



**THE GRAIL**  
**INTERNATIONAL COUNCIL MANUAL**  
**2019**

(revised 04/2019)

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## Abbreviations used in this Manual

CSW	Commission on the Status of Women (UN)
ECOSOC	Economic and Social Council (UN)
IC	International Council
IAF	International Assistance Fund
IEA	International Election Administrator
IEC	International Election Committee
IGA	International General Assembly
IFO	International Finance Officer
IFT	International Finance Team
INT	International Nucleus Team
ILT	International Leadership Team
IPT	International Presidency Team – term used for ILT before 2005
ISF	International Solidarity Fund
NGO	Non-Governmental Organization
NLT	National Leadership Team
NRP	Nucleus Reference Person
UFER	<i>Union Fraternelle entre les Races et les Peuples</i> (International Movement for Fraternal Union among Races and Peoples)
UN	United Nations

## International Statements

# **1 International Statements**

## **1.1 International Grail Vision Statement (IGA 2011)**

We are an international movement and community of women of different cultures, social backgrounds and generations. We trust in the Spirit of God, Mystery and Source of Life.

We are called to create a sustainable world, transforming our planet into a place of peace and justice.

We acknowledge that we are part of the whole of creation, striving to live simply and to nurture a culture of care for all the earth.

We are determined to look for signs of hope in a complex world.

We are strengthened by the compassionate energy and creative action of women.

Born in the Catholic tradition, the movement is grounded in the Christian faith and challenged by the radical call of the teachings of Jesus. Today we are women of various religious traditions and on life-giving spiritual journeys. We recognize that in each of our Grail countries, our expressions of faith, religion and spirituality reflect our own realities and cultures. We respect and acknowledge these differences.

Recognizing the global realities we confront, we are committed to growing together and learning from one another's wisdom, experience and spiritual search.

## 1.2 Vision Statement (IGA 1979)

The Grail is an international movement of women rooted in Christian faith. Conscious of our identity and aware of our potential, we feel urged by the Spirit and challenged by the life of Christ and the radical call of the Gospel to participate in the transformation of the world.

From the realities of our daily lives we are ever more aware of the relations of domination and submission which are embedded in our social, political and economic institutions.

Our experiences of the violations of the dignity of persons, cultures and nations lead us:

- to challenge particularly the system of production for the profit of the few which does not meet basic needs;
- to a developing consciousness of the oppression of women which takes different forms in different cultures and classes.

Enabling the bonding of women nationally and internationally and blending our different talents and life choices, we commit ourselves to a process of critical action/reflection with those suffering from these injustices.

We recognize that the transformation of society goes beyond change in social structures and the God is working through struggles for liberation 'to make all things new' (Rev.21).

In its life and work, the Grail strives for the integration of:

living faith,

full potential of women,

work for transformation,

to build a universal society of justice, peace and love.

As the IGA of the Grail, gathered in Portugal, 22 July – 6 August 1979, we affirm this vision and its continuity with the Grail guidelines of 1967 and the affirmation of 1971 and 1974.

### 1.3 A Faith Message for the Grail as It Moves into the Nineties 1988

Dear Grail Sisters around the world,

We journeyed to the Tiltenberg with great hope in our hearts. For more than 67 years we have been a faith community of women, trying to strengthen and support one another in our search for God. We have urged each other to be open to the Spirit and to work towards transforming our world into a place of justice, peace and love.

The richness of the Faith Testimonies prepared by the national groups as well as the special sharing we have had in this Assembly have touched us deeply. We who have met here together want to offer to all of you our effort to express a Faith Message for the Grail as it moves into the future.

God is the central mystery of our lives,  
creator and life-giver to the whole universe,  
beyond, yet within us,  
our horizon and beyond our horizon, who calls each one by name,  
who is with us always and all ways.

The Grail is an international movement of women, rooted in Christian faith. In the life, death and resurrection of Jesus Christ, Grail women have seen revealed the compassionate heart and unfailing love of God. This revelation carries with it a call to make real in our own lives the same compassion and love.

At this time of our history we also find some among us who are deeply touched by the Mystery in other ways. When we live and work together, we know through our day-to-day experience that we do stand together on common ground. But when we try to express this sharing in words, we sometimes feel confused. We place our trust in the Spirit and the Spirit helps us see that our common ground is likewise a common path, that all of us are journeying toward the healing and wholeness of ourselves and our world.

Through our Grail life we have often received great spiritual riches. But our personal lives and our life in community have also brought us moments of anger and frustration, confusion and loneliness, darkness and dry seasons. These are painful tests of our faith, yet we believe that, in spite of all, the desert will finally flower.

Our faith move us to celebrate: We can give thanks for all we have received, we can sing and drum and dance, praise and rejoice,



laugh and shout and play together, in countless languages and forms.

We bring our faith to a world which is becoming a global village:

- a village with a great variety of cultures, traditions and expressions, cultures which enrich and challenge us as well as limit and dominate us;
- a village confronted by the powerful forces of science and technology and by unjust economic, social and political structures.

As Grail communities we are rooted in local cultures. Together as women we want to use our collective talents and energy to transform the whole global village into a place where each person and culture will grow and enrich the others.

We heed the cry of people everywhere, longing for freedom, dignity and justice. We are called to action in a world where people struggle to put bread on the table and to fill their jugs with water; where women try to take their own lives in hand; where all dream of a hope-filled future for every child. The challenge of the Gospel message of liberation becomes real for us in many struggles.

In each place our actions take different forms. But we believe that in the pain of every effort to bring about change new life is breaking through. Our hope in the transformation of the global village and of the whole creation is strengthened by the conviction that terror, poverty and oppression will not have the last word. We rely on God's promise: 'Behold I make all things new'.

We are a faith community of women. Just as the crystal reflects light in a multitude of radiant colors, our belief reflects the different experiences and expressions of faith among us.

We see the richness of our diversity even as we struggle to understand it better. But who can limit the sparking rays once the sun has touched the crystal?

We are learning that we are nourished and challenged by different well-springs:

- the magnificence of the cosmos: God alive in every star, in every person, in every blade of grass;
- a deep and personal relationship with Jesus Christ;
- the Bible as we read it with women's eyes;
- the church as it is becoming a community of believers;
- the strength and hope of those who struggle for justice;

- new symbols and rituals that help us celebrate the experiences of our daily lives.

Indeed, we see God revealed in many ways in our world. Often we simply remain quiet before the Mystery, knowing that there is ‘nothing so much like God as silence’.

We share the hope that the Spirit will guide us step by step to understand one another. We support one another’s searching and discoveries, rejoicing in the radiant colors which the One Light evokes from the crystal.

#### **1.4 Grail Women Shaping the Future: the Mission of the Grail in the Nineties (IGA 1993)**

The vision of the International Grail  
 is of a world transformed in love and justice,  
 by the power of the Spirit that moves in all that lives,  
 and through women’s commitment of their talents and energies.

It is a vision of hope and a work of faith.

It is a journey towards wholeness  
 in the depths of human hearts,  
 in cultures and societies,  
 in the universe.

At this International Assembly of the Grail  
 we once again  
 entrust the future to the Spirit of God  
 who is the central mystery of our lives.

In communion with one another  
 across time and space  
 we reaffirm in joy  
 our desire to seek  
 and labour for  
 this new life of promise.

(cf. Vision Statement, 1979 & Faith Message, 1988)

Poised now towards the end of the 20th century, we enter into a new understanding of the state of the world. Enmeshed in a web of human and environmental crises, we perceive more clearly the interconnectedness of all the dimensions of life. It is no longer possible to tackle any problem in isolation from all the others affecting life on Earth today.

Humankind and Nature and joined in their suffering and the threat of annihilation. The whole of life struggles for survival in the arms of a

culture of death. Violence and war, human misery and the extinction of species, material and spiritual poverty are the legacy of centuries of domination of the few over the many, of men over women, of humans over nature. The AIDS epidemic sweeps across the globe as human health is increasingly assaulted by toxins throughout our environment. Racism, sexism, colonialism, and classism continue, as global economic powers, unrestricted by national boundaries, pursue profits, heedless of their destruction of the peoples and resources of the Earth.

We find ourselves standing at a crossroads of survival.

Believing that “from the beginning till now the entire creation has been groaning in one great act of giving birth” (Rom. 8:22), we affirm that a world order of life can emerge from the ruins of our present reality. We live in trust that the spark of the Divine within the human is inviolable and will triumph in the end.

We find seeds of hope among women throughout the world who, having been denied full participation in society, still have the potential for creating new cultural and structural models.

We find seeds of hope among young people who, disillusioned by the societies they have inherited, have a capacity to search for creative ways of living with a global perspective.

We find seeds of hope wherever women and men who are marginalized rise in resistance and struggle for change, wherever the human dignity and worth of those who suffer is affirmed.

We find seeds of hope in the existence of groups with whom we feel an affinity of purpose and with whom we can collaborate.

We find seeds of hope within the Grail as we struggle to make manifest within our own community the principles of a universal society of justice, peace and love.

This International General Assembly 1993 addressed in a spirit of urgency three interrelated themes: Building Justice and Solidarity, Facing Cultural Changes, Contributing to the Survival of the Planet.

Facing our world together we have felt a new sense of mission. Our increasing cultural diversity has awakened new enthusiasm for Grail outreach and growth. We are united in our determination to find ways of

strengthening and combining our resources to serve new regional and international strategies.

We feel ourselves called by the Spirit to commit our lives and join our energies in order to develop the seeds of hope we find present in the world today.

We are committed to developing strategic and effective ways of meeting the urgent cries for justice throughout the world.

We are committed to challenging women, wherever they may be, to gather together and bring forth their unique gifts and life-giving powers.

We are committed to implementing innovative ways of thinking and being that ensure the quality of life for each person and contribute to the survival of the planet.

We are committed to uncovering the sources of life that abide in the roots of our diverse cultures, that lie silent in the heart of each human being.

We deeply desire to live these commitments within our Grail community, with respect for each other as we meet the challenge of authentic intercultural relationship.

Working in our local contexts as individuals and as Grail groups, interconnecting regionally and internationally, we are bonded in action, in solidarity, and in faith.

## **1.5 The Grail in the 21<sup>st</sup> Century: International Mission Goals 2006**

### **Introduction**

The Grail in the 21<sup>st</sup> Century continues to work to transform the world into a global community committed to justice and peace and harmony with the earth.

In 2006, we strive to think, share, and understand each other, our cultural contexts, and our global reality on a deeper level. At the beginning of this century, we recognize that our world faces pressure from economic globalization, increasing gaps between rich and poor, increasing violence, power imbalances, destruction of the environment, and secular and fundamentalist challenges to spiritual life.

The priorities we name for the coming four to five years are framed by our longing for deeper understanding and relationship. They guide the

international Grail as a movement of women. They also challenge our work as individuals, countries, regions, and centers. We recognize the important role that networks and partnerships play in meeting these goals.

