DELEGATE REPORT MAY 2017

ERNEST MURPHY AREA 16 (GEORGIA) SERVICE ASSEMBLY 67TH GEN SERVICE CONFERENCE

It is truly an honor and pleasure to serve as your Panel 66, Area 16 Georgia Delegate. My name is Ernie and I am an Alcoholic. First, I would like to welcome any new Trusted Servants to this weekend in Macon. I would also like to thank the Area Officers, DCM's and their Alternates for the many hours of reading and research that was put into the Pre-Conference meeting allowing me to be informed of the Area's thoughts in preparing me for The General Conference. Last, but not least by any means are the Past Delegates of Area 16 who were so helpful in their knowledge of Conference and they helped me feel more at ease when I got there.

The 67th General Service Conference was held in Rye Brook, New York, April 22-29, 2017. I drove to New York arriving Friday, departing Savannah at "zero dark thirty", Thursday, a day earlier to get settled. Thank goodness as it took me 4 hrs. to get from just this side of Washington, D.C. to the other side of Baltimore due to construction & accidents on Thursday.

The Delegate's reception was Saturday afternoon followed by the Delegate's only meeting at 7:30 PM Saturday night. Delegate Chair Bob Munsell, South Dakota. Bob went through the schedule for the week with numerous pieces of advice for us. I think the best ones I heard are: "Everything needs to be said, but not everyone needs to say it" Last year had 67 Agenda items, this year-93. Highlights of the Schedule. This is a marathon, not a sprint. Trust the process, be patient. Here to carry the conscience of our fellowship. — let the conscience emerge. Trust that each committee has taken their work as seriously as you did. When you wake up, say "we'll see". When you go to bed, say "who knew".

<u>Sunday, April 23rd, 2016 – 10 am Opening Meeting – Supporting Our Future</u> Terry Bedient, Chair, General Service Board Manager

Greg Tobin – General Manager, G.S.O. did Roll Call. We were informed that this conference had the largest number of agenda items ever. Over 90 plus whatever floor actions were done. We would be in for a very busy week. There would be no trips to either the Office on Riverside Drive or to Stepping Stones. Those trips would only be for the Conference when held in New York City.

Sunday Afternoon Session – FINANCE Presentation – David Morris –Class A Trustee and Treasurer of the GSB.
2016 FINANCIAL HIGHLIGHTS

7th Tradition Self-Support – Record in 2016 - \$7.9 million. Up 11% from *2015*.

Cost of Services provided to the Fellowship - \$9.9 million

Shortfall between 7th Tradition of self-support and cost of services provided to The Fellowship - \$2.0 million.

AAWS Literature Sales - \$13.4 million, up 5% from 2015.

AAWS publishing net income - \$3.4 million covered the shortfall between the 7th Tradition Self-Support and Costs of Services provided, resulting in Net profit - \$1.4 million.

Grapevine subscription levels increased in 2016, resulting in net income-\$165,000

General Fund service support for La Vina was \$152,000

Reserve fund - \$14.9 million, resulting in a ratio of 10.3 months

SUMMARY OF ACTIVITY 2016

	GSB GENERAL	A.A.W.S.	A.A.			
\$ in Thousands	FUND	PUBLISHING	GRAPEVINE	LA VIÑA	2016	2015
REVENUE						
Net Sales		\$13,189	\$2,818	\$153	\$16,160	\$15,579
Contributions	\$7,935				7,935	7,154
Interest		.5	15		16	8
TOTAL REVENUE	7,935	13,190	2,833	153	24,111	22,741
EXPENSES						
Printing		2,640	325	45	3,010	3,134
Shipping & Warehouse		1,604	588	33	2,225	2,232
Program Expenses	6,826	2,824	1,130	227	11,007	10,962
Supporting Services	3,081	2,697	625		6,403	6,112
TOTAL EXPENSES	9,907	9,765	2,668	305	22,645	22,422
NET INCOME (LOSS) OPERATIONS	(1,972)	3,425	165	(152)	1,466	300
RESERVE FUND						
Reserve Fund Balance at December 31 available to co	14,959	14,584				
Operating Expenses	17,410	17,075				
Number of months Operating Expenses-approximate	10.3	10.2				

