

SECTION 1

INFORMATION

**CONFERENCE THEME:
SERVICE – A SPIRITUAL GIFT**

**AGENDA
57th AUSTRALIAN GENERAL SERVICE CONFERENCE
NOVOTEL HOTEL
CNR. PRINCESS STREET & GRAND PARADE, BRIGHTON LE SANDS, NSW**

Thursday 5th – Sunday 8th November 2015

Date & Time	Session
Thursday 5th Nov	
12.30pm – 1.30pm	Lunch
1.30pm – 3.15pm	Meeting of the General Service Board
1.30pm – 3.15pm	Delegates & Observers Meeting
3.15pm – 3.45pm	Afternoon Tea
3.45pm – 4.30pm	Recital of Declaration of Unity
	Reading of Twelve Traditions (long form)
	Reading of the Twelve Concepts
	Roll Call/Getting to know you – self intro
	Opening address – Chairman - GSB
	Presentation on Conference theme
4.30pm – 6.00pm	Report Charter & Service Manual Committee International Committee
6.00pm – 7.30pm	Dinner
8.00pm – 9.00pm	Treatment Facilities Committee Correctional Facilities Committee
9.00pm – 9.30pm	Combined meeting of Treatment and Correctional Facilities Committees
Friday 6th Nov	
7.30am – 8.30am	Breakfast
8.30am – 8.40am	Preview Days Events
8.40am – 10.30am	Policies & Admissions Committee
	PI&CPC Committee
	Finance Committee
10.30am–11.00am	Morning Tea
11.00am – 1.00pm	Remote Communities Committee
	Literature Committee
	Conference Committee on Trustees
1.00pm – 2.00pm	Lunch
2.00pm – 3.15pm	Conference Agenda Committee
3.15pm – 3.45pm	Afternoon Tea
3.45pm – 4.30pm	World Service Delegates Reports & questions
4.30pm – 5.00pm	Report on National PI&CPC Forum & questions
5.00pm – 5.30pm	Regional Forums 2014 Reports & questions
6.00pm – 7.30pm	Dinner

**CONFERENCE THEME:
SERVICE – A SPIRITUAL GIFT**

Date & Time	Session
Saturday 7th Nov	
7.30am – 8.30am	Breakfast
8.30am – 8.40am	Preview days' events
	Reading of Administrative Procedures
8.40am -10.30am	Trustees Nominating Committee Report
	Conference Committee on Trustees Report and voting on recommendations
	Conference Report Charter & Service Manual Committee Report and voting on recommendations
	Conference Policies & Admissions Report and voting on recommendations
10.30am–11.00am	Morning Tea
11am – 1.00pm	Trustees' T&CF Committee Report
	Conference Treatment Facilities Committee Report and voting on recommendations
	Conference Correctional Facilities Committee Report and voting on recommendations
	Trustees' International Committee Report
	Conference International Committee Report and voting on recommendations
	Trustees' Finance & Budgetary Committee Report
	Presentation of Financial Report and Acceptance
	Conference Finance Committee Report and voting on recommendations
1.00pm – 2.00pm	Lunch
2.00pm – 3.15pm	Trustees' Literature & Archives Committee Report
	Conference Literature Committee Report and voting on recommendations
	Trustees' PI&CPC Committee Report
	Conference PI&CPC Committee Report and voting on recommendations
	Trustees' Remote Communities Report
	Conference Remote Communities Committee Report and voting on recommendations
3.15pm – 3.45pm	Afternoon Tea
3.45pm – 5.00pm	Trustees' General Service Conference Committee Report
	Conference Agenda Committee Report and voting on recommendations
	Date and theme of Conference 2016
5.00pm – 5.15pm	Ratification of Central Regional Trustee election. Election of World Service Delegate
5.15pm – 5.30pm	Bids for National PI&CPC Forum 2017 Bids for National Convention 2019
5.30pm – 5.45pm	Bids for 2016 Regional Forums
6.00pm – 7.30pm	Dinner

**CONFERENCE THEME:
SERVICE – A SPIRITUAL GIFT**

Date & Time	Session
Sunday 8th Nov	
7.30am – 8.30am	Breakfast
8.30am – 8.40am	Preview day's events
8.40am – 9.00am	Floor Actions
9.00am – 10.30am	Ask It Basket – Conference inventory questions
10.30am–11.00am	Morning Tea
11.00am– 12.00pm	Ask It Basket – Conference inventory questions
12.00pm – 12.30pm	Chairman's Closing Remarks + Farewells
12.30pm – 1.00pm	Group photographs
1.00pm – 2.00pm	Lunch
2.00pm – 2.30pm	Meeting of General Service Board

