

Appendix B: Small Work Groups – Flying at 1000 feet

Group Topic: Membership including When, Where, How & Why we use the Grail Name?

Significant Discussion Points:

- Draft of categories of Grail Membership and 4-sided draft of MORE (Membership Outreach & Recruitment Energy) and the 7 recorded statements of reservation regarding the Membership section of the Scenario.
- Currently no Membership Team, but Emily Thomas, Mary Kay Louchart, Judith Blackburn and Rose Mary Clark are active here and a new Team is in formation.
- Finances: All agreed that ALL member categories expect an annual contribution. Items needing restating and/or clarifying: contribute at least cost of mailing Gumbo and other reports. Some may consider cost of coming to GV and/or other Grail programs a contribution – clarify this.
- What is the median Grail contribution (not average)? Need guidelines.
- Spanish speaking members: Not having some materials in Spanish (e.g. Process materials, GA Prep, Gumbo) is a decision not to have Spanish-speaking members. It is urgent to find members who volunteer to do translating or make money available for this task.
- Using Grail Name is essential in coalition-building and in recruitment of new members.

For Council Consideration:

- Approval of draft of Categories of Grail Membership by level of involvement.
- Policies regarding using Grail Name and guidelines for who to approach to review wording or pieces for publication and/or public statements. Names may differ for different topics addressed.
- Making funds available for specific Grail materials to also be in Spanish IF volunteers aren't found for this. Responsibility for this by new Grail groups of Spanish language, with oversight by Council.

Anything else your group wants to say:

- Streamlining and standardizing membership process – this is under way, but needs to be finished, publicized and used.
- Included a review of most recent membership process whose challenges/ramblings include a time lapse & cumbersomeness between an expressed interest and engagement. New thought of becoming a woman in the Grail Wider Circle AFTER one or a few contacts.

Group Topic: Separation of Policy-Making & Implementation

Significant Discussion Points:

- With Bonnie & Meg – Clarified current reality in terms of separating policy/Council function and implementation/staff function. This solidified our understanding that the split is absolutely vital for these to be taken on as manageable roles.
- Unless membership and finance also move forward toward incremental growth, we cannot implement the governance pieces. Continuation of the status quo leads towards movement failure, because the responsibilities of the Council have outgrown the capacity of the current structure.
- By providing staff we will make it more possible for people to be available for Council positions in the future.

For Council Consideration:

- In whatever goes out to the movement, be sure there is a diagram or chart of how it works.
- Be sure to provide examples of how the suggested changes can make life humane for leadership.

Anything else that your group wants to say:

It would be a pity to fail because of this governance piece at this moment, when we see so many positive signs.

Group Topic: Regions

Significant Discussion Points:

- Identified regions; shared information on activities in the regions.
- Regions came into existence because of geographical realities
- We identified Regions that have smaller groups within: NY = NYC, NJ, Bronx, Politics & Spirituality; Some Boston relate to Cornwall.
- When women meeting in the Northwest were asked about joining the Grail they responded: "Aren't we enough Grail-like?"
- Centers give Grail experience – isn't that essential?

For Council Consideration:

- We need an appropriate forum for communication between regions/local/centers with the Council.
- Creative use of communication with the Council: video conference, conference calls.
- Do we need some form of representation within the Council?
- Two-way communication with the Council and lateral communication with "groups" (Groups, regions, local, centers).
- Each group identifies a liaison to be in contact with the Council.

Anything else that your group wants to say:

- Didn't hear Cornwall named as a sub-section of NY region – which it has been till now.
- Didn't hear California/Pilgrim Place mentioned (but I might have missed it).
- No mention of National group liaison as part of this picture

Group Topic: Christian Origins, Presence & Spirituality

Significant Discussion Points:

- Our concept of Christian is not narrow and a Christian orientation does not exclude others.
- Christian values are expressed by work for justice, for peace, against trafficking of women, care for the earth, being in touch with God within.
- Christianity is not a bad word – our members reflect Christian values. Christianity is part of the Grail. Spiritual diversity is not threat – it is enriching.
- Grail culture is one of simplicity, simple living, care of the earth, communication with all, and we work towards transformation of the world.
- Historical figure of Jesus/Gospel important as ONE element.

For Council Consideration:

Guarantee that all new members understand our Christian origins, our present values and the reality of our international situations.

Anything else that your group wants to say:

Grail has roots in Christianity, we should acknowledge this.