

FINAL REPORT

ALCOHOLICS ANONYMOUS

GREAT BRITAIN

Thirty-Fifth General Service Conference

31 March - 2 April 2000
Wentworth College, University of York

*In Action
and
In Spirit*



General Service Office of AA
PO Box 1, Stonebow House, Stonebow, York YO1 7NJ

ALCOHOLICS ANONYMOUS
GREAT BRITAIN

Thirty-Fifth
General Service Conference

*In Action
and
In Spirit*



THIRTY-FIFTH GENERAL SERVICE CONFERENCE 2000

CONTENTS

	Page
Digest of Agenda	1
General Report	2
General Service Board Report	7
Finance.....	Page 7
Web-site.....	Page 11
Conduct of AA Members Discussion Document.....	Page 12
Public Information and Armed Services.....	Page 20
Literature Committee.....	Page 21
European Service Meeting.....	Page 25
Conference Committee 2000.....	Page 26
Archives.....	Page 27
Regional Service Offices (London).....	Page 27
Regional Service Offices (Scotland).....	Page 28
Probation/Social Services.....	Page 30
Addlestone Recording Group.....	Page 31
Roundabout.....	Page 31
Nominations Conference Chairman 2001	32
Workshop “In Action and In Spirit”	33
Final Session	34
Election Chairman Conference 2001.....	Page 34
Date and Place of next Conference.....	Page 35
Committee Reports	36
Committee No. 1 Report.....	Page 36
Committee No. 2 Report.....	Page 39
Committee No. 3 Report.....	Page 42
Committee No. 4 Report.....	Page 45
Committee No. 5 Report.....	Page 48
Committee No. 6 Report.....	Page 51
List of Delegates	53

DIGEST OF AGENDA

Friday 31 March 2000

Registration and Reception

Opening Session

General Service Board Report

Nominations - Conference Chairman 2001

Saturday 1 April 2000

Committee Meetings:

Committee No. 1

Committee No. 2

Committee No. 3

Committee No. 4

Committee No. 5

Committee No. 6

Workshop : "In Action and In Spirit"

Sunday 2 April 2000

Presentation of Committee Reports

Election of Chairman for the Thirty-Sixth General Service Conference

General Service Board Report and Ratification of
Board Members Elect

Closing Address

FRIDAY 31 MARCH

The Thirty-Fifth General Service Conference of Alcoholics Anonymous in Great Britain was held at Wentworth College, University of York, with the opening session on Friday evening, the Saturday night workshop and the final session on Sunday morning being held in the Lecture Theatre of the Biology Department.

On the Friday afternoon registration and distribution of folders was followed by a reception which, as usual, provided an ideal opportunity for delegates and observers to familiarise themselves with the new venue, to renew friendships and to share with those delegates attending for the first time.

The Conference comprised 89 delegates from fifteen Regions; two delegates from Jersey Intergroup, one delegate each from 'Share' and 'Roundabout', 19 members of the General Service Board, Don R - Conference Chairman, General Secretary and 9 members of staff. Also in attendance were observers from the following countries:

Belgium (Flemish Speaking)	(2)
French Speaking Europe	(1)
Ireland	(2)

Total in attendance 128.

Opening of Conference by Don R (Conference Chairman 2000)

The first full session, which commenced at 7.30pm, was opened by the Conference Chairman, Don R (Continental European Region):

“Good evening, this is the Thirty-Fifth General Service Conference and I believe we have a quorum present so we are able to do business.

On a first note of business I would like to welcome back everyone who is returning to their second, third or however many Conferences, and a special welcome back to our Board Members. As a special note to the first year delegates, I can go back to my first year as a new delegate, and all I can share with you is that the “Book” talks about being rocketed into a new dimension - well, as a delegate, I was rocketed into a new dimension of service which culminates with me standing here tonight, although how I got here I don't know. But keep in mind that the newcomer is the life blood of our Programme and that is true at every service level, so even though you may have a 'red dot' and you may think of yourself as a different person, you are different for a special reason. A special welcome to the foreign observers”.

Don proceeded by asking Pravin K (London Region) to read the Preamble and the General Secretary, Jim K to read the Twelve Traditions (Long form), the orientation

with the last minute changes and the National Convention dates, which are as follows:

Scottish Convention	-	28 - 30 April 2000
Southern Convention	-	27 - 29 October 2000
Northern Convention	-	30 March - 1 April 2001

Don went on to present his Keynote address:

“My name is Don and I am an alcoholic. My home group is the Düsseldorf International Group, the only English-speaking group to meet on Fridays in our corner of Northwest Germany.

Almost one year ago I was humbled by the trust this body placed in me. I know that only a power greater than myself will enable me to live up to that trust.

*There are three things I would like share with you tonight. First, a little about my recent service background, second, some observations and challenges, and third, the origin of the conference theme, **In Action and In Spirit**.*

Background

I became involved in Alcoholics Anonymous in Great Britain and Continental Europe almost six years ago, shortly after my wife and I arrived in Europe for a three-year assignment. A few weeks after taking on the task of GSR for my new home group in Brussels, a member indignantly asked me, “What are those people in York doing to our Traditions and what are they doing with our money? As our GSR, what are you going to do?”

Thus began a journey of discovery as I trudged happily off to Intergroup, Region, and ultimately, Conference. My past experience as a GSR in the United States nearly ten years earlier didn't prepare me for what I was to learn about the service structure of Alcoholics Anonymous.

Six years and countless service meetings later, I'm still trying to answer the question of how well the structure serves the members of Alcoholics Anonymous. Along the way, through home groups in Belgium, France, and Germany, I've made three observations:

First, there seems to be a feeling among some members that the structure has little relevance to a group's day to day activities. Many members have told me that the Conference, the Board, and GSO are far removed and have little meaning to their program.

The second observation is the service structure is absolutely critical for the program of Alcoholics Anonymous. Without a spiritually inspired and guided structure, our

society would have collapsed long ago. In my opinion, the Twelve Concepts are as inspired as the Twelve Steps and Twelve Traditions.

My third observation was that communication and understanding between the top and the bottom of our service pyramid needs to be constantly improved and vigilantly maintained. Bill W. wrote of his concern about how remote the Trustees are from the groups and suggested that Conference should be the critical link.

Challenges

As a result of these observations I feel Conference faces three challenges:

- 1. How can we make the service structure more relevant to everyday activities of Alcoholics Anonymous members and groups?*
- 2. How can we more effectively serve our role as guardian of the Twelve Traditions?*
- 3. How can we more effectively interact with the rest of our service structure, especially the GSB and Regions?*

Relevance to the Groups

Many of us in this room have heard from members who question whether or not too much of Conference's time is used for matters that have little meaning to the day-to-day activity of an Alcoholics Anonymous group. For example, in the two years that I have served on your agenda committee, we have sifted through nearly 20 questions concerning the mechanics of Conference.

The vast majority of Alcoholics Anonymous members don't understand the purpose of the General Service Conference. Nor frankly, do many of them give much thought to the overall service structure. They are happy being the foot soldiers of our society, carrying the message to still suffering alcoholics. They are busy doing the important normal tasks of an Alcoholics Anonymous Group: opening up, making tea or coffee, finding someone to chair, sponsoring newcomers, and cleaning ashtrays.

Role as Guardian

Article One of the Conference Charter states that the purpose of Conference is to be, "...the guardian of the services and of the Twelve Steps and Twelve Traditions of Alcoholics Anonymous in Great Britain." Whether the groups or members realise it or not, they rely on Conference to provide guidance on matters that effect Alcoholics Anonymous as a whole.

While we may serve as delegates of a Region, our primary purpose is to act as part of

a group conscience for the Fellowship as a whole. We are here, above all, as members of Alcoholics Anonymous. Bill W. said the following about the first Conference, "They were proving, as never before that Alcoholics Anonymous' Tradition Two was correct. Our group conscience could safely act as the sole authority and sure guide for Alcoholics Anonymous." (AA Comes of Age, p 218)

Interactions with Other Service Structures

From first appearances, our structure looks much like a business, no surprise given Bill W.'s background on Wall Street. The Trustees serve much like a Board of Directors, the General Service Office and Secretary serve as management while the Conference acts much like shareholders. Structure is needed to run the activities of a large organisation allowing the Fellowship to continue to carry the message, prepare the literature, print the books, run the office, and safeguard the traditions to name a few.

But a closer look at the Concepts reveals some huge distinctions between Alcoholics Anonymous and a business. The rights of decision, participation, appeal, and petition give each service level full responsibility and authority. What at first glance seems to be an orderly hierarchy is actually anarchy. The Trustees have legal obligations but not final authority. Conference has authority but can only make recommendations. Intergroups and groups are free to ignore both Trustees and Conference.

But amazingly, it works, it really does. It works because, like our sobriety, the delicate balance of the service structure relies on spiritual guidance. The spiritual life is not a theory. We have to live it. (Alcoholics Anonymous, p. 83) This is just as true in our service life as in our daily lives.

Conference Theme

*Let me briefly explain the origin of the Conference theme. Our Conference Charter is based on the principles laid out in the Twelve Concepts. Warranty Six of Concept XII indicates that Conference should, "...always remain democratic **In Action and In Spirit.**"*

In Action

Alcoholics Anonymous is a program of action. We are advised after the Third Step to launch on a course of vigorous action.

Put down the drink, pick up the phone, ask for help, go to a meeting, list faults, admit them to another, make amends, and ask for guidance from something greater than ourselves.

The Twelfth Step calls for lifelong action in the form of service. Clean ashtrays, make coffee, extend a hand to the newcomer, fill a service position, go to intergroup, region, or conference. Pass on what was freely given to you.

All this requires action.

In Spirit

Alcoholics Anonymous is also a spiritually guided program. It promises a spiritual experience if we take action and follow some simple steps. Our higher power can do for us what we cannot do for ourselves.

In my first years of sobriety my group was my higher power. They kept me sober when nothing else could; truly proof to me that a higher power existed. The power of that group helped me understand how spirituality can be expressed in the form of a group.

Our founders realised that only by way of a group conscience could the ultimate authority be recognised. In his commentary to the Concepts, Bill declared that only the spiritual guidance of a group conscience could make our structure work.

As this Conference, acting as a group conscience, takes ACTIONS this weekend we should rely on the SPIRIT of the Fellowship to guide us.

Thirty-Fifth Conference

Let's make this Thirty-Fifth Conference one of spiritually inspired action. Your Agenda Committee and GSO staff have worked very hard over the past year to develop a weekend that relies on the time tested method of group conscience.

Your workshop this year will use the form of a Conference inventory to establish a group conscience on some of the challenges I mentioned earlier.

You have already taken the first step in that process in your committees this afternoon. We asked the Fellowship to provide you with introspective questions in an effort to increase the relevance of Conference to our groups and members. We should determine what the members at the top of our inverted triangular structure expect from us.

The people in this room represent the most informed cross section of our Fellowship. As delegates, your experience and service will be invaluable for this examination of our stock-in-trade.

The Way Forward

I believe, we will discover this weekend that we are doing better than some critics may propose. I also believe that, with a liberal dose of spirituality, we will find many opportunities to IMPROVE!

As one of the few people in this room without a vote, my role is to be your facilitator. My hope is to serve as an instrument in determining your group conscience.

We hope the results of this process will be ideas, plans, and actions. But the results should not be left here in this room or written in a report to lay on a dusty shelf. This should be the first part of a regular, ongoing process. Take these plans, ideas and actions back with you to your groups and then use them to form the basis of our work in the years to come.

*As we go about our tasks this weekend let us move forward, **IN ACTION AND IN SPIRIT**".*

General Service Board Report

Mick W, Chairman of the General Service Board, welcomed all delegates and Observers to this Conference.

The Chairman presented the Board Report and drew Conference's attention to the serious situation facing the General Service Board, following the enforced resignation of two Trustees last year (London Region and Highlands and Islands Region). A delegate from Highlands and Islands Region read out a letter written by the Chairman of Highlands and Islands Region (addressed to the Chairman of the General Service Board), and asked for a response.

The Chairman of the Board read out a statement outlining the events leading up to, and following, the enforced resignations. He reiterated that as the servant of Conference he was fully prepared to answer any questions on the subject put to him by Conference.

Subsequent to the discussion a motion was proposed (Scotia Region) and seconded (Glasgow Region) as follows: 'Conference affirms the actions of the General Service Board regarding our former trustees and expresses its wish that any further action by all parties concerned cease forthwith.' The motion was carried with an 89% majority.

Finance

(Mike D, GSB Treasurer)

Hello and welcome everyone to Conference 2000. My name's Mike and I'm an alcoholic.

You'll have to bear with me a moment whilst I compose myself. I'm still recovering

from the shock of seeing that everyone got a free biro again this year in their Conference packs - that should get rid of the nasty rumour going around that I'm mean and tight-fisted.