DELEGATES' & OBSERVERS' MEETING
GENERAL SERVICE CONFERENCE
THURSDAY 5th NOVEMBER 2015
1:30PM – 3.15PM
AGENDA

Welcome Ann A

From Topic to Advisory Action

 Committees Ian P

 Discussion & Decision Phil G

How Conference Votes

 Voting Lachlan B

 Minority Voice Katharine T

 Third Legacy Procedure Seija L

How do I have a say?

 Self Introduction..... All delegates

 Floor Actions..... Andy P

 What's on Your Mind/Ask It Basket/Conference Inventory Natalie G

Wrap Up Ann A

 Questions & Answers All

ROLL CALL
AREA DELEGATES
TO THE AUSTRALIAN GENERAL SERVICE CONFERENCE

	AREA	PANEL NUMBER	YEAR
CENTRAL REGION			
Seija L	A	56	2014
Andy P	B	56	2014
NORTH EASTERN REGION			
Ian P	A	54	2012
Paul M	B	56	2014
John O'L	C	57	2015
SOUTHERN REGION			
Melinda M	B	56	2014
Peter O'D	D	57	2015
Ray M	E	56	2014
EASTERN REGION			
Georgie J	A	57	2015
Pat L	B	56	2014
Phil G	C	55	2013
Mark S	D	56	2014
Lachlan B	E	55	2013
Greg H	F	56	2014
Nik R	G	57	2015
Mandy G	H	55	2013
NORTHERN REGION			
Katharine T	A	55	2013
WESTERN REGION			
Natalie G	A	55	2013
Ann A	B	55	2013

**GENERAL SERVICE BOARD
OF ALCOHOLICS ANONYMOUS AUSTRALIA**

CLASS A TRUSTEES			
Rodger Bull			2012
Maurice Smith	Chairperson		2013
GENERAL SERVICE TRUSTEES			
Bruce M	Deputy Chairperson		2014
Mike E			2014
REGIONAL TRUSTEES			
Brett F		North Eastern	2015
Paul B		Eastern	2015
Robyn N		Central	2015
Kerry S		Western	2014
Mick C		Southern	2014

OTHER VOTING MEMBERS OF CONFERENCE

Sharon R	World Service Meeting Delegate		2012
Tony V	World Service Meeting Delegate		2014
Valerie M	General Service Office Manager		1996

NON-VOTING

Vanda Rounsefell	Trustee Emeritus		2010
Tony C	General Service Office		2002
Chris S	General Service Office Office		2011
Cherie G	Caring & Sharing Tape Library		

CONFERENCE 2015 COMMITTEES

POLICIES & ADMISSIONS COMMITTEE

Melinda M (Delegate, Area B, Southern Region) (Chair)
Andy P, Delegate, Area B, Central Region (Alt. Chair)
Peter O'D (Delegate, Area D, Southern Region)
Nik R (Delegate, Area G, Eastern Region)
Seija L (Delegate, Area A, Central Region)
Lachlan B (Delegate, Area G, Eastern Region)
Pat L (Delegate, Area B, Eastern Region)
Maurice Smith (Chairman, General Service Board)
Paul B (Eastern Regional Trustee)
Sharon R (World Service Delegate)
Vanda Rounsefell (Trustee Emeritus)
Valerie M (Co-ordinator)

PUBLIC INFORMATION & CO-OPERATION WITH THE PROFESSIONAL COMMUNITY COMMITTEE

FINANCE COMMITTEE

Mark S (Delegate, Area D, Eastern Region (Acting Chair)
John O'L (Delegate, Area C, North Eastern Region)
Ray M, (Delegate, Area E, Southern Region)
Phil G, (Delegate, Area C, Eastern Region)
Katharine T (Delegate, Area A, Northern Region)
Ann A (Delegate, Area B, Western Region)
Brett F (Chair, Trustees' PI&CPC Committee)
Rodger Bull (Class A Trustee)
Robyn N (Central Regional Trustee)
Kerry S (Western Regional Trustee)
Tony V (World Service Delegate)
Tony C (Co-ordinator)

