Schol Policy Consultation

13 responses

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

Reply to Three Requests for Consultation

2 messages

Elizabeth Murphy <interface70@gmail.com> Fri, Dec 16, 2022 at 4:19 PM
To: The Grail Office <office@grail-us.org>, Thanh Xuan Nguyen <thanhxuan@grail-us.org>, Judith Defour-Howard <edujoy@yahoo.com>, cynbernardez@gmail.com, Laura Kaplan <laurakaplan@igc.org>, Sharon Wood <sw4sd@aol.com>, judith brownleigh <judith.bleigh@gmail.com>, Sonjie Jacquez <sonjieburd@hotmail.com>

Hi Elizabeth,
Here is my reply to Council's requests for consultative responses. Thank-you for getting it into the right hands.
Also attached as a file.
Thanks.
Elizabeth Murphy

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 who 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

Response to Three Items Submitted for Consultation.docx
16K

Judith Defour-Howard <edujoy@yahoo.com> Fri, Dec 16, 2022 at 8:25 PM
Reply-To: Judith Defour-Howard <edujoy@yahoo.com>
To: The Grail Office <office@grail-us.org>, Thanh Xuan Nguyen <thanhxuan@grail-us.org>, "cynbernardez@gmail.com" <cynbernardez@gmail.com>, Laura Kaplan <laurakaplan@igc.org>, Sharon Wood <sw4sd@aol.com>, judith brownleigh <judith.bleigh@gmail.com>, Sonjie Jacquez <sonjieburd@hotmail.com>, Elizabeth Murphy <interface70@gmail.com>

Hi Elizabeth M,
Thank you for this. We shall be complying these as we receive them for further decision making.

"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/

[Quoted text hidden]

Beth M p. 2

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

Consultation on by-laws and policy change

1 message

Simonetta Romano <simonettaromano0506@gmail.com> Tue, Dec 13, 2022 at 3:12 PM
To: National Grail Office <office@grail-us.org>

Please find my comments below. Thanks.

Consultation item # 1: By-Law change

The following are my issues with the proposed changes. They are listed in random order, as they have popped in my head while reading:

- I don't know who are the people who are proposing those changes, I don't know why they want these changes, and why now. A group is named, but I don't know who is part of that group and signed on those proposed changes. What is the context, why is it so urgent? What is wrong with the present way we are dealing with the process for reviewing the BYLaws?
- The council has **legal** responsibility for the whole. As such should also continue to have authority - e.g. the last word in decision making - in matters of internal government. **The 2/3rd of council** votes required for any changes in the by-laws is enough for making sure that a good decision, representing the opinions of the majority of members, is made.
- Since the council has a duty of consultation with the members in matters of by-laws, I think the movement has enough space and freedom for participating in changes and I believe our voices are heard. Nothing is perfect, but the way we operate is highly democratic and good enough for me.
- I really don't see members replacing the council - which we elected to represent us - and making decisions on matters that they might not be very knowledgeable about. Council has to develop competences to deal with minor and major stuff that affect our organization, we - as members - are free not too. I trust an elected council to act in good faith and with the good of the whole in mind when making a decision.

On the other hand, *this proposed change seems to suggest the need for more interaction with council members in open forums to share information and listen to members' issues or suggestions. I think this is something the council should consider in order to improve communication at the national level, particularly in a time when we do not have regular national meetings and other opportunities for sharing news and opinions.*

Consultation Item # 2: Scholarship Policy Revision

The following are my thoughts regarding this policy revision:

- I think that the two different policies should continue to stay separate, as they presently are, because they deal with very different ways to disburse money - loans must be repaid, scholarships are gifts. Don't see any reason for putting them together. They don't overlap and shouldn't overlap.
- I have questions about the **loans:**
  - How does The Grail make sure that those loans are repaid? What legal documents are in place for guaranteeing that - unless there are very good reasons for delaying payments - *money that belongs to the whole membership is returned to the fund?*
  - **$ 20.000 per year sounds too much to give** to a single person in one year. I understand that higher education is very expensive, but this is a fund with only about a $ 100.000 and - for now - with no real guaranteed return of money. If 5 women ask for the loan at the same time, in one year we are done with it or we have to select who is going to get the loan and who isn't. What if there are 7 women asking for and all deserving a loan? Maybe the Finance Team should assess what the right amount should be every year.

