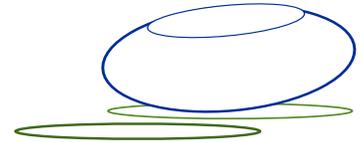


Grail Council Monthly Zoom Call ~ MINUTES

September 24, 2021



The US Grail Council

Present: Judith DeFour-Howard, Laura Kaplan, Thanh Nguyen, Deborah Sullivan, Marian April Goering

The meeting opened with a short reading by Deborah: *A morning offering* from John O'Donohue

Goals for 2022

The Council reviewed the goals set for 2021 and voted to keep these goals for now with possible revision reconsideration after decisions of the GA.

Face-To-Face Oct. Meeting

The Council considered the pros and cons of having the October meeting a face-to-face meeting over a long weekend. It was decided that there will be two Council meetings in October, one a regular business meeting and another meeting with the GA Planners.

Request to Buy Tidings

A request to buy Tidings was received from the family currently renting Tidings. Council unanimously voted no. This would be divisive and is not the time to consider this.

Funding for Haitian Students

Council reviewed a request from Grail member Cindi Cheney for funding to help children in Haiti. Upon consideration of the best way to help, Terry suggested that Cindy promote the project to members for donations straight to an organization in Haiti. Council voted unanimously to have Cindy inform Grail members on the listserv of need/opportunity and find out more information before reconsidering adding to the Grail international project list.

Eligibility to run for Council

There was a question if a nominee was eligible to run for Council. After much discussion it was decided that this was a decision for the Membership Development Committee.

Ensuring a Smooth Transition

With a new Council coming on and a possible change in structure, Council discussed how we could help the future Council. One of the suggestions was creating an Advisory

Committee made up of Grail members that are willing to be resource people that Council can call upon as needed.

It was decided that this idea should be on the November agenda so the new Council members can make that decision.

Cornwall/Rural Migrant Ministries Mission initiatives

Terrie sent Council a list of the Mission Initiatives that Grail members suggested to partner with RMM in Cornwall. Terrie will meet with RMM, then Cindy Cheyne will meet with RMM to develop process for mutual understanding about shared activities. There will be a vote at the October meeting.

Terrie's Proposal to Increase Staff Salaries in 2022

Terrie asked if we could make changes to the salaries of staff rather than give her a Cost of living adjustment (COLA) in 2022. She explained that a non-profit should spend 65% on mission activities and should include staffing.

After much discussion there were 2 votes.

The vote to change the increase in staff salaries as asked passed.

Vote on the amount of increase overall was \$10,000.

Future meetings

Deborah will send out the days and times of Council & NLT for the rest of the year for approval.

Announcement

It was announced that Mpanda Kalala has been chosen as the Co-chair of the Anti-Racism Committee. A congratulatory note was sent to Mpanda from Council.

Marian April closed the meeting with a list of definitions of change from well-known people over the centuries like: "I alone cannot change the world, but I can cast a stone across the waters to create many ripples."

— **Mother Teresa**