As the Grail in the 21st Century, we:

**\*Work for the transformation of the world by deepening as an international community, through focus on:**

**• Spirituality** - we will:

- Enter more deeply into our Christian roots, ecumenism and inter-religious dialogue
- Listen deeply and with an open heart to understand what unites us and to appreciate how we differ
- Open our awareness of the whole of creation as God's primary revelation

**• Solidarity** - we will:

- Increase the reciprocal exchange of resources -- people, money, knowledge --between Grail countries
- Live a simple life style

**• Formation** - we will:

- Establish programs or projects that will attract young women
- Train a new generation of Grail women for international leadership
- Engage more Grail women in the international political arena at the United Nations and World Social Forum
- Create opportunities for on-going formation for all Grail women

**• Culture and Language** - we will:

- Deepen our understanding of 'culture', and the specific cultures that shape us
- Continue and expand our work to overcome language barriers within the Grail

**\*Work for the transformation of the world by choosing actions for justice and by continuing to challenge unjust structures, with focus on:**

**• Overcoming Poverty** - we will:

- Continue to identify and analyze the underlying causes of poverty in our world
- Work to build skills in our local communities for the empowerment of women

- Strongly support programs and projects that aim to overcome poverty at local levels
- Challenge the systems that cause poverty, nationally and globally

• **Living in Harmony with the Earth: living sustainably** - we will:

- Ask all Grail members and Grail Centre staff to measure their ecological Footprint on the Earth
- Promote education about genetically engineered organisms (GEOs) within the Grail and in our communities
- Work to ban the manufacture and use of genetically engineered seeds, foods and trees

• **Justice for Women** - we will:

- Advocate for the girl child
- Work to combat the trafficking of women and young girls or boys
- Develop women's leadership in our communities
- Continue to stand up for women's rights/human rights

• **Peace** - we will:

- Involve ourselves in work that will establish peace between different cultures and neighbors in multicultural societies
- Pray for peace in our communities and our world

**The Spirit of the Lord has filled the whole earth  
Alleluia, Alleluia, Alleluia**

## International Structures

## 2 International Grail Structures

### 2.1 Structures (Part A)

[Formally adopted by International General Assembly (IGA) 1979. Amended by Extraordinary IGA 1985, IGA 1988, IGA 1998.]

#### 2.1.1 Introduction

- 2.1.1.1 The Grail is an international, spiritual, cultural and social movement of women, rooted in Christian faith and committed to the transformation of the world into a global community of justice and peace. It is a movement that seeks to live in the dynamism of the Spirit with fidelity and creativity, and to be responsive to the signs of the times in its activities and involvements.
- 2.1.1.2 The Grail had its beginnings in the Netherlands in the 1920s. It was initially a movement for young women inspired and led by a group of Catholic lay women who dedicated their lives and personal resources to the renewal of the world and church of their day. Originally called ‘Women of Nazareth’ this identifiable group in the Grail is now known as the ‘the Nucleus’ in a movement of women of different life choices each and all responsible for the common vision and mission.
- 2.1.1.3 As the Grail has continued to grow, through several generations and in all continents, it has developed into a world-wide movement of women and has gathered into itself a rich experience of different cultures and environments, social involvements and spiritual journeys, life situations and commitments of persons and groups.
- 2.1.1.4 Ecumenical in its perspective over many years, the Grail has become, at the end of the 20th century, an ecumenical movement, open to the ways of other religious traditions and to expressions of genuine spiritual search which are consistent with its identity and integrity of purpose.
- 2.1.1.5 The Grail acts also as part of the civil society, taking its stance in the public arena, and collaborating with others with similar values and goals.
- 2.1.1.6 The differentiated world of nation States and unique cultures is being forced to confront such global realities as the common responsibility of humankind for the Earth, the power of electronic communications and the necessity for a new global ethos. In this context, the Grail is called to give expression to its vision and mission with new responses to new challenges and needs.
- 2.1.1.7 The International Structures of the Grail are to be read and interpreted in the context of this full international life of the Grail, of which they are only one expression.



- 2.1.1.8 The purposes of the International Structures are:
- 2.1.1.8.1 to encourage and sustain all the authentic living expressions of the Grail and to enable their interaction and impact in the Grail as a whole;
- 2.1.1.8.2 to promote and strengthen both variety and unity in the Grail;
- 2.1.1.8.3 to provide means for all participants, in groups and individually, to take international responsibility for the continuing life, growth and activities of the Grail.
- 2.1.1.9 These Structures are in continuity with those formulated in earlier periods of the Grail's history, at the same time aiming to provide appropriate responses to the challenges of the times.

## **2.1.2 Forms of Participation**

- 2.1.2.1 Participation in the Grail is flexible, allowing women who share Grail values to join in the life and work of the Grail to varying degrees at different times. As such women grow in understanding of the Grail, they may choose to identify themselves explicitly with its vision and mission. They take part in specific programs and experiences which challenge and deepen their involvement and seek, from an existing Grail group, acceptance into the Grail as responsible participants willing to make their personal contribution to its solidarity and endeavors.
- 2.1.2.2 Women in a variety of countries, cultures and societies, of different ages and life situations, with a diversity of gifts, opportunities and needs, participate in the Grail, individually and communally. Their unity lies in the depth of their spiritual quest and personal commitment to the vision and mission of the Grail as described in its current official documents.
- 2.1.2.3 A Grail group consists of participants who meet in order to give communal expression to their Grail commitment. Groups may form in particular localities, or around common projects, or on the basis of common work, or interest, or affinity.
- 2.1.2.4 At the base, the Grail consists of such groups and individual participants each relating to at least one of these groups.
- 2.1.2.5 A Grail Entity is an organized and coordinated body, made up of Grail groups and/or a number of individual responsible participants of one or more countries. It must be formally recognized and affirmed as an authentic representation of the Grail and must be willing and able to accept the responsibilities of a Grail Entity.
- 2.1.2.6 The recognition, affirmation and, when necessary, the formal dissolution of Grail Entities is a responsibility of the International Council (IC). Maintaining norms of participation and the formation of participants is also the responsibility of the Council, which will evaluate periodically the practice of Grail Entities in this regard.

2.1.2.7 In order to strengthen bonds and pursue common strategies across boundaries of nation and culture, the Grail has developed a variety of international and multicultural forms of participation, including work teams; affinity groups based on common issues, life situations or experiences; collaboration between several countries in a region; global networks of action and communication.

2.1.2.8 All participants, individually and collectively, are expected, as far as they can, to join responsibly in the growth and sustaining of the Grail as a whole. The current official international documents of the Grail together specify what is required in this regard.

### **2.1.3 International General Assembly**

2.1.3.1 The International General Assembly (IGA) will normally take place every five years.

2.1.3.2 The purposes of the Assembly are to strengthen international unity of spirit and vision and to give fresh impetus to the varied authentic expressions of the common mission and commitment of the Grail, by involving all Grail participants in reflection, dialogue, decision and action.

2.1.3.3 There are three identifiable stages in the process of the IGA:

- a preparatory period of communication and consultation involving all participants
- the assembly itself, appropriately constituted to achieve its stated objectives
- a following period of communication of the results of the Assembly to all participants and whatever immediate implementation its decisions may require.

2.1.3.4 The Assembly is responsible for:

- affirming essential elements of the common vision and mission
- determining goals for the Grail as a whole and broad lines of policy including finance
- establishing the strategies and means for implementing its decisions and for their on-going evaluation
- adopting official documents concerning the Grail as a whole and reviewing and amending such documents where appropriate.

- 2.1.3.5 The Assembly will be composed of persons who together represent what is vital and operative in the Grail. They will have full or restricted rights of participation in the Assembly according to the criteria set out below.
- 2.1.3.6 Persons with the right of full participation, which includes all decision-making, in the Assembly must be responsible participants who:
- have been actively involved in a Grail Entity for at least the two preceding years;
  - have experience in at least one of the areas of life and action with which the Assembly will concern itself;
  - have a capacity and readiness to consider matters in an international perspective.
- Each person's eligibility for full participation in an Assembly must be guaranteed by a recognized Grail Entity.
- 2.1.3.7 Members of the International Leadership Team (ILT) and responsible participants representing networks will have the right of full participation in the Assembly.
- 2.1.3.8 The ILT or the Assembly Planning Team in consultation with the IC may invite other persons from within or outside the Grail who have a significant contribution to make to attend the Assembly as observers or resource persons with restricted rights of participation.
- 2.1.3.9 Decisions of the Assembly will be made as far as possible by consensus. Where consensus cannot be achieved and a decision must be made, the matter will normally be decided by majority vote. If, however, at least three delegations consider the matter to be of substantial significance for the Grail as a whole, they may request that it be decided by a two-thirds majority of votes. The adoption of International Structures and major official Statements will require a two-thirds majority of poll votes.
- 2.1.3.10 Voting by proxy is not normally permitted. However, in what the ILT considers an extraordinary situation preventing attendance, a Grail Entity may nominate a proxy. In these circumstances, the Grail Entity concerned should inform the proxy in advance of their views on matters coming before the Assembly, while allowing her reasonable freedom to exercise her discretion in the light of the discussion at the meeting.
- 2.1.3.11 A quorum for an IGA will be not fewer than two-thirds of the number of persons designated to attend the Assembly with full participation rights and not fewer than two thirds of the countries eligible to send delegates.
- 2.1.3.12 An Extraordinary IGA will be held when an ordinary IGA, or the IC, considers it essential for dealing with urgent business.

## **2.1.4 Global Networks**

2.1.4.1 Global networks are means of linking together Grail participants who are involved in specific areas of life or action which have been identified by an IGA as important for the Grail. Networks may be formed with national, regional or international participation.

2.1.4.2 A network may emerge out of the living reality of the Grail at any time. As it takes shape and direction, its animators should submit a statement of its vision and intentions to the ILT for affirmation until it receives formal approval from an IGA. It is the responsibility of an IGA also formally to dissolve a network when it judges this to be timely or necessary.

2.1.4.3 The purposes of a network are:

- to stimulate exchange on common concerns
- to develop common goals for collective action which has global significance
- to strengthen, and enlarge the scope of the work of Grail participants at the local level
- to bring greater depth and dynamism to local analysis and planning.

2.1.4.4 Each network is expected to:

- develop and maintain its own system of communication among its participants and with the ILT
- ensure that one small group takes responsibility for facilitation
- implement and evaluate its own program, including financial planning
- provide evaluative reports to the ILT at least once a year and present a full review and evaluation of its activities to the IGA.

2.1.4.5 At least once in the period between Assemblies, representatives of the active networks will meet with the members of the ILT in a Forum.

2.1.4.6 These representatives of the networks must be responsible participants in the Grail who are active in their networks, capable of a global vision and ready to undertake the responsibilities of the Forum.

2.1.4.7 The responsibilities of the Forum are:

- to study reports from the networks;
- to reflect on the vision and purpose of each network;

- to evaluate the progress of each network in terms of program of action, communication and resources;
- to explore connections, as they emerge, between the goals and work of the different networks;
- to offer the participating networks further insights and impetus to their activities;
- to evaluate the interaction of the networks with the other structures in the Grail and with Grail participants in general and to recommend ways of developing this interaction;
- to provide a report of the proceedings and outcomes of the Forum to the ILT, the participating networks and the IC.

## **2.1.5 International Council**

2.1.5.1 The International Council is a body which provides a means for Grail Entities and the ILT to interact between International General Assemblies. Its membership will normally consist of one duly elected responsible participant from each Grail Entity. However, the IC may decide to admit to membership more than one person from a particular Entity when circumstances warrant it (e.g. the significant presence of more than one culture within a Grail Entity).

2.1.5.2 A Council member must be a person with an overall knowledge and understanding of the Grail Entity she represents and with communal responsibility within it. She should also have the ability to explore the international significance of Grail situations and activities around the world.

2.1.5.3 Members of the ILT are *ex officio* members of the Council.

2.1.5.4 The Council may also invite to a Council meeting any person from within or outside the Grail who has a significant contribution to make to its agenda. Such persons will have restricted rights of participation.

2.1.5.5 The responsibilities of the Council are:

- to survey and evaluate the implementation of the decisions of the IGA, providing help and stimulus where this seems needed;
- to reflect on the currents of life and action in the Grail in order to discern and encourage developments coherent with vision and goals;
- to act as consultative body in the Grail in matters where cultural, national or regional factors are significant;
- to develop and implement appropriate financial policies;

- to maintain international norms for Grail participation and formation;
- to recognize, affirm and formally dissolve Grail Entities and to admit new members to the Council;
- to launch the Preparatory Period of an IGA and to set up the means for its organization, including the allocation of poll votes;
- to commence the process for the election of the ILT in accordance with the International Election Procedures;
- to decide on appropriate arrangements in the event of a mid-term vacancy in the membership of the ILT;
- to determine Procedures necessary for the effective implementation of the provisions of the International Structures and to publish these as annexes to the Structures, regularly reviewing them to meet changing circumstances;
- to take the decisions and maintain the administration necessary to fulfill the above responsibilities.

