

## Appendix E: Summary of GA Evaluations

### 1. What did you appreciate about the PROCESS/PROCESSES of the GA?

28 participants mentioned that it was “**well put-together**”. Comments emphasized the good balance of small groups, feedback, and large groups, and that the flow was clear, consistent, efficient, and inclusive. The creativity, the democracy, the single focus with templates in every session stood out.

22 people praised **Maureen Gallagher**, noting that she was a skilled facilitator who appreciated and believed in us and took the burden off the Council.

12 members cited **GA Preparation** as essential to the process, allowing the Council’s best thinking to come forth, establishing time and space for letting everyone be heard with many ways to give input, and a method to feed everything back to the whole group.

**The Spirit of the Grail** was mentioned by 6 people, specifically in the positive attitude that prevailed, lightness balancing heavy issues, congeniality, humor, respect, and listening.

Some mentioned that they appreciated getting a lot done in the time given, having both verbal and graphic methods of focusing on issues, and finding Fran Frazier a great asset to the week. That the process proved empowering also came up.

### 2. What did you appreciate about the ISSUES or SUBJECTS addressed at the GA?

24 people gave the answer “**Well done.**” Comments showed that the subjects were pertinent to Grail needs, essential, clear, and that key structural issues were addressed. The issues were consistent with the prep materials, the scenario process excellent for moving problems to broad agreements, the **appreciative inquiry** approach addressed our problems and strengths, reduced tensions, and increased productivity.

Seven members emphasized that the subjects **helped the continuation of the Movement**, the viability of the U.S. Grail, moving us past denial and working towards growing the Grail. They helped us think about what kind of skilled help we need for both National Leadership and throughout the Grail to expand and work toward mission goals.

The issues and subjects gave **clarification** to six respondents, helping to open to transparency – especially in the areas of finance, governance, spirituality, and growing and supporting membership.

Four women mentioned that the subjects helped bring out the **realities** of the Grail, mentioning the pie charts (looking at the actual situation), moving from real problems toward solutions, especially in the areas of financial contribution and membership.

The issue of **Spirituality** came up three times here, giving one person a deeper understanding and appreciation, another the thought that people are still hesitant to come forward with their issues (but it was better this time), a third the feeling that the issue of “Christian/Catholic origins” needs to be returned to, since it came up so late in the meeting.

Among the variety of comments on the issues and subjects of the GA, these points were also mentioned: that they were timely, invited good discussions, focused on membership outreach, economic justice, new members and Spanish-preference Grail members, allowed heartfelt participation, and kept the focus at the 2000 foot level, eliminating frustrations. Some mentioned their different vision of the “new group in charge”, perhaps through the Council and NLT’s presentation of their experiences of working together. One person said she would have accepted and trusted the thinking of the Council on all these issues without input from the membership. How does a widespread, often slim and preoccupied membership develop a

local movement? asked another. One encouraged us to have the honesty and will to keep with issues until we get systems that really serve us effectively.

### 3. What happened to you during this GA?

The answers to this were **highly personal** and do not lend themselves to summary, except to say that most were quite positive, with the occasional negative, usually about getting too tired!

### 4. What would you name as the **OUTCOMES** or **RESULTS** of this GA for the movement? What do you think needs to happen next?

20 named "**clarification**" or "clarity about what needs to be done".

17 described new **energy**, in general and specifically for both outreach to new people and networking within Grail.

Many spoke of **communication**: how to share this process with those not here; using all modern technology available to communicate, both internally and externally.

Many spoke positively about **new structures** – more streamlined, more democratic, more effective for carrying out our mission – and this meeting itself showed how we could work together democratically.

Several remarked that we **dealt with differences** in a more respectful and gentler way.

Some encouraged **more trust in our leaders**, who have been doing an excellent job!

The need for "**next steps**" was emphasized: continue to clarify roles and responsibilities in new structures; improve connections between local groups and National; need to find the right people for the right jobs, and so on.

A variety of points around spirituality were brought up: need for a better understanding of the role of spirituality in the Grail as a whole; need for a clearer Christian voice in present-day Grail; continue to work on inter-faith issues.

### 5. How do you see yourself contributing to this next phase of the life of the U.S. Grail?

Again this was personal to each participant. But if everyone really does what she said here, we should have some lively action in the next few years!

### 6. How successful (0 - 3) was the GA in accomplishing each of the following?

[0=not at all; 1=somewhat; 2=fairly; 3=very]

- Building community among members: 1 (3); 2 (13); 3 (38)
- Helping members grasp the current state of member demographics and national finances: 1 (3); 2 (12); 3 (37)
- Determining a national direction members can support: 1 (5); 2 (20); 3 (24)
- Providing a chance to network with other members: 1 (4); 2 (6); 3 (40)
- Making progress toward a shared understanding of what it means to be a community rooted in spiritual values: 0 (3); 1 (4); 2 (25); 3 (21)
- Clarifying which governance, financial and membership options should be pursued OR how alternatives will be resolved: 1 (5); 2 (24); 3 (21)

(There were also comments added to these evaluation sheets. Some were quite personal, some practical suggestions for organizing large meetings. These will all be passed along to the appropriate people.)