I mentioned last year that we were making changes in the financial structure. The Finance Committee is now integrated into the Internal and External Committees' framework and yet we still retain the facility to convene independently when required as a full Finance Committee. We have also developed documents which allow us to more easily and accurately formulate budgets for the various committees and, when necessary, projects. This will please the man I spoke of last year. My friend 'Frozen Face' - the auditor for the Charity Commission.

I'll deal with that now because they've changed the goal posts again, and what he warned of last year has happened - it's written in the section on accountability in the Statement of Recommended Practice (SORP). In the summary it says that probably the most obvious change is that the SORP has been altered to include reporting as well as accounting. This is more than mere semantics and recognises the increase in emphasis which the Charity Commission is putting on the importance of public accountability by trustees and may reflect some concern about transparency and reporting. Although it is not proposed that the revised SORP should become too prescriptive, given the diverse nature of the voluntary sector, and here's the crunch - there is a clear expectation that trustees should pay more attention to such things as policy, strategy, plans and achievement.

That was what our Auditor was hounding me about last year, but as this document comes into force in August 2000 there will be no holding him. He's going to be a bigger pain than ever, wanting to know how we spent our money.

In December of last year we held the Region Treasurers' Meeting to discuss the full audited accounts, of which you have the shortened version in your Annual Report.

These Accounts were agreed by your Treasurers and the Board and which are now lodged at Companies House. The Region Treasurers have not contacted me with anything adverse concerning those reports.

What was made quite clear in the 'Business Review' section of the audit statement was that a higher level of contribution would be required if we were to maintain our level of service and the Regional Service Offices.

At our meeting the previous year I asked the Treasurers what they perceived their roles to be, how they accomplish their aims and that we would discuss the matter at our next meeting. This proved to be very interesting and quite lively. We all agreed that Guideline 12 on Finance needed a lot of work doing on it, not only because of the changes in the routing of our money to GSO and the changed figures regarding private donations and bequests, but to emphasise some of the safety elements in the Guideline

for both Treasurers and the Fellowship. Also it didn't seem to be a bad idea if we all sang from the same 'hymn sheet'. The Finance Committee of the Board also discussed the reviewed document and with one or two minor adjustments agreed it. Subject to any further amendment as a result of this Conference and its acceptance by the Board, it may well find its way into the Handbook as a draft for Conference acceptance in 2001.

As recommended, and as the five years have elapsed since the amount contributed by Conference Delegates was reviewed, we discussed the matter. Using the projected cost of Conference 2001 and using the same percentage contribution from delegates, we agreed that the cost per delegate be set at £180. The old figure, as you will know, was £166. After VAT, available to spend is £153 from £141.

That is more or less the historic bit over with. Now comes the more difficult part - how it is now.

It's always easy to report good news. The difficulty is reporting not so good news without sounding alarmist and I'm also well aware that when the chips are down our Fellowship will respond. I well remember the early nineties, but - now comes the But!

I mentioned that I had drawn the Region Treasurers' attention to the auditor's comments that the level of contributions would need to be higher than last year, and one obvious reason was that last year the Service Office in Glasgow had only been operating for six months of our financial year. This year it will be the full twelve months. Another reason is that we know provision has to be made for increases in service developments in both offices, and also that right across the scale 'core-costs' are going to rise.

I mentioned the problem again in my year end report and in the quarterly reports to the Fellowship. Up to now nothing has happened to indicate this higher level of contribution. In fact - contributions in the first five months of the current financial year are *down* on the same period of last year by £2,285. An estimated increase on last year of £25,000 for this five-month period was needed to stay anywhere near on track.

If we take this a little further and leave literature out of this, and I'll tell you why later, we can predict - ballpark figures - an operating deficit at the end of September this year of around £60,000. That's how things look now, tonight on 31 March 2000.

Now I think a lot of that money is out there in the structure and has just not found its way to GSO yet. Perhaps it's this period of transition where there is a change in the routing of money to GSO.

Perhaps it's with Regions holding back what they consider to be a prudent amount for telephones and perhaps the basis of that prudent amount is an old 'AA' way of estimating the cost (worst scenario), doubling it and adding a bit (just in case). Perhaps some

in the Fellowship still think that the Region Service Offices belong to and are funded by Glasgow and London Regions - I don't know.

Having said all that I don't think that is all the answer. I still think that we need to raise the awareness of our groups to the fact that we need a higher level of contribution if we are to cover all our commitments.

A big factor in getting a £2.00 coin introduced into the currency, was a lot of pressure from the major charities and for obvious reasons. Speaking from experience in my own town, we still have members on their feet again and back in employment, thanks to this Fellowship, who still haven't broken the £1.00 barrier yet regarding the pot. Nor would they think that it's their responsibility to put extra money in the pot when they know they're going to miss meetings for holidays or whatever. They still expect them to be there when they get back! Anyway, I'm not going down that avenue. I have told you how it is **NOW!**

I hope that in a couple of months' time I'm proved to be a total fool to even think that the money wouldn't be forthcoming and pot money will be in our account by the bucketful.

This situation has already affected things. At the last Board meeting I had to ask for financial restraints on a couple of items which, normally, would have been given the go-ahead. Enthusiasm is definitely dampened when good work and effort is rewarded by financial constraint.

I'm terrified by the thought of what Conference will dream up for the Board and GSO to do for them this year and I have chosen my words here. Think about it. In the last two years: two Videos, National Telephone Number, Two Region Service Offices, Web-Site, huge list of Literature reviews and updates, etc, etc. Vast amount of time, effort, travel, committee work - lots of sacrifice and, more especially, lots of funding. What did Conference take back for the Fellowship to do for itself?

I'm sorry it sounds awful but that's because it is awful.

I had honestly hoped that I would get through my term as Treasurer without having to give this sort of report. I thought we had learned our lesson in the early nineties about what cashflow problems could do to this Fellowship.

I sometimes think that Treasurers carp on about money because it's the traditional thing to do. I didn't do it last year and this year I'm not 'crying wolf'.

Please go back and, before beating groups to death, check on the levels of money held by your Regions and Intergroups and send what you don't definitely need to GSO - then beat the groups to death for more. Please get some money and send it to us soon.

Now the good news again - **WEB-SITE**

The latest figures of 'hits' on our 'official' AA web-site is in excess of 45,000 per month. You're looking at over half a million hits per year, now that's what I call a success story.

In the true time tested style of Treasurers I will now go and ruin it for you.

Following correspondence and complaints from various members we have had to review the content of some unofficial web-sites run by other members. We have taken any appropriate action where necessary to seek the co-operation of members in order to protect the integrity of the AA message in cyber space. This includes the copyright and traditions issues. We will continue to seek co-operation with the operators of unofficial sites in the future but fully realise the impossibility of policing them.

A point I will raise now, which refers back to where I said in my Treasurer's Report "...leave literature sales out of this for now".

We used to be able to say that literature sales gave us about a third of our income and the contributions income about two thirds.

Although we have just recently put up literature prices, with the increased costs of paper and the increasing cost of postage from the 4 April this year, our profit margin on literature will be cut down irrespective of the increases we have made.

Now when it comes to the web, with people scanning the official web site and producing and distributing literature all over, the option an unofficial web site is churning out unofficial literature as well as the official. I wonder how long we will be able to say literature sales account for about one third of our income.

Conduct of AA Members Discussion Document

(Bill Y)

As most of you will know, there have been a growing number of Police investigations into the behaviour of a minority of our members and this can no longer be ignored.

I have the task of asking you tonight to assist in the starting of a Fellowship-wide discussion on the difficult subject of inappropriate behaviour in our Fellowship. This is a discussion that we don't want to have – we would prefer to go on thinking that 'it's not that bad', that 'the groups are dealing with it'.

We alcoholics in recovery can certainly testify to the fact of life that people deal seriously with painful things only when the pain gets serious. We couldn't start to get better until our personal pain was bad enough.

Believe me, we're dealing with serious pain here and its going on in our loving Fellowship – its been bubbling beneath the surface for many years. We all know its there and we've hoped it would go away. We've spotted symptoms many times – and we've ignored them, talked to each other about them, raised them in conscience meetings and even taken them to Conference. Unfortunately, these sporadic efforts always seem to lose momentum – we feel as though we're dealing with the problem, then suddenly we've lost it.

The spirit of our First Tradition involves the protection of individual members. Part of the problem may be due to the growing number of members who are acting independently of the group conscience, of Fellowship values and of our Traditions.

It is very clear that a start must be made in taking corrective measures – this assembly must have the courage to do that. We all know that strengthening of the home group principle and the practice of sponsorship, throughout the country, is the core of the solution, but Conference must lead the way.

The document which you have in front of you shows that awareness of this type of problem has been brought to the attention of Conference many times. Most emphatically it was brought to Conference 1995, 1996 and 1998.

We have reached a point now where we must re-focus, guide and co-ordinate our efforts.

More and more cases are being brought to the attention of the General and Regional Service Offices as a consequence of the Police investigations and the Police are trying, up to this moment, to co-operate with the Fellowship to safeguard the integrity of AA. However, it would be foolish to expect this state of affairs to continue.

We must take action now to keep our own house in order and to protect ourselves. We cannot continue to rely on the goodwill and intent of the authorities. Every member of this Fellowship must accept responsibility for his or her own actions and understand that membership of AA gives no immunity from the laws of the land.

This document encompasses the whole spectrum of inappropriate behaviour from disrespectful social interaction to criminal conduct.

And it is exactly what it says – a discussion document – it is a starting point and it is absolutely essential that we take from here and ensure that it is discussed, in full, at every level... and without delay.

Discussion Document

This paper has been prepared for consideration by Conference 2000 and then for widespread discussion and participation throughout the Fellowship.

Groups and individual members are encouraged to read the document carefully, discuss it fully over the coming few months, and then make their views known, either through the structure or by writing to the General Secretary of AA, Stonebow House, Stonebow, York YO1 7NJ.

Comments in general and suggestions for amendments to the draft guidance are needed. Through the active participation of the entire Fellowship in Great Britain, Conference 2001 will be guided in the fullest possible way.

Conduct of AA Members

Introduction

It is with regret that the Board has to report on a problem which is threatening to damage our Fellowship and which requires the immediate attention of Conference and the Fellowship.

There appears to be a growing number of cases from around the country of police (and other agency) involvement in allegations of unlawful sexual conduct by AA members. In some cases, there has been disregard for telephone service guidelines and in others there has been simply gross disrespect for others.

Isolated press reports are appearing in local newspapers and, unless we take action quickly, it will only be a matter of time before the national news media decide to investigate AA.

As part of our service to the Fellowship, we must protect newcomers and stay out of public controversy.

Background

Ever since Bill W first realised that helping another alcoholic to find sobriety would help him to stay sober, carrying the message of hope and recovery to the suffering alcoholic has become a fundamental part of our daily lives.

This very activity - our undisputed primary purpose, is wonderful and spiritual in concept... but in practice it is often very different. The truth is that the Twelfth Step involves vulnerable people helping people who are even more vulnerable. We are a society of human beings who have been emotionally very sick and we are, for the main part, trying to recover from that incapacity.

Unfortunately, while most of us embrace the spiritual principles of that purpose, there is a small minority of men and women who operate with sick but hidden agendas and, no matter what they may say, they seek self-gratification often at the expense of other members, or potential members.

This, of course, is nothing new. It is endemic in a society like ours. Because of the vulnerable nature of our members, particularly newcomers, AA has the potential to be a breeding ground for predatory behaviour. Indeed, it is a tribute to the power of recovery, unity and service that AA has survived.

So, is that it? Do we have to accept bad behaviour as a fact of AA life and carry on regardless? The answer is emphatically 'NO'! We cannot. We must not.

The Current Position

Apart from anything else, the wider world within which AA exists has changed dramatically since we began and particularly so in the last few years. Every time an AA member, acting as an AA member, is charged with allegations of criminal behaviour, the chances of undesirable publicity on a damaging scale increases. If the national press decided to do an 'exposé' on our Fellowship, we could be damaged beyond belief. It has to be made clear

that AA cannot condone or defend any member who breaks the law. As individuals, and as a Fellowship, the laws of the land govern us all.

The Broader Issue

Of course, we shouldn't limit our discussions to extreme cases or only those involving sexual abuse. The root problem is deeper and we must take this opportunity to look for the solution and take action accordingly. All of us are aware of many examples of member-to-member behaviour that is far from loving. By doing nothing about it, unacceptable behaviour is effectively condoned and becomes more difficult to control as time goes by.

The Legal Position

Right across society, attitudes towards unacceptable behaviour - what is unacceptable and what can and should be done about it, are changing. If we don't act to protect ourselves, it will be only a matter of time before a member makes a formal complaint of harassment against another member. Harassment may constitute a criminal act under the Protection from Harassment Act, 1997, and an individual has the right to report the matter to the Police. The current maximum penalty is a £5000 fine and 6 months in prison.

The Fellowship Position

Our programme teaches us respect, support, understanding, tolerance and love for each other - *our Fellowship wants to be renowned for such behaviour, not fighting rearguard action against bad publicity from the news media!*

Why has this not been dealt with before?