2.1.5.6 The Council will normally meet every 18 months.

2.1.5.7 Decisions of the Council will be made as far as possible by consensus. Where consensus cannot be achieved and a decision cannot be deferred, the matter will be decided by majority vote.

2.1.5.8 A quorum for an IC meeting will be no fewer than two-thirds of the Council members and not fewer than two thirds of the Grail Entities which constitute the current membership of the Council.

## **2.1.6 International Leadership Team**

2.1.6.1 The International Leadership Team will consist of three persons who together will offer creative stimulus and foster continuity of development at the international level in line with the decisions of the IGA. They act in the context of communal and personal responsibility within the whole movement for the development of vision and goals.

2.1.6.2 The responsibilities of the International Leadership Team are:

- to promote the integrity and unity of the Grail in accordance with the basic elements of its vision and life;
- to encourage initiatives in the networks and, in consultation with them, convene a Forum of networks.

- to keep regular contact with Grail Entities, being particularly attentive to signs of new growth and to emerging groups in the Grail;
- to respond to needs expressed by individuals and groups encouraging interaction and relationships of mutual care within the movement;
- to facilitate exchange of persons between countries in consultation with the appropriate Grail Entities;
- to oversee the administration and management of international funds according to established financial policies;
- to evaluate the experiences and activities of the Team and communicate the results to the IC;
- to alert responsible participants and appropriate groups to the need for evaluation of particular aspects of Grail life or action as necessary;
- to represent the Grail formally when necessary or formally to delegate this responsibility;
- to take the decisions and maintain the administration necessary to fulfill these responsibilities.
- These responsibilities will be carried equally by all three members of the ILT, but they will divide the tasks involved according to their talents and experience.
- One member of the ILT will be a Nucleus member chosen with a view to her competence to assume particular responsibility for matters of specific Nucleus concern. She may be assisted by an International Nucleus Team formed in consultation with the Nucleus.

#### 2.1.6.3 Qualifications for membership of the ILT are:

- commitment to the integrity of the basic elements of Grail vision and life;
- active participation in the Grail over at least the preceding five years;
- experience of some substantial communal responsibility within the Grail;
- capacity for team work;
- international experience and perspective;
- sufficient availability and health for effective and reliable carrying of her responsibilities.

2.1.6.4 All members of the ILT will be elected in a process involving all Grail participants eligible to vote in accordance with current International Election Procedures.

## **2.1.7 Validity of Document**

2.1.7.1 This document in its original form was adopted by the IGA (1979), which also declared that the adopted document superseded the international Structures (1967) Part A, Part B remaining until revised by members of the Nucleus.

2.1.7.2 Subsequent amendments to the original document have been approved by International General Assemblies in 1985 (Extraordinary), 1988 and 1998.

2.1.7.3 The voting requirements specified in the International Structures for the adoption and amendment of Structures were followed on all occasions.

2.1.7.4 The English version of this document is the official version on which all translations into other languages should be based.

## **2.1.8 Notes**

2.1.8.1 ‘Global’, as used here, is not a synonym for ‘international’ but denotes a new dimension of reality in the contemporary world. Global awareness recognizes:

- the interdependence of the planet and its myriad parts;
- that the rapid advances in electronic communications technology have enabled movements of information, ideas and resources, which are global rather than international in their scope and speed;
- that all peoples everywhere are challenged culturally, socially and spiritually by these global realities.

2.1.8.2 The following are the current official international documents referred to in these Structures:

- Vision Statement, IGA 1979, 2011
- Faith Message, IGA 1988
- Mission Statement, IGA 1993, 2006

2.1.8.3 Procedures detailing the functioning of the various elements in these Structures are not included in this document. They will be determined as required and printed as separate appendices to this document.



## **2.2 International Structures of the Grail Nucleus (previous Part B, affirmed and approved by IGA 2017- Fátima, Portugal)**

### **2.2.1 Part B of the International Structures of the Grail refers to the Structures of the Nucleus Community within the International Grail.**

#### **I PREAMBLE**

1.1 Grail Nucleus members are women who have responded to a personal call to dedicate their lives to God and God's reign in the world, devoting themselves and their personal resources to the vision and mission of the international Grail.

1.2 The International Nucleus of the Grail is in historical continuity with the Women of Nazareth, founded in the Netherlands in 1921 by Rev. Jacques van Ginneken SJ. This was an innovative life choice for Catholic lay women at that time: a dedication to Christ in one's life, in celibacy, in the sharing of all one's material and personal resources, and in obedience to designated authorities, while remaining lay women actively seeking change in the world. Within the Grail movement, begun in 1928, the Women of Nazareth were the central source of inspiration, direction, formative education and organisation. They changed their name to the Nucleus of the Grail after World War II.

1.3 In the 1960s, an 'aggiornamento' (renewal) process within the whole Grail led to some radical shifts in the life of the International Grail Nucleus:

The inherited traditional ways of relating to authority changed to a practice of dialogue and discernment, acknowledging that the conscience of the person must ultimately determine the matter.

Within the Grail movement, roles of leadership and responsibility formerly located in the Nucleus were opened to all Grail members, recognising the quality of commitment and of personal giftedness among them and the strength that lay in our diversity of life choices and situations.

From this time also, increasing numbers of Nucleus members perceived that their Nucleus calling required them to live their commitment within the structures of contemporary culture. Thus, the ways and places in which Nucleus members expressed their dedication became more diverse.

1.4 Grail women, in all their variety, together seek to respond in faith, hope and love to the realities of the world as it is today. Conscious of being part of a world of growing inequity and violence, characteristics of Grail Nucleus life (such as, simplicity, sharing, hospitality, reverence for life, attentiveness to the loving energy of the Spirit of God in all creation) are all authentic and necessary responses to our world's need for transformation.

## **II MEMBERSHIP**

### **2.1 Definition**

Nucleus members within the Grail are Catholic lay women who have been accepted into the Nucleus community and have formally dedicated themselves to Christ in celibacy, for their lifetime, promising to orient their lives to the common vision and mission of the Grail according to its official documents. (See 4.1 below.)

### **2.2 Requirements for membership**

2.2.1 Those who seek to dedicate themselves in this way need to have:

- a a clear appreciation of what the Nucleus dedication entails and of the Grail as an international movement of lay women of different life choices;
- b the capacity and desire for a mature faith, deep prayer and growth in spiritual wisdom;
- c sufficient physical and psychological health to support their growth in personal maturity;
- d awareness of the complexity of the world and its challenges and willingness to act for positive change through their life of fidelity to the Gospel;
- e the ability to live and work responsibly in a Grail community, in other settings or independently;
- f an active engagement in the mission of the Grail and in the promotion of its growth;
- g experience of living and working in a variety of Grail settings including, wherever possible, a different culture or other international context.

2.2.2 In the particular application of these requirements, the Grail group involved will consult nationally and internationally as needed, assisted and encouraged by the International Nucleus Reference Person (INRP) and International Nucleus Team (INT). (See 4.2 below.)

### **2.3 Preparing for membership**

2.3.1 Growing into Nucleus membership involves both cognitive and experiential processes intended to lead to a candidate's authentic integration into the Grail - its spirit, culture and purpose.

2.3.2 The person enters into a full program of study, experience and reflection based on an internationally agreed syllabus, together with consistent periods of contemplation, meditation and prayer. Integral to the process is initial and on-going discernment. It is expected that each candidate will have the personal support of her fellow Grail members and the spiritual and psychological guidance she needs.

- 2.3.3 The length of time and the specific content of this preparation for the Nucleus will vary with the culture and conditions of each country and the circumstances of the person herself.
- 2.3.4 When there are no other Nucleus members in her home country, the person and the INRP will plan an appropriate formation process in consultation with experienced Grail members.

## **2.4 Formal acceptance**

- 2.4.1 Formally accepting a person into the Nucleus is the responsibility of the International Nucleus Reference Person
- 2.4.2 Before doing so, she will consult the national Nucleus community to which the person belongs and/or those with whom the person has lived during her time of preparation. The international Nucleus community is also informed and invited to comment.
- 2.4.3 A person's formal commitment in the Nucleus (the Act of Dedication) is expressed during a Eucharistic celebration with her local Grail community and all invited to be present and is witnessed by the International Nucleus Reference Person (or her designated representative). It is preceded by a dialogue between the person making her dedication, the International Nucleus Reference Person, and the national leader of her Grail community.
- 2.4.4 Every Dedication text, as well as the accompanying dialogue contains the same essential elements, but the expression of these may be adapted according to the particular cultural context.

## **2.5 Mutual support among the Nucleus**

- 2.5.1 In each country, Nucleus members will decide how best they can sustain mutual support and interaction among themselves and communication with Nucleus members internationally.
- 2.5.2 Nucleus gatherings provide opportunities for building relationships, strengthening one another in the life chosen and continuing care for the spiritual, physical and psychological wellbeing of the Nucleus and of the whole Grail.
- 2.5.3 Nucleus members living in geographical isolation will normally relate to their national Nucleus community or to one of their choice. The INRP will have a particular concern for connecting these members with others.

## **2.6 Release from the Nucleus**

- 2.6.1 When a Nucleus member is considering release from her commitment in the Nucleus of the Grail, she will be encouraged to take time for reflection and

discernment and for consultation with those most able to help her make a wise decision.

- 2.6.2 Formal release rests with the International Nucleus Reference Person once she has received a written request from a Nucleus member.
- 2.6.3 For serious reasons, such as prolonged and deliberate dissociation from the Nucleus community or grave misconduct, the INRP may be obliged to dismiss a member. Before doing so, she will seek to dialogue with the person. The formal dismissal (release) will be in writing. The member so dismissed has the right of appeal against her dismissal.
- 2.6.4 A person who has been released from the Nucleus and cannot provide immediately for her needs will be helped by the local and/or national Grail for a reasonable period. Further arrangements may be made according to social norms in her country. She cannot claim compensation for what she has contributed.

## **2.7 Court of Appeal**

Where there is a serious dispute or other difficulty that cannot be resolved by the implementing of the provisions set out above, a Nucleus member may apply to a Court of Appeal for a decision. This Court will consist of three members: one appointed by the Nucleus community concerned, one by the Nucleus member and one from outside the Grail, appointed by the International Nucleus Team. The decision of the Court will be accepted by the member and the community involved.

## **III VALIDITY OF DOCUMENT**

- 3.1 This document is in continuity with the Guide-Lines and Structures of the Nucleus agreed upon at the International Nucleus Meeting and affirmed by the General Assembly held in July 1967.

This document was approved by the members of the Nucleus in an electronic/postal vote held in June 2017, which resulted in its acceptance by more than a 2/3 majority of votes cast. It was affirmed by the International General Assembly, July 2017.

- 3.2 The document may be revised and amended at any time in consultation with the entire Nucleus membership. Amendments require a 2/3 majority of the votes cast in an electronic/postal vote or in a duly constituted International Nucleus Meeting.
- 3.3 The English version of this document is the official version on which all translations into other languages will be based.

## **IV NOTES**

- 4.1 The current official international documents referred to in 2.1 are in IC Manual 2015

- 1.1 Vision Statement, 2011
- 1.3 Faith Message 1988
- 1.4 Mission Statement 1993
- 2 International Structures of the Grail (approved at 1998 General Assembly)
  
- 4.2 For further information about the International Nucleus Reference Person (INRP) and International Nucleus Team (INT), see IC Manual 2015: 2.2.2 International Structures of the Grail, International Nucleus Reference Person and International Nucleus Team

### **2.2.2 International Nucleus Reference Person (NRP) and International Nucleus Team** (Formally adopted at the IGA, De Tiltenberg, 1988)

The Nucleus Reference Person in the International Leadership Team assumes particular responsibility for matters of specific concern to the Nucleus.

