ED / SCHOL Policy

pkt #2

10 resp

Consultation 1) Bylaws Change

I request that the Changes #1 and #2 be made as recommended by the Revisioning Committee.

Consultation 2) Policy Revision Proposal Grail Scholarship Fund

I appreciate the detailed work that went into the development of the Policy Revision Proposal. I do not believe that I know enough to make financial evaluations. Informational Forums would be very helpful.

In the meantime:

It seems that I can agree with the PURPOSE and PRIORITIES unless there are aspects and ramifications that I do not understand.

When I am faced with decisions I look to the opinions of the communities-at-the-base, of those most affected, of those who have the most experience with the issues and who are most oriented to the from-the-bottom-up rather than from the top-down approach.

I also look to the individuals who have the best expertise: technical, practical, experiential, realistic, financial, vision and mission driven.

In this case, because I have been closely involved in the Sustainable Communities Affinity Group (Cornwall Committee, and other works), I have seen the leadership and values-driven work of Cindy Cheyne, Judith DeFour-Howard, Peggy Goerderer, Laura Kaplan, Mary Kay Louchart. I believe that this document is well designed.

Nevertheless, I would like to understand better the financial and other ramifications. I appreciate the Council's openness to consult with Membership and I pray that the Spirit of Love and Light may guide us to deeply meaningful and productive work together as sisters. Please refer to the work of the Revisioning Committee for methods of how to arrive at Consensus and Consent!

Consultation 3) Grailville Southside Security

It is so difficult to decide what the best stop-gap remedies are for the disaster that is how Grailville has been handled. (I am not accusing anyone. Somehow as a Movement we have Seriously Failed. Many of our "sins" precede the current active membership and Council. And these "sins" have caused many good members to leave the Grail. But all of this is another conversation, no: rather is many heart-felt, soul-searching and loving conversations.)

The best I can say is that I go back to my principles of involving the communities-at-the-base. Yes, it is important that all of us in our continent wide (and even wider) US Grail know what is happening at Grailville and what the financial ramifications are, and the decisions that we are being faced with.

But regarding looking to immediate remedies:

What do the Grail and non-Grail Grailville neighbors think is best?
What energies of the entire Loveland and surrounding neighbors are being offered to us, and how do we work with them? We are all in this together.

So many of us feel that we have lost sight of our vision and mission possibilities that [illegible]

funds,
may receive a limited amount of funds. For example, they may not receive more
than a total of $X for participation in Grail-related events/projects/programs.

Questions/Concerns Re: Educational Loan Fund

o I do not believe grants have ever been included in either the Scholarship or Ed Loan
documents. As I understand it, grants do not need to be repaid. I do not believe
grants should be included in these funds.
o For the educational loan, how will the Grail member use her education and future
career goal(s) to advance the mission and vision of the Grail?
o No one person can receive up to $20,000 in one lump sum. She may reapply each
year depending on academic standing, eligibility, and verification that her education
will continue to advance the mission and vision of the Grail.
o The applicant will sign a contract for the loan and will have 5 years to repay at no
interest as soon as she is gainfully employed. She must outline how and how much
she will be repaying the loan. If her circumstances do not allow her to repay her
loan in part or full, she must work volunteer hours equivalent to loan amount for the
Grail at the livable wage at the time.

3

Before this fund and its guidelines can be approved, there needs to be further discussion with
and input from the Finance Committee and input from Grail members. A forum, in addition to
written input, would be a good option.
Respectfully submitted,
Sharon Wood

GRAIL SCHOLARSHIP:ED LOAN FUND 12-21-22.doc
31K

Response to Three Items Submitted for Consultation. December 16, 2022

Dear Council,

ITEM: SECURITY FOR GRAILVILLE SOUTHSIDE BUILDINGS

I am happy to see that Council is focusing attention on preventing further damage from vandalism and natural elements. I have Inspected the area and the buildings on several occasions recently and I can say without hesitation that:

OPTION 1 – Clearing vegetation and subsequent maintenance is the BEST option.

Doing this serves three important purposes:

- It removes the greatly overgrown bushes, grasses, vines and sapling trees which now create plenty of cover for vandals to hide from police or others who may patrol.
- Removing over-grown vegetation will help preserve the buildings. The overgrown vegetation is literally attacking the structures. Vines make their way up walls infiltrating siding and other wood trim, sunken areas next to the foundation (causing water to seep into the cellar) cannot be accessed to be filled, Continually shaded structures remain damp which invites wood rot and mold.
- Last but not least, to keep the area looking cared for reflects well on The Grail, discourages any potential miscreants who think no one is paying attention, and importantly maintains a major capital asset of the Grail which is important whether we sell or keep the property. As a seller we should not want to downgrade our offering.

Why NO to fencing: All the fencing prices look to be for rentals and repeat every three or six months raising the *ongoing* cost substantially. Also, the vandals have been able to kick in steel doors and climb up walls to break in thru third floor windows, so it is unlikely fencing will slow them down much.