- **Eligibility**: while I have no issues with giving scholarships to non members for attending *Grail* programs, I really don't see any reasons for giving loans or grants to anybody who doesn't have a commitment to the work of the Grail and hasn't proved to be an active Grail member for a number of years.
- Why do we have to add **"grants"** to the list of money we can give for higher education? Grants do not guarantee any money returning for supporting other deserving Grail members, so what can justify a disbursement of a grant to an individual?

- **Scholarship Fund:**
  - **Participation in non-Grail events**: I wish it would be clearer that when receiving a scholarship (a gift) for attending a non-Grail educational event, the member receiving it has an obligation to bring back to the Grail community what she learned during the event, for instance reporting to her Grail group, writing an article, or organizing a program.

One more thing: I noticed an inconsistency in the definition of the entity that will receive requests for scholarship and/or loans (see paragraph on **Administration**): is it Scholarship "Team" or Scholarship "Committee"?

Finally, I can summarize my opinion saying that I believe these two changes are not without issues that need to be addressed and resolved, and therefore shouldn't be approved at this time.

Respectfully,
Simonetta

Simonetta
p. 2

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

Scholarship policy feedback

1 message

Sharon Thomson <sharonthomson2001@yahoo.com> Tue, Dec 13, 2022 at 2:46 PM
To: "office@grail-us.org" <office@grail-us.org>

In preparation for this feedback I have consulted and carefully read on our website the previous two documents:

Event Scholarship Fund
https://www.grail-us.org/wp-content/uploads/2020/06/Event-Scholarship-Fund-Policy-2009.pdf

GRAIL EDUCATIONAL LOAN FUND INFORMATION SHEET
https://www.grail-us.org/wp-content/uploads/2008/03/Grail-Educational-Loan-Fund.pdf

In reading the present proposal--**Grail Scholarship Fund**--I see no advantage in combining them into one policy as they are vastly different in their purposes and financial implications. Additionally, I can find no pre-existing policy related to Grants, which is included in the present proposal and would have even greater far-reaching implications and therefore require even more consideration and discussion before a vote should be taken on that section.

That said, I agree that the following should be included for revision of our present Event Scholarship policy:

--raising the individual ceiling on scholarships to "$500 per calendar year". I believe this yearly cap should be less for explorers and non-Grail applicants, allowing for exceptions on a case-by-case basis (as articulated in both the present and proposed policy)
--to continue having the National Office administer the fund "with recommendations from the Scholarship Committee which will have a tenure of three years."

I do not agree with changing payment of scholarship funds for room, board, and program fees directly to individuals (rather
than to the Grail programming entity, as presently stated in our existing policy). Payments for programs outside the Grail could be handled as stated in the policy as it presently exists.

As far as I can tell the rest of the section related to Event Scholarships pretty much adheres to our presently existing policy on event scholarships.

In regard to the section of the proposed policy on Education Loans, I find it extraordinarily sparse considering the seriousness of such disbursements and the amount of money involved. Much of what would need to be included is in the structure of the present Loan policy, although I believe that too is in need of revision. My suggestion for elements that such a revision of our present policy would include:

--the amount available for loans should be increased, though $20,000 is an extreme and risky leap (considering how such an amount could quickly deplete the fund) from the present maximum of $4000. Perhaps the finance team and fund administrator could determine how much is available for disbursement on a year-to-year basis based on the assets available in the fund from year to year. The amount available for individual loans in a given year would then be determined based on this analysis.

--I agree with the present proposal to revise interest payments in the present policy, and allow for zero interest loans.

--there should be a specification that the loan fund is available only to committed Grail members, after a certain number of years of committed active membership (3 years?). Since this fund was originally intended for use by members who had given years of full-time service to the Grail (and not established as a source of educational assistance for those who were outside the parameters of proven Grail service), such a restriction seems appropriate. Perhaps the hoped-for Catalyst Fund could be a future source of loans or grants to deserving explorers or non-Grail women.

-I am aware that there have been issues over the years in receiving repayment of loans. Council should consider this and offer more safeguards for repayment, such that we do not risk spending down this valuable resource for future applicants.

