

## RE-STRUCTURING/RE-VISIONING GROUP UPDATE

A group of about 15-20 members continue to meet twice a month to shape a possible structure of the Grail in the USA and decision-making process. In May we hosted two open forums on this topic. Since then, we have delved into some of the specific concerns that were raised by Grail members. We are working towards a final discussion and recommendation from the GA in November. In the interim, we plan additional public forums and consultations so that members can help to shape the proposal and feel comfortable with what emerges. It is our plan for the structure to be assessed on an ongoing basis and adapted to fit new realities and needs—this will not be set in stone!

Please review again the diagram of this possible new structure on the **Grail website, MEMBER section, under MEMBER INITIATIVES** ([here](#)). While we are offering names for Clusters and some of the Grail groups that might be part of each Cluster, we invite members to help us shape this. Please consider putting a discussion of the Structure proposal on the agenda of your next Grail group meeting (regional, issue, Committee, working group...). A member of the Restructuring team would be happy to join you if helpful. Please give a call or send written comments to **Beth Murphy** ([interface70@gmail.com](mailto:interface70@gmail.com)) or **Sally Timmel** ([sallyjtimmel@gmail.com](mailto:sallyjtimmel@gmail.com)).

We are proposing that we use a Consent Decision-making process at all levels of the Grail. When a proposal is made, participants in the group raise concerns and suggestions for adaptations. A second draft works to incorporate suggestions and there is a new round of discussion, until a proposal emerges that the group can live with (not everyone's ideal, but incorporating the most essential concerns.) Thus, the Revisioning Team is using this model in sharing the draft structure proposal with all members, seeking your input and ideas, and bringing you another draft before you see a GA draft resolution. THIS IS THE TIME FOR INPUT!!! Please note that all Revisioning Team meeting notes and the **Structure Proposal** ([here](#)) are on the **US Grail Member website** ([here](#)) for all members to access. Watch this space for additional public forums in the near future.

## SCENARIOS AROUND KEY QUESTIONS

Below find key **questions** raised by members. The Revisioning Team has begun to brainstorm **possible options**. We welcome **other options** as well, and seek your input on those listed below:

*Can a member be in more than one Cluster?*

- *Yes, and can vote in all of them.*
- *Yes, but can only vote in one of them.*
- *No, Clusters are not for the purpose of doing programmatic work. They are only for the purpose of electing two members to the Council and for regular communication with those representatives.*
- *Other option scenarios...*

*If a member in more than one Cluster, how does that affect a 'one person, one vote'?*

- *Honor system -- a member chooses the one cluster where they vote.*
- *Vote in both Clusters...*

*Term limit on the Common Council.*

- *3 years in staggered terms*
- *More flexible...*

*What about US Grail members who are not currently in a working group (issue, geographic, committee, prayer and support, other)—where do they fit in?*

- *Have a separate Cluster for them*
- *Involve them in the Prayer and Support Cluster (with others)*
- *Clusters would not focus on areas of Grail work, but be assigned to represent regional, age, racial and interest diversity, similar to the Pre-GA groups...*

*(Although we envision Clusters bringing programmatic proposals to the Common Council, which would not work in this scenario.)*

*How do we work towards our goal of 50% women of color on the Common Council?*

- *Anti-Racism Committee affirms that we need an institutional mechanism to guarantee leadership of Grail women of color. Example by United Methodist Women: Each member group (in our case Clusters) elect representatives to the Council. They are strongly encouraged to prioritize racial, ethnic and age diversity in their election. At the same time, the Council creates a Nominating Committee to elect X additional representatives to the Council, to guarantee racial diversity. [In the case of UMW it is 5 additional reps on a board of 25, or 1/5 of the total.]*
- *Other...*

*How often does the Common Council meet?*

- Quarterly*
- Leave it to them to decide...*

*Who decides the agenda for each Common Council meeting?*

*Who communicates between Common Council meetings?*

*Who is on the executive team [we now call it the Coordinating Committee]?*

*Who decides this?*

*What decision-making role does the Coordinating Committee have?*

*What is the role of the Coordinating Committee? Is it a paid position?*

*What would constitute an 'emergency' and then who decides what to do?*

*Do we have evaluations every year?*

*How often to see if this new approach works for members?*

This is a long list. We may need two forums to cover all of these concerns. We assume we have until early October before a final proposal is sent out to members for the November GA meeting.

Please feel free to call or email Beth Murphy, Carol Barton, Sharon Thomson, Terry Marshall or Sally Timmel if you have questions or concerns. We are excited that this might stimulate greater member engagement in the Grail and facilitate broad participatory process and “works” that can attract new members.