

**Grail International Leadership  
Reflection on Leadership in the Grail  
A Proposal to the 2021 IGA**

Date: **July 19, 2021**  
From: **Marijke de Koning and Marian April Goering**  
for the International Leadership Reflection Team

Proposal: **Appoint a new team to continue the work of international leadership reflection.**

Background:

In response to work of the 2017 IGA, the ILT appointed an International Leadership Reflection Team to build on previous work of the International Commitment Team and the Blessing the Space Between Us process.

Team members -- Marijke De Koning (Portugal), Dionisia Mshana and Rose Mbagua (Tanzania), Erarean Natukunda (Uganda), and Marian April Goering (USA) -- met together in Golegã, Portugal in October 2018 and developed materials for an international consultation on leadership.

Grail members from thirteen countries participated in discussions in person and on Zoom, in their countries, submitting their insights to the Leadership Reflection Team. A team member compiled the results and submitted a summary report to international Grail members in May 2021. Two of the International Centenary Sessions focused on leadership and took place on June 5 and June 12, 2021.

Recommended Aims of this Proposal:

- Delve deeply into the report developed by the International Leadership Reflection Team;
- Review suggestions that came from the two June 2021 sessions on leadership;
- Consider and promote innovations for the Grail going forward into our new century, including:
  - How do we think about leadership as providing opportunities to intentionally include women of all generations?
  - How do we develop NEW leadership models across generations?
  - How do we develop leadership opportunities in a more virtual environment?
- Reflect deeply on creating space for open dialogue on leadership in our secondGrail century:
  - Review our formal leadership structures and how they might need to change in light of the virtual world and in light of the Leadership Reflection Report;

- Provide more opportunities to develop leadership across generations and across cultures and languages;
- Build trust in Grail leadership and participation;
- Empower Grail members for leadership roles and decision-making in reflection processes and actions;
- Promote understanding of Grail structures and leadership responsibilities throughout the membership, including a clear understanding of what it means to be an empowered Grail member;
- Clarify our understanding of empowered participation for all Grail members.

Recommendation for Team Formation: The new team to carry forward insights from the Leadership Reflection Process should include a cross section of members, both younger (including some who shared in the international Zoom calls on leadership on June 12) and older, who have served in elected Grail positions or as active members.

---

### **Some Words of Father Jacques van Ginneken**

*The first characteristic of Jesus' public life was that He went after the people as their servant ... He, the God of heaven and earth. Let us never forget that; then the Grail will fulfill its task. (The Spirit of the Grail, 18.1)*

*Give yourselves, all of you, to one another. At meetings each one must think that you want to serve her. Let the leaders be real servants. In Jesus' Kingdom ruling must be only through serving. (The Spirit of the Grail, 19.4)*

---