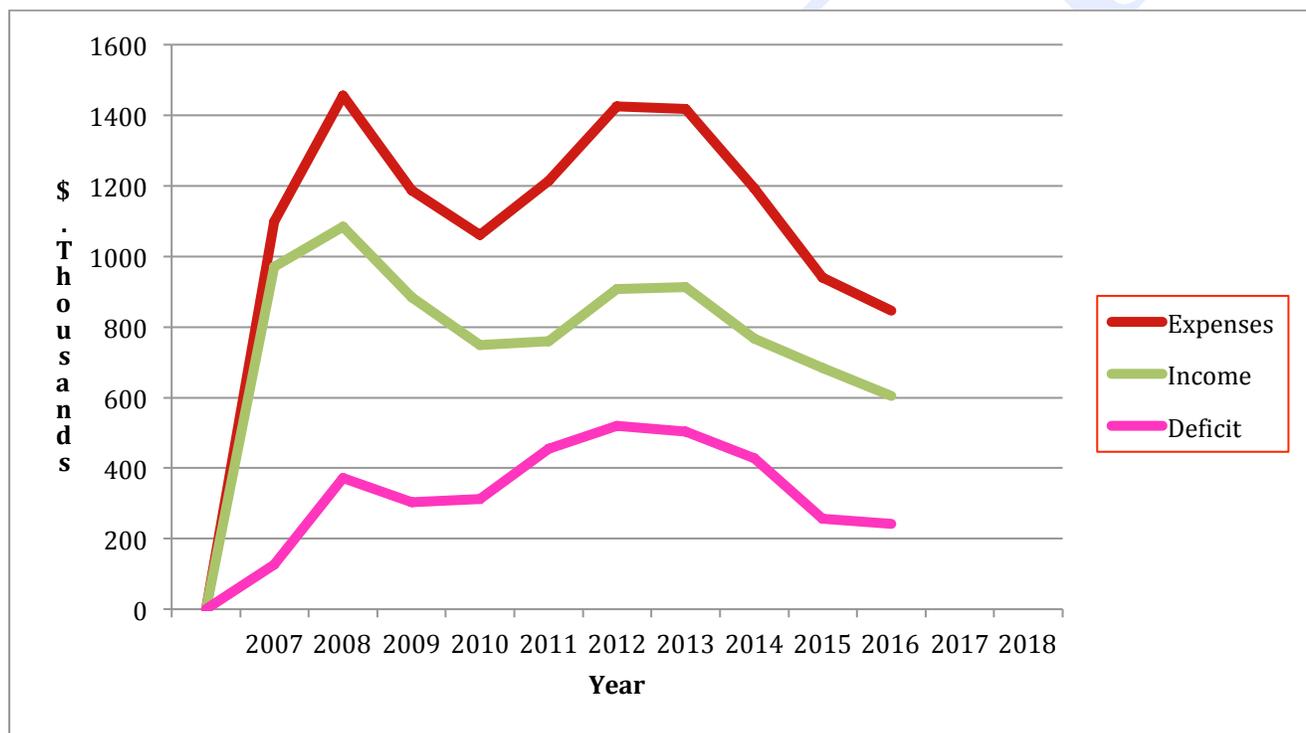
October 17-20, 2019, Cincinnati, OH

January 23-26, 2020, Albuquerque, NM

April 23-26, 2020 place TBD

Appendix A: Suggested Line Graph for use with Membership

Barbara suggests a line graph to show trends for income, expenses, deficit. This is actual data.



MEMBERSHIP CAPACITY SURVEY - for each question, give a 1-5 scale – very little – somewhat -- very much

1. To what extent is the Grail your primary community?
2. How important to the Grail mission is Grail land?
3. Do you feel you are represented by Council?
4. How important are your Grail relationships to you in your present reality?
5. How important is your Grail membership to your spiritual core?

Present: Facilitator Barbara Stanbridge IHM, Judy Alves, Pamela Cobey, Deborah Sullivan, Marian April Goering, Renee Wormack-Keels, Lucy Jones.

- 6. How important to your lived reality is the Grail stance on anti-racism?
- 7. How available are you to serve on Grail committees?
- 8. How willing are you to offer yourself for Grail leadership?
- 9. How able are you to attend Grail events?
- 10. How often do you read Grail communications?

Who	What	When	Where
April			
Barbara			
Deborah			
Judy			
Lucy			
Pam			
Renee			

DRAFT