REPORT CHARTER & SERVICE MANUAL COMMITTEE

Lachlan B (Delegate, Area E, Eastern Region (Chair)
Ann A (Delegate, Area B, Western Region (Alt. Chair)
Paul M (Delegate, Area B, North Eastern Region)
Mandy G (Delegate, Area H, Eastern Region)
Paul B (Chair, Trustees' Literature Committee)
Vanda Rounsefell (Trustee Emeritus)
Tony C (Co-ordinator)

TREATMENT FACILITIES COMMITTEE

Melinda M (Delegate, Area B, Southern Region) (Chair)
Andy P (Delegate, Area B, Central Region)
John O'L (Delegate, Area C, North Eastern Region)
Nik R (Delegate, Area G, Eastern Region)
Greg H (Delegate, Area F, Eastern Region)
Robyn N (Chair, Trustees' Treatment Facilities Committee)
Tony C (Co-ordinator)

CONFERENCE 2015 COMMITTEES

CORRECTIONAL FACILITIES COMMITTEE

Lachlan B (Delegate, Area G, Eastern Region) (Chair)
Mark S (Delegate, Area D, Eastern Region) (Alt. Chair)
Peter O'D (Delegate, Area D, Southern Region)
Ray M (Delegate, Area E, Southern Region)
Pat L (Delegate, Area B, Eastern Region)
Rodger Bull (Chair, Trustees' Correctional Facilities Committee)
Chris S (Co-ordinator)

LITERATURE COMMITTEE

Mark S (Delegate, Area D, Eastern Region) (Chair)
Greg H (Delegate, Area F, Eastern Region) (Alt. Chair)
John O'L (Delegate, Area C, North Eastern Region)
Georgie J (Delegate, Area A, Eastern Region)
Pat L (Delegate, Area B, Eastern Region)
Mandy G (Delegate, Area H, Eastern Region)
Paul B (Chair, Trustees' Literature Committee)
Mick C (Southern Regional Trustee)
Bruce M (General Service Trustee)
Tony V (World Service Delegate)
Chris S (Co-ordinator)

CONFERENCE COMMITTEE ON TRUSTEES

Ian P,(Delegate, Area A, North Eastern Region) (Chair)
Paul M (Delegate, Area B, North Eastern Region) (Alt. Chair)
Peter O'D (Delegate, Area D, Southern Region)
Nik R (Delegate, Area G, Eastern Region)
Andy P (Delegate, Area B, Central Region)
Natalie G (Delegate, Area A, Western Region)
Lachlan B (Delegate, Area E, Eastern Region)
Maurice Smith (Chair, Trustees, Nominating Committee)
Rodger Bull (Class A Trustee)
Sharon R (World Service Delegate)
Vanda Rounsefell (Trustee Emeritus)
Valerie M (Co-ordinator)

FINANCE COMMITTEE

Natalie G (Delegate, Area A, Western Region) (Chair)
Georgie J (Delegate, Area A, Eastern Region)
Paul M (Delegate, Area B, North Eastern Region)
Greg H (Delegate, Area F, Eastern Region)
Ian P (Delegate, Area A, North Eastern Region)
Mandy G (Delegate, Area H, Eastern Region)
Mike E (Chair, Trustees' Finance Committee)
Bruce M (General Service Trustee)
Mick C (Southern Regional Trustee)
Chris S (Co-ordinator)

INTERNATIONAL COMMITTEE

Seija L (Delegate, Area A, Central Region) (Chair)
Phil G (Delegate, Area C, Eastern Region) (Alt. Chair)
Natalie G (Delegate, Area A, Western Region)
Pat L (Delegate, Area B, Eastern Region)
Georgie J (Delegate, Area A, Eastern Region)
Sharon R (Chair, Trustees' International Committee & World Service Delegate)
Tony V (World Service Delegate)
Valerie M (Co-ordinator)

CONFERENCE 2015 COMMITTEES

CONFERENCE AGENDA COMMITTEE

Ann A (Delegate, Area B, Western Region) (Chair)
Andy P (Delegate, Area B, Central Region) (Alt. Chair)
Nik R (Delegate, Area G, Eastern Region)
Ian P (Delegate, Area A, North Eastern Region)
Katharine T (Delegate, Area A, Northern Region)
Melinda M (Delegate, Area B, Southern Region)
Bruce M (Chair, Trustees' General Service Conference Committee)
Valerie M (Co-ordinator)