ITEM: BYLAW CHANGE

I support making the bylaw change requested by the Re-Visioning Team and now put forth by council. It will increase the ability of membership to help shape the way we as Grail organize ourselves. It will mean that our management structure will be more easily adaptable to evolving needs. It gives access to membership to initiate and complete this process, while maintaining Council's ability to participate. It assures all bylaw changes must be affirmed by a majority of voting members wo cast a ballot.

ITEM: MERGING SCHOLARSHIP FUNDS

I support the streamlining of these two funds into one with consistent purpose.

I prefer that the larger $ dollar amount grants be in the form of LOANS, with no or very low interest.

Thank-you for consulting with membership on these issues.

Sincerely,

Elizabeth Murphy

Joyce Minkler

Gmail

National Office <office@grail-us.org>

Fwd: Response to Three Items Submitted for Consultation.docx

1 message

Joyce Minkler <joyceminkler@gmail.com> Tue, Jan 17, 2023 at 2:25 PM

To: Grail National office <office@grail-us.org>

Sent from my iPhone

Begin forwarded message:

From: Joyce Minkler <joyceminkler@gmail.com>
Date: January 13, 2023 at 4:44:16 PM EST
To: office@grail-us.org
Subject: Response to Three Items Submitted for Consultation.docx

Dear office friends. I am submitting, as my own response to these three items, the statements that Beth Murphy made about them in her response. I agree with her completely and ask you to use her statements as my response. Thank you.

Joyce Minkler

Sent from my iPad

Consultation item 1: BYLAW CHANGE

In 2020 and 2021, a group of Grail members came together to envision the future of The Grail. This Revisioning Committee met monthly and presented at the 2021 GA their recommendations. One of the recommendations was for a change to The Grail Bylaws regarding how the Bylaws are reviewed and amended.

Currently the specific sections of the By-Laws read:
ARTICLE II COUNCIL
C. RESPONSIBILITIES
5. Arrange each year for a review of the Bylaws in their totality for correctness and completeness and approve any changes, after consultation with members.

ARTICLE XI AMENDMENT PROCEDURES
The Articles of Incorporation and Bylaws may be amended, restated or repealed by two-thirds (2/3) of Council after consultation with the members.

The Revisioning Committee is asking for Council to approve the following changes to these sections:

Change #1
ARTICLE II COUNCIL,

C. RESPONSIBILITIES,
5. Arrange for a review of the Bylaws in their totality for correctness and completeness annually. Twenty (20) voting members may submit additions or revisions to the bylaws. Any proposed amendments to the bylaws will be voted upon by voting members after an Open Forum(s) to discuss the changes. Approval/Non-approval will be determined by a simple majority.

Change #2
Delete the second section noted above under Amendments.

Bylaw Change

Recommendation

Change #1

I will not change anything, but include a deadline for beginning and ending the review so that it will be done in time to be enacted within the 12month period between the reviews. Perhaps, instead of annually, we should offer bi-annually with the mandate that the outgoing Council be responsible for this exercise.

Judith DeBruyn-Ward

Change #2 should remain as is, however an agreed upon formula for arriving at the 2/3 should be developed and implemented.

Consultation item 2: POLICY REVISION

In 2021, a Grail member bequeathed to The Grail $96,600 to be used for education and care of the Oratory. In 2021, an ad hoc committee of Grail members was formed by Council to review the two current policies regarding "education" in light of this gift, and to determine whether there should be revisions to either/both/neither policy. The committee presented their proposed changes to Council, with the focus of combining the two education issues into one document.

- Please read the full ***Policy Revision PROPOSAL***

Recommendation

1. Exclude non-members as recipients.
2. Education Scholarship: Could we identify the balance as of July 2022? Are we saying that this fund has a balance of 107,484.89, give the figures we have in this document?
3. Priorities: Could we give examples of each, so that understanding and guidance could be enhanced for interpretation and implementation purposes?
4. Administration: Promote the Fund annually at the start of the year in the NGN and Gumbo.
5. Allocation of Funds:.... Determined annually based on demand.

Consultation item 3: GRAILVILLE SOUTHSIDE SECURITY

As noted in last week's NGN Council Note, here is the third item Council is presenting to all members for their consultation. Please see the attached document with relevent backgrounds, options, and estimates.

Please read the full ***GRAILVILLE SOUTHSIDE SECURITY Options***

Recommendation

Option #1

This is complicated because the presentation of the recommendations is contradictory to each other.

Presently, there is an option on the ground that was not taken into consideration and in addition activities on the ground has decreased with distinction.

JOFIT 3

Gmail National Office <office@grail-us.org>

Grail Consultation and Recommendation

1 message

Judith Defour-Howard <edujoy@yahoo.com> Sat, Jan 14, 2023 at 9:00 AM
Reply-To: Judith Defour-Howard <edujoy@yahoo.com>
To: "office@grail-us.org" <office@grail-us.org>

See attached my Recommendations. Thank you and Happy New Year.