It hasn't been for want of trying! In various forms, Conference has tried to address different aspects of an old issue.

At Conference 1995, Committee 6 dealt with a question on telephone service and sponsorship and, had their recommendations been acted upon, we wouldn't be talking about this problem 5 years later.

That same Committee, in response to a question on 'same gender' 12th Stepping, endorsed the 'Hints and Suggestions for 12th Stepping' wallet card and strongly recommended that telephone responders deal with 12th Step calls on the same basis. Again, there are too many instances of this recommendation being ignored.

That same Committee yet again, dealt with a more fundamental question:

Would Conference consider that as individuals, groups or sponsors, we pay enough attention to the vulnerability of the new member when it comes to the pitfalls of sexual and emotional relationships? In what way can members share openly and talk about the problems if and when they arise?

The Committee said in response:

The Committee feels strongly that insufficient attention is paid to the vulnerability of newcomers when it comes to the pitfalls of sexual and emotional relationships. It was agreed that both individuals, particularly sponsors, and groups are responsible for bringing the subject into the open, and giving clear guidance to both newcomers and any member, male or female, who is behaving inappropriately.

That response was endorsed as a recommendation by Conference. Did the Fellowship take that recommendation to heart...? Would we be considering this dilemma now if it had done?

Three years after the 1995 Conference, at Conference 1998, the Saturday evening workshop was devoted to 'The Home Group Principle and Sponsorship'. The findings of that workshop were quite emphatic - that a strong home group and a good structure of sponsorship will minimise bad behaviour. How much did the Fellowship benefit from the wisdom of that workshop?

What Next?

This is possibly the most serious and fundamental issue with which our Fellowship has ever been faced. Apart from the damaging publicity which could result if we don't deal with this adequately, we could some day also find that our freedom to 12th Step the suffering alcoholic is suddenly curtailed.

Recommendations

1. Conference should address the question which begs to be asked, and which has been begging for many years... how can we, as delegates **from** Conference, help to improve the way in which our Fellowship acts upon Conference recommendations when we return to our groups, Intergroups and Regions? It is vital that we ask this question now.
2. The solution lies, for the main part, with creating strong and healthy home groups to which individuals feel privileged to belong. Each and every group must discuss this question 'what can we do to strengthen our sense of being a home group?'
3. Home groups and the individuals within them must understand exactly how important it is to discuss behaviour issues - good and bad. They must become alert to people with 'hidden and sick agendas' and be prepared to challenge that behaviour, or get it raised in a group conscience meeting.
4. The importance of holding regular and constructive group conscience meetings cannot be overstated. Tradition 2 makes it quite clear that if we don't hold open and honest group conscience meetings, we will not benefit from the guidance of our loving God - the only ultimate authority we have. And without that, we are in deep, deep trouble!
5. Individuals must be made aware that AA cannot protect them from the law. If they break the law, they are on their own - anonymity has no relevance in this context.
6. Telephone guidelines, particularly the key points identified by Conference 1995, Committee 6, Question 1, should be followed as strictly as possible. No member should ever become a telephone responder or a 12th Stepper without proper sponsorship and all volunteers listed should have the backing of their home group. These lists should be regularly reviewed and re-confirmed.
7. This paper, the recommendations set out above and the suggested guidance sheets that follow should be discussed around the Fellowship, starting as soon as possible. Reports should be fed back from groups, through the service structure or direct to the General Secretary of AA in York on how things are progressing, together with any suggestions for additions/amendments to the recommendations. Feedback before 31st October 2000 would be appreciated.

Tradition 1 (Long Form), reminds us:
'Each member of Alcoholics Anonymous is but a small part of the great whole. AA must continue to live or most of us will surely die. Hence our common welfare comes first. But individual welfare follows close afterward'.

Suggested Guidance Sheets - Personal Conduct

This guidance is to help all AA members recognise the importance and power of behaviour in their relationships with other members of the Fellowship and potential newcomers.

Behaviour breeds behaviour – the behaviour we choose will influence the behaviour of the other person(s). Members in recovery must set an example to newcomers.

We can all choose our behaviour and control it.

AA views bullying and harassment as forms of discrimination which are negative and unacceptable behaviour. Any such behaviour should be taken seriously and members must deal with it as it arises.

Although there is a lot of overlap between bullying and harassment:

Bullying can be described as 'conduct that annoys, confuses or torments through persistent, malicious attacks intended to undermine an individual'.

Harassment is 'conduct that is unwanted and offensive and affects the dignity of an individual or group of individuals'. Whether or not the behaviour is intentional is irrelevant, the key point is that it is offensive.

Harassment

People can be subject to harassment because of:

- X** Race, ethnic origin, nationality or skin tone
- X** Gender or sexual orientation
- X** Disability, sensory impairment or learning difficulties
- X** Religious or political convictions or belonging to a minority group
- X** Status as an ex-offender
- X** Personal characteristics and mannerisms/habits
- X** Age, stature and appearance
- X** Speech and vocabulary
- X** Etc.

Forms of harassment can include:

- ☹ Physical contact ranging from finger jabbing to physical assault
- ☹ Verbal and physical abuse and threatening behaviour
- ☹ Verbal or written harassment through jokes, offensive language, gossip and slander, sectarian songs, rude noises, letters, etc.
- ☹ Non-verbal actions such as leering, suggestive gestures, staring, smirking etc
- ☹ Isolation or deliberate exclusion from group and social conversation or activities
- ☹ Coercion, ranging from undue pressure to join the fellowship to the demanding of sexual favours
- ☹ Intrusion by pestering, spying, following (stalking)
- ☹ Humiliation
- ☹ Asking intimate questions about a person's private life
- ☹ Repetitive displays of disrespect

Suggestions about Action

Personal Action - member to member

For the main part, the person being harassed (whether or not the behaviour was intentional) wants whatever is happening to stop and acceptable behaviour to take its place.

In many situations, it is sufficient for the recipient of unacceptable behaviour to raise the difficulty with the person creating the problem by pointing out that his/her conduct is unwelcome/offensive. Anyone has the right to challenge the unacceptable behaviour of any other member of AA, at any stage, and request that the behaviour ceases.

In such cases, the recipient should clearly state what it is they are objecting to and what they want to happen in future.

In some instances, it may be possible for the member to prepare for this conversation with the help of his/her sponsor. Should the member find it too difficult or embarrassing

to raise the issue with the person creating the problem, it may be appropriate to have the conversation with the sponsor or another member present.

Group Action

When a personal approach fails, the recipient should approach the group chairperson, or other trusted servant for help and advice in the knowledge that any complaint of harassment will be considered as a serious matter.

The alleged harasser must be made aware of the complaint at the earliest opportunity.

Both parties should be advised to share their feelings and call on the help and support of a sponsor or responsible group member.

Providing that the matter does not constitute a criminal offence and that both parties are willing, then a mediation meeting should be held with both parties to resolve the difficulties. The group chairperson should chair the meeting and one other mutually acceptable member should be present.

Confidentiality of those involved is important, and therefore every issue should be resolved at the lowest level of intervention, as swiftly as possible.

It may be necessary to involve members from outside the group if the situation is sufficiently serious or complex.

At Group Meetings

Group conscience meetings should be held regularly and this guidance should be referred to at regular intervals. Newcomers should have their attention drawn to it as soon as possible.

Where unacceptable behaviour (verbal abuse, swearing, discriminatory/disparaging jokes and remarks etc.) occurs in a group situation, members in recovery have a responsibility to intervene and ask for the offending behaviour to stop.

An explanation should be given at the time, or at the end of the meeting, about the dangers of unacceptable behaviour in AA.

Offensive behaviour should not be condoned and it should not be a matter for debate. Failure to challenge and stop inappropriate behaviour gives the offender permission to repeat the offensive behaviour and encourages others to follow suit.

Vulnerability and Vulnerable Situations

There are certain situations where the risk of harassment is greater, namely in Sponsorship and in one to one situations, e.g. giving or receiving lifts, home visits and on telephone duty. AA members must learn to behave with respect for themselves and others.

Sensible Suggestions - at a personal level

Recognise that newcomers may be severely damaged 'victims' as they enter the Fellowship.

Don't travel alone with newcomers of the opposite sex.

Don't 12th Step or home visit newcomers alone.

When making home visits, always leave details, in a sealed envelope, of where you are going with a trusted friend or relative. Make sure that this person knows when to expect you to return and ensure that you inform them that you are safely back.

Be aware of the increased risk of misread sexual intentions when talking to newcomers and members who are struggling.

Don't respond to offensive verbal and non-verbal behaviour in a like manner.

Should someone speak to you about your unacceptable behaviour, listen to his or her criticism, think about what they have said and react appropriately. You may even at a later stage wish to thank them for pointing it out to you!

Treat other people with respect - don't play God.

Legal Position

Members should be aware that harassment may constitute a criminal act and that an individual has the right to bring allegations of harassment to the attention of the Police. Conviction can result in a custodial sentence and a heavy fine.

Some suggested statements which your group may wish to discuss and agree upon at your group conscience meeting. Write your statement onto a suitably sized card and place in a very visible position at all group meetings:

P e r s o n a l C o n d u c t M a t t e r s

This group says 'NO' to

- ◆ bullying,
 - ◆ harassment or
 - ◆ discriminatory behaviour
- OF ANY KIND**

Members are asked to refrain from aggressive or abusive behaviour or any other form of behaviour that is likely to offend, confuse or frighten others.

Recognising Unacceptable Behaviour

Obvious	Less obvious
<ul style="list-style-type: none"> • Shouting at others - in public or private 	<ul style="list-style-type: none"> • Deliberately criticising another's efforts
<ul style="list-style-type: none"> • Swearing at others - in public or private 	<ul style="list-style-type: none"> • Deliberately impeding progress
<ul style="list-style-type: none"> • Spontaneous rages, often over trivial matters 	<ul style="list-style-type: none"> • Supplying incorrect/misleading information
<ul style="list-style-type: none"> • Public humiliation 	<ul style="list-style-type: none"> • Withholding information
<ul style="list-style-type: none"> • Personal insults, labelling and name calling 	<ul style="list-style-type: none"> • Over-sponsorship/under sponsorship
<ul style="list-style-type: none"> • Persistent criticism 	<ul style="list-style-type: none"> • Deliberately interfering in another's relationships
<ul style="list-style-type: none"> • Spreading malicious, unfounded rumours 	<ul style="list-style-type: none"> • Setting up for failure, e.g. deadlines for Steps
<ul style="list-style-type: none"> • Freezing out, ignoring, excluding 	<ul style="list-style-type: none"> • Blocking requests for help and support
<ul style="list-style-type: none"> • Persecution through threats, instilling fear 	<ul style="list-style-type: none"> • Misleading, unrealistic promises
<ul style="list-style-type: none"> • Physical attacks/violent actions 	<ul style="list-style-type: none"> • Instigating complaints from others about a member in order to undermine
<ul style="list-style-type: none"> • Groundless withdrawal of responsibility 	<ul style="list-style-type: none"> • Knowingly destroying a relationship between people
<ul style="list-style-type: none"> • Talking through a third party 	<ul style="list-style-type: none"> • Inappropriate laughter/smirking
<ul style="list-style-type: none"> • Deliberately talking to a 3rd party in order to isolate another 	<ul style="list-style-type: none"> • Using a person as an indirect real example
<ul style="list-style-type: none"> • Constantly undervaluing a person's effort 	<ul style="list-style-type: none"> • Whispering
<ul style="list-style-type: none"> • Using demeaning language, putting down 	<ul style="list-style-type: none"> • Veiled threats/innuendo
<ul style="list-style-type: none"> • Cutting across people in conversation 	<ul style="list-style-type: none"> • Making fun of/joking at another's expense
<ul style="list-style-type: none"> • Not listening to another's point of view 	<ul style="list-style-type: none"> • Sarcasm

Public Information and The Armed Services

(Willem V-H)

It is always a privilege to take an active role within the services of our Fellowship and during my time I usually have been asked to do what I consider impossible, experience taught me that the impossible could become possible when I start to communicate and not try to run the show single-handed. It was with this thought in mind that I took off to GSO, New York last year after I agreed to take on Public Information at Board level. Anyone of you who has had the chance to visit GSO, New York can identify with my memories of a warm reception, love and the care one receives.

I returned home with a bag full of inspirational material and a head crowded with knowledge of how the profile of AA is raised in America and Canada. I have since received input from Australia, New Zealand and South Africa.

The Board asked me to form a small National PI/PR committee. Selection of suitable people onto this committee was vital. We are blessed to have members with professional acumen and experience, working in the field of public relations, television, radio and the press and others whom we can consult ad hoc because of their high ranking connections and rolls in the world of communication.

AA's Movement – Wide Public Information Policy – written and approved by the General Service Conference in 1956 gives us that licence and I quote:

“In all public relations AA's sole objective is to help the still suffering alcoholic – always mindful of the importance of personal anonymity” and it continues by saying: “We believe our experiences should be made available freely to all who express sincere interest and our awareness that many outside AA are equally concerned with the serious problem of Alcoholism.”

