



RE-VISIONING U.S. GRAIL STRUCTURE

SIX SENTENCE SUMMARY

- We will have a larger Council of approximately 14.
- Representatives will be chosen by members to represent general Common Purpose Umbrella categories.
- Members will submit proposals to Common Council when support (land, building, money, staff) is needed.
- An Executive Team will manage staff and follow-up on decisions made

by Common Council, providing help and guidance as needed.

- Members will have the right to call for a whole membership vote on an issue that they feel Common Council has not resolved.
- Land sale, major asset distributions, membership expectations and the Grail's vision and mission will always require a vote by the whole membership with 2/3 majority needed to pass.

SOME BACKGROUND:

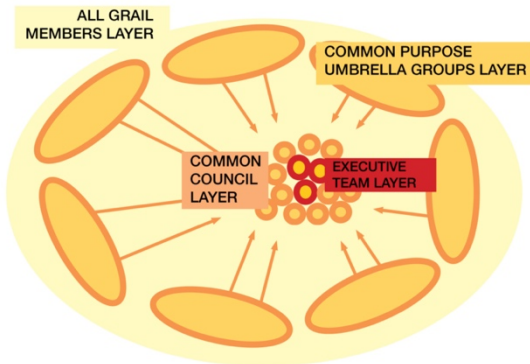
A group of Grail members have been meeting since July 30, 2020. We have held 13 meetings so far about developing a proposal to restructure the Grail in the USA to be more participatory in our decision-making. There are 30 members who have attended some of these meetings, with a core of 15 or so members attending regularly. See page 2 for the proposed draft restructuring plan.

Our present reality.

- Grail members are scattered in 26 states with clusters in 5 areas: Boston, New York, Cincinnati, northern and southern California.
- Our average age is 67 years old.
- About ¼ of our membership attended the 2017 General Assembly
- We own the northside of Grailville land of 73 acres and buildings and we own but currently lease the Cornwall-on-Hudson property.
- There is one live-in community of Grail members in the Bronx in a building belonging to the Catholic parish there, but none on the other properties.

WHY restructure our decision-making process? We have had different models of decision making over the years. Sometimes, members feel they have not been heard or that they do not have access to decision making for the overall Grail directions. Even though this is a 'two-way street', representation seems to feel 'missing'. Some of this is partially due to overwhelming amount of material to read and as a result we have not been aware of the drift toward a very top down management structure with much authority concentrated in the NLT. In our current structure Members vote for Council members. Although there are nominations from any member, this may not represent all interests, concerns, regions, demographics. After the election decision making is then concentrated in the NLT via Council.

2017 GA. During the 2017 GA, a full session was devoted to looking at our expectations of Council, committees and members. See the [link](#) for this short summary. It became clear that re-thinking and moving to implement a different structure was needed. A group of self-selected Grail members have come together as the Re-Visioning Grail Structure Team to do this important work. This group is open to all who wish to be part of the effort to map a path toward our future.



The Re-Visioned Structure is organized around the concept of **LAYERS**.

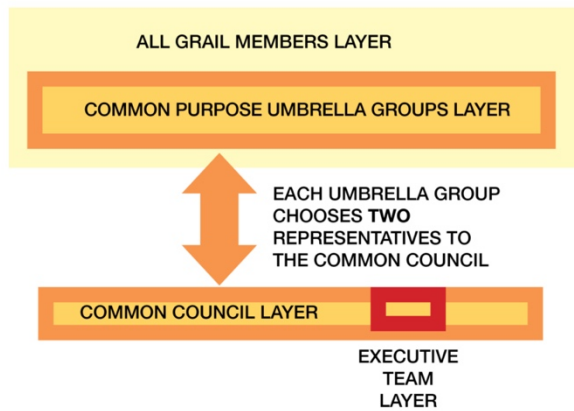
PHASE 1 DRAFT RE-VISIONING THE ORGANIZATIONAL STRUCTURE IN THE GRAIL-USA.

OUR GOAL: to promote greater member participation, authority and responsibility.

A new **Common Council** would be established.

This Common Council will have approx. 14 members. All Voting members will self-select into any one of 6 Common Purpose Umbrella Groups of their choice for the specific purpose of choosing their Common Council Representatives. Each Common Purpose

Group will have 2 representatives to the Common Council. The reason for a “Common Purpose” in these groups is so that a good cross section of interests will have representation on the Common Council. This does NOT change any other Grail groups or affiliations you may have. Included in the Common Council would also be one Representative from the standing Finance and Personnel committees.



ROLE OF COMMON COUNCIL.

All members of the Common Council will be considered to have the responsibility of a Board of Trustees (and will name officers designated and required by law for statutory purposes) and will be empowered to sign any legal documents, checks, oversee audits, and other ‘official’ legal requirements if directed to do so by the Common Council.