I believe it's important for Council to consider revisions to the presently existing Educational Loan policy. But under no circumstances do I believe that the proposed policy's section on loans, so sparse and limited in its presentation, be approved.

Similarly, for the reasons stated in my introduction and above, the section on Grants--something completely new for us-- should not be approved at this time. There is so little information given in relation to this, including the absence of a rationale and the uses for which it is being requested.

Respectfully submitted,
Sharon Thomson

Sharon ~~to~~ T
p. 2

Gmail

National Office <office@grail-us.org>

Fwd: Scholarship and Ed Loan Input

1 message

Administrative Office <admin@grail-us.org> Tue, Dec 20, 2022 at 11:05 AM
To: Grail National Office <office@grail-us.org>

---------- Forwarded message ---------
From: **Sharon Wood** <shargrail@gmail.com>
Date: Mon, Dec 19, 2022 at 6:16 PM
Subject: Scholarship and Ed Loan Input
To: terrie <terrie@grail-us.org>

Hi Terrie,
Here is my input for the Scholarship and Ed Loan document.
Thank you!
Sharon

GRAIL SCHOLARSHIP FUND (current title)

(Recommended title: Grail Scholarship and Educational Loan Fund)

Revisions 12-19-22

General Questions/Concerns
o The fund total of approximately $118,000.00 is not a great deal of money in the overall scheme of things. Most foundations that fund scholarships and loans usually have millions of dollars in their coffers and a bona fide repayment plan for the latter. Most also charge an interest rate for loans. Since the Grail does not have an unlimited amount of funds, does not charge interest on a loan, and does not have the ability to make sure the loan will be repaid, it is important to be extra cautious with these funds.
o Given that the Finance Committee is responsible for Grail finances and this scholarship and loan fund will be accessing Grail finances, the Finance Committee needs to be an integral part of the team that determines how much money will be available each year for the scholarships and loans.
o The Grail Scholarship Fund document as it is titled now (which I recommend be titled the Grail Scholarship and Educational Loan Fund) is confusing and needs to be rewritten for clarity. For example, there should be an introduction about the two types of scholarships (i.e. Event/Projects/Program Scholarship and Educational Loan Fund) and the history of the funds and the decision to combine them. Then each should be clearly delineated and have their own section description. I would be happy to help with the rewrite.
o Are these funds for U.S. Grail members only?
o Tax returns should be a part of the supporting documents of all loan applicants.
o All applicants for these funds need to demonstrate how they have/are in some in service to Grail mission and vision.

Questions/Concerns Re: Event/Projects/Program Scholarship Fund
o Suggestion: The use of a two-tiered structure for Grail members and explorers:
Grail members may apply for up to $500.00 per event, projects, and programs
Grail explorers may apply for up to $250.00 per event/projects/programs
o A discussion is needed to determine if there should be a maximum amount that Grail members and explorers may receive from the scholarship fund in order to ensure that funds will always be available to as many Grail members as possible. Grail members need to be considered first, before explorers receive funds.

o There needs to be further discussion on whether a non-Grail member should be eligible for the Grail Events/Projects/Programs Scholarships and non-Grail programs.

If it is determined, after some discussion, that non-Grail members are eligible to apply for this scholarship, then I suggest that they would be eligible for $150.00 per event/projects/programs. Suggestion: Non-members, if allowed to access 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.

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

Sharon W
ps. 2.

Gmail

National Office <office@grail-us.org>

Proposed changes in bylaws

1 message

Pamela Cobey <pamela.cobey@gmail.com>
To: The Grail Council <office@grail-us.org>

Tue, Dec 13, 2022 at 5:07 PM

Bylaws:
When the direction of the Grail is determined for a specific time period, for example, the next 3 or 5 years/ the General Assembly, then the bylaws can be examined in the light of meeting those directions for that time period.

The work of the Council is to facilitate the manifestation of the stated direction of the Grail for the specified period of 3-5 years (as well as possible within the boundaries of feasibility).

I agree that it could be helpful if members submitted proposed changes to the bylaws.

It is reasonable that proposed changes are reviewed by Council and then sent out for consultation by members.

It seems unreasonable to consider changes that can happen at any time.

I fear that with membership (as few as 20!) changing bylaws at their whim, "the tail will be wagging the dog." That is, I fear the disempowerment of those who are working for us to facilitate the direction we have chosen for the Grail in our regularly scheduled General Assemblies. Direction cannot be achieved. It can lead to complete futility (like playing a game of whack a mole).