The responsibilities of the Nucleus Reference Person are:

fostering international unity, development of vision and integrity of the Nucleus within the whole Grail;

caring for the community of the Nucleus as a whole and stimulating communication among Nucleus members;

facilitating consultation at the international on norms regarding Nucleus life;

planning and organizing international Nucleus meetings when necessary to reflect on matters affecting the life of the Nucleus;

providing materials and suggestions for formation of Nucleus members, in communication with the International Formation Work Group;

acceptance and release of Nucleus members;

regular communication with the Nucleus leadership in each country as well as with relevant international groupings as necessary.

The Nucleus Reference Person will be assisted in the carrying out of these responsibilities by an International Nucleus Team consisting of at least three persons.

The Team is formed in consultation with all Nucleus members.

Team members are chosen by a process of nominating and voting by all Nucleus members.

The Nucleus Reference Person selects the International Team from those with the highest number of votes, having in mind the additional criteria of country support and representation of different cultures and historical realities.

## **International Voting Procedures**

## **3 International Voting Procedures**

### **3.1 The Poll Vote**

The current International Structures provide for the use of the “poll vote” for the amendment of the Structures.

#### **3.1.1 Background**

The poll vote was introduced into the International Grail in 1967 in order to give effect to a principle, or value, which was strongly affirmed at the IGA 1967, namely, that the International Grail wanted a felt contribution from the various cultures in the Grail for the sake of the spiritual and cultural enrichment of the whole movement.

The previous basis of international voting power had been the number of Grail members/participants in each country. In 1967, it was decided that, in all major matters, a poll vote system would be used instead. “Major matters” included international elections and International Structures.

Grail groupings, as they existed in the various countries at that time, were put into three categories, not on the basis of number, but according to the extent to which it could be said that the Grail was enculturated in the country where it was working.

Then, each country was allocated a number of votes ranging from one to three. This new voting system had the effect of reducing the dominance in major international decisions of the larger and longer-established groups and increasing the impact of smaller Grail groups who, despite their size, had their own authentic cultural perspective to bring to the International Grail.

The International Council in 1976 decided to extend the range of votes to four, taking the size of groupings somewhat into account, so that the Netherlands and USA were put into a separate category and allocated four poll votes each.

In 1982, the ILT initiated a review and consultation with Council members on the allocation of poll votes and, as a result, in 1984, the number of categories of Grail groupings and the range of votes was further extended to five. After 1985, the poll vote was no longer used for international elections.

The poll vote is still required for the amendment of International Structures.

#### **3.1.2 How the Poll Vote Works**

- 3.1.2.1 At an International General Assembly, the delegates from each country decide together how to lodge the number of poll votes available to them. For example, delegates of a country with three poll votes will decide whether all three votes will be lodged in favor of, or against, a certain decision; or whether splitting the votes 2-1 would better reflect the views of the members they represent. Then, one of the delegation lodges the country’s votes accordingly.



3.1.2.2 In the case of postal voting, all members/participants eligible to vote internationally lodge their individual votes within their own countries and these determine how the country's poll vote(s) will be placed:

- 1 vote: Sweden
- 2 votes: Brazil, Canada, Italy, Kenya, Mexico, Mozambique, Papua New Guinea, the Philippines
- 3 votes: Germany, South Africa, Uganda
- 4 votes: Australia, the Netherlands, Portugal, Tanzania
- 5 votes : USA

## **3.2 International Election Procedures**

### **3.2.1 Period of Office of the International Leadership Team (ILT) & Timing of Election**

3.2.1.1 The term of office of the International Leadership Team (ILT) is four years. (The term of the ILT was changed from five to four years at the International Council meeting in 1999. This change was unanimously reaffirmed at the X-IGA in 2001).

3.2.1.2 All three ILT members may be candidates for election for a second consecutive term but no more than two (2) of these may be declared elected for a second consecutive term. Any ILT member may be eligible for re-election after a lapse of one term.

3.2.1.3 Where necessary to ensure continuity, the outgoing ILT nominates one of their number to be available as a reference and resource person to the newly elected team for a period of twelve (12) months from the declaration of the election results.

### **3.2.2 Eligibility To Participate in International Elections: Persons and Countries**

3.2.2.1 The national leadership in each country, in consultation with its membership, determines the list of persons eligible to vote in an international election, according to the following criteria:

- commitment to the vision of the Grail as currently expressed and accepted by the Grail Internationally
- active involvement in implementing the vision of the Grail
- commitment to communication within the movement
- readiness to consider matters of concern to the Grail internationally

- active and responsible involvement in a Grail Grouping for at least the two preceding years
- financial responsibility for the life of the movement
- affirmation of membership by the national Grail Grouping.

3.2.2.2 In order to participate in the nomination process, a country must have at least three (3) members eligible to vote internationally who are citizens of the country.

3.2.2.3 Where there are fewer than three (3) such members, each member who is eligible to vote internationally will seek to be placed on the list of another country of her choice and participate in the nomination process of that country.

3.2.2.4 A member working outside her own country and eligible to vote internationally may choose to be listed with the country in which she is working or with her home country. She informs the national leadership of the country of her choice.

### **3.2.3 Qualifications of Membership in the ILT**

3.2.3.1 commitment to the integrity of the basic elements of Grail vision and life

3.2.3.2 active participation in the Grail over at least the preceding five (5) years

3.2.3.3 experience of some substantial communal responsibility within the Grail

3.2.3.4 capacity for team work

3.2.3.5 international experience and perspective

3.2.3.6 sufficient availability and health for effective and reliable carrying of her responsibilities.

Note: ‘Sufficient availability’ requires flexibility of work schedule in order to be able to engage in the various meetings required, to visit Grail Groupings and to take up other ILT tasks. It may require being away from home base for up three (3) months per year.

### **3.2.4 Election Committee and Election Teams**

3.2.4.1 The International Council (IC) appoints an International Election Administrator (IEA) to be responsible for the competent administration for the ensuing election of the ILT. This person is not eligible to be a candidate in the election.

3.2.4.2 The IEA chooses a team of persons living in close proximity with one other to assist her in carrying out this responsibility. These persons, with the IEA, form the International Election Committee (IEC).

3.2.4.3 The IEA notifies the IC of the composition of the IEC.

- 3.2.4.4 Each participating country appoints at least two (2) persons, one of whom is designated the Contact Person, to administer the election procedures within that country. These procedures involve:
- communicating, as required, with the IEC;
  - communicating promptly and effectively with the members voting in and with the country;
  - facilitating discussion and consultation within the country so that opportunity exists for every voting member to participate at each stage of the procedure;
  - ensuring that all the required procedures are adhered to within the country.
- 3.2.4.5 The IEC requests from each country:
- the name, address, e-mail, telephone/cell phone/fax numbers of the Contact Person;
  - the names of members eligible to vote internationally who are listed with that country.
- 3.2.4.6 The IEC draws up a timetable for the election and sends this to the Contact Persons, who are responsible for circulating it to all members eligible to vote internationally listed with their country.

### **3.2.5 Nomination Process**

- 3.2.5.1 The IEC calls for nominations sending to each of the nominating countries an official Nomination Form.
- 3.2.5.2 Countries eligible to do so nominate up to three (3) person for the ILT and provide a Supporting Statement for each nominee according to the form prescribed, setting out reasons why these nominees are their considered choice.
- 3.2.5.3 The national leadership and the election team in each country decide on the process by which these nominations and Supporting Statement are obtained and finalized.
- 3.2.5.4 The election team in each country insures that the nominees listed on the country's Nomination Form meet all the requirements for candidature for the ILT and are willing and available to accept nomination.
- While no country is obliged to include nucleus members on its nomination list, any nucleus member included on its list must be asked if she is willing to act, as Nucleus Reference Person (NRP) in the ILT and her consent to do so is indicated by an asterisk (\*) beside her name on the Nomination Form.

- Members of the IEC, other than the Administrator, and members of national election teams may accept nomination, but on doing so must immediately withdraw from the Committee or team and be replaced by another suitable person.

3.2.5.5 The Contact Person forwards the country's Nomination Form to the IEC, together with a Supporting Statement for each nominee. At the same time, the election team informs its voting membership of the country's final list of nominees.

3.2.5.6 The IEC records the nominations received from the countries, verifies the eligibility of the nominees and draws up the provisional list of nominees. Where a nominee has not been nominated by her own country, the national leadership or finally responsible person in her country is informed of her nomination and asked to confirm her eligibility of candidature.

3.2.5.7 If there is only one nominee or no nominee willing to stand as NRP, the IEC immediately notifies the incumbent NRP who, without delay informs nucleus members on the list. Nominees who then consent to be available as NRP notify the IEC by a specified date.

3.2.5.8 The IEC contacts each person on the Nomination List:

- informing her of the country or countries nominating her, and of the names of the other nominees;
- requesting her to confirm her availability and, in the case of a nominee standing as NRP, her availability for this role also;
- requesting the return of her Curriculum Vitae in the prescribed form;
- informing her that candidates are expected to attend the forthcoming IGA.

3.2.5.9 The final List of Candidates consists of those nominees who both confirm availability and return their Curriculum Vitae as prescribed.

- At the first business session of the IGA, a report from the IEC will be presented, including the final List of Candidates.
- If there are only three (3) candidates on the final List, one of whom is willing to be the NRP, the election proceeds as from §34.

### **3.2.6 Voting Process**

3.2.6.1 If there is only one person standing for NRP, she is declared elected and her name withdrawn from the List of Candidates. Only two (2) members of the ILT then remain to be elected by ballot.

3.2.6.2 The IEC sends to the Contact Persons for distribution to all voting members:

- the correct number of ballot papers showing the final List of Candidates (the candidates are listed alphabetically according to family names with an asterisk (\*) placed beside the name of each candidate available for NRP);
- each candidate's Curriculum Vitae;
- the Supporting Statements received from the nominating countries for each candidate.

- 3.2.6.3 Voting members return their ballot papers to their own election team for forwarding to the IEC. The election team is required to take all necessary steps to ensure the privacy of each member's vote.
- 3.2.6.4 The election team in each country returns all ballot papers to the IEC by the specified date.
- 3.2.6.5 The IEC counts all the individual ballot papers distributing preferences until the three (3) persons with the highest number of votes are determined. (If the NRP has already been elected, preferences are distributed until the two persons with the highest numbers of votes are determined).
- 3.2.6.6 If the three (3) persons with the highest numbers of votes are the three members of the outgoing ILT, the third of these with the least number of votes is withdrawn from the ballot and replaced by the candidate with the next highest number of votes.
- 3.2.6.7 If no candidate willing to be NRP is among the first three persons determined in accordance with the procedure described above, the first two of these three persons and the NRP candidate with highest number of votes are declared elected.
- 3.2.6.8 Where a tied vote prevents the IEC from determining the third member of the ILT, the IEC draws the final choice by lot from the two tied candidates.

### **3.2.7 Declaration of Election Results**

- 3.2.7.1 The IEC informs the three successful candidates of their election.
- 3.2.7.2 Each of these three persons is required formally to accept membership of the ILT by specific date.
- 3.2.7.3 If any of the three persons conscientiously believes that she will be unable to operate effectively as a member of this Team, she may withdraw at this time and her place is taken by the person receiving the next highest number of votes, assuming all votes have been tabulated once again according to preferential voting.

- 3.2.7.4 If there is no other candidate to take the place of the person who withdraws from the Team, the IEC announces the names of those who have formally accepted membership in the new ILT, calls for nominations for the vacant position and conducts an election in accordance with these Election procedures.
- 3.2.7.5 Where there are two or three persons in the newly elected ILT who have consented to be NRP, the IEC immediately conducts a simple postal election among all the nucleus members. The choice of the NRP is made by simple majority of the votes cast.
- 3.2.7.6 The IEC announces the newly elected ILT to the retiring ILT, to all the candidates and to the Contact Persons, who inform the members.
- 3.2.7.7 The IEC is required to make a written report to the IC on the conduct of the elections. At the directive of the IC, all ballot papers are then destroyed.

### **3.2.8 Casual Vacancies**

- 3.2.8.1 In the event of a casual vacancy due to death, continuing ill health or other grave reason, a member of the ILT may be replaced during the term of office. In this event, the ILT informs the IC of the problem and the IC decides on appropriate arrangements to meet the particular situation.