Bill W had great foresight when in 1960 he wrote:

“Nothing matters more to AA's future welfare than the manner in which we use the colossus of modern communication. Used unselfishly and well, it can produce results surpassing our present imagination.

Should we handle this great instrument badly, we shall be shattered by the ego manifestations of our own people. Against this peril, AA members' anonymity before the general public is our shield and our buckle”.

The National Committee functions within their Aims and Structure and has now completed their Policy Document, Budgets and Approach Formula, for presentation to the full Board at the May 2000 meeting.

At the Regional PI workshop on 6 May this year we will have two members of the committee in attendance to give a presentation.

The overall national picture indicates that PI work is very active – from our largest cities to the smallest hamlet. Schools, colleges, universities and other educational bodies, the police, seminars etc are always high on the list of popular liaisons. Radio stations frequently involve us in their programmes, newspaper advertising and articles are regular so is TV freebies and documentaries as well as story lines. Many of you probably saw the episode of “Peak Practice” on 29 February this year. The producer worked closely with us and we acknowledged his input with a letter of thanks and a complimentary copy of the video “For Professionals”.

Talks have been given in the past year by our Non Alcoholic Board members past and

present. We will always remain grateful to our friends of the Fellowship.

I move onto “**The Armed Services**”. This is a complete new experience for me. Again we are fortunate to have a small committee of very devoted members.

The first lesson I was taught was that the Armed Services are not rankless and that we have to adhere to protocol. Because of this it became of immense importance that the people on this committee were ex Armed Forces personnel.

This project has enjoyed a most successful year. We have met throughout the year to formulate a strategy by which to liaise within the Armed Forces. Most of the work has been carried out by South East Region and the intention is to expand and eventually cover the whole country.

An excellent relationship has been established with the Royal Navy in Portsmouth and AA is heavily involved both in the Alcohol Treatment Unit and in the training of Divisional Officers. They offered to help us to replicate this system in Plymouth. South West Region has been formally approached and are ready to go into action.

Contact is firmly established in the Welfare Personnel Division of the Royal Air Force and we are helping them to formulate a policy to deal with alcoholism among their ranks. The Committee has been invited to address a service course at Bristol University where officers from all three services are trained.

We maintain links with the Sir Oswald Stoll Foundation, a London based charity, which among other interests looks after ex-servicemen and their families. Through this foundation we meet with the decision makers of all the Ministry of Defence Departments and have also established a firm relationship with SSAFA.

In the past two days we have been contacted by the Staff Officer who deals with Army Policy concerning alcohol and drug abuse. They advocate the use of AA as a support resource for personnel. AA seems to meet with their requirements. They expressed their appreciation of the impressive work done by us and the work so far with the Royal Navy and the Royal Air Force.

I thank you for your attention and the service we all do together. I listened to a Zulu speaker when I attended an AA meeting in Soweto last month and she said: “Holier are the hands that serve than the lips that pray.”

Literature Committee 1999 Recommendations and Updates

(Gudrun MacK)

Response of Literature Committee to Question 1, Committee 1 of Conference 1999

Question:

“In this age of high quality professionally produced publicity, first impressions are of a singular importance and one is rarely given a second chance. Would Conference investigate methods to enhance all printed material that meets the public eye (in and out of the Fellowship), investigate what revisions to pamphlet design could help to reduce production costs – where appropriate – and make recommendations.”

Committee No 1 gave as answer:

“The present system of different pamphlets, leaflets, posters and other printed materials being reviewed by different Conference Committees when a relevant

question is submitted would be enhanced by asking the Literature Committee to:

- review all printed material
- investigate revision to printed material design
- consider current technological advances to aid in the production of printed material
- consider a unified image for the Fellowship, i.e.; standard colours, size for printed materials and design
- reduce production costs where possible
- enlist a member of the Finance Committee to consider the financial implications to the Fellowship.

This committee recommends that the above proposals be implemented by the Literature Committee and that they be asked to present a time-scale plan to review the literature list at Conference 2000.”

Response

The Literature Committee points out that such exhaustive recommendations ask us to accomplish an enormous amount with limited resources in a short time.

Also the recommendations are to a major extent an amplified reiteration of the Literature Committee’s Terms of Reference – approved by Conference – and its existing Business Plan i.e.

- *to undertake selective review of the entire range of literature published and distributed by the Fellowship in Great Britain, assessing its suitability for revision or discontinuance*
- *to consider the content, presentation and appearance of literature which is decided suitable for revision*
- *to make such revisions (via the GSB) for approval by Conference except where these were commissioned by a previous Conference*
- *to assess whether there are unmet needs for new literature, to make recommendations for this and, if appropriate, to draft such material.*

However, the Literature Committee understands that the Conference question and the recommendations reflect some dissatisfaction with the appearance and at least some of the content of the Fellowship’s literature in Great Britain.

The Committee have therefore taken a critical look, through professional eyes, at the literature we have now. Our conclusions are as follows:

1. it would prove impractical for AA members, acting either on an amateur or professional but certainly voluntary basis within the Literature Committee, to produce in two or three meetings a year that which the above recommendations appear to demand of it
2. to do so would require a permanent Literature support person at GSO, either rolled into an existing post or as a new appointment. This person would be technically competent and be able also to demonstrate an understanding of the implications for GSO and the Fellowship.
3. the cost effectiveness of proposals needs to be borne in mind.

For these reasons the Literature Committee requests Conference 2000's guidance as to its response to Conference 1999's question and recommendations.

The Literature Committee proposes that we should continue to serve under our existing Terms of Reference and Business Plan, which already include consideration of and making recommendations for a unified and modern image for the Fellowship's literature in Great Britain.

Committee No. 6, Question 2 of Conference 1999

This Committee considered the pamphlet "Is AA for Me?" extensively and recommended that the Literature Committee review, redesign and reword the pamphlet and present it to Conference 2000 for approval. The draft pamphlet was presented and approved.

Committee No. 5, Question 1 of Conference 1999

This Committee recommended that the Literature Committee produce a draft Employment Liaison leaflet for presentation at Conference 2000. The leaflet "When drink stops working" was presented and approved (as set out below).

WHEN DRINK STOPS WORKING

Alcoholics Anonymous is a worldwide Fellowship of men and women who follow the 12 Step programme of recovery from alcoholism adopted by A.A.'s pioneering members. The main purpose of each A.A. member is to stay sober and help other alcoholics to achieve sobriety.

Many employers have set up Employee Assistance Programmes (EAPs) to help employees whose drink problem affects their efficiency and well-being.

Management and staff representatives have become more and more aware of the unacceptable price of problem drinking. The substantial benefits of procedures to help employees to overcome their problem are self-evident.

We in Alcoholics Anonymous know that the more options at the disposal of the sufferer, the better the chance of recovery. A.A. does not run EAPs but would like to co-operate with you in your efforts to help the problem drinker.

A.A. is non-professional and free to all who seek our help. Our primary concern is the personal recovery and continued sobriety of people who want to stop drinking. Our approach is based on the unique ability of recovered alcoholics to help those who are still afflicted.

A.A.'s worldwide membership is estimated at more than two million. In Britain there are some 3,500 A.A. groups meeting weekly where members share their experience, strength and hope with each other

and learn how to recover by practising the 12 Steps.

In businesses where there is no structured programme of help informal arrangements can be made for A.A. members to meet employees who have a drink problem and who may wish to stop. This is not professional counselling but simply an A.A. member carrying the message of recovery.

A.A. welcomes any opportunity to:

- Meet management, unions or staff associations, welfare officers and EAP workers to discuss ways in which A.A. could co-operate;
- Conduct presentations explaining the A.A. programme of recovery;
- Supply FREE posters and contact cards. Experience has shown that problem drinkers sometimes take advantage of the anonymity this affords to contact A.A. direct;
- Take an employee with a drink problem to an A.A. meeting and offer them introductory literature. You and your employee can be assured that the anonymity of anyone who seeks A.A.'s help is guaranteed.

HOW TO CONTACT A.A.:

A.A.'s local telephone number is available in most directories or from directory enquiries or write to:

© General Service Board of Alcoholics
Anonymous
(Great Britain) Limited 1979
Registered Charity No. 226745
A.A. General Service Office
P.O. Box 1, Stonebow House, Stonebow, York
YO1 7NJ
Telephone: (01904) 644026
www.alcoholics-anonymous.org.uk

01/00

Guidelines

The draft copies of the Guidelines 1, 2 and 3, which include the recommendations of Conference 1999, Committee 5, Question 2 on the Group Service Representative and Committee 6, Question 1 on Group Meetings. Please note that due to cost effectiveness the Guidelines will, once again, be in the two column format - effective immediately. This will ensure that both the copies of the Service Handbook for Great Britain and the loose copies will reflect the latest updates.

Conference 1998, Committee 5, Question 1 re Ethnic Minorities. This Committee recommended that the General Service Board facilitate the collection of information. A draft guideline to be presented to Conference 2000, with an interim report to Conference 1999.

Response from the General Service Board

After a great deal of research by the former Vice Chairman of the Board and some non-alcoholic Trustees, the General Service Board and the Literature Committee have come to the conclusion that preparing such a guideline is not feasible as it could cause more harm than do good.

It was found there are so many ethnic minorities that it would be difficult to determine which one to include, especially since many Muslims might feel offended as their religion does not sanction the consumption of alcohol.

Pamphlet “Time to Start Living”

The Literature Committee has been working on this pamphlet and in 1998 asked for stories from the Fellowship in Great Britain, which were received and have been compiled in this pamphlet, which will now be printed and added to the Literature List.

The Service Handbook for Great Britain

As recommended by Conference 1998 the Literature Committee will present to the General Service Conference a list of current amendments to the Service Handbook for approval each year:

1. Change second page to reflect 8th edition
2. Change Table of Contents
 - a. Delete Section 14
 - b. Change resulting page numbering
 - c. Change page numbering for altered guidelines
3. Section 11, pg. 36, para c), sub-para 4, delete last sentence and insert “10 years continuous sobriety and previous experience as a delegate, full term or about to complete, to the General Service Conference is essential”
4. Delete page 42 “Scottish Service Office”
5. Page 66, 1st para, last sentence, delete the words ‘and, in the case of Scotland, the Scottish Service Office’ and insert period after Office
6. Page 69, Finance Section, 4th para, last sentence delete, ‘or, in Scotland, to the Scottish Service Office’ and insert period after GSO
7. Page 105, under Region in the last paragraph delete everything after GSO
8. Web information www.alcoholics-anonymous.org.uk
9. Include national number: 0845 7697 555

Poster and Business Card

The Literature Committee received a request to have a Poster and a Business Card printed. This has been done and was presented and approved.

Conventions Guideline

Last year Conference was supplied with a draft Conventions Guideline to take back and bring back this year for approval. This was accepted and will be added to the Service Handbook.

European Service Meeting, 1999

(Bill Y)

Following an idea floated at World Service Meeting in Helsinki, Finland in 1978, that interim zonal service meetings should be held in between WSM meetings, exploratory talks regarding a European Zone were held after the General Service Conference of Great Britain in 1979. Representatives from GB, Finland, West Germany, Norway and Switzerland agreed to hold the first meeting of delegates from European countries in 1981... and the rest, as they say, is history.

The European Service Meeting (ESM) was born and this bi-annual meeting, held in the years alternating with WSM, had its 10th meeting on 22-24 October 1999, in the same small hotel in Frankfurt as the first one had been held.

At that first meeting, an astonishing 14 countries were represented by 2 delegates each. Attendance has grown slowly but surely over the intervening 9 meetings/18 years - with 20 countries attending this time. The real success, however, is invisible.

The networks of love and support that have developed are beyond measurement, but they are very real to the members who are struggling to help AA to grow, or even just to keep AA alive, in their home countries. In Romania, for instance, unauthorised meetings are illegal - and that includes AA. The spirit of AA's primary purpose, augmented by ESM philosophy of neighbour country helping neighbour country, has helped AA to be born and to stay alive.

We were expecting 22 countries to attend this time, but the Russians and the Ukrainians didn't make it - we don't know exactly why. Suffice it to say that we take so much of our freedom to communicate and to travel for granted! We also thought for a time at the beginning of the proceedings that the Chairman himself, Wieslaw, wasn't coming. He eventually arrived at almost 9pm on Friday evening (proceedings formally started at 5pm), having missed his plane then, not having enough money to travel by any other way, he hitchhiked - from Poland... that is commitment!

English was used throughout and, with a couple of exceptions, was spoken to a high standard. Indeed, the Chairman gave his opening address (4 hours into the evening session!) in immaculately spoken English. For someone who had just hitchhiked several hundred miles, his composure was enviable.

The theme of the weekend was 'Unity - the heartbeat of AA' and both the Chairman in his welcoming address and Eva Sanchez, from the Overseas Desk of GSO New York, in her keynote address, set the Meeting off on Friday evening with a wonderful sense of togetherness and fellowship.