Regarding the change in funding:
I agree that it is appropriate to increase current spending from $400 to $500 / year. Funding of $20,000 for education / year was certainly reasonable at at time when we in the US had nucleus members. At this point in time, women coming to the US Grail are rightly committed first to their own lives and families. Such an investment would well serve young nucleus members in the International Grail.

Gmail

National Office <office@grail-us.org>

Fwd: Response to NGN requests

1 message

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

Tue, Dec 13, 2022 at 3:34 PM

---------- Forwarded message ---------
From: **Nancy Richardson** <nancydrichardson39@gmail.com>
Date: Tue, Dec 13, 2022 at 1:06 PM
Subject: Response to NGN requests
To: Administrative Office <admin@grail-us.org>

Hi Terrie and Elizabeth,

With this letter, am responding to the two requests posted in the NGN

First, I would like to withdraw my earlier response to the By-Law change proposed by Beth Murphy on behalf of the Revisioning Group and replace it with this one. I am opposed to the proposal. I do believe that members to be involved in any By-Law changes, both proposing and voting on proposals from Council. However, this proposal is unclear with regard to Council's role in the process, as evidenced by the fact that Beth had to post a clarification. In order to address By-Law questions, I would propose, instead, that Council appoint a commission to do just that. For too long, we have made piecemeal changes which too often fix one problem while opening another one. A diverse commission, including members of Council and other Grail members, including people like Maureen Laflin because of her legal experience and Fran Frazier, a member of the Anti-Racism Committee who also runs an Ohio non-profit organization, could address this.

Secondly, with regard to the Education Committee proposal, I have numerous question, not the least of which is that it is poorly written, but more importantly, it is not clear that the donor actually intended to provide college scholarships to non-Grail members. I would like to know exactly what the stipulations were on the grant. In addition, it is shocking that the proposal would offer loans or grants up to $20,000 per year without any clear requirement for repayment; indeed the proposal explicitly says that the "The guidelines for approving loans are not intended as hard and fast conditions."

Thank you,

Nancy

[Quoted text hidden]

Input from Maureen Tate on Council Consultation – December 14, 2022
Consultation 1: By Law Change

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.

Since our membership numbers are diminished and it is becoming increasingly difficult to find members able and willing to serve on Council, I am in agreement that more members should be involved in shaping the By-Laws. However, I have a concern that no matter who is serving on Council, there is not sufficient trust that they will make decisions for the whole of the Grail. Members who want to push for a certain result will find ways to persist regardless of what our By-Laws say. I am not confident that changing By Laws and spending a lot of time worrying about By-Laws is where our energies should be placed. By-Laws should be changed very seldom and only when they are in total misstep with the way the organization is functioning e.g. when we changed the structure around 2007.
Also, Council should independently be able to suggest revisions after their annual review. Often it is in the process of working that Council becomes aware of inconsistencies that members are unaware of.
If the above change is adopted, I want to recommend the following:
Change #1
1. Following their Annual Review, Council may propose changes to the By-laws for member review, discussion and vote. Changes to the By-Laws may also be considered when Twenty Five voting members, may acting together, submit additions or revisions to the bylaws through public notice in a national Grail publication [In other words, not by quick responses or chiming in on the listserv, revising as they go, that is not read by all. Often members just agree with a friend and are not sufficiently involved in the Grail or informed to appreciate the revision proposed]
2. Who is responsible for Open Forums – see below revision suggestion.
Any proposed amendments to the bylaws will be voted
upon by voting members after an Open Forum(s) to discuss the changes. The organization of the Open Forums will be the responsibility of members proposing the change, with sufficient time and materials, and in collaboration with Council.
Change #2
While I trust Council members to seek member input, I am okay with deleting this Amendment.