### **3.2.9 Amendments**

- 3.2.9.1 The amendment of these Procedures requires a 2/3 majority of votes cast by those eligible to vote:
- at an International Council meeting; or,
  - in a postal vote of International Council members administered by the ILT; or,
  - if the amendment necessitates a change in the International Structures, at an International General Assembly.

# **International Council**

## **4 International Council**

### **4.1 Corporate Responsibilities of Council**

(See Responsibilities of the Council, Sec. 2.1.5.5.)

### **4.2 International Council and Leadership Responsibilities** (drafted at IGA 2001)

#### **4.2.1 Individual Council Member Responsibilities at Council Meetings**

- Work collaboratively to ensure the Grail's integrity
- Stay focused on Grail mission
- Foster initiatives and work to coordinate Grail efforts
- Serve as part of the public, multi-cultural face of the Grail
- Bring new ideas
- Be aware of and sensitive to the signs of the times
- Offer leadership and inspiration
- Be sensitive to the talents of members
- Promote the implementation of the decisions of the IGA
- Work together with other Council members to set priorities for the Movement

#### **4.2.2 Individual Council Member Responsibilities between the IGA and IC Meetings**

Communicate with national leadership regarding international matters

Work with responsible teams and individuals in their own country (formation, finances, and networks, etc.)

Facilitate two-way communication between the ILT and their own country

Prepare for IGA and IC meetings with all appropriate persons in their country

Serve as a link between past, present and future

Use international Grail publications to inform members of the life and work of the Grail in their own country

- Use national Grail publications to promote awareness and involvement in international Grail life



### **4.2.3 Responsibilities of National Leadership Teams**

4.2.3.1 Support their IC member

4.2.3.2 Call their IC member to accountability

4.2.3.3 Prepare their IC member in all necessary ways for IC meetings and IGA

4.2.3.4 NLTs should keep the following in mind as IC members are named.

- IC representatives should be chosen for a 4 to 5 year period with the possibility of re-election for another period.
- It is helpful if Council members serve from one IGA to another IGA and that the new IC member also attends the next IGA.
- It is helpful if Council members are part of the National Leadership Teams.

4.2.3.5 Place IC business on the agenda of all national meetings.

### **4.3 Procedures for International Council Meetings** (Phily van Dijck and Gerda Kaufmann)

#### **4.3.1 Preparation for the Meeting**

4.3.1.1 Dates must be firmly in place 6 months ahead of time for cheaper fares and adequate time for visa applications.

4.3.1.2 Documents must be sent in sufficient time for study and discussion in countries:

4.3.1.3 The IC member and National Leadership teams can expect to receive the agenda for the IC or IGA with background information at least 6 months in advance of the meeting. This enables them to discuss it together with other persons concerned.

4.3.1.4 All agenda items should indicate clearly, if they are for information sharing and discussion or if they are for decision making during the IGA.

#### **4.3.2 Getting the Meeting Started**

4.3.2.1 Three (3) months before the Council meeting, the ILT will consult IC members on a draft agenda. The ILT will make sure that all Council members receive all necessary information, including the draft agenda, before the meeting.

4.3.2.2 The ILT will declare the meeting open.

4.3.2.3 The agenda and schedule for the meeting will be presented at the first session for the Council members' consideration and affirmation.

- 4.3.2.4 Council members will be asked to volunteer to perform the various tasks needed to ensure a smooth and effective handling of the agenda of the meeting.
- 4.3.2.5 Particular attention will be given to the introduction and involvement of members attending a Council meeting for the first time.

### **4.3.3 Facilitating Sessions**

- 4.3.3.1 The facilitator will conduct the sessions according to principles of shared leadership, enabling the maximum participation of all members.
- 4.3.3.2 She will begin by proposing how the session will proceed and ensure that members understand and are in agreement with what she proposes.
- 4.3.3.3 All members will have the responsibility to assist the facilitator by preparing themselves adequately for the session, making sure that they have all the information available on the matters to be discussed.
- 4.3.3.4 All members will be responsible for helping to resolve an impasse or difficulty.

### **4.3.4 Decision Making**

- 4.3.4.1 The facilitator will be responsible for ensuring that different viewpoints have been sufficiently discussed in small groups and/or in plenary session.
- 4.3.4.2 If necessary, important decisions may be deferred to a later time to allow Council members sufficient opportunity for reflection.
- 4.3.4.3 When a decision is to be made, the facilitator will make sure that the matter to be decided is clearly stated.
- 4.3.4.4 As far as possible, all important decisions will be taken by consensus.
- 4.3.4.5 When a decision is to be taken by majority vote, the facilitator will explain clearly to all members the voting method to be used, and seek agreement on the method before a proposal is put to the vote.
- 4.3.4.6 Voting will ordinarily be by show of hands.
- 4.3.4.7 The numbers for and against and the number of abstentions will be recorded.
- 4.3.4.8 A matter put to the vote will normally be decided by a simple majority.
- 4.3.4.9 However, a two-thirds majority will be necessary for deciding formal Procedures for implementing the requirements of the International structures.

### **4.3.5 Evaluation**

- 4.3.5.1 The schedule will allow time for regular evaluation.

### **4.3.6 Report**

- 4.3.6.1 The Council will decide how its members share the tasks involved in producing a Report and communicating with all Grail members about the meeting.

## **4.4 Consensus**

### **4.4.1 Consensus Defined**

- 4.4.1.1 CONSENSUS is different from regular “democracy” because it avoids the situation of a large minority that is unhappy with the majority decision.

### **4.4.2 The Quaker Way**

- 4.4.2.1 Maybe in some Grail countries, a type of consensus is already the usual way of making decisions in their culture. The following ideas are inspired by the methods of the Society of Friends (Quakers).
- 4.4.2.2 This approach works when all members of a group follow certain “rules.”
- 4.4.2.2.1 See each meeting as part of our work to build the Kingdom, an opportunity to deal with one another in a spirit of Christian love, respect and sisterhood.
- 4.4.2.2.2 Begin with a prayerful silence, calling on the Holy Spirit to be with us.
- 4.4.2.2.3 Stop for prayerful silence when conflicts arise.
- 4.4.2.2.4 Come to the meeting with an active, seeking attitude, not with minds already set upon a particular outcome. On the other hand, no one should be expected to hide a strong conviction or be silent for the sake of easy agreement. We can all trust that the Spirit is working among us.
- 4.4.2.2.5 When an issue has been discussed, someone (or a team) is asked to put into words “the sense of the group” on that issue.
- 4.4.2.2.6 If this wording is not satisfactory to all members, a new version is made.
- 4.4.2.2.7 If someone still can’t accept this new expression of the ideas, she says so and either:
- agrees to go along with the group for the sake of harmony; or,
  - announces her disagreement and then peacefully withdraws from the decision-making process; or,
  - explains that her conscience won’t allow her to agree with the group.
- 4.4.2.2.8 If this happens, the facilitator declares that the matter will be left open until a later time. In between, the people will pray and discuss together.
- 4.4.2.2.9 Nothing is settled until all can be at peace about the decision.

#### 4.4.2.2.10

The Third Way: When a group cannot peacefully decide between two choices, people look for a “Third Way.” Quakers believe there is always another solution available to those who trust in the Spirit. Often this solution is better than the first idea that everyone was struggling with.

# **Grail Membership**

## **5 Grail Membership: Members and Entities** (IC Meeting 1992 & 2003, Portugal; IC 2005, Brazil)

### **5.1 Membership**

#### **5.1.1 Background**

5.1.1.1 The “Criteria for membership in the Grail” accepted at the January 1981 Council meeting in Cornwall had been circulated to all IC members and national formation teams/persons before the Council meeting.

5.1.1.2 Each Council member was asked for her country’s comments. There was unanimous agreement that the criteria were broad enough for us to accept as an international document. Each country is expected to make adaptations according to its local needs.

#### **5.1.2 Criteria for Membership in the Grail** (IC Meeting 1981 & 1992)

5.1.2.1 Commitment to the vision of the Grail as currently expressed and accepted by the International Grail.

5.1.2.2 Active involvement in implementing the vision of the Grail. This will take a variety of forms depending on local circumstances.

5.1.2.3 Commitment to communication, person - person, group - group, in various forms. This means supporting the structures that facilitate collaboration and communication among us.

5.1.2.4 Sharing financial responsibility for the life of, and solidarity within, the movement.

5.1.2.5 Affirmation of membership expressed in a way that is acceptable to the person and the Grail grouping concerned.

### **5.2 Formation**

#### **5.2.1 Background**

5.2.1.1 For some years, the International Grail has been discussing and sharing ideas on what should be included in a common formation programme. At the meeting in Pirapora in September 2010, women who are responsible for formation in their countries once again took on this task. The document they produced was reworked by the IGA preparation group meeting in Kampala, February 2011.

#### **5.2.2 Introduction to Common Elements**

5.2.2.1 To know and understand the International Grail, we believe that there are common elements of study, experience, and action that should be undertaken by all of those who are interested in becoming members.

5.2.2.2 We recognize that beneath all these elements are common characteristics that we treasure and that bind us together as the Grail:

- the nourishment of our spiritual and physical selves
- the power of music, poetry, and art
- being in natural and created spaces that move us
- discovering the beautiful and good in our own cultures while honoring the beautiful and good in other cultures
- our heritage as a women's movement.

**5.2.3 Common Elements for all Grail Formation** (International Formation Meeting 2010; IGA 2011)

5.2.3.1 Our Grail history, origins, documents, and structures:

- Vision, Mission and Faith Statements
- Overview of Structures
- Networks, teams, and workgroups of the International Grail and their roles
- Who we are internationally
- Life choices in the Grail
- Myths and symbols that have shaped our identity.

5.2.3.2 Our Faith Lives and Our Spiritual Exploration as Grail:

- Our roots in the Catholic Church
- Our current diverse relationships to the Church in our cultures and countries
- Scripture study and reflection
- Exploration of theologies, e.g. feminist, liberation and environmental
- Cross-Christian dialogue and experience
- Learning from the wisdom of other traditions and spiritual paths
- Liturgy, prayer and ritual.

5.2.3.3 Our Role and Engagement in the Transformation of the World:

- Overcoming poverty and building just structures

- Economic, political and social analysis of the national and global realities
- Action as women to promote equity across class, gender, race/ethnicity and generations
- Promotion of sustainable livelihoods
- Environmental sustainability
- Partnering with other organizations working for sustainable global change.

#### 5.2.3.4 Our Shared Community Life:

- Commitment to lifelong learning
- Solidarity and support
- Financial responsibility, solidarity and sharing
- National commitments to building a self-sustaining Grail
- Mutual respect for our cultural and religious diversity
- Learning to solve conflict among us
- Caring for one another nationally and internationally
- Cross - cultural communication
- Personal development and growth as women
- Experience of our internationality and community life.

## 5.3 Outreach

### 5.3.1 Background

5.3.1.1 The need to reach out to other women is an important matter for all Grail groups.

## 5.4 Acceptance of New Entities into the International Grail

### 5.4.1 See International Structures of the Grail §2.1.2.6

5.4.1.1 The recognition, affirmation and, when necessary, the formal dissolution of Grail Entities is a responsibility of the International Council (IC). Maintaining norms of participation and the formation of participants is also the responsibility of the Council, which will evaluate periodically the practice of Grail Entities in this regard.



**5.4.2 Relevant Questions** (Original draft of Ruth Crowe, 1988; revised 1995)

5.4.2.1 What is the background to the Grail's presence in the country?

5.4.2.2 Who are the women currently participating in the Grail within the country?

- Personal background?
- Age?
- Life-choice?
- Work?
- Skills/profession?
- Religious adherence?

5.4.2.3 What Grail formation have the women had?

5.4.2.4 Has the group requested support and help from any other Grail group, or persons, to meet their needs for Grail development?

- What response has there been to these requests?