Also on Friday evening, following the Secretary's report on the ESM Fund, delegates from each of the 20 countries present gave a brief report from their own country.

Some countries report significant growth and progress, some report consolidation, while 1 or 2 report a struggle and an inability to support their own service structure. One thing they all report is hope - 'give in' is not part of their vocabulary. Contrary to my preconception, it is now clear to me that Great Britain attends ESM to learn, not to teach!

Saturday was given over to 3 committee meetings (morning), 3 workshops (afternoon) and a plenary committee report session (evening). Each delegate was assigned to 1 committee and 1 workshop and took part in discussions of pre-defined questions. Perhaps not surprisingly, the findings were similar to those which we might expect from such a workshop or committee in this country - generally, 'improving slowly but could do better'. Perhaps the behaviour of alcoholics is truly a universal phenomenon...?

One of my most lasting memories was that of Juan V from Spain, struggling to follow and contribute to the workshop I took part in which had as its theme 'There is only One Authority'. Following a whispered conversation, Isabel C from Portugal started to translate - quickly and fluently, from English into Spanish and Spanish into English. Considering neither language was her natural one, it was remarkable. At the end of the workshop, Juan told us that he will speak English well by the time he returns in 2001 - and got a round of applause!

Sunday morning was again in plenary session and, following report back on the workshops, preparations for the Eleventh ESM in 2001 were made including election of Chairman (Birgitta J of Sweden), selecting a theme ('Service has no Boundaries') and the formation of an Agenda Committee. Prior to the Chairman's closing address, three of the final term delegates were invited to share their thoughts from the weekend. They helped us to re-focus and put this very moving experience into perspective - my friend and colleague, Charlie G, was one of those.

ESM is to more than 20 countries in Europe, what our General Service Conference is to our 15 Regions - a place where we can meet, share, work and learn together in pursuit of our primary purpose. Improving the way in which we carry AA's message of hope and recovery to alcoholics, is a purpose which is common across all man-made boundaries - national, institutional, political, religious and lingual. These barriers sometimes make the job more difficult, but never impossible.

I would like to thank the Fellowship of AA in Great Britain, from the bottom of my heart, for the privilege of being allowed to play a small part in this international element of our world-wide service structure.

Conference Committee 2000

The Conference Committee have been very active over the past year on the Fellowship's behalf preparing the Agenda for Conference 2000.

Seventy questions were received by the closing date of the 31st August 1999 and the Committee, through its Terms of Reference, accepted Twelve, several being of importance to our Fellowship at this time.

The theme for Conference being; In Action and In Spirit, reminds each and everyone of us who participates at Conference the responsibility that we carry as Delegates to uphold all that is good within Alcoholics Anonymous and the task that is ahead of us all.

May Conference 2000 prove to be productive for all concerned and a fine experience for those attending.

Archives

It is pleasing to report another year in which progress has been made in several areas of archival activity.

- Clifford S (S W Region) appointed GSB member responsible for Archives, and Chairman of the GSB Archives Committee.
- Barbara T (S Midlands) co-opted on to Archives Committee responsible for production of GB Archives Newsletter 'Past Particles'.
- Guidance documents for Archivists relating to production of 'Past Particles' and the Archives column in AA News, have been approved by the GSB and added to the Archives Policy/Procedures booklet.
- The archive collection has steadily grown at GSO. This has come about through the Fellowship responding to appeals printed in AA News. At present donations of 'Roundabout' are being sought.
- The Archives column in AA News has also enabled more popular archival material to be brought to the attention of the wider Fellowship.
- GSO now holds a complete collection of 'Share' magazines. The Archives Committee agreed to special folders being made to house each year's collection of Share. These are now on display to the Fellowship in a new bookcase.
- Several new photographs have been added to the now extensive collection at GSO. Some framed photographs have had to undergo restoration.
- An Archives page has been included in the AA (GB) web site.
- All copies of Box 514 are now stored on Compact Disc.
- Meetings have taken place between the York City Archivist and Fellowship Archivist with a view to constructing a comprehensive cataloguing system for GSO's collection.
- A successful fourth Regional Archivists meeting was held in York in September 1999. Thanks are due to all Regions who enabled their Archivist to be present. The number of serving Regional Archivists now stands at 13. The number of I/G Archivists is growing all the time.
- The main area of work for next year will be in the preservation of significant books.

None of the above could be carried out without the support of the GSB and the wider Fellowship. Thank you.

Regional Service Offices (London)

The London Office marked its first year at Cynthia St with encouraging figures on our primary purpose. More than two-thirds of those asking for help for the first time (1 Feb 99 - 31 Jan 00) accepted a Twelfth Step call, a big increase on the 43% taken to meetings from the old premises at Redcliffe Gardens.

We dealt with 50,000 calls, arranged 4,000 Twelfth Steps and helped thousands of those in distress through other people's drinking. We also handled 20,000 calls from AA members, many of them service-related (others were chasing meetings or better sobriety. Or both!).

Professional callers neither need nor expect the same urgent response, enabling us to pass on contact details to regional and intergroup officers to help build and maintain liaison. The office has also begun databasing contacts and service work, which should be a boon in sponsoring into service those to come. Rotas of intergroup dates and events are also kept.

The monthly workshop for office teams is very healthy, rotating new responders into 100 weekly duties. The new workshop for 12th Steppers, held at RSO on the second Monday of each month, is catching on, helped by a GSO-funded prop-up information card that has been taken to all 600 meetings in the region.

We hope to improve our service to the suffering alcoholic by joining the 0845 system this year - talks with our regional neighbours and BT are underway.

The success that around 1000 active AAs have made of the new office is beginning to have a profound effect on the quality of recovery available at local meetings. It's only a start...

Regional Service Offices (Scotland)

Since the beginning of its working inception on the 4th of May 1999, the Regional Service Office (Scotland) has seen a steady increase in its facilitation of fellowship services. From a standing start, we established a full Scottish database of registered groups, based on record transfer from GSO, York. To date we have amended over three hundred Scottish group changes and registrations via the exchange of information to and from GSO. We have also established a hard copy file for every Intergroup and Region in Scotland thus ensuring an archival record of all contact with RSOS. This has been made possible by the furnishing of computer and fax equipment by the General Service Board.

From day one we have kept a day sheet and diary, which is a standing record of daily office business. This day sheet has been the invaluable basis of our Statistics and breakdown quantifier for what has transpired at RSOS. Since 4th May 99 we have dealt with over 9,000 items, all recorded. These have included visits and telephone calls on service business, interfacing with the professional community, exchange of information with other Fellowship service offices, the pooling of Fellowship information on meetings, conventions etc, welcoming and informing foreign visitors and the recording of Fellowship data.

Along with the office manager there are two Fellowship volunteers working in designated areas. Hannah has responsibility for group records and, along with Stuart, has monitored the phones and helped with hospitality. Stuart also has responsibility for the Scottish Prison Postal Service.

Scottish Service Committee

RSOS was able to facilitate the rundown of SSC, helping prepare the Final Report and Accounts.

Roundabout

RSOS has helped facilitate the growth and development of the new Roundabout

Editorial Team. Roundabout has a place in the office and its team members have added generously to the energy generated at RSO. The Editorial Team holds their consultation meetings in the office. The office also has responsibility for furnishing the diary pages for Roundabout and other areas of general input. Much of the production of the magazine is put together in the office and recently we have made some magazines available for sale.

Scottish Prison Postal Service

Stuart is co-ordinator for the Scottish Prison Postal Service and has responsibility for interfacing with the GSB member responsible for prisons and the dissemination of relevant information from the office to serving officers, sponsors and participating inmates. A filing system and record keeping facilities are now in place for the SPPS and contacts are being established with the relevant prison authorities.

The Chit System

The past few months have seen the development of the Chit System primarily in the Glasgow area. A considerable number of groups have made themselves available to acknowledge attendance at meetings of those sent to us by the courts etc. We have utilised the Chit System to facilitate an Employment request for verification of an employee at Glasgow meetings.

Scottish Convention

RSOS has been very active in facilitating the Scottish National Convention. This has involved attending the committee meetings at Perth and dealing with correspondence. The office has become the natural focal point for the interchange of convention information.

Glasgow Region Forum

The office has been involved in supporting the Glasgow Region Forum Committee. We have taken registrations and have dealt with a considerable amount of correspondence. The office is also the venue for Forum Committee meetings.

Interface with the Professional Community.

Our contact with the professional community has continued to grow in several ways. We have had an increasing number of Social Work referrals and requests for information on local meetings. Several GPs have contacted us for support and information and we have had a number of nurses and hospital staff contact the Fellowship through the office.

We are working closely with Courts and Social Service in Glasgow Region in particular and this has led to further developments in our networking with professionals. This has been further aided by our participation in the Scottish Association for the Study of Delinquency weekend at Peebles where good contacts were established among Scotland's Judiciary and Social Services. These contacts have been made available to the Fellowship. Requests for PI participation in schools have been steady and have been passed on to most parts of Scotland.

We have been contacted by the police, in several instances, relating to matters affecting our Fellowship or some of our people. We have also had contact with the police on the basis of their seeking information on alcoholism through their Dependency Unit, Strathclyde.

Political

We were asked to help Glasgow City Centre groups in a premises difficulty and provided information and support to David Marshall MP, Glasgow East.

As a result of the Holyrood Explained Seminar, Edinburgh we were able to present Alcoholics Anonymous to prominent members of the Scottish Executive and MSPs from each party. Interest was shown in our desire to be available for working with alcoholics referred to us through the statutory authorities.

The Media

There are regular contacts with the press and television companies, these range from a request for a comment on an issue to facilitating PI input to a soap opera with an AA story-line.

RSOS has had a representation at the East of Scotland Forum, the Association for the Study of Delinquency Conference, Peebles and the Holyrood Explained Seminar, Edinburgh.

Prisons

During the last six months there has been much activity in Prison Liaison. Regional Prison Liaison Officers have, through regular communication, helped to keep up to date records of AA involvement in Prisons. Forms for completion are sent to all PLOs at six monthly intervals.

The Trustee for Prisons attended meetings with the Scottish Prison Service and the Scottish Prison Officers' Association. We received news from the Scottish Prison Service that the new video - 'An Inside View of AA for Prison Officers' - was being sent to all Prisons in Scotland. An invitation was received to attend Scottish Prison Officers' Association Annual Conference in March 2000.

Contact has been maintained with Prison staff throughout the period, and communications have been well maintained within the Fellowship.

Probation/Social Services

Progress continues, more in some areas than others. The 'Chit' system also continues to expand, albeit slowly.

There is a concern that there are so few Probation Liaison Officer posts filled, both at Regional and Intergroup level. It is important that we have these places filled, so that there can be contact with the Probation/Social Services at a local level.

Bournemouth Intergroup held a Seminar last November and Chiltern & Thames are holding one in December. A National Seminar was also held in Manchester in December.

Letters have been written to all Chief Probation Officers in England and Wales and to the Heads of Social Work in Scotland. The response has been good with a number of areas asking for contact with AA. The unfortunate thing is that there are few members on the ground, who can follow up these requests.

A Probation/Social Services Workshop was held in York at the beginning of March. The Workshop was a success and members went home charged with tasks and enthusiasm.

Addlestone Recording Group

(Organising Secretary)

Income at £1452 is £396 lower than last year and expenditure (excluding contributions to GSO) at £976.58 is £158.87 lower than last year. Contributions to GSO of £470 are £180 lower. The credit balance at the bank is a little higher but at least £130 of this is required to fund restocking with blank tapes. Some time in the next year to eighteen months it will be necessary to order a new print of adhesive labels for cassettes and the cost may well be in the region of £200. This, I think, will depend on the future of ARG.

The number of blind members taking 'SHARE' each month has increased by two and this service has, of course, increased our costs, but it is a valuable one on which it is impossible to place a price. Those members are a 'minority' group so often remembered by the Fellowship in its work.

Tapes are being obtained from other sources including the USA and quite a few members enquire about AA tapes other than those on our order list. So we can expect a small fall in our sales. However, as I have said before, we do fulfil a need.

I am, once again, grateful to Ann and Mike for their help each month with the recording of 'SHARE'; to Malcolm for sending us a proof copy in advance so that blind members get their copy before the main batches reach the groups. Thanks too, to the staff at GSO, especially Sharon, for all their help.

So on to another century but always very mindful of that day in 1935 (after I was born!) when help for us was born. Where would we be if that had not happened? Where in this politically correct and material world could that seed have found such fertile soil? Thank God, thanks Bill, thanks Bob and thanks to those early members who nurtured that seed.

ROUNDABOUT

(Bob McG)

Early May 1999 saw changes taking place within the Fellowship in Scotland which in turn resulted in the Roundabout Magazine becoming part of GSB/GSO structure.

The Editor had resigned and Ralph R, a previous editor, was asked to run the magazine until a new editor could be found. In September 1999 the General Service Board accepted my application for the position of Editor. It was agreed that Ralph would hand over the reigns by December and that the pursuing time would allow me to settle in and make any changes that were felt necessary.

