

## The Grail in the US 2021 Goals of Council WITH STAFF ROLES

Council Goal	Staff Role
These are goals specific to 2021 and not a comprehensive strategic plan for The Grail.	The staff role for THESE goals reflect a small percentage of what staff does on a daily basis. They are not conclusive and will adapt based on any changes in timeline/decision-making by leadership.

Council Goal	Staff Role
Anti-Racism: Enhance efforts at becoming an anti-racism organization, including (but not limited to) Clear position statement on anti-racism	Share the Statement
Examination of structures	Review and Incorporate best practices
Facilitated bilingual access (Spanish and English)	manage translation
Communication Improve communication through active listening and dialogue to increase understanding of individual and collective differences	Provide support to Communications Committee upon request  Website
Use new technologies and modalities to enhance communication, such as Zoom and more	Zoom  Provide and Manage day-to-day communication with members and non members

Take public stands on issues of concern to Grail members      Disseminate and utilize public policy statements

Finance

Educate members on the consequences of deficit spending.      Support Finance Cte and Council

Reduce deficit spending (%/year for 3 to 5yrs)      Manage budget

Promote member understanding of what donations support to increase member donations      Disseminate factual information

International: Build awareness and increase participation at the international level, including, but not limited to: communication between US Grail and international Grail      Provide logistical support

Support communication for International Grail elections      Disseminate information

Nominate/elect new IC Rep prior to July IGA      Provide logistical support

Support participation in “Big Meeting” and IGA in Brazil (IC Rep hand-off meeting)      Provide logistical support

Build connections with young women/US woman in YWLTP and UN work      Disseminate information

Membership

Promote engagement and accountability among the membership

Support MDET

Support all CTEs and teams

Plan and execute General Assembly - November 2021 GA

Provide logistical support

### Spirituality

Search for and discern our collective spiritual core, expressed through action for justice, climate change, social justice, anti-racism, women's equality

### Initiatives

Young Women's Initiative (YWI):

Continue financial support of project to meet with facilitator face to face, when it is safe to travel and gather in small groups again

Logistical Support

Support connections of YWI with International Young Women's Leadership Program

Logistical Support

Facilitate interactions with YWI for General Assembly and possibly in Pre-GA process.

Mission Fund: gather member input and move to decision

Logistical support

### YWLTP

Logistical Support

### Ongoing for The Grail

### Staff Role

Actively advance the mission of The Grail in the US

Provide opportunities for mission fulfillment through physical Grail space and resources

Provide opportunities for mission fulfillment through UN

Provide opportunities and Track mission advancement in US

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Assure end-of-life responsiveness and care for cemetery

Ensure respect at end-of-life for all Grail members

Assist Grail Cemetery Association

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Operations to maintain The Grail

Provide expertise for Council, all committees, task forces, affinity groups, etc. upon request

Compliance

Manage physical spaces

### **Staff Tasks to Achieve--not conclusive; will adapt to changes in timeline/decision making**

individual X wants a brighter future so pursues a night school degree. X still has to work during the day, maintain a household, eat, sleep and perhaps have a social life. The work to achieve the degree is in addition to all else. So too are these tasks to achieve. These are the degree work. They are important for a bright future but they are not what staff does on a daily basis that maintain The Grail as an entity who NEEDS a future.

### **Staff Tasks to Achieve**

post to website public and member only  
utilize statement when there is an appropriate current event  
add to personnel and volunteer policies as appropriate

update all position descriptions indicating what can be remote/contract etc.

identify best methods of disseminating position descriptions  
seek out non white staffing, vendors, contractors  
conduct staff AR workshops throughout the year

contract vendor for key forms, mailings, documents  
update position ads to seek bilingual staff

Triage website phase II--develop robust members section  
Provide Cte with data and use statistics as they are received  
Make quarterly sweep of site for updates  
Add/change content as new material is made available

continue Zoom training and scheduling

Develop external communication plan  
Continue production of monthly friends' news