5.4.2.5 What experiences have they had of the International Grail?

- Participation in Grail programs/projects?
- Visits from Grail people?

5.4.2.6 Is there a core group of women who have made, or wish to make, their commitment in the Grail?

- How many women?
- Who?
- When do they wish to make their commitment?
- Do they understand and affirm the International Grail Vision and Mission Statements?
- What activities are they personally or communally involved in which they see as giving expression to the Grail vision?
- What proposals or plans are there for continuing education and formation of members?

- 5.4.2.7 How has the group organized itself to date?
- 5.4.2.8 What leadership has emerged?
- 5.4.2.9 What is the current financial situation of the group?
- Is it possible for the group to become financially self-reliant?
  - Will they be looking for international financial support?
- 5.4.2.10 Is the group ready and able to contribute actively and responsibly within the international community and structures of the Grail?
- 5.4.2.11 Does the International Council, on behalf of the whole Grail, commit itself to encouraging and sustaining the new group within the International Grail community?

## **5.5 Supporting the Growth of the Grail in New Countries** (affirmed by IC 2013, Brazil.)

### **5.5.1 Current Process Timeline**

- 5.5.1.1 Numbers for a core group— approximately eight or more people who are committed, including one person or a small team who act as coordinator.
- 5.5.1.2 The coordinator works with one or two people from the supporting country.
- 5.5.1.3 They create a four-year plan of activities and programs based on the core elements of formation (see sec. 5.2.3), including a plan bringing new members into the group. Together they also create a budget.
- 5.5.1.4 The group grows in strength and commitment over a two-year period, meeting at least once every two months for study, reflection, and deepening in the values and spirit of the Grail (using the core elements).
- 5.5.1.5 In the first two years, a team from the supporting country should visit for a few days twice per year.
- 5.5.1.6 A two-week formation program should be planned for Year three.
- 5.5.1.7 A longer formation program with regional input should be planned for Year four. The coordinator or coordinating team could attend regional meetings or nearby national meetings as appropriate.
- 5.5.1.8 In Year 5, observers could be sent to international gatherings. The new country should write and implement its national structures.

### **5.5.2 Further questions to be considered**

- How do we do this?
- How do we form a strong core group that can be built upon?
- How do we know when this group exists?
- How do we keep the new people engaged and excited over the length of this process?
- While all this is happening inside a country, do we also need a category of regional membership?
  - Potential members/ explorers participating in programs in countries in their region, and in regional meetings every four years.
  - Attending training programs offered by the Grail.
  - Participating in formation programs.
  - Called regional members? associate members? friends of the Grail? At which stage?

# **Finances**

## **6 Finances** (IGA 1993, Updated by International Finance Team 2015)

### **6.1 Finance Policies**

For many years, the Grail has recognized that, in order to accomplish our mission, we need financial policies that serve the procurement of financial resources and their distribution and use in accordance with our goals.

The principles of solidarity, self-reliance, subsidiarity, accountability, prudence and creativity, as described below, should guide all financial activities at local, national and international levels within the Grail.

#### **6.1.1 Solidarity**

Acknowledging the differences in regard to financial resources, we are bonded in solidarity, which means that we share resources – personal and financial according to the means that we have – to enable each other better to serve the common goal. At all levels, we should implement this principle in concrete ways according to circumstances.

#### **6.1.2 Self-Reliance**

Each team and each Grail woman is part of a certain socio-economic-cultural environment that provides opportunities and obstacles. Grail women and Grail teams see a great value in striving for self-reliance to affirm themselves as agents rather than victims, to claim recognition of the value of women's work and thus contribute to the culture of the community of which we are a part. Financial self-reliance is a requirement for recognition as a new Grail group or national entity.

#### **6.1.3 Subsidiarity**

By this we mean that we should first look for resources in our own situation. Only when this is not possible or feasible for Grail development, financial assistance should be asked from outside. It also means that it is the responsibility of national or international leaders to support Grail activities and to provide assistance when resources needed for the implementation of commonly agreed upon goals are lacking.

#### **6.1.4 Accountability**

Accountability towards each other, based on trust and communication at all levels, is indispensable for good stewardship. It is connected with clarity and competency in making financial matters understood. Members should be educated to be able to share financial responsibility. Financial planning and reporting should be part of Annual Reports of each Grail entity.

#### **6.1.5 Prudence and Creativity**

As women we are aiming at new ways of dealing with financial matters. For this we need creativity as well as prudence and competency. There are many new ways of fostering self-reliance and solidarity, accountability and subsidiarity. Examples of such creativity should be made known to encourage one another.

## 6.1.6 Responsibilities for International Grail Finance

At their meetings, the International General Assembly and the International Council are responsible to set direction for the finances of the International Grail.

6.1.6.1 The International Leadership Team (ILT) is responsible for the financial administration and implementation of International General Assembly (IGA) and International Council (IC) decisions. These responsibilities are carried out - through their interactions with Grail members and national entities throughout their term of office - as prescribed in the description of each of the Funds.

6.1.6.2 National Leadership Teams (NLTs) assume financial responsibility for their activities in solidarity with the international needs of the Grail:

- Each national Grail entity is expected, according to their means, to contribute towards the international operation of the Grail.
- In addition to their Annual report, each national Grail entity is expected to provide a financial report following an outline provided by the ILT.
- Major financial transactions, for example the buying or selling of property (land, houses), should be discussed with the ILT before being decided.
- Grail groups applying to donor agencies are required to inform the ILT of their intention and to send copies of their application to the International Secretariat as well as to the Grail secretariat in the donor agency's country.
- Specific responsibilities in regard to various International Grail funds are found in the description of those funds.

6.1.6.3 The International Finance Officer (IFO) and the International Finance Team (IFT)  
assist in the financial administration of the Grail

6.1.6.3.1 Informing and advising the membership of the International Council:

- Presenting a report and recommendations to the IC so that the Council can develop an international strategy for financial sharing and responsibility.
- Developing and implementing financial policies, especially in regard to needs related to the mission of the Grail
- Considering the financial implications of IGA decisions and setting priorities among them
- Monitoring the International Budget and Financial Report.

6.1.6.3.2 Reporting to and advising the International Leadership Team (ILT):

- Drawing up the International Budget and Financial Report, and administering it;
- Reporting to the IC and National Teams (and Treasurers) on the International Budget and Financial Report, and informing them on financial matters of common concern.
- Receiving and processing applications to the International Grail, such applications having been submitted to the International Secretariat.
- Assisting the members of the ILT in reviewing the work of the IAF and HEF Teams administering those Funds.
- Monitoring the implementation of international and national financial policies.
- Reporting to the IGA on overall financial policies and performance.
- Evaluating Annual Reports and assessing the Grail's financial situation internationally and nationally.
- Developing long-term perspectives.

6.1.6.3.3 The International Finance Team consists of at least three members, including one member of the ILT.

## **6.2 International Foundations**

### **6.2.1 Background**

International finances are needed to promote the Grail in its mission and internal development. Each year the annual budget provides the means for international communications and administration, for ILT members to perform their duties, for meetings of the international leadership (ILT, International Council), for the work of the International Teams, and for expenses falling under the various funds as well as for international programs which cannot be financed in other ways. The resources to fund this budget come from the contributions of Grail members and from the earnings generated by the Foundations of the International Grail.

In 2002, two Foundations were established to provide the legal structures required so that a generous transfer of funds could be made from the Grail in the Netherlands to the International Grail. With this gift the Dutch Grail also transferred responsibility to the International Grail for the management of the capital and for the dispersal and use of the interest gained from the capital. In 2012 the International Grail received a major inheritance from Dutch Grail member Marieke van der Grinten, which the ILT decided to add to the Capital Foundation.

### **6.2.2 International Grail Capital Foundation (Stichting de Internationale Graal Vermogensstichting)**

6.2.2.1 Has its legal identity in The Netherlands.

6.2.2.2 The object of this Foundation is to offer financial support and assistance to the International Grail Movement. To this end, only the annual net earnings of the Foundation's capital will and can be paid out to the Disbursement Foundation

6.2.2.2.1 Board Members

- Board members for the International Grail Capital Foundation consist of an uneven number of minimally three members appointed by the International Leadership Team of the International Grail Movement.
- The majority of the Board members need to be Grail members. They do not receive remuneration for their services, but may be compensated for costs incurred in exercising their functions.
- The tasks of the Board are to be carried out through mail and e-mail, thus requiring minimal travel expenses.
- The term of office is four years and Board members may be appointed for one additional term.



6.2.2.2 Meeting Requirement:

- At least one meeting of the Board is required annually.
- The meetings may be conducted using electronic communication where possible and meetings kept to a minimum.

6.2.2.3 Reporting Requirement:

- The Board is obliged to keep the records of its Foundation's activities and to keep the books and all other records in such a way that at all times its rights and obligations can be known.
- The Board will annually send an audited report and account to the members of the International Leadership Team of the International Grail Movement within two months of adoption.
- For all their tasks, the Board will be assisted by the IFO and IFT.

**6.2.3 International Grail Movement Disbursement Foundation (Stichting de Internationale Graalbeweging Bestedingsstichting)**

6.2.3.1 Has its legal identity in The Netherlands.

6.2.3.2 The object of this Foundation is to offer financial support and assistance to the International Grail Movement. The International Leadership Team is responsible for deciding how the money transferred from the Capital Foundation to the Disbursement Foundation will be used within the International Grail. This is done in dialogue with IC members.

6.2.3.2.1 Board Members

- Board members for the International Grail Movement Disbursement Foundation will consist of an uneven number of minimally three members.
- They can be appointed from the members of the International Leadership Team and from other Grail members who hold positions of responsibility within the International Grail Movement.
- They do not receive remuneration for their services, but may be compensated for costs incurred in exercising their functions.
- The term of office is for four years and Board members may be appointed for one additional term.

6.2.3.2.2 Meeting Requirement:

- At least one meeting is required annually for the Board.
- Meetings of the Board may be conducted using electronic communication where possible and face-to-face meetings kept to a minimum.

#### 6.2.3.2.3 Reporting Requirement:

- The Board is obliged to keep the records of its Foundation’s activities and to keep the books and all other records in such a way that at all times its rights and obligations can be known.
- The Board will annually send an audited report and account to the members of the International Leadership Team of the International Grail Movement within two months of adoption.
- For all their tasks, the Board will be assisted by the IFO and IFT.

### **6.2.4 International Funds**

Within the International Grail, several Funds are supported for different purposes through allocations from the Capital Foundation. Each of these will be described here.

#### 6.2.4.1 The General Fund

6.2.4.1.1 supports the operations and administration of the International Grail.

6.2.4.1.2 A budget is established each year to support such costs as maintenance of the International Secretariat -- including personnel, space, and professional services (legal, accounting, etc.) --plus transportation, communications (telephone, internet, website, etc.) and ILT meetings, support and travel.

6.2.4.1.3 In addition, the General Fund covers the costs of Regional and International meetings and the activities of international teams, e.g. International Exchange Team, International Finance Team, Archives and History Team or International Nucleus Team.

#### 6.2.4.2 The Grail International Solidarity Fund (ISF)

6.2.4.2.1 Established for the specific purpose of giving financial assistance to Grail teams and projects. In contributing to and using ISF money, the mission of the Grail is promoted as expressed in the 1993 IGA theme: Grail Women Shaping the Future— Building Justice and Solidarity, Facing Cultural Changes, Contributing to the Survival of the Planet. In the operation of the ISF, the principles of solidarity, self-reliance, subsidiarity and accountability find concrete expression.