"Take care and God bless"
"Life is but a mixture of sunshine and rain".

"Tenga cuidado y que Dios los bendiga"
"La vida no es más que una mezcla de sol y la lluvia"

Judith DeFour-Howard
PostGraduate

Blog: Academy of Literacy
https://20roufed15blog.wordpress.com/2015/11/27/academy-of-literacy-blog/

Grail Consultation items and Recommendations.docx
21K

4

Gmail National Office <office@grail-us.org>

Please resend your last email re Consultation

Maureen Laflin <maureenlaflin@gmail.com> Tue, Jan 17, 2023 at 5:30 PM
To: National Office <office@grail-us.org>

M

[Quoted text hidden]

National Grail options 2023.docx
16K

I write my response both as a long term member of the Grail as well as my 40 years as a lawyer (29 of which were as a law professor).

Consultation Item 1: By-law Change

An annual or biennial review of the Grail's by-laws makes perfect sense. Organizations often make single issue changes to their by-laws. A comprehensive review of the by-laws allows organizations to make sure that the by-laws are consistent, complete, and reflect the totality of the wishes of its membership. A by-law committee should be created with the responsibility to review the by-laws, make recommendations, and submit edits and suggestions to the entire membership.

Consultation Item 2: Policy Revisions re: education and events

A. Grail Scholarship Fund –
    a. I support using Grail funds to support Grail members and those seriously interested in the Grail to attend Grail programs and events. This is how the scholarship funds have historically been used; and
    b. The use of Grail funds for secondary education is misplaced here. This request is an individual request which (1) should be summited to the Mission Fund and (2) hopefully will be restricted to Grail members.

Consultation Item 3: Grailville Southside Building Security

My vote is to follow the recommendation of the Grails' lawyer and insurance carrier for thoughtful deconstruction. This would ensure the Grail remain safe in regard to liability. The current situation is a tort in the making. If however, we are limited to the 4 options Council submits to membership, I opt for option 4 or 3. The other options are piece meal and only provide a very temporary solution.

Option 1 costs between $22, 780 – 38,000. This is an incredibly expensive option as it only covers a 3 month period or an unknown monthly fee. A volunteer option is unrealistic as it has not been successful for the last 16 years.

Option 2 a temporary fencing around the buildings which would cover 6 months. As the membership has not agreed on the future of the southside, it is dubious, we will resolve this in 6 months. This would be an ongoing expense. Moreover, temporary fencing is generally not strong enough to keep vandalism down.

Option 3: a temporary fencing around the 4 most trespassed buildings. This would last 3 months. My objections are similar to Option 2 yet Option 3 is more palatable as it costs less and focuses on the most problematic buildings.

Option 4: Fencing all the buildings. This option is more expansive yet it creates a more long term way of addressing an ongoing issue – the issue of liability.

Bottom line- the Grail needs to get past the fight and either create a viable and sustainable use of the property or take the buildings down.

Gmail Administrative Office <admin@grail-us.org>

(no subject)

1 message

Nancy Richardson <nancydrichardson39@gmail.com>
To: Administrative Office <admin@grail-us.org>

Wed, Jan 18, 2023 at 4:47 PM

Hi,

Here it is. Got side-tracked by another job I had to do here.

Sorry.

Notice the very bottom line of DNA report.

Cheers!

Nancy

2 attachments

IMG-2708 (002).DNA.jpg
3172K

Response to consultation in the 01.06.2023 NGH 1.docx
14K

Response to consultation requests in NGH 1/6/2023

Consultation item 1: BYLAW CHANGE

I am opposed to this change. The primary reason is that the Revisioning Committee was a self-appointment committee that included NO women of color. Of course, "everyone was invited", but there was no attempt to insure diversity of any sort – race, age, geography, etc. I do think we need to put together a special, diverse *ad hoc* Committee to look at how the current by-laws reflect or do NOT reflect the best working arrangements for the Grail. I know they have been reviewed annually for some time to look at needed updates or changes, but we need a more comprehensive review

Consultation item 2: POLICY REVISION

I am opposed to this change as written. The Grail has long provided scholarship funds to enable members to participate in Grail meetings and/or programs. Extending this to non-Grail member who need funds to participate seems like a good idea of sufficient funds are available

Regarding scholarships/ for higher education, I do not think the Grail has the resources to provide scholarship of up to $20,000/year for non-members. Five such grants would totally deplete the fund. Normally with scholarship funds, grants/loans are made from INCOME from the fund. Any grants/loans should, in my view, be provided to women with an on-going relationship and participation in the Grail or Grail programs. The criteria for grants and loans should be more specific and specific requirements for repayment of loans should be specified and require signed, legal agreements. Again, without this, the fund would be depleted in a very few years.

We need a diverse Scholarship committee --- age, race, geography, etc.

Consultation item 3: GRAILVILLE SOUTHSIDE SECURITY

I actually think the building should be removed. However, given this list, I would only support Option #3. The cost of all the others is prohibitive.

Nancy Richards 2