Consultation 2 – Combining the Scholarship Fund and The Educational Loan Fund
Combining the two funds into one makes sense so that we can have one committee responding to both types of requests for support. I want to clarify one thing I saw in the paragraph below that seems mis-stated or confusing. I used to have management responsibility for the Scholarship Fund. The highlighted portion, in my memory, was never an intended use of the "Scholarship Fund", only the Education Loan Fund. This paragraph implies that this was the intention of the Scholarship Fund from inception since it is included in the Background Information. Attending post-secondary institutions gives the impression that the Scholarship Fund was intended for graduate school type programs. The phrasing seems unclear to me. Perhaps it could say:
The focus of the scholarship for women is to assist those who would otherwise by unable to afford attending Grail programs and gatherings, or programs offered by non-Grail groups or institutions that would enhance their Grail participation or project.
(1) Event/program/project Scholarship The Grail Event Scholarship Fund was established by a Grail member to generate funds for the purpose of broadening participation of Grail women in the daily activities and work of the Grail. The focus of the scholarship for women is to assist those who would otherwise be unable to afford to attend post-secondary institutions and Grail programs and gatherings. The primary source of the Event Scholarship Fund initially was the annual income from a $50,000 Charitable Trust established in 1992. As of July, 2022, this fund had a balance of: $11,095.56.

Input from Maureen Tate on Council Consultation.docx
17K

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

comments of policy and bylaw changes

2 messages

Lucy Jones <lucyjones5265@gmail.com> Sat, Dec 17, 2022 at 7:47 PM
To: Grail National Office <office@grail-us.org>
Cc: Thanh xuan Nguyen <nguyentxuan3@gmail.com>, Sharon Wood <sw4sd@aol.com>

Here are my comments on the proposed changes.

Comments of policy changes.docx
13K

National Office <office@grail-us.org> Mon, Dec 19, 2022 at 3:24 PM
To: National Office <office@grail-us.org>

Comments on Policy changes

Lucy Jones

Scholarship Fund Policy

It seems fine to me to combine the event and education funds. I think the Loan Policy needs to be fleshed out more. $20,000 is pretty high for a relatively small fund (six max loans would essentially wipe out the fund). I do think there needs to be a cost for borrowing because the fund loses interest on that money while the person has it. I also think there are administrative costs and there needs to be more management of a loan than an outright gift/grant.

By-laws change

I think the change is okay but I wonder if a simple majority is a good idea for accepting changing by-laws. Perhaps the 2/3 rule reflects better the seriousness of such changes.

[Quoted text hidden]

Gmail

National Office <office@grail-us.org>

feedback on Grail proposals

1 message

Beth Rosen <bethnrosen@gmail.com>
To: "OFFICE@grail-us.org" <OFFICE@grail-us.org>

Fri, Dec 16, 2022 at 12:45 AM

Dear Council members:

Thank you for requesting input into these proposals. Here are my thoughts:

Proposal 1: Does this suggest that changes in our bylaws can be approved by a simple majority of the Council or of Grail members? If it allows approval by a simple majority of Grail members, I'm concerned that this would take away all power and authority from our Council, whom we elect. It would give a lot of power to any 20 women in the Grail, and take away from our elected governing group. Even the review of our bylaws are taken away from Council's duties. Council seems to be taken completely out of the equation. WHIle I'm all for increasing Grail members' involvement in giving input and making decisions, I think this proposal goes way too far.