- 6.2.4.2.2 Grail members and teams may request funding from the ISF:
- to support national and international Grail formation and leadership programs
  - to cover the costs for the exchange of resource persons
  - to promote language learning among Grail members and teams
  - to promote Grail outreach and membership development within Grail countries
  - to assist national Grail groups in their outreach to other countries
  - to develop and implement Community Projects and Works. (This may also involve short term loans, at ILT discretion).
- 6.2.4.2.3 The ILT has responsibility to process requests and allocate funds
- To carry out this responsibility, the ILT assures that application forms are available and clear.
  - Such applications are submitted to the ILT through the International Secretariat at least six months before the start of the program.
  - The ILT may delegate initial review of applications for completeness and accuracy, but will ultimately review and decide on all applications for funding, assuring that such decisions and the reasons for them are communicated to applicants quickly and accurately.
- 6.2.4.2.4 The International Finance Officer assists the ILT in sending funds to requesting groups when applications have been approved, by:
- keeping accurate records of contributions,
  - acknowledging receipt of contributions, and
  - reporting the finances of the ISF annually to the International Council and national and international finance persons.
- 6.2.4.2.5 Sources of Funds
- Contributions to the International Solidarity Fund are invited from:
- national Grail entities,
  - individual members or friends of the Grail. (Smaller contributions should be collected by national finance persons and transferred annually to the International Secretariat.)
  - The Fund does not accept “tagged contributions”, i.e. contributions which donors wish to designate for a particular purpose

### 6.2.4.3 The International Assistance Fund (IAF)

6.2.4.3.1 The Grail International General Assembly, meeting at Grailville, U.S.A. in August 1993, agreed to launch the International Assistance Fund in order to provide financial support for older, retired Grail members in need and for members with inadequate income because of long-term disability in those countries where provisions (either state or Grail) are insufficient. The International Assistance Fund is seen as a practical expression of our mutual solidarity within the Grail.

6.2.4.3.2 Criteria for eligibility to receive assistance either on a regular basis or for an unforeseen necessary expense include the following people:

- Retired Grail nucleus members
- Retired members who have worked full-time on subsistence or low salary in Grail centers, programs or projects, either in their own country or elsewhere, for a period of ten or more years
- Other retired members who, because of their Grail commitment, have worked for much of their lives in low-paying employment
- Grail members who are severely incapacitated by accident or long-term illness and whose income is inadequate.

The aim is to bring up the total yearly income of members in the above categories to a level in accordance with acceptable local standards of living, as far as possible.

#### 6.2.4.3.3 Sources of funds

Over and above the proceeds from the investments in the Capital Foundation, donations from Grail groupings and individual Grail members are welcome.

#### 6.2.4.3.4 The International Leadership Team

- The ILT is responsible for establishing and implementing the policies for the IAF
- The ILT appoints the members of the IAF team
- The ILT monitors the work of the IAF team, reviewing their activities and results annually

#### 6.2.4.3.5 The International Assistance Fund Team

The ILT appoints as members of the IAF three Grail members with financial competence and practical knowledge of living circumstances and needs in various countries. The task of the IAF team is to ensure the ongoing administration of the Fund. This includes:

- Examining the applications and approving the budget for annual subventions
- Providing periodic reports to the ILT
- Administering the IAF account, which task may be delegated to the IFO and Finance Team

#### 6.2.4.3.6 National Leadership Teams

#### 6.2.4.3.7 The task of the NLT (which can be delegated to a National Assistance Fund team) includes:

- Providing the ILT and the IAF team with a list of members eligible for the IAF support now or in the future. The list will contain the following information: name, date of birth, and financial arrangements for retirement. This list will be updated every four years.
- Establishing, in cooperation with Grail National Leadership Teams in the same region, the yearly income required for a retired or incapacitated person to live in reasonable comfort, according to the local standard of living. This information is updated every four years by the National Leadership Teams and communicated to the ILT and IAF team.
- Providing the IAF team in November with the requests for individual members for the following year. This information is sent annually.
- Sending the account of the IAF expenses to the IAF team by May 1 of the following year.

#### 6.2.4.3.8 Disbursement of money to each individual will be done through the national Grail account. Members who live in countries where there are very few or no other members should decide to which Grail entity they would like to connect for IAF purposes. It is the ILT's responsibility to ensure the above-mentioned connections are made.

#### 6.2.4.3.9 Each national Grail Assistance Account is allocated a basic amount of €1,000.00 to be available for immediate calamities. This money can be used at the NLT's discretion. To trigger its replacement, reports of how the money has been used must be sent to the IAF Team within two months after the disbursement. The National Assistance Accounts can be used at the discretion of the NLT's.

6.2.4.3.10 Beginning in 2007, ten countries were identified as eligible to receive up to €5,000 per year for three years in order to establish a savings scheme to provide ongoing support for their own Grail members and activities. Allocations began in 2007 and have continued to be made to a few countries annually. When the initial allocations have been distributed and results evaluated, the ILT will decide whether to extend or expand this program.

#### 6.2.4.4 The Grail Higher Education Fund (HEF)

In 2010, the Dutch Grail made a substantial gift in order to establish the Higher Education Fund. The purpose of the HEF is to make available to each Grail country a fund that may be used to provide financial assistance to Grail members who wish to pursue higher education but do not have the resources to do so.

##### 6.2.4.4.1 Sources of Funds:

In addition to proceeds from the investments of the Capital Foundation, donations from Grail groupings and individual Grail members are welcome.

##### 6.2.4.4.2 International Leadership Team

- The ILT is responsible for establishing and implementing the policies for the HEF
- The ILT appoints the members of the Higher Education Fund Team (HEF team)
- The ILT monitors the work of the Higher Education Fund team, reviewing its activities and results annually.

##### 6.2.4.4.3 Higher Education Fund Team

The ILT appoints the international Higher Education Fund team (HEF team). The HEF is administered by this international team of four or more Grail members, at least one of whom speaks Portuguese. The task of the HEF team is to ensure the ongoing administration of the Fund. This includes:

- Developing application forms and templates for contracts between the students receiving assistance and their National Grail groups, and ensuring that the resources granted to the national Grail remain available to assist educational endeavors for Grail members for many years to come
- Providing periodic reports to the ILT
- Administering the international HEF account, which task may be delegated to the IFO and Finance Team

#### 6.2.4.4.4

#### National Education Fund Teams

The tasks of the National Education Fund teams include:

- Reviewing applications from members and submitting those approved by the National Leadership Team for consideration by the international HEF Team. Successful applicants sign an agreement to repay the Higher Education Fund in their own country so that the resources will continue to be available to local Grail members
- All contact between the international HEF team and the student receiving the grant is done through the National Education Fund team

#### 6.2.4.4.5

Information about the current membership of both the International Assistance Fund Team and the Higher Education Fund Team is available by inquiry to the International Secretariat. Up-to-date copies of their policies, criteria and application forms are available either from the Secretariat or from the Teams themselves.

#### 6.2.4.4.6

All requests for IAF and HEF funds can be sent directly to the secretaries of the IAF and HEF teams.

#### 6.2.4.5

#### Joan Dilworth Fund/Legacy

In 2009 the International Grail received a generous bequest from the estate of Grail member Joan Dilworth who died in 2008. The International Leadership Team decided to use the funds for the purposes of developing and sustaining the Grail throughout the world. Beginning in 2013, these funds have been allocated to maintain Grail Centres around the world, particularly those that have served the Grail for many years and continue to offer a place where the Grail's mission and vision can be fostered and sustained. The funds will continue to be used for this purpose as long as they remain available.

#### 6.2.4.6

#### ILT Discretionary Fund

##### 6.2.4.6.1

This fund was established in 2003 when two Dutch Grail members, Ria Weteling and Justa Bulte, left money to the International Grail. The money in this fund is to be used for the nucleus in East Africa and for transport.

##### 6.2.4.6.2

In 2006 an inheritance was received from Dutch Grail member Ine Hillebrand. It was to be reserved for the Grail in Kenya as a start of buying a house in Nairobi.

##### 6.2.4.6.3

Each year the budget for the International Grail includes a small amount of funds available for allocation by the ILT for projects or purposes in line with the criteria of the Fund.

## 6.2.4.7 Procedures Summary

- 6.2.4.7.1 Requests for funding from the International Grail (General Fund and ILT Discretionary Fund, International Solidarity Fund, National Team Support, International Teams, Networks and Grail centres) should be sent to the International Secretariat.
- 6.2.4.7.2 Requests for funding from the HEF or IAF should be sent directly to the secretaries of those Funds.
- 6.2.4.7.3 Only requests with full banking information can be honoured.
- 6.2.4.7.4 On receipt of the money, a confirmation of receipt needs to be returned to the International Secretariat. The document for this confirmation of receipt will be sent along with the information of when the transfer was done.
- 6.2.4.7.5 No later than three months after the program has finished, a financial report needs to be sent to the International Secretariat. In the case of funding from the IAF or the HEF, however, financial reports are to be sent according to the procedures specified for each fund and communicated to recipients.
- 6.2.4.7.6 The International Council at its meeting in Belo Horizonte, Brazil in 2013 approved this Requests for Funds Policy: No Grail member or team shall fund-raise from other members of the international Grail without the approval and support of
- The International Leadership Team
  - Their own National Leadership Team, and
  - The NLT of the country where members are being asked for funds.

## 6.2.4.8 Recommendations

In 2013 the ILT developed these recommendations to address concerns raised concerning International programmes developed by interest groups rather than being mandated by the IGA or International Teams, in order to make these programmes open, fair and inclusive. We need:

- 6.2.4.8.1 Names of the responsible team and the one person who will deal with correspondence to and from the ILT and the National Grail group. This is the lead person to whom we can direct questions, concerns, etc.
- 6.2.4.8.2 Clarification of dates and availability of the venue and also of local Grail women who can help with transport, etc.
- 6.2.4.8.3 Announcement of the programme should go to all National Leadership Teams People who are interested in the programme should apply through their NLTs if they would like financial assistance. We hope that in some instances they could receive financial support from their local or national Grail group.



6.2.4.8.4 International funds go to those women who have the endorsement of their national leadership teams. Others attending need to be self-supporting.

6.2.4.8.5 The responsible team will make decisions about who will get funding. Global South participants approved by NLTs get first priority.

6.2.4.9 The 1998 IGA made recommendations to the movement concerning Finance Policy and Co-operation. These recommendations remain important today so they are quoted here for reference:

Grail entities are increasingly involved with securing and administering financial resources for various kinds of undertakings. To support self-reliance and avoid competition for scarce resources, as well as to safeguard just and effective distribution of resources, it is urgent that Grail groups and participants everywhere co-operate to develop financial policies, at national and international levels, which are creatively based on the values of solidarity, self-reliance, subsidiarity, accountability, prudence and creativity. Financial cooperation within the Grail depends on mutual trust and transparency. We therefore recommend:

6.2.4.9.1 that the Grail in each country develop a financial policy, which would include:

- a financial assessment of annual operations of the movements nationally, e.g. the financial means required and sources of available income;
- an overall budget and ongoing budgets for all aspects of Grail operations, including Grail Centers and special projects;
- international Grail commitments and responsibilities e.g. contributions towards the international operations of the Grail; annual financial reporting to the ILT; and the responsibility to notify the ILT before major financial transactions;
- shared responsibility for Finances within National Leadership Teams with assistance from a Treasurer or Finance Team;

6.2.4.9.2 that responsible participants acquire skills in handling finances and participate in financial decisions, which would require:

- transparency in national accounts for responsible participants;
- inclusion in the Grail formation of all members a basic knowledge of the financial implications of Grail activities;
- training so some participants in each Grail entity can handle financial matters and assist in project development, planning, administration and evaluation;
- that all Grail entities applying to donor agencies inform the ILT in advance of their intention to do so, and send copies of their application to the International Secretariat and to the Grail leadership in the donor agency's country

6.2.4.10 In order more easily to keep this manual current, lists of teams' membership and of persons holding significant responsibilities, as well as current forms and procedures for requesting funds from international sources will be maintained by the International Secretariat and available from the IAF and HEF Teams themselves.

