

Grail Council Meeting
April 23-26, 2020
MINUTES

Present: Deborah Sullivan, Lucy Jones, Judy Alves, Renee Wormack-Keels, April Goering, Judith DeFour-Howard, Terrie Puckett (as listener). Facilitator: Barbara Stanbridge

Note: Due to the coronavirus pandemic, the Council met in a series of two-hour zoom calls over four days to conduct Grail business rather than meeting face-to-face as scheduled.

Opening Reflections: Music and readings for reflection opened the meeting each day. Readings included content from the International Sharing Leadership in the Grail (Texts II, III and IV) as well as from *Leadership on the Line* by Martin Linsky and Ronald A Heifetz

Agenda: Items for discussion included General Assembly, Grail Bylaws, Cornwall, Communications, and reports regarding Anti-Racism Committee and Grail finances.

Grail General Assembly and Bylaws

The Grail has scheduled a General Assembly to be held November 12-16 in Rochester, New York. Due to coronavirus, this seems unrealistic and potentially unsafe. Council members unanimously agreed to postpone the GA until a date tbd in 2021.

Council discussed ways to use preparation time before the GA to good advantage:

- Create avenues for communication with members about state of Grail organization, Grail related issues, self-care.
- Invite members to create and present concept papers or working documents ahead of the meeting for GA discussion and reflection.
- Invite members to participate on committee for preparation and planning of GA.

Deborah, Lucy, and Judith will move forward with outreach to potential pre-planning and planning committees for the GA.

Council will draft a concept paper about the Grail Bylaws for discussion and this will be one issue at the GA. Organizational bylaws for a 501c3 must fulfill certain legal and tax requirements. Could we consider a revision of Grail Bylaws that would create a bare bones bylaws document to fulfill legal/tax requirements. accompanied by an organizational "spirit" document to describe the normative ways that members relate, decide and work together?

Cornwall

Council reviewed and discussed the *Proposal to Reopen the Cornwall Grail as an Earth Justice Center* sent by the Cornwall Team in late January (but not in time for our January Council meeting).

Council members applauded the interest of Cornwall team members to work together on mission activities. However, the proposal as submitted, lacked full and sufficient plans and budget details for Council to approve

Five Council members voted not to support this proposal; one abstained.

After extended conversation, Council decided that if Grail members wish to develop further ideas for managing and working at Cornwall, they should submit their plan to Terrie Puckett, who will forward to Council only those plans that address Council guidelines.

As stated after the October 2019 decision not to sell the Cornwall property, Council is pursuing a potential long-term lease with organizations that share similar missions to our own.

Grail Communications

Council discussed communication tools and needs within the Grail, and communication opportunities between now and the postponed GA. A Communications Committee did exist but has not been functioning in recent months.

Renee will work with Terrie Puckett to reach out to committee members and develop ways to move forward using Grail communication tools to promote dialog and exchange about current Grail issues.

Anti-Racism Committee

Established as an ad hoc group in after the 2017 General Assembly, members of the Anti-Racism Committee submitted for Council review and approval a formal committee description, including nature, purpose, function, eligibility, and work of the team. Council members would like the references to the Grail by-laws to be removed from the committee description as they are not necessary.

Council members unanimously approved the committee description with the requested change.

Grail Finances

The Finance Committee presented a written report to Council requesting review and approval of several actions. Council members unanimously approved the following:

1. Hoffman Bequest: After release of the restriction on the Hoffman Bequest in February 2020, \$20,000 will be set aside to support the international Grail's GLUNN-sponsored Young Women's Leadership Training Program, scheduled to be held in Mexico in September 2020. If the program is postponed, funds will be held for the later date.
The balance of funds in the bequest will be transferred to the General Fund to support US Grail activities.
2. Deficits: To cover deficits projected in the Grail's 2020 budget, funds will be taken from accounts, as follows:
 - Deficits at Grailville or Cornwall will be funded from their respective Schwab investment fund accounts. If deficits exceed the available balance, then monies will be withdrawn from the Major Maintenance Fund and/or General Fund.
 - Deficits in the National Grail budget will be drawn from the General Fund.
 - Funds from Health & Welfare account will be spent only to meet the needs of enrolled Grail elders as determined by the Elder Care Committee and will not be spent to cover operational deficits.

Charitable Gift Annuities: Terrie Puckett raised a question about charitable gift annuities that the Grail holds for a number of member donors. Council unanimously approved Co-Treasurer Carol Skyrms to form a team to review the status of these annuities and make recommendations to the Council for appropriate legal and moral steps regarding them.

Co-Treasurers to Participate in Council Calls: Council members agreed to request that, on a quarterly basis beginning in May, Co-Treasurers Carol Skyrms and Sharon Wood participate in finance discussions with Council during our conference calls.