CONFERENCE REMOTE COMMUNITIES COMMITTEE

Katharine T (Delegate, Area A, Northern Region) (Chair)
Ray M (Delegate, Area E, Southern Region) (Alt. Chair)
Seija L, (Delegate, Area A, Central Region)
Melinda M (Delegate, Area B, Southern Region)
Phil G (Delegate, Area C, Eastern Region)
Ann A (Delegate, Area B, Western Region)
Kerry S (Chair, Trustees' Remote Communities Committee)
Brett F (North Eastern Regional Trustee)
Mike E (General Service Trustee)
Robyn N (Central Regional Trustee)
Tony C (Co-ordinator)

A MESSAGE FROM BILL W

Bill gave this talk in 1954 in front of a group of A.A.s in Fort Worth, Texas. He spoke at length about A.A. history, and specifically, of the development of the Third Legacy:

(A 4 minute recording of Bill delivering the following message was then played):

... So there was a long discussion, in which I had a sad falling out with a good many of my friends, some of whom had been trustees, and it was quite a bitter and harrowing chapter in our affairs, which none of you know about.

This struggle, to see whether this movement would always be headed by a self-perpetuating hierarchy of oldtimers, or whether these affairs, so vital to the welfare of A.A. all over the world, should be turned over to you.

And finally, after six years of hassling about it, I finally got the consent of the Board of Trustees to come out to you, and tell you this story and to say:

Here is a means, which in an experimental form, we have put in a pamphlet marked 'The Third Legacy.'

Here is a means by which you can get some delegates and state committeemen and send folks up to New York, to take charge and to take over what is now your business.

And so why don't you come up there and look this deal over, and the trustees will agree to make themselves responsible to you instead of to nobody.

And you look it over and see what you think about it, and if at the end of four years you like the way that it's temporarily laid out, then we'll drive a plug in this thing, then we oldtimers up there, including yours truly, will say, "Look folks, these vital services are yours, to have and to hold."

This Conference of delegates shall hereafter be the custodians and the guardians of our Traditions. This is yours. This is the remainder of your Third Legacy. Will you accept it?

So, since 1951 we have been holding these yearly Conferences, to see whether this movement was interested enough, was responsible enough, felt those services were worthwhile enough, to maintain so long as God will need this society.

And I think it's the conclusion of every delegate who has been there that yes, we should take these things over.

So, in 1955 we purpose to hold an International Convention, at which time, on behalf of the oldtimers, and of Smithy and me, we shall say to you, here is the remainder of your Third Legacy.

This Conference shall become our successor.

To you we hand the last torch. Carry on. Face your destiny with surety and courage, and God love you.

WHY DO WE NEED A GENERAL SERVICE CONFERENCE?

The late Bernard B. Smith, non-alcoholic, then Chairman of the North American Board of Trustees, and one of the architects of the Conference structure, answered that question superbly in his opening talk at the 1954 meeting in New York:

“We may not need a General Service Conference to insure our own recovery. We do need it to insure the recovery of the alcoholic who still stumbles in the darkness one short block from this room. We need it to insure the recovery of a child being born tonight, destined to alcoholism. We need it to provide, in keeping with our Twelfth Step, a permanent haven for all alcoholics who, in the ages ahead, can find in AA that rebirth which brought us back to life.

We need it because we, more than all others, are conscious of the devastating effect of the human urge for power and prestige which we must insure can never invade AA. We need it to insure AA against government, while insulating it against anarchy; we need it to protect AA against disintegration while preventing over integration. We need it so that Alcoholics Anonymous and Alcoholics Anonymous alone, is the ultimate repository of its Twelve Steps, its Twelve Traditions, and all of its services.

We need it to insure that changes within AA come only as a response to the needs and the wants of AA, and not of any few. We need it to insure that the doors of the halls of AA never have locks on them, so that all people for all time who have an alcoholic problem may enter these halls unasked and feel welcome. We need it to insure that Alcoholics Anonymous never asks of anyone who needs us what his or her race is, what his or her creed is, what his or her social position is”.

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.

BOARD RESOLUTIONS FEBRUARY 2015

The Board resolved that Regional Trustees should organise to have a list of all treatment facilities in their Areas compiled, and information provided on which treatment facilities were being serviced and by which groups.

The Board resolved that Mary P be appointed as National Treatment Facilities Co-ordinator for a four year period, effective immediately.

The Board resolved that the current membership survey questions be sent to Brett F and that Brett produce a hard copy and electronic questionnaire.

The Board resolved That Brett F and Valerie M organise to have a non-interactive Facebook page for Alcoholics Anonymous Australia created.