1993: IGA -- International Finance Policy adopted

1993: IGA – International Solidarity Fund revised

1993: IGA – International Assistance Fund launched

1998: IGA – Finance Policy and Cooperation adopted

2001: IGA – International Assistance Fund accepted

2005: IC – International Solidarity Fund revised

## **International Grail Links**

## 7 International Grail Links

### 7.1 The Grail and the United Nations

#### 7.1.1 The Grail as a Non-Governmental Organization (NGO)

7.1.1.1 The IGA 1993 recommended that the Grail seek United Nations (UN) status as a Non-Governmental Organization (NGO) in its own right, in addition to continuing its involvement with UFER (Union of Fraternal Relations and Races). Marita Estor (Germany) took particular responsibility for pursuing this matter.

7.1.1.2 The application from the Grail submitted to ECOSOC (Economic and Social Council) was finally approved just as the IGA 1998 was beginning!

7.1.1.3 Marita, for the preparation of a high quality submission, and Eileen Schaeffler (USA), for her successful arguing the case for the Grail before the relevant Committee, especially deserve our praise and thanks.

7.1.1.4 Below is an excerpt of the official letter from the United Nations received by the International Leadership Team (ILT):

*“ I should like to inform you that the Economic and Social Council, at its substantive session of 1998, decided to grant SPECIAL consultative status to your organization.*

*Your organization may now designate official representatives to the United Nations – to United Nations Headquarters in New York and to United Nations offices in Geneva and Vienna. A form is enclosed for your convenience. Designated representatives must pick up their passes in person at the site designated. Needless to say, the presence of your organization on a regular basis will enable your organization to implement most effectively and fruitfully the provisions for this consultative relationship.*

*From the Chief NGO Section/Department for Economic and Social Affairs.”*

7.1.1.5 With this new opportunity the Grail now has increased ability to participate in the major conferences of the UN. We are actively involved in the annual meetings held by the Commission on the Status on Women. We monitor and lobby at meetings where social development, the environment, population and development, human rights, and globalization issues are discussed by government representatives. We plan to have Grail representatives at the World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance to be held in Cape Town, South Africa in 2001. We encourage any Grail member who wishes to be present for UN activities to contact the International Secretariat for the necessary pass. As more of us share in the UN experience we increase our identity as a global movement.

## **7.1.2 The Grail as Part of UFER**

7.1.2.1 What is UFER?

In the late 1950's, when lay movements were sending their members to "developing" countries to share their skills with people there, while at the same time discovering the riches of their cultures, several groups decided that it might help their effectiveness if they established links with the, then, rather new UN. The International Movement for Unity Among Peoples and Races was born (UFER in the French). Only two of those original groups survive: the Grail and the International Catholic Auxiliaries.

7.1.2.2 What is UFER's Status in the United Nations?

UFER has Consultative Status. This means that Grail members who are members of UFER are entitled to attend formal UN meetings and conferences, with the right to lobby delegates, circulate position papers, even address the assembly, under certain circumstances. Representatives of UFER play an advocacy role to ensure that the voices of the people as well as of governments continue to be heard in the UN.

7.1.2.3 What have Grail Members Achieved through UFER?

7.1.2.3.1 1960's – Advocated for imprisoned leaders of Basic Christian Communities in Brazil

7.1.2.3.2 1970's – Served as link between Portuguese leaders and Africans working for

- decolonization
- worked in anti-apartheid movement in South Africa
- collaborated in drafting the Declaration on Religious Tolerance

7.1.2.3.3 1980's – Advocated and liaised communication on the Rights of the Palestinians

7.1.2.3.4 1990's – Participated in increasing numbers in the Commission on Women annual preparatory meetings for the Fourth World Conference on Women and in following up with advocacy and education for Grail members and the public based on the resulting Plan for Action.

#### 7.1.2.4 Utilizing UN Resources

Many issues of deep concern to the Grail are also being addressed by the UN and the nearly 2000 other organizations affiliated to it. There is extensive material available on the UN's various websites, as well as printed and visual material available for loan and purchase.

#### 7.1.2.5 UFER Structure

UFER work is directed by a Board, elected by a General Assembly of its members.

#### 7.1.2.6 Cooperation UFER – The Grail

UFER has general consultative status, the Grail has consultative status for all issues concerning women (Category B). UFER work in Geneva is mainly concerned with Human Rights issues and carried by AFI and other members. UFER work in New York is carried by the Grail and focused on women.

## **7.2 The Grail in England and the International Grail** ( by Joan Dilworth, Scotland, January 1995)

### **7.2.1 Early History**

7.2.1.1 The Grail arrived in England in 1932 at the invitation of the Archbishop of Westminster. Yvonne Bosch van Drakestein was the first leader, a function she held until 1969. Throughout the 1930s, European (mainly Dutch) members were sent to work in England, among them Lydwine van Kersbergen and Alberta Lucker. A number of Dutch members remained in the country through the whole period of World War II.

7.2.1.2 During those early years, the Grail in England was very successful, both in promoting the Youth Movement among young English women and in setting up a center of formation, modeled on De Tiltenberg as it was at that time, for those preparing for life-time commitment in the core group known then as “Ladies of the Grail.”

## **7.2.2 Post-War Situation and Separation**

- 7.2.2.1 After the War, a crucial meeting took place at the English Centre, attended by the Presidents of the Grail in the countries where the Movement was then established, together with Marguerite van Gilse, the President overall, and Father v. Ginneken. It soon became evident that there was serious divergence of perceptions of what should be the way forward in the future. Certainly, one factor leading to this was that, after the invasion of the Netherlands in May 1940, it was impossible to have any continuing communication with the international leadership there. In the Netherlands itself, the Grail Movement was banned (as it had been some years earlier in Germany) and the core-members had to disperse. In consequence, they had to find quite different contexts of work instead of the former concentration of all efforts on the Youth Movement; and they could not live in communities in the same way. At the meeting, it appears that Yvonne put much stress on the original concepts and patterns of expression of Grail commitment and on the disciplined, almost convent-like aspects of the formation and life of the core group. In the USA, which was the latest national group to emerge, radical commitment was certainly demanded, but there was strong emphasis on creating new expressions which would underline the essentially lay character of the Grail. Another factor, subsequently brought to light, was the fear of some church authorities that the Grail in England would become unduly subject to directives from Europe.
- 7.2.2.2 The meeting ended with no consensus among the participants and shortly afterwards Father v. Ginneken died. Most of the Grail members, apart from those in functions of leadership, were quite unaware of the brewing crisis.
- 7.2.2.3 In 1947, in the presence of one of the area bishops of Westminster, an official announcement was made to the Ladies of the Grail that members in England would henceforth no longer be under the jurisdiction of the International President in Holland but accountable to Yvonne as the English President. Dutch members still resident in England considered that they owed allegiance to the International Grail and so returned to Holland. From this point onwards, communication virtually came to an end between what had become in effect two separate Movements going their separate ways. In the 1950s, the Ladies of the Grail, who eventually changed their name to “Staff Members,” applied for and were granted the status of Secular Institute in the church. Links of friendship between English members and some International Grail members were sustained, but there was no official interaction. Indeed, the new national Grail entities which came into being from the 1950s onwards hardly knew of the existence of the Grail in England.

## **7.2.3 New Approaches to Development of Relationships**

- 7.2.3.1 There were individuals in both Movements who were saddened by this break in unity and realize that interaction and co-operation between England and the International Grail could be a great enrichment. Magdalene Oberhoffer and Simone Tagher, during their terms of office in the International Leadership, visited the Grail Centre in England. The impetus to do more surfaced at the IGA 1979 in the form of a policy recommendation to explore developing relations with the Grail in England. In the northern summer of 1980, Anne Burke, Gerda Kaufmann and I accordingly took up the matter at our first ILT meeting. It was decided that I would look up background material in the archives at De Tiltenberg, would consult with some of those who had taken part in the post-War meeting and would also arrange a visit to Waxwell Farm (the English Grail Centre) in order to sound out the possibility of developing links with one another. This duly happened, and at the IC meeting in 1981 I was able to report on my visit, to give an overview of the activities at Waxwell and to explain the structures and forms of membership of the English Grail. With Waxwell community members I had discussed the possibility of exchanging publications and of encouraging visits between English and International Grail members and the Council affirmed these proposals.
- 7.2.3.2 Gradually, this policy began to show results. I continued to go to Waxwell regularly, where I experienced a growing climate of trust and acceptance. A number of English members found their way to De Tiltenberg, Mulheim and Cornwall while International members began to stop over in Waxwell on their journeys or to take part in programmes there. English members were especially helpful in offering friendship and hospitality to African members studying in London.
- 7.2.3.3 Since 1990 English members have participated in European Grail meetings. The 1992 meeting was hosted by the English Grail and was particularly significant in that quite a large number of Europeans from Germany, Italy, the Netherlands, Portugal and Scotland lived for a week with the Waxwell community and met also English participants from other groupings in the Grail in England. In 1993, an English member was invited officially as an Observer at the IGA.



7.2.3.4 Another important step forward was the presence of older Dutch members, including Lydwine van Kersbergen, at the Memorial Service for Yvonne at Waxwell in November 1994. For me, this was a sign of reconciliation and hope. Last year, too, Esther Gordon was the guest of the Grail in Johannesburg. Later this year, 1995, Moira Leigh will be a resource person at the Health and Wholeness Workshops to be held in Townsville, Australia. All this has been a long process of growth in acceptance, exchange and the overcoming of past hurts. My own hope is that the time is now ripe for active co-operation. What surprised and touched me was the discovery that in both Movements the essential spirit of the Grail has remained remarkably similar in spite of difference in structure and ways of operation. It is also a fact that both groups have changed and widened their horizons over the past fifteen years. And the silence has been broken! Internationally, we would be greatly enriched by the strengths of the English Grail, the competence and thoroughness they bring to their activities, the strong witness of their communal life. We, on our side, can offer the wealth of our diversity in culture and of the knowledge and experience gained by large numbers of our members in crucial issues relating to women and justice. It would be a pity not to draw on these riches for our common purposes.

#### **7.2.4 Update 1995-2015 (Alison Healey, March 2015)**

7.2.4.1 Most of the interaction between the International and the English Grail since 1995 has been at the level of particular groups and individuals, with the exception of the IGA 1998, when, for the second time, the English Grail was invited to send representatives as Observers to the Assembly. Two members came this time – Judith O’Grady, a married member from Bromley in Kent, and Sheila Jones, a single woman from Liverpool. They entered into the Assembly wholeheartedly and our discussions benefited considerably from their presence.

7.2.4.2 The Grail in England maintained their involvement in European Grail meetings so long as the themes of these meetings were perceived to be relevant to them.

7.2.4.3 Relations between Australian Grail members and the English Community have been sustained over many years by Australians’ visiting en route to or from International Grail meetings and receiving always warm hospitality. Only once do I remember we had the opportunity to return the kindness when Catherine Widdicombe was in Sydney, until, in 1995, Helen Gomez (Australia) and Moira Leigh (England) began a collaboration around the themes of wholeness and healing, which benefited substantial numbers of Australians and Papua New Guineans. Moira with her gifts for healing with energy came three times to Australia between 1995 and 2006 to help resource programs held in four cities. Helen and Margaret McCristal in return spent some time living with the English Community seeking a deepening exchange.

- 7.2.4.4 The Grail in England has also continued to offer an hospitable welcome to other International Grail members and their families over the years - in Pinner, and more recently in Winchester, where the Community now lives. And ad hoc collaborative contact continues when a need or opportunity arises. The Grail in England has given some financial support to the Grail in East Africa. Some English Grail members are participants in at least two international networks I know of - Justice and Trade Agreements and Human Trafficking.
- 7.2.4.5 Joan ended her narrative above expressing her hope that the English Grail and the International Grail would continue to enrich each other in whatever ways seem possible. I would echo this hope. We share a common purpose, because we share a common source – good reason for positive exchange and interaction.
- 7.2.4.6 [Current address of the Grail Centre in England:  
*The Hermitage*  
*Cheriton Road,*  
*Winchester. Hants. SO225HWHE England. United Kingdom.*  
*Tel: 01962 859 870                      Email: [community@grailsociety.org.uk](mailto:community@grailsociety.org.uk)]*