The Regional Service Office (Scotland) has facilitated office space and use of equipment, which Roundabout lacked. This has meant that the vast majority of the work required in compiling the magazine is no longer done in members' homes.

One of the first priorities was the formation of a new editorial team. As word of the new Roundabout structure spread members came forward and volunteered their experience and particular forte which quickly blended into a working team in the truest sense of the word. It is appropriate to take this opportunity to say how privileged it is to be part of a group of members who are well in spirit and work together in unity for what we hope to be of benefit for our Fellowship.

Having looked at the method of production associated with the magazine, various estimates for the printing were appraised and it was decided to stay with our present

printer. We did, however, end our association with an agent and the company who were responsible for the magazine layout. Being able to carry out these functions 'in house' has not only saved money it has enabled the team to produce each issue on a regular predetermined date. This has also meant that GSO are in a position to distribute the magazine on time which in turn has played a major part in re-establishing goodwill with the Fellowship. Further changes have included content, which we hope will appeal to a broader spectrum of our members, and continued efforts to improve the aesthetic quality. The paper has also been changed to make it easier on the reader's eyes. Recently we were able to include full colour on the inside covers.

Sales of the magazine have been of paramount importance to the editorial team. We have always been conscious of the need to be prudent and our Seventh Tradition of being self-supporting. Past sales over the years have shown that the amount sold has not grown in comparison with the expansion of AA.

It was felt that the liaison officers at Intergroup and Regional level were without any real direction as to what their responsibilities are. We, as a team, are presently formatting a plan of action and hope to meet as many LOs as possible to help and encourage. This, in turn, should help Roundabout Reps at group level to stimulate interest amongst their own group members, seek subscriptions and active participation in the writing of articles. Recently, the January and February issues of the magazine carried a Readership Survey. The response to this has been fairly good and as soon as the replies are evaluated we will publish the results.

As we enter a new century the team are motivated and eagerly looking forward to providing a service to the Fellowship which can grow and provide an informative and ever improving magazine as a vehicle of carrying AA's wonderful message of recovery.

NOMINATIONS FOR CONFERENCE CHAIRMAN 2001

The under-mentioned were proposed and seconded for the Chairman of the Thirty-Sixth General Service Conference 2001:

Bob B (North East Region)
Drew C (Glasgow Region)
Oliver G (London Region)

The nominees signified their willingness to serve and each gave a brief summary of their AA service background. The formal election, by way of a modified Third Legacy procedure as recommended by Conference 1998, to take place at the final session of Conference.

The first session of Conference ended with Don asking everyone to join him in saying the Serenity Prayer.

SATURDAY 1 APRIL

Workshop - “In Action and In Spirit”

The following is a brief summary of the questions discussed at the workshop. The final document will be available to the Fellowship at a later date.

An explanation of the Workshop was given by the Chairman.

- How well are Conference delegates sponsored through the service structure before representing Region at Conference?

Summary The general feeling was that sponsorship is very necessary, and that all delegates should be given the benefit of past delegate's experience and be prepared for Conference.

- Is the apathy felt throughout the Fellowship a reflection that all is well, or a major signal of problems of understanding within the Fellowship?

Summary Most delegates felt that there was apathy throughout the Groups, Intergroups, Regions and Conference, and that there is a problem, albeit a small one. One problem is communication.

- Are Conference questions worded clearly enough? How can they be drafted to be clear enough for all members of the Fellowship to understand?
- Are Conference questions generated and selected in an effective manner?

Summary

- a) Keep it simple*
- b) Questions should be sent to the Conference Committee sooner and should be sent through the structure.*

- Would Conference consider whether its organisation, format and committee composition are appropriate to the requirements of the Fellowship as a whole?

Summary There was discussion with regard to changing the format of Conference.

- a) What happens to all the questions*
- b) A suggestion was made that all delegates write to the Conference Committee with any changes they feel would improve Conference.*

- How can Conference more clearly and effectively communicate with the Fellowship?

Summary The delegate is responsible for communication with Region then Intergroup and the Group.

A considerable number of questions will be forwarded to the 2001 Conference Committee for their consideration.

SUNDAY 2 APRIL

Don opened the final session of Conference with a few moments silence followed by the Preamble. As agreed at Conference 1995 each recommendation will be voted on and whether or not it is a two-thirds majority will be recorded. Also, that the Committee Secretaries would act as tellers if required.

Don then invited the Chairmen of the six Committees to present their respective reports which were fully discussed and adopted.

These Committee Reports are included in this report on the pages indicated below:

Committee No. 1	Pages	36
Committee No. 2	Pages	39
Committee No. 3	Pages	42
Committee No. 4	Pages	45
Committee No. 5	Pages	48
Committee No. 6	Pages	51

ELECTION OF CHAIRMAN FOR CONFERENCE 2001

The nominations received on Friday evening were presented and, after a vote, Oliver G (London Region) was duly elected.

RATIFICATION OF BOARD MEMBERS

Firstly, Mick W, Chairman of the Board, asked Conference to show its appreciation to an outgoing Board Member - a great servant of this Fellowship, and a tremendous personal friend from whom he had learned a great deal over the years, Charlie G (Glasgow Region).

He went on to ask Conference to ratify the nominated Board Members, listed below, for which there was unanimous approval:

Ronda M	-	Eastern Region
Maurice B	-	Glasgow Region
Stan F	-	Midlands Region
Clifford S	-	South West Region

He continued *“before I sit down again, just very briefly, I would like to say something.*

I have been thinking over the weekend about what went on during the Friday evening and the feelings and the healing process I am sure has gone on during this Conference weekend. What began perhaps with conflict, perhaps anger, hurt, it seems to have swung around into a genuine feeling to get back together again, not that we were ever apart but to heal and to heal the wounds. I was thinking of what to say and how to say it and a delegate of this Conference actually saw me first thing and said keep them thinking and, with help from her higher power, had put something down, so I think it's help from my higher power as well, because I am just going to read it in its entirety.

It says ‘in the spirit of reconciliation we extend the hand of friendship to any disaffected members of London and Highlands and Islands Regions. The decision to

support the General Service Board was taken in order to draw a line under this dispute and to endorse the Board's right to administer itself as it sees fit. None of us is perfect, however what we lack in perfection we more than make up in our love and concern for each other. We do not wish any delegate to leave this Conference with the sense of rejection or disillusionment, only with the knowledge that as surely as we have recovered in AA so we can heal our wounds and move forward together. I am sure Conference feels like that'.

I know I have been told by the delegates from London that they will be going back and recommending that a Board member be proposed to come and take their place on the General Service Board and I am sure Highlands and Islands will be doing the same.

Thank you folks and now back to Don for the close of Conference”.

CLOSE OF CONFERENCE

(Don R)

“Before we close I want to commend the Executive Committee for working with the Agenda Committee this year and they didn't interfere, they offered advice and council when it was needed, and to put together a good Conference it took an excellent Agenda Committee, which I had all the benefits of. I also had a good co-ordination with the Executive Committee of the Board. Also I don't want to go without thanking Sharon for being the Conference Co-ordinator. I offered to run down the other staff profiles but they asked me not to, something about being targets!

I do have one other thank you and I want to thank my Region.

I know when I first got elected as a delegate I wasn't sure at that time how long I was going to be in Europe, as I said, I was here for a three year tour and I was in my third year of that tour, and I questioned as to whether or not I should go to Conference, because I honestly could not commit to say I was going to be here all three years. They sent me anyway, and you got stuck with me for quite a while.

Particularly I want to thank my wife who had to watch the kids while I was gone for 4 weekends and I understand it is now my turn next year.

Lastly, I wish I had a mirror back here and turn it back to you, the faces that I've seen today and over the last weekend, you guys have made it for me. It has just been a wonderful Conference; you have taken the theme - you have gone to work. This morning has shown the spirit of conciliation, minorities were heard, they were satisfied; they accepted the decision of the group conscience, that is exactly the way it should be.

I get to go back to a regular level of service and I, like Rod had said last year, that I am going to go back to my Group and try to convince them that I can be a key holder, and, again like Rod, they're going to wonder where the hell I was Friday night! With that I would like us to close in the usual manner with the serenity prayer and I would like to ask Oliver, your Conference Chairman for 2001, to start us off”.

Conference 2000 ended with everyone joining hands and saying the Serenity Prayer.

DATE AND PLACE OF NEXT CONFERENCE

The Thirty-Sixth General Service Conference of Alcoholics Anonymous in Great Britain will be held at Wentworth College, University of York on 6 - 8 April 2001.

THIRTY-FIFTH GENERAL SERVICE CONFERENCE 2000

COMMITTEE No. 1

CHAIRMAN PAUL P SOUTH WEST REGION

SECRETARY ANDY C GLASGOW REGION

The Chairman opened the meeting with a moment's silence and the preamble.

1. **How is AA in Great Britain (and English Speaking Europe) maintaining our Legacies and what do we need to do to ensure that they remain unchanged in the millennium to come?**

Everybody at Conference knows of personal examples of our Unity being broken - through criticisms, break away groups, attacks both personal and through the mail etc. What can/should be done to encourage UNITY.

Again, we all know of so called RECOVERY bringing 13th stepping, racial attacks, rape, violence and members being forced into specified ways of living through dictatorship rather than sponsorship.

Finally, how many times have we heard that our SERVICE structure cannot get the support of volunteers to carry out our service functions? Will our Fellowship die without the new blood being 12th stepped into our meetings?

Our legacies have served AA in Great Britain and English Speaking Europe well since the founding of our Fellowship. In order to maintain the three legacies and to ensure that they remain unchanged in the millennium to come this Committee strongly recommends that the following actions be taken:-

UNITY

- a) Each group should practise the home group principle. (Guideline No. 1, Thirty Third General Service Conference Workshop 1998).
- b) Active group conscience and inventory meetings should be encouraged at all levels of structure in our Fellowship on a regular basis.
- c) That the following be read at all meetings: A Declaration of Unity.

This we owe to AA's future
to place our common welfare first;
to keep our Fellowship united.
For on AA unity depends our lives
and the lives of those to come.

RECOVERY

- a) Recovery being the mainstay of our three legacies is brought about by practising the Twelve Steps as outlined in the Big Book and the 12 and 12.
- b) Good recovery is enhanced by good sponsorship.
- c) Home groups should accept the responsibility for carrying the message to newcomers (Thirty Second General Service Conference 1997, Committee 3 1b).

SERVICE

- a) The use of Service workshops.
- b) Members to be sponsored into service.
- c) Sharing the benefits of your service experience.
- d) Groups should invite service officers to speak at their meetings and share their service experience.
- e) The pamphlet 'Growing into Service' should be available at groups.
- f) Roundabout, Share and AA News should encourage service articles directed at new members.

This committee strongly recommends that members of AA be prepared to deal with any threat to our legacies, in a Fellowship-like manner, in action and in spirit. Responsible maintenance of the three legacies rests with us individually and collectively. At all levels of our structure the 12 Steps, 12 Traditions and the 12 Concepts of World Service must be applied. The application of these principles will act as a safeguard against the problems contained in the question, which were 13th Stepping (*this Committee deplors the use of the term 13th Stepping and prefers the term sexual harassment*), racial attacks, rape, violence, members being forced into specified ways of living through dictatorship rather than sponsorship, criticisms, break away groups, attacks both personal and through the mail and lack of volunteers to do service.

If we protect these legacies the Fellowship will continue to flourish.

The decision of this Committee was unanimous.

2. **Many questions to and from the Fellowship over the past few years have dealt with the role, structure and organisation of the General Service Conference. There has also been concern within the Fellowship that each level of the service structure should examine how they carry the message to the still suffering alcoholic. Would the Fellowship propose and prioritise questions they would like to see the Conference use**

in a group conscience?

Each Conference delegate is tasked to bring one question to Committee relating to Conference for discussion at Workshop in preparation for Conference group inventory.

Such questions could reflect as broad a scope as possible after full consultation and input from the Fellowship as a whole.

The Fellowship might keep in mind The Twelve Concepts, in particular:

- **Concept I, that final authority resides in the collective conscience of the whole Fellowship.**
- **Concept II, that complete authority for the active maintenance of our World Services has been delegated to Conference and is, therefore, the active voice and collective conscience of our Society; and**
- **Concept XII, Warranty Six. “Though the Conference may act for the service of Alcoholics Anonymous, it shall never perform any acts of government; and that... the Conference itself always remain democratic *in action and in spirit*”.**

A total of 97 questions was submitted by delegates for selection for the Conference workshop.

3. Elect Committee Chairman for Conference 2001.

The Committee elected Andy C of Glasgow Region as Chairman of Committee No. 1 for Conference 2001.

4. Elect Committee Secretary for Conference 2001.

The Committee elected Jim D of Scotia Region as Secretary of Committee No. 1 for Conference 2001.

All recommendations on Committee No. 1 were passed with a two-thirds plus majority.