The Board resolved that David A be appointed as National Correctional Facilities Co-ordinator for a four year period effective immediately.

The Board resolved that Pat L be appointed as Regional Co-ordinator for Correctional Facilities in the Australian Capital Territory, for a four year period, effective immediately.

The Board resolved that the General Service Board authorises the current and past National and Regional Correctional Facilities Co-ordinators and GSO staff to meet with the NSW Correctional Facilities Commissioner, with a view to GSO handling clearances for members to visit NSW goals.

The Board resolved that a special purpose account be set up with Bendigo Bank for the Australasian Convention to be held in Fiji in 2016.

The Board resolved that Valerie M would write to the AOSM Secretary and Chairperson advising that the General Service Conference wished to continue to financially support the AOSM. However, concern had been expressed that there was a lack of transparency about what the donations were being used for and request that financial statements be forwarded to the General Service Office on a regular basis.

The Board resolved that Maurice Smith be appointed as Chairman of the Australasian Convention Fiji 2016 Committee.

The Board resolved that the February 2016 Board meeting be held in Darwin.

The Board resolved that "Regions" in Article 1 of the Articles of Association of the General Service Board of Alcoholics Anonymous Australia be altered as follows:

'Northern Region' which shall be the Northern Territory;

'Western Region' which shall be the State of Western Australia;

BOARD RESOLUTIONS JULY 2015

The Board resolved that Robyn N be elected as Central Regional Trustee for a four year period commencing immediately.

The Board resolved to review the process for recruitment and interview of Class A Trustees at the February 2016 Board meeting. The Conference Committee on Trustees to be asked to contribute feedback.

The Board resolved that a topic be submitted to Conference seeking approval of office staff being signatories of last resort on group accounts set up with Bendigo Bank.

The Board resolved that a topic be submitted to Conference seeking an increase in the annual limits for donations and bequests by individuals.

The Board resolved that all staff salaries be increased by 3.5%, effective 1st July 2015.

The Board resolved that Maurice Smith would investigate ways of protecting staff entitlements.

The Board resolved that a topic be forwarded to Conference requesting that the amended self support card be approved as a service item.

The Board resolved that a job description for the National Archivist position be written for inclusion in the Australian AA Service Manual. This to be included in the Conference Literature Committee section of the Conference folder.

The Board resolved that a topic be submitted to Conference that when an Area bids at Conference to host a National event, such as the National PI&CPC Forum or the National T&CF Forum, an undertaking be given that it understood that the relevant National Co-ordinator is an ex officio member of the committee and, as such, will be contacted to be involved in the planning of the event and the production of the event programme.

The Board resolved that Robyn N be appointed as Chairperson of the Trustees' Treatment Facilities Committee for a two year period, effective immediately.

The Board resolved that a topic be submitted to Conference requesting a \$2000 donation to the Asia/Oceania Service Meeting Secretariat, with an explanation of that the fund is used for.

The Board resolved that a topic be submitted to Conference requesting that a calendar of events be published on the Service Website.

The Board resolved that all non-remote categories be transferred to the Trustees' Treatment Facilities Committee which will now be renamed the Trustees' Treatment Facilities & Special Needs Committee.

The Board resolved that a topic be submitted to Conference suggesting that the Conference Treatment Facilities Committee be renamed the Conference Treatment & Special Needs Committee and that the existing Conference Remote Communities committees focus on geographically remote communities.

The Board resolved that a topic be submitted to Conference that the National Treatment & Correctional Facilities Committee incorporate special needs into their programme.

The Board resolved that a topic be submitted to Conference suggesting that the Conference duration be reduced by one day:
Delegates Meeting to start from 11am on Friday morning.
Committees to meet after lunch to discuss their Composition, Scope and Procedure documents and review their Action Lists.
Saturday – full Conference to vote on topics.
Sunday – reports, elections, bids and floor actions.

The reasons for the suggestion are:

- The current system of having Conference Committees meet and try to review their Composition, Scope & Procedure documents and Action Lists, as well as making recommendations to Conference about any topics allocated to them is impractical, given the time available. Committees make recommendations and these are then brought back to Conference the following day, and discussed again.
- There would be more time to discuss topics.
- Conference members become confused about what they are actually voting on – the actual topic or the committee recommendation. It would be less confusing to discuss and vote on the topic itself.
- Several years ago, the General Service Board ceased meeting as individual committees and it has worked extremely well.
- Implementing this change will also reduce the cost of Conference.