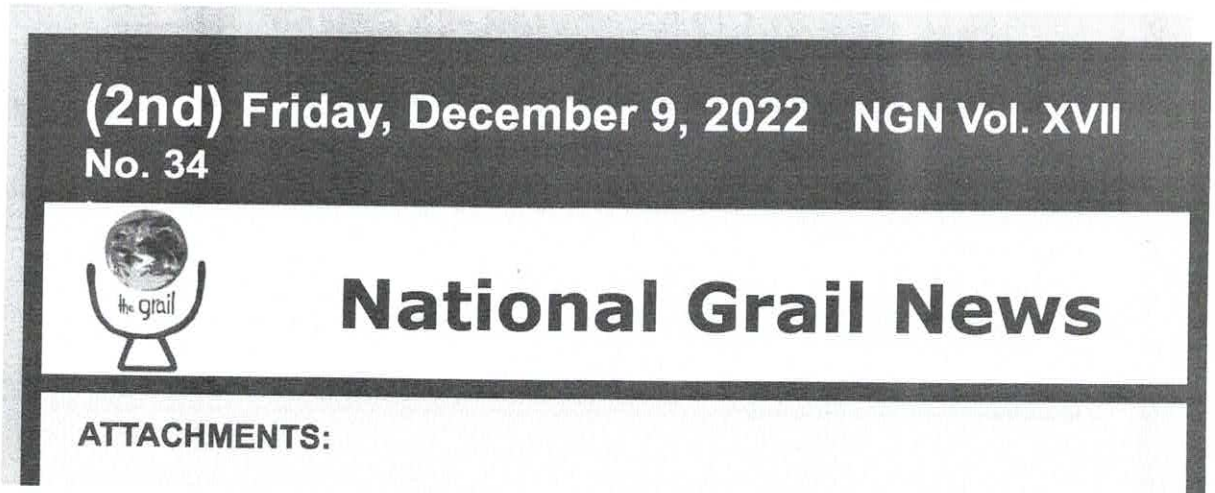
Proposal 2: I think an increase to $500 to help pay for members or explorers to attend Grail events, seems reasonable. Or to attend training that is specific to a role that this person plays or intends to play in the Grail. However, we need to think carefully about getting into the business of giving loans, even interest free. Who will monitor whether loans are paid? If we're not willing to do this, lets just call them "grants" or gifts or donations, and acknowledge that the grants most likely won't be replenished.. Paying for this level of training and education may have made sense when we had nucleus members, who devoted their lives to the Grail. These days are gone. I have difficulty imagining a scenario in which it would make sense for us to fund someone in the Grail for this level of training and education, even if we think it would be a nice thing to do. Especially in light of the need for significant repairs to the Oratory. The money that was recently bequeathed is for "education and care of the Oratory". I think that we need to discern how much of this money should be earmarked for the care and repair of the Oratory, before thinking about large education grants.

One more thing. I feel strongly that the Holiday season is not a good time to make proposals, especially 2 proposals. People are busy and distracted this time of the year, and I fear that the proposals might not get the attention they deserve. Additionally, there's a large, 3rd proposal that has been put on the Grail Listserv, concerning Cornwall, by many of the same people who have made the above 2 proposals. This is just too much at once! All 3 of these proposals deserve to have proper time for review, reflection, discernment.

SIncerely,

Beth Rosen

On Dec 9, 2022, at 2:48 PM, The Grail in the USA <office@grail-us.org> wrote:



(2nd) Friday, December 9, 2022 NGN Vol. XVII No. 34

the grail

National Grail News

ATTACHMENTS:

Gmail

National Office <office@grail-us.org>

Grail policy issues - my opinion

1 message

Carol Skyrm <ceskyrm@gmail.com> Fri, Dec 16, 2022 at 2:27 PM
To: The Grail Office <OFFICE@grail-us.org>

Thanks in advance for considering my views:

Bylaws change: I agree with the comments made by Carol Siemering, which I attach here for reference.

Education policy change: While I welcome the idea of supporting women to improve their education, I think we should limit the total amount for (non-Grail activities) tuition to $15,000 over a period of 2-3 years. If a specific case merited review, I would want that to happen. But otherwise, given our resources, we would not be able to help more than 5 women at the $20,000 level unless someone else leaves a bequest, since we don't ask for repayment with any interest.

I also think that there should be a clear link between the scholarship candidate(s) and the Grail. I would prefer that the candidate(s) be members, or at least Explorers. I would want to hear how their education would be used to benefit the Grail and its mission.

Grailville Southside Security: I continue to support the Finance Committee's recommendation that the four most-at-risk buildings be fenced. The cost would be about $29,300 for 12 months. I think we want to protect ourselves from liability if some trespasser is injured, and also to protect those four buildings, which are of the most interest to prospective buyers. I don't think we have the luxury of removing the vegetation to beautify these grounds, as that upkeep would have to be constant. The North side of the Grail's property will need maintenance funds for the foreseeable future, and if we are spending down our major maintenance fund, I would rather it be done there. I don't think the beautification would convince anyone in the small town of Loveland that the south buildings are being occupied. I don't think we can afford to spend our limited funds for this purpose.

As regards the three proposals, I request that Council hold off on taking any votes during December, as members probably want to give their input and they haven't had enough time. The only one of these items that is more time-sensitive is the fencing.