THIRTY-FIFTH GENERAL SERVICE CONFERENCE 2000

COMMITTEE No. 2

CHAIRMAN JOHN McC SOUTH WEST SCOTLAND REGION

SECRETARY MALLORY R CONTINENTAL EUROPEAN REGION

The Chairman opened the meeting with a moment's silence and the Preamble.

1. **Would Conference consider putting forward detailed recommendations for a wide ranging review and group conscience to be conducted throughout the Fellowship (at personal level and taking into account participation at group, intergroup, regional, GSB, GSC, service liaison etc.) into the ways we are falling short of achieving our Primary Objective as a fellowship in helping the still suffering alcoholic. What specific improvements could be made at Group; Intergroup; Region; Service; General Service Conference and GSB levels to put any recommendations into action. Furthermore, could we suggest improvements as to how we can welcome the newcomer in a more structured way into the Fellowship at large and into the Twelve Steps, the Twelve Traditions, the Big Book and hence "the programme" in particular.**

Would this committee consider the question as a whole focusing primarily on GSB.

This Committee reaffirms the recommendations of Conference 1996, Committee 6 Question 3 which reads as follows:

The committee recommends that Board Members:

- a) *Make themselves available to attend their Intergroups within their own area upon request.*
- b) *Try to stimulate better co-operation and communication between Groups, Intergroups and Regions.*
- c) *Be ready to answer questions that GSRs may have in order to improve communications and reduce the flow of correspondence to GSO.*
- d) *Make themselves known to Intergroups so that they can become familiar with their own members, and would be able to assist the Intergroup in any way they can to overcome problems which arise.*
- e) *Make themselves available for talks at Workshops, Conference delegates' meetings, forums, etc., so that they become more familiar with the ongoing problems at Group, Intergroup and Regional level, countrywide.*
- f) *Should encourage Conference delegates' meetings prior to Conference and pre and post Conference Regional meetings.*

These are subject to the following:

a) Communication goes two ways and the Fellowship has a responsibility to communicate with Board Members.

b) With respect to GSB workloads, this committee recommends that Groups, Intergroups and Regions utilise the service structure and particularly the experience of Conference delegates.

This Committee also recommends that the General Service Board has regular group conscience meetings.

This Committee further recommends that when a Region is without a Board member for whatever reason, a Board member from an adjoining region should be available to attend their meeting to provide the Board report if requested.

This Committee reminds the Fellowship that there is a structure in place for communicating with the Board by passing the communication on through the recommended structure, bearing in mind that the Regional General Service Board member is an officer of Region. Board Members should treat letters from individual members with the courtesy they deserve.

This decision is unanimous.

2. Now that the 0845 system has been adopted nationally, would Conference consider it to be more advisable and democratic to have the National Telephone Sub-committee comprising of elected Regional Telephone Liaison Officers?

This would ensure proper rotation of the Committee as per service guidelines and make them more accountable to the Fellowship as a whole.

This Committee recommends that the current National Telephone Sub-committee be increased to 8 members, consisting of 4 members with technical understanding and financial capabilities and 4 current Regional Telephone Liaison Officers (TLOs) elected for staggered terms of 3 years. The TLOs shall consist of 2 members from England, 1 member from Scotland and 1 member from Wales.

The Committee also recommends that cross-training for all committee members is essential. The current committee members should be retained until transition is complete in all regions.

This Committee further recommends a review to be conducted in 2003, if not required sooner.

This decision is unanimous.

3. Many questions to and from the Fellowship over the past few years have dealt with the role, structure and organisation of the General Service Conference. There has also been concern within the Fellowship that each level of the service structure should examine how they carry the message to the still suffering alcoholic. Would the Fellowship propose and prioritise questions they would like to see the Conference use in a group conscience?

Each Conference delegate is tasked to bring one question to Committee relating to Conference for discussion at Workshop in preparation for Conference group inventory.

Such questions could reflect as broad a scope as possible after full consultation and input from the Fellowship as a whole.

The Fellowship might keep in mind The Twelve Concepts, in particular:

- **Concept I, that final authority resides in the collective conscience of the whole Fellowship.**
- **Concept II, that complete authority for the active maintenance of our World Services has been delegated to Conference and is, therefore, the active voice and collective conscience of our Society; and**
- **Concept XII, Warranty Six. “Though the Conference may act for the service of Alcoholics Anonymous, it shall never perform any acts of government; and that... the Conference itself always remain democratic *in action and in spirit*”.**

A total of 97 questions was submitted by delegates for selection for the Conference workshop.

4. Elect Committee Chairman for Conference 2001.

The Committee elected Mallory R of Continental European Region as Chairman of Committee No 2 for Conference 2001.

5. Elect Committee Secretary for Conference 2001.

The Committee elected Denis C of Midlands Region as Secretary of Committee No 2 for Conference 2001.

All recommendations on Committee No. 2 were passed with a two-thirds plus majority.

THIRTY-FIFTH GENERAL SERVICE CONFERENCE 2000

COMMITTEE No. 3

CHAIRMAN

ELAINE G

MIDLANDS REGION

SECRETARY

ROGER B

JERSEY INTERGROUP

The Chairman opened the meeting with a moment's silence and the Preamble.

1. **What experience has been gained since Conference 1987 (Committee 6, Question 3) "Do we effectively take advantage of service experience which has been accumulated by the older member in the Fellowship?"**

For the purpose of this question the Committee decided that the term 'older members' referred to members with longstanding sobriety and substantial service experience.

The Committee considered that the situation had changed little from Conference 1987. It was felt that there is often a tendency for older members to drift away from service and 'leave it to newcomers'.

The Committee felt that older members were vital to the stability and continuity of the Fellowship and that their experiences were invaluable as a means of assisting current and future developments at all levels of service.

It was suggested that older members should be positively encouraged to contribute to service matters. Their service experience could be particularly valuable for sponsoring newer members into service positions they had held.

The Committee would commend to all groups and service levels the last two paragraphs of the new Guideline No 3 as well as the response by Committee No 6 at Conference 1987 to Question 3.

The Committee was heartened to note that the question had stimulated debate in the Fellowship and the consensus was that people do not need to have a title and sometimes need to be asked.

The views on this question were unanimous.

2. **Would Conference consider:**

- a. **the removal of the title and post of Employment Liaison Officer from structure and,**
- b. **merging the functions and duties of this liaison post with those of Public Information Liaison Officer at all service levels.**

Committee No 3 did not recommend the removal of the title and post of Employment Liaison Officer from structure and merging the functions and duties of this liaison post with those of Public Information Liaison Officer at all service levels.

The Committee identified that where there was an Employment Liaison Officer in post they were usually busy and effective.

Responses from Regions indicated clearly that demographic considerations can have a wide-ranging effect on attitudes to this question.

Several Committee members were able to share their own experiences in this field. It was strongly felt that the lack of candidates for any post was not sufficient reason to abolish it.

Employment Liaison requires special skills and a unique approach as do all other areas of service.

A minority view (*below*) was expressed, fully considered and respected. The Committee thanked those delegates for that expression.

MINORITY VIEW

The position of Employment Liaison over the past 10 years has cost the Fellowship, in time, finance and lack of candidates. In the answer to Committee's first question it was stated "people do not need to have a title". Can we not work together to carry out the service and forget the title and post? Passing the message is what is important!

- 3. Many questions to and from the Fellowship over the past few years have dealt with the role, structure and organisation of the General Service Conference. There has also been concern within the Fellowship that each level of the service structure should examine how they carry the message to the still suffering alcoholic. Would the Fellowship propose and prioritise questions they would like to see the Conference use in a group conscience?**

Each Conference delegate is tasked to bring one question to Committee relating to Conference for discussion at Workshop in preparation for Conference group inventory.

Such questions could reflect as broad a scope as possible after full consultation and input from the Fellowship as a whole.

The Fellowship might keep in mind The Twelve Concepts, in particular:

- **Concept I, that final authority resides in the collective conscience of the whole Fellowship.**
- **Concept II, that complete authority for the active maintenance of our World Services has been delegated to Conference and is, therefore, the active voice and collective conscience of our Society; and**

- **Concept XII, Warranty Six.** “Though the Conference may act for the service of Alcoholics Anonymous, it shall never perform any acts of government; and that... the Conference itself always remain democratic *in action and in spirit*”.

A total of 97 questions was submitted by delegates for selection for the Conference workshop.

4. Elect Committee Chairman for Conference 2001.

The Committee elected Tom T of South East Region as Chairman of Committee No 3 for Conference 2001.

5. Elect Committee Secretary for Conference 2001.

The Committee elected Alan T of London Region as Secretary of Committee No 3 for Conference 2001.

All recommendations on Committee No. 3 were passed with a two-thirds plus majority.

THIRTY-FIFTH GENERAL SERVICE CONFERENCE 2000

COMMITTEE No. 4

CHAIRMAN

OLIVER G

LONDON REGION

SECRETARY

GRETA T

SOUTH EAST REGION

The Chairman opened the meeting with a moment's silence and the Preamble.

1. **In view of the large number of vacant posts at Intergroup level, together with the mounting cost of running individual Intergroups, would Conference review the current situation and practice regarding Intergroups, i.e. the formation of new Intergroups as Group numbers increase?**

Whilst every Group and Intergroup is, of course, autonomous, Conference holds a unique position within our structure, and as the effective Group Conscience of the Fellowship, is expected to guide and encourage. Would Conference make recommendations?

The Committee recommends an ongoing process of critical assessment, through inventory, by Intergroups to ensure that their existence and actions serve the best interests of the Fellowship as a whole.

Experience in some Regions has shown that the establishment of a Regional Steering Committee to guide the process is of great assistance. In the event of such a Committee being formed, the Regional General Service Board Trustee should be a member of the Committee.

It is further recommended that such assessment include:

- a) Honest and fearless discussion of Intergroup weaknesses and strengths;
- b) Practical implementation of the recommendations of Guideline 4 (Intergroups);
- c) A thorough examination of the communication between Intergroup and the groups and vice versa.

The results of Intergroup inventories are to be passed, via Region, to the Regional General Service Board Trustee in preparation for a Board Report at Conference 2001.

Additional recommendations include:

- 1) There should be no recommended Intergroup size, ie number of groups, as this depends on the geographical area;

- 2) Where Intergroups wish to amalgamate, service sub-committees be formed, if necessary, to prevent the loss of members in service;
- 3) Intergroup posts be filled by people with sufficient sobriety, experience and commitment;
- 4) A service statement be presented before an Intergroup Officer is elected;
- 5) Responsibility to sponsor-into-service be accepted on both a personal and Intergroup level;
- 6) Members attend Intergroup at least once before being elected into an Intergroup post;
- 7) The concept of one member, one job be encouraged where possible;
- 8) Intergroup posts be filled by members with a minimum of two years' continuous sobriety and with a basic knowledge of the Fellowship.

These recommendations were unanimous.

2. Would Conference please review the contents of the Literature Start-Up packs for new groups and consider making recommendations for additions and/or deletions (e.g. the Anonymity Tent)?

The Committee reviewed the contents of the Literature Start-up Pack and unanimously agreed that a soft-backed copy of the Big Book and a copy of the Twelve Steps and Twelve Traditions should be added to the pack.

The Committee also unanimously recommends, in accordance with Tradition Seven, that the practice of distributing free literature to newly-formed groups should cease and that instead new groups should be offered the revised contents of the Literature Start-up Pack at cost price plus the cost of postage and packaging.

Any further or future literature ordered to be at the normal published price.

3. Many questions to and from the Fellowship over the past few years have dealt with the role, structure and organisation of the General Service Conference. There has also been concern within the Fellowship that each level of the service structure should examine how they carry the message to the still suffering alcoholic. Would the Fellowship propose and prioritise questions they would like to see the Conference use in a group conscience?

Each Conference delegate is tasked to bring one question to Committee relating to Conference for discussion at Workshop in preparation for Conference group inventory.

Such questions could reflect as broad a scope as possible after full consultation and input from the Fellowship as a whole.

The Fellowship might keep in mind The Twelve Concepts, in particular:

- **Concept I, that final authority resides in the collective conscience of the whole Fellowship.**
- **Concept II, that complete authority for the active maintenance of our World Services has been delegated to Conference and is, therefore, the active voice and collective conscience of our Society; and**
- **Concept XII, Warranty Six. “Though the Conference may act for the service of Alcoholics Anonymous, it shall never perform any acts of government; and that... the Conference itself always remain democratic *in action and in spirit*”**

A total of 97 questions was submitted by delegates for selection for the Conference workshop.

4. Elect Committee Chairman for Conference 2001.

The Committee elected Greta T of South East Region as Chairman of Committee No 4 for Conference 2001.

5. Elect Committee Secretary for Conference 2001.

The Committee elected Steve R of Continental European Region as Secretary of Committee No 4 for Conference 2001.

All recommendations on Committee No. 4 were passed with a two-thirds plus majority.