The Board resolved, as requested by Conference 2014, that a topic be submitted to Conference seeking feedback from the Fellowship on whether non-delegate Conference members should have a vote at Conference committees.

The Board resolved that a topic be submitted to Conference suggesting the addition of a paragraph to the Service Manual, pointing out an Area Delegate's responsibilities and addressing the issue of conflict of interest.

The Board resolved to write to Timothy Holden, administrator of Recovery Purposes, stating that his recorded statements that GSO was waiting in the wings and would love to get their hands on the money from the sale of the property owned by this company were inaccurate. Neither the GSO nor the GSB would accept any proceeds from this sale.

The Board resolved that the amended document explaining the current position re AA Victoria be sent out to delegates.

Conference Theme: Service a Spiritual Gift.

I believe that we are spiritual beings having a Human experience, and as such serving others and this fellowship is truly a gift from our higher power and a privilege.

It has been my experience through the short time in the fellowship that I have observed the following observations and changes in the Character and life in different degrees and at different times through my journey in myself and other members.

A serving member's basic motivational drive is to demonstrate love by meeting practical needs. A server is diligent and willing to sacrifice his or her time and energy in order to complete a task.

1: A server expresses himself or herself most satisfactorily by doing tangible work. He or She serves by doing, not by explaining or teaching or discussing or giving or organizing, though he or she may do some or all of those things.

2: Servers prefer short-term tasks. Because their spiritual fulfillment comes from completing a task, they like projects that have beginnings and endings that can be acknowledged.

3: A server will often volunteer to serve in fellowship related or group-related projects and you can count on him or her to be the people who are still around at the end of the project, to see it through to completion.

4: Servers would rather carry out responsibilities themselves, and be done with them, than assigning tasks to someone else.

5: They are the ones washing dishes after we've gone home. They are the ones putting up the chairs while others crawl over them to exit. They are the ones who ask if they can help carry or clean or deliver while everyone else is in their cars heading home. They enjoy the party best if they're in the kitchen or at the Barbecue or handing out the food. Some people want to be served. They want to serve.

A Server's Strengths,

1: Servers tend to be one-man armies.

2. Our Higher power seems to give special grace to servers to exercise humility, especially when it comes to doing menial chores.

3. Availability is one of the server's strongest character qualities. He or she almost never says no when asked to help others.

4. Order is essential for a server. However, he or she will sacrifice order temporarily if it is necessary to get the job done.

5. Servers have a God-given strength to do physical tasks. You'd better get out of their way when they are around.

Server's Weaknesses:

1. Servers constantly have to deal with the temptation to become over-committed, which can lead to stress and frustration for them and for their families.
2. Servers easily can become frustrated by time limitations. If those frustrations get carried into the arena of personalities, their relationships with others may suffer.
3. If a server feels unappreciated, he or she can quickly become bitter or resentful.
4. The server's desire to serve makes him or her poor delegators and sometimes even a poor co-worker. Servers work best when they can fulfil a responsibility on their own, without having to depend on others, who usually are not as diligent or loyal as they are.
5. Sometimes servers get their priorities out of order because they are so tuned in to physical needs. Consequently, spiritual priorities may take a back seat, at least temporarily. Given a choice of leading a AA meeting or cleaning the home of someone who is in the hospital, a server would usually choose to clean the home.
6. Servers tend to be demanding of others who are supposed to be helping-but aren't. They have disdained for people who are lazy or uncommitted and don't like to work with them.
7. Servers tend to be perfectionists. They can drive the rest of us crazy because they want to cover all the bases-even ones we think are unimportant.
8. If a server has been pouring his life out for others and feels misunderstood or unappreciated, he or she can easily be tempted with thoughts of rebellion or jealousy.

Character Qualities:

Alertness vs. Unawareness.

Availability vs. Self-Centeredness.

Endurance vs. Giving up.

Flexibility vs. Resistance.

Generosity vs. Stinginess.

Hospitality vs. Loneliness.

Joyfulness vs. self-Pity.

It is quite obvious from what I have outlined that these are some of the qualities that this wonderful fellowship has been founded on and continues to keep it strong and healthy, it surrounds us in this room today and will carry it into the future. Spirituality is the Foundation and Corner stone of this fellowship and service is the keystone that keeps us together.

Yours in Service,

Ian Payne

Delegate Area A North Eastern Region Panel 54.