Thank you,
Carol

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To act joyfully brings joy to others which in turn makes one feel joyful. I believe we are called to the duty of delight.
- Dorothy Day

Proposed Grail Bylaws changes Dec 2022.docx
23K

Gmail

National Office <office@grail-us.org>

Member consultation request

1 message

Elizabeth Robinson <elizabethrobinsonart@gmail.com> Sun, Dec 18, 2022 at 3:08 PM
To: National Office <office@grail-us.org>, Laura Kaplan <laurakaplan@igc.org>, Judith Defour Howard <edujoy@yahoo.com>, Judith Brown Leigh <judith.bleigh@gmail.com>, Sonia Jacquez <sonjieburd@hotmail.com>, Tina Kalala <bpKalala@gmail.com>, Thanh Nguyen <nguyentxuan3@gmail.com>, Sharon Wood <sw4sd@aol.com>

I agree in full with the points Elizabeth Murphy makes below regarding the three issues council has requested member feedback. I am very familiar with Grailvilles SS And am happy council is turning attention to ways to prevent further damage other than fencing.
Elizabeth Robinson

ITEM: SECURITY FOR
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.

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

My thoughts on Proposals #1, #2 and #3

2 messages

Mary Farrell <mkf@puck61.net> Mon, Dec 19, 2022 at 10:41 PM
To: The Grail in the USA <office@grail-us.org>

Thanks for handling this process!

Best,

Mary

Reactions to Proposals ^N1^J ^N2 and ^N3.docx
14K

National Office <office@grail-us.org> Tue, Dec 20, 2022 at 10:27 AM
To: National Office <office@grail-us.org>

--------- Forwarded message ---------

From: **Mary Farrell** <mkf@puck61.net>
Date: Mon, Dec 19, 2022 at 10:41 PM
Subject: My thoughts on Proposals #1, #2 and #3
To: The Grail in the USA <office@grail-us.org>

To: Council of Grail-US
From: Mary Farrell
Date: 19 December 2022

Thank you for soliciting the opinions of members as you consider multiple proposals. Herewith I submit my Reflections on the Council Proposals.
Proposal #1: Bylaw Change
I agree with the change proposed to allow amendments to the Bylaws to be initiated by 20 members. I agree that changes to the bylaws should be adopted by a simple majority of voting members after consultation involving an Open Member Forum. I believe that the second sentence should specify that Council or twenty (20) voting members may propose amendments, additions or revisions to the bylaws. I believe Beth Murphy's assurance that this was the intention of the proposal, but I am not sure the proposed language says so.
Proposal #2: Policy Revision concerning funding for Education
This proposal involves considerable change to the use of funds to support education of Grail members, Explorers or interested friends. While clearly the proposal arises from a generous impulse, I do not believe it presents clearly the consequences of the proposed levels of support. Too little time has been allowed for consideration of these implications, so I would request that Council defer action for at least one month for further member discussion and consideration.
Proposal #3: Southside Security
I continue to support the option proposed by the Finance Team [to fence the four most violated buildings – Caravansary, Hodie, House of Joy and Dining Room] and deconstruct the other buildings South of O'Bannonville Road, drawing the funds from either the Grailville Endowment or the Major Maintenance Fund.
[Quoted text hidden]

Reactions to Proposals ^N1^J ^N2 and ^N3.docx
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Gmail National Office <office@grail-us.org>

Scholarship proposal

1 message

Terri Carter <tcarterisme@gmail.com> Tue, Dec 20, 2022 at 10:32 AM
To: graillistserv <graillistserv@googlegroups.com>, National Office <office@grail-us.org>

Hello All,

After reading the proposal I have a few questions:

Would it not be more in line with our Grail mission to look outside of ourselves and provide this opportunity to others in need?

Could we offer a $2,000 scholarship to a few different groups?

I would suggest Fran Frazier's group, Black Girl Rising, https://blackgirlrising.net/

Also, Rural Migrant Ministry, https://www.ruralmigrantministry.org/

Grail Family Services, https://gfsfamilyservices.org/

Theresa Dardar's Pointe-Au-Chien tribe, https://www.pactribe.com/about

Lastly, the Lower East Side Girl;s Club, https://www.girlsclub.org/

By offering these organizations an opportunity for a scholarship the impact would be much greater. I believe that by going externally with a scholarship program we are furthering our mission and aligning with the UN's SDG's.

Please consider these ideas before moving forward with the proposed scholarship program.

Thank you,
Terri Carter