THIRTY-FIFTH GENERAL SERVICE CONFERENCE 2000

COMMITTEE No. 5

CHAIRMAN JOYCE McC SOUTH WEST SCOTLAND REGION

SECRETARY MIKE K NORTH WEST REGION

The Chairman opened the meeting with a moment's silence and the Preamble.

1. Would Conference make recommendations with regard to the misappropriation of AA funds, considering the following:

a. Dealt with by the Fellowship

Prevention is better than cure. In general, the Committee felt that the existing guidelines, if adhered to more rigorously, are adequate, and would avoid the majority of instances of misappropriation.

The Committee suggests that any AA group that handles money could review how well they implement the guidelines, to safeguard both the Treasurer and the Fellowship as a whole, viz.

AA Service Handbook.

Section 12: Governance.

Guideline No 2: Groups, in particular Secretary 5) 7) 8) and Treasurer.

Guideline No 4: Intergroups.

Guideline No 5: Regions: Finance

Guideline No 12: Finance.

Traditions: 6 & 7.

Concepts: VIII & XII.

This was unanimous.

b. Police involvement

It was recognised that no individual is above the law, and that the Fellowship needs to operate within the law. Where it is considered that there has been deliberate planned misappropriation of funds police action should be taken. Such action would only be taken in agreement with a Group Conscience which should ensure that it is properly and fully informed, including contacting the General Service Board as outlined in Concept 12, Warranty 5.

Great care should be taken when involving the police to ensure that there is a certainty that

an offence has been committed, together with adequate supporting evidence. It is suggested that this evidence be passed to the police authorities who will then decide what further action will be taken.

This was unanimous.

c. Additional safeguards.

If 1a) above is fully implemented, the Committee sees no need for additional safeguards.

This was unanimous.

2. Would Conference approve the addition of Intergroup Archivist to the Confidential Directory?

This Committee approves the addition of Intergroup Archivist to the Confidential Directory. The Intergroup Archivist entry should not appear under every Intergroup, but only for Intergroups where the position is actually filled.

This was unanimous.

3. How well is the transfer of delegated authority understood at group, intergroup and regional level within our structure? Is the trusted servant provision fully understood? Make recommendations.

The transfer of delegated authority is, in general, poorly understood at all levels. In addition the trusted servant provision is not fully understood.

It is the view of the Committee that understanding of these concepts is best nurtured within the environment of a healthy Home Group, operating within the guidelines and traditions of the Fellowship. Crucial to this process is Sponsorship into Service (Committee No. 5, Question No. 2, 1999), rotation of service, and regular Group Conscience meetings. (Committee No. 5, Question No. 3, 1999). A healthy Home Group will also encourage members to become familiar with all the relevant AA Literature within which these concepts are described.

This was unanimous.

4. Many questions to and from the Fellowship over the past few years have dealt with the role, structure and organisation of the General Service Conference. There has also been concern within the Fellowship that each level of the service structure should examine how they carry the message to the still suffering alcoholic. Would the Fellowship propose and prioritise questions they would like to see the Conference use in a group conscience?

Each Conference delegate is tasked to bring one question to Committee relating to Conference for discussion at Workshop in preparation for Conference group inventory.

-34-Such questions could reflect as broad a scope as possible after full consultation and input from the Fellowship as a whole.

The Fellowship might keep in mind The Twelve Concepts, in particular:

- **Concept I, that final authority resides in the collective conscience of the whole Fellowship.**
- **Concept II, that complete authority for the active maintenance of our World Services has been delegated to Conference and is, therefore, the active voice and collective conscience of our Society; and**
- **Concept XII, Warranty Six. “Though the Conference may act for the service of Alcoholics Anonymous, it shall never perform any acts of government; and that... the Conference itself always remain democratic *in action and in spirit*”.**

A total of 97 questions was submitted by delegates for selection for the Conference workshop.

5. Elect Committee Chairman for Conference 2001.

The Committee elected Mike K of North West Region as Chairman of Committee No. 5 for Conference 2001.

6. Elect Committee Secretary for Conference 2001.

The Committee elected Margaret J of Wales & Borders Region as Secretary of Committee No. 5 for for Conference 2001.

All recommendations on Committee No. 5 were passed with a two-thirds plus majority.

THIRTY-FIFTH GENERAL SERVICE CONFERENCE 2000

COMMITTEE No. 6

CHAIRMAN	RONDA M	EASTERN REGION
SECRETARY	DAVE M	SOUTH WEST REGION

The Chairman opened the meeting with a moment's silence and the Preamble.

1. Would Conference share its experience and make suggestions/recommendations on the growing number of incidents involving violence or the threat of violence within AA meetings?

After extensive sharing of experience and discussions this Committee feels that it might be counter-productive to make detailed suggestions/recommendations on dealing with specific incidents. Whilst the Committee is not convinced that there is a growing number of such incidents, the use or threat of violence within AA meetings remains a cause for concern. The Committee feels that several points may be helpful:

- Violence in any form is not acceptable at any level of the structure; our members have the right to feel secure and safe in meetings and whilst going about AA service/business.
- Each group through its own conscience should have a contingency to defuse or deal with violence if or when it occurs.
- In dealing with any incidents the response must be measured and reasonable given all the circumstances. Members should not place themselves in danger physically or open to legal repercussions.
- If the incident cannot be defused quickly and safely, members and groups should consider involving the appropriate agencies, eg Police. People attending AA are always accountable to and protected by the law.
- The needs and wishes of any victim of incidents should be a priority in considering a suitable response.

This Committee recommends that these points form the basis for a guideline to be produced in draft form for approval by Conference 2001.

Passed unanimously.

2. Tradition Seven reminds us that large gifts from any source are unwise. The Fellowship currently only provides guidance on member contributions upon death (£4,000).

Would Conference consider providing guidance on an annual limit that an individual

member may directly contribute to the GSO/GSB of Alcoholics Anonymous? Make specific recommendations.

Given that Guideline 12 now provides a limit of £4,000 per annum on contributions that an individual may directly make to GSO on an annual basis, this Committee recommends that this limit remains in place and be reviewed by GSB, as required.

Passed unanimously.

- 3. Many questions to and from the Fellowship over the past few years have dealt with the role, structure and organisation of the General Service Conference. There has also been concern within the Fellowship that each level of the service structure should examine how they carry the message to the still suffering alcoholic. Would the Fellowship propose and prioritise questions they would like to see the Conference use in a group conscience?**

Each Conference delegate is tasked to bring one question to Committee relating to Conference for discussion at Workshop in preparation for Conference group inventory.

Such questions could reflect as broad a scope as possible after full consultation and input from the Fellowship as a whole.

The Fellowship might keep in mind The Twelve Concepts, in particular:

- **Concept I, that final authority resides in the collective conscience of the whole Fellowship.**
- **Concept II, that complete authority for the active maintenance of our World Services has been delegated to Conference and is, therefore, the active voice and collective conscience of our Society; and**
- **Concept XII, Warranty Six. “Though the Conference may act for the service of Alcoholics Anonymous, it shall never perform any acts of government; and that... the Conference itself always remain democratic *in action and in spirit*”.**

A total of 97 questions was submitted by delegates for selection for the Conference workshop.

- 4. Elect Committee Chairman for Conference 2001.**

The Committee elected Tom A of Continental European Region as Chairman of Committee 6 for Conference 2001.

- 5. Elect Committee Secretary for Conference 2001.**

The Committee elected Bob McG of Roundabout as Secretary of Committee 6 for Conference 2001.

All recommendations on Committee No. 6 were passed with a two-thirds plus majority.

THIRTY-FIFTH GENERAL SERVICE CONFERENCE 2000

LIST OF DELEGATES

CONFERENCE CHAIRMAN: **Don R** (Continental European Region)

GENERAL SERVICE BOARD

		COMMITTEE NUMBER	TERM OF SERVICE
Mick	W		
Bill	Y	2	
Mike	D		
Michael	C	4	
Stan	F	2	
Paul	F	1	
Charlie	G	1	
Ian	H	6	
Gareth	L	3	
Gudrun	MacK	4	
Debbie	R	4	
Clifford	S	5	
Willem	V H	2	
Sam	W	5	
Geoffrey Brown		5	
Jackie Chang		3	
Fred Edwards		1	
Henry Pomeroy		6	
Maurice	B (Elect)	6	

GENERAL SERVICE OFFICE STAFF

Jim K General Secretary
Sharon Smyth
Anne Drummond
Ann N
Elaine Pickering
Angela Varley
Jean Webb
Jeremy S
John H
Charlie S

SHARE

Del	H	3	1
-----	---	---	---

ROUNDAABOUT

Bob	McG	6	1
-----	-----	---	---

**COMMITTEE
NUMBER**

**TERM OF
SERVICE**

EASTERN REGION

Alan	H	1	1
Pab	K	2	2
Alan	L	3	A
Bill	B	4	1
Chris	A	5	1
Ronda	M	6	3

LONDON REGION

Henry	T	1	3
Pravin	K	2	3
Alan	T	3	2
Oliver	G	4	3
John	R	5	A
Desmond	O	6	3

MIDLANDS REGION

Hester	A	1	1
Denis	C	2	1
Elaine	G	3	3
Mike	B	4	2
Charles	W	5	A
Ray	B	6	1

NORTH EAST REGION

Ian	D	1	1
Steve	C	2	3
Dianne	C	3	1
David	F	4	2
Mick	P-R	5	1
Bob	B	6	3

NORTH WEST REGION

Bill	B	1	2
		2	
Joyce	M	3	2
Liz	B	4	1
Mike	K	5	2
Ruth	E-S	6	A

		COMMITTEE NUMBER	TERM OF SERVICE
--	--	-----------------------------	----------------------------

SOUTH EAST REGION

Harry	A	1	2
George	R	2	2
Tom	T	3	2
Greta	T	4	2
Ruth	S	5	A
Dick	M	6	1

SOUTH MIDLANDS REGION

Bob	B	1	1
Isabel	B	2	1
Tim	S	3	2
Sandy	A	4	2
Mike	M	5	1
Michael	S	6	2

SOUTH WEST REGION

Paul	P	1	3
John	K	2	A
Wayne	P	3	A
Malcolm	B	4	1
Mike	D	5	1
Dave	M	6	3

WALES & BORDERS REGION

Ralph	A	1	A
Val	S	2	2
Janice	W	3	1
Eileen	S	4	1
Margaret	J	5	2
Barry	P	6	2

EAST OF SCOTLAND REGION

Nessie	F	1	3
Merle	C	2	1
Sandra	G	3	3
Jean	M	4	3
John	S	5	1
Gordon	C	6	2

		COMMITTEE NUMBER	TERM OF SERVICE
--	--	-----------------------------	----------------------------

GLASGOW REGION

Andy	C	1	2
Frank	N	2	2
Gunter	G	3	1
Fraser	McD	4	1
Winnie	C	5	1
Drew	C	6	3

HIGHLANDS & ISLANDS REGION

Derek	B	1	1
Andy	Y	2	2
John	D	3	1
Bob	W	4	3
Sandy	A	5	1
Duncan	MacD	6	1

SCOTIA REGION

Jim	D	1	2
Colin	H	2	3
Charles	McA	3	1
Ron	McE	4	A
Denis	C	5	1
Michael	B	6	A

SOUTH WEST SCOTLAND REGION

Albert	P	1	1
John	McC	2	3
Archie	G	3	2
John	H	4	2
Joyce	McC	5	3
Philip	B	6	2

CONTINENTAL EUROPEAN REGION

Jerry	C	1	1
Mallory	R	2	2
Victoria	G	3	1
Steve	R	4	1

Jeff	Van Den B	5	2
Tom	A	6	2

**COMMITTEE
NUMBER** **TERM OF
SERVICE**

JERSEY INTERGROUP

Roger	B	3	2
Mick	M	6	1

OBSERVERS

Rob	P	(Belgium Flemish Speaking)	1	1
Peter	Van Geersom	(Belgium Flemish Speaking)	2	2
Isabelle	G	(French Speaking Europe)	3	1
Monica	K	(Ireland)	5	1
Eugene	McC	(Ireland)	6	1

The Twelve Traditions

1 Our common welfare should come first; personal recovery depends upon A.A. unity.

2 For our group purpose there is but one ultimate authority – a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern.

3 The only requirement for A.A. membership is a desire to stop drinking.

4 Each group should be autonomous except in matters affecting other groups or A.A. as a whole.

5 Each group has but one primary purpose—to carry its message to the alcoholic who still suffers.

6 An A.A. group ought never endorse, finance or lend the A.A. name to any related facility or outside enterprise, lest problems of money, property and prestige divert us from our primary purpose.

7 Every A.A. group ought to be fully self-supporting, declining outside contributions.

8 Alcoholics Anonymous should remain forever non-professional, but our service centres may employ special workers.

9 A.A., as such, ought never be organised; but we may create service boards or committees directly responsible to those they serve.

10 Alcoholics Anonymous has no opinion on outside issues; hence the A.A. name never be drawn into public controversy.

11 Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio and films.

12 Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles before personalities.