The Common Council will make decisions on every day administrative matters.

It will allocate resources – monetary, physical space and staff time to various Grail projects which are proposed. Proposals are

submitted by Grail members.

Because Common Council will have representatives from a variety of interest areas there will naturally be a balancing of shared resources. If necessary a Common Council Member liaison will be chosen for other Grail groups or committees. Major policy decisions or asset allocations will be brought to the whole membership at an Open Forum where the will of the membership can be expressed and a decision taken.

Any Grail Member may apply to be on the Common Council Agenda if she needs to make a presentation in person.

Grail Members may “attend” Common Council meetings on Zoom as a “muted” observer (except in rare instances when matters must be kept private, for example, personnel details).

An **Executive Team of 3 members from Common Council** would be chosen by the Common Council

ROLE OF THE EXECUTIVE TEAM.

The Executive Team would follow-up the decisions of the Common Council to make sure they are implemented and to provide support or guidance if a project runs into difficulties. The Executive Team oversees the work of the staff. The Executive Team is not the Board of Trustees. There will be a Board of Trustees to meet 501(c)(3) statutory requirements.

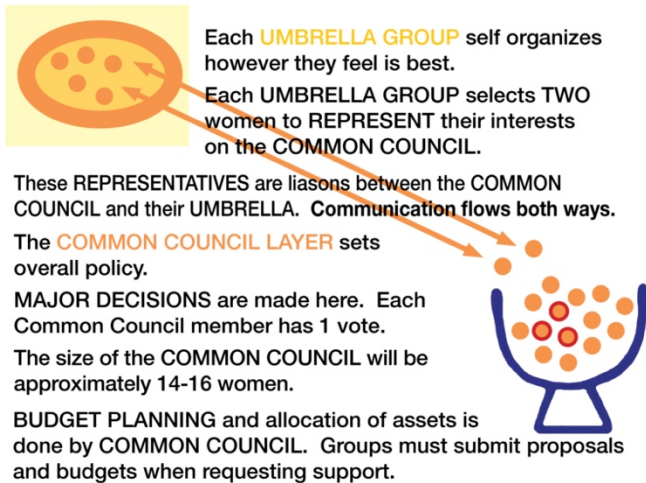
ROLE OF MEMBERSHIP

All members who are able must choose a Common Purpose Umbrella Group to belong to in order to select representatives to the Common Council. Each Umbrella Group will select one or two representatives to send to the Common Council. This can be done either by Vote or by Consent Decision at the discretion of the group.

These Common Purpose Umbrellas DO NOT in any way effect any other Grail groups or affiliations you may have.

6 Common Purpose Umbrellas: International Focus, The Arts, Social Justice, Land & Environment, Spiritual Core, Caring For Others, Administrative (a representative from Finance Team and the Membership Development and Enrichment Committee)

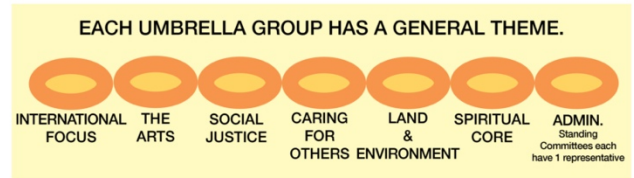
Certain matters will always require a vote by the whole membership – land sale, major asset distributions, membership expectations and the Grail’s vision and mission. A 2/3 majority of members who submit a vote on the matter will be required to approve. It is expected that one or more open forums will be conducted before any of these major votes in order for everyone to understand the issues. We will use Zoom so that voices from all places can come together.



GRAIL MEMBERS NOW PARTICIPATE WHERE THEY FEEL A CALL. OFTEN WE ARE INVOLVED IN SEVERAL ACTIVITES. **THIS WILL NOT CHANGE.**

WE HAVE PLANNED 6 GENERAL UMBRELLAS FOR THE PURPOSE OF CHOOSING COMMON COUNCIL MEMBERS.

ALL GRAIL MEMBERS SELF-SELECT THEIR UMBRELLA AFFILIATION



Generally members will be able to raise issues and express preferences through their representatives to Common Council. However if a group of at least 10% of the members feel that an Issue is not being resolved by Common Council, but needs to be brought to the entire membership for discussion and a vote, they may submit a petition to this effect and follow a protocol to be determined.

An Open Forum(s) will be held, and a vote taken on the issue, with a simple majority needed to pass (unless the topic otherwise requires a 2/3 vote).

ROLE OF THE STAFF

The staff are responsible to carry out the work allocated to them from the Common Council via the Executive Team. They can be invited to sessions of the Common Council at Council’s request or their own request.

BY-LAWS

The present by-laws would need to be reviewed and changed to reflect this new structure and roles. Membership will be expected to participate as the changes unfold and to affirm the final the result.

NOW... WE NEED YOU TO HELP RE-VISION