Utilize social media to promote upcoming activities and create connection  
Continue twice monthly Friday news and monthly Gumbo  
Answer calls, emails, in person inquiries, questions, requests for help in timely manner  
Continue to provide all written official correspondence to members and outside entities  
Maintain communications of all types internal and external  
Continue birthday cards and "thinking of you" notes

disseminate to members and public

utilize these as appropriate with community and partners  
promote on public and members only website sections

Provide data and reports as requested

Disseminate information as requested

seek new sources of income (grants for AaO, SYAWI, LLs and external donors)  
advertise meeting spaces for increased rental income  
advertise/schedule/host Girl Scout and groups for increased income  
continue to seek best costs  
continue EOY reminder to give  
support MDET for member giving

contribute to articles and conversations factual/best practices information

manage int'l zoom lines via Grail contract

remind election team of News deadlines and assist with including articles and reminders to members

provide logistical support to election team and assist with actual voting process

Provide travel support, scholarship application processing, and payments

continue to share information about int'l opportunities via social media, website, friends of news and with partner organizations

track member giving

send EOY report

contract online reservation system

Organize travel, housing, food, and onsite tech needs

Facilitate scholarships, reimbursements, payments

Provide on-site meeting support

create pre GA activity

support GA planning team as requested

assist with travel/meeting arrangements

assist with travel/meeting arrangements

assist with mailings, announcements and use of tech as requested

assist with travel for rep(s)

**Staff Tasks to Achieve--not conclusive; will adapt to changes**

Create opportunities for non members to explore The Grail

*Foster Learning Lab program participation*

*Renew focus on Art via Oratory and exhibits*

*Maintain and care for art collection: perhaps rehoming  
maintain and promote trails and trail based activities  
enviromrntal plan with CMH, CPd and Loveland  
Encourage regular open meetings with congruent spirituality basis*

*Welcome regional and national spiritual gatherings  
Manage SYAWI providing job training to underrepresented youth (modify to all female?)*

Continue to rent Tidings and Oratory for like-missioned activities

Foster participation of US Grail members in GLUNN activities  
Develop pathways to and from UN for members and with external agencies  
Explore how to connect CSW/UNPFII with members and non members

Track member "threads" annually in appeal letter and donor perfect

*modify from sdgs to mission goals*

Encourage cross-pollination of member activities via communications  
Think Global/Act Local outreach (e.g., local Girl Scouts, kroger)  
Submit annual report (with ICR) to ILT

Develop mechanism for checking on older and/or isolated members  
Provide support to Elder Care Work Group upon request  
Implement written process for death of member  
Maintain member files in database with next-of-kin and end-of-life plans  
Transfer all current personnel records/burial requests into Donor Perfect

Maintain cemetery records including map of plots  
Provide timely logistical support for burials  
Provide regular upkeep and grounds maintenance for Cemetery

provide data, research, planning and reports upon request

provide tutorials/instruction on understanding data, policies, financials as necessary

work with auditors, payroll, insurance, inspectors, etc to ensure compliance across all fields

Ensure all legal and financial documents are kept to standards

**staff**



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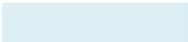
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**budget implications**

All items with staff role require time. That can mean staff, contractor or consultant, rarely volunteer. This means, for example, in addition to paying 2400 for Zoom lines there is a staff time cost to managing their use, training members how to use it, trouble shooting when there are issues, and bringing in an expert when it is something we cannot resolve. some items might also have hard costs such as supplies, tech, travel, etc. costs that may be required in order to do the job effectively.



**mission goal**

creating communities for a sustainable future

celebrating the arts as a means for personal and societal transformation

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creating communities for a sustainable future

creating communities for a sustainable future

building bridges among diverse faith traditions and spiritual paths

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challenging economic systems that put at risk the most vulnerable, especially women and children

advancing peace, justice and a world free from military dominance

fostering international exchange and solidarity

fostering international exchange and solidarity

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**measurable**



**measurables**

5 modules scheduled; 4 onsite LL innovators

3 Art at Oratory events with 100 attendees each;  
2 creche loans; holiday exhibit with labyrinth and  
40 guests

increase attendees to 10 Wednesday and 5 Friday

change to all female; 16 participants; increase in  
non Loveland participants; change application to  
encourage low income participants