	2017 Budget Outlook and	Net Results (\$ in Thousands)	2016 actual	2017 budget	2018 budget	2019 budget
Trends		GSO/AAWS	\$1,453	\$398	(\$255)	(\$746)
٠	GSO/AAWS					
	 Membership levels remain flat 	Grapevine	165	(114)	(326)	(527)
	 Contributions show small growth 			, ,		, ,
	 Literature sales show small growth – 2% per year 	La Viña	(152)	(168)	(182)	(195)
	 Expenses continue to grow slowly – 2% - 3% per year 	Total	1.466	116	(763)	(1,468)
	GRAPEVINE	10141	1,100	110	(, 00)	(1,100)
	 Subscriptions revert back to decline 2% - 3% per year 	Reserve Fund Ratio				
	 Expenses continue to grow slowly 2% - 3% per year 	(months)	10.3	10.7	9.9	8.8

2018 & 2019 Budget Outlook

 GSO/AAWS, Grapevine, and La Viña combined budgeted results is \$763,000 loss in 2018, with following year having even larger loss and operating expenses

*Excludes non-operating Funds: Reserve, Capital Projects, Pension, Post-Retirement Medical Benefits

C.P.C. Trustees Meeting- Joel-CPC/Grapevine Trustee and Committee presented the committee's Report and received any questions asked. Made my CPC committee meeting make more sense.

SUNDAY EVENING Opening dinner. There were 5- ten minute speakers-included were Delegates, A.A.W.S., Grapevine, & G.S.O. Staff.

Monday Afternoon- General Service Board Report – Terry Bedient Highlights-

- •GSC has welcomed two new Class A Trustees Christine Carpenter and Nancy McCarthy along with three new Class B Trustees- Carole B., general service trustee, Tom Ardolf, West Central Trustee and Cate Witting, Western Central Regional Trustee. Billy Noonan, Chet Parker and Bob Wilcox, trustee-at-large US, and himself will rotate out.
- •The name of Michele Grinberg, will be put forward to succeed Terry as chairperson of the General Service Board.
- •This past year has marked the first full year of Grapevine's relocation to the 11th floor at 475 Riverside Drive, as the G.S.O./Grapevine co-locations project has moved through a series of constructions phases, with completion expected in 2017. and practicing A.A. principles in all their affairs.

A.A.W.S. Board Report – Billy Noonan – Chair

The AAWA Board utilizes the committee system to address extensive agendas, to gather background material, and to thoroughly consider requests. Committees of the AAW Board are: Technology/Communications/Services, which address the needs of service assignments, reviews GSO communications with the Fellowship, and overseas GSO's A.A. website. Publishing reviews format requests, reprints, international translations of literature and other publishing matters. Finance oversees budgeting and financial results; and Nominating recommends candidates for AAWS non-trustee director and general service trustee.

- •Group Services —net total of 1,1020 new AA groups in the US and Canada were listed at GSO last year. Each new group's GSR or contact receives AA literature and basic information to encourage the group to link with their local structure and support Twelfth Step activities.
- •GSO's AA Website Oversight is the responsibility of the AAWS Board of

Directors. The Website received a total of 13,327,469 for the year 2016, an increase of 4% from the previous year. New Features include multiple navigation updates, an enhanced learning feature, the new service piece, "Safety and A.A.; Our Common Welfare," and audio clips of Bill W.

- •Financial- Here is an overview –
- ∞ Total contributions for the year ended December 31, 2016- \$7,934,869, which is \$839,869 (11.78%) greater than budget and \$780,724 (10.91%) greater than last year.
 - ∞ Net Sales for the year 2016 were \$13,189,258.
 - ∞ Gross margin from literature sales were \$10,549,316.
 - ∞ For the Year 2016, net revenues were \$15,324,964.
 - ∞ For the Year 2016, total operating expenses were 15,427.220.

2017 Budget: The AAWS Board approved the 2017 budget for the General Service Office with a net income of \$397,793; after review by the trustees' Finance and Budgetary Committee, the budget was approved by the Gen Svc Board.

•Publishing –

Total eBook gross sales for January-December 2016 stand at \$227,611.61 with 58,277 units distributed.

- •GSO Visitors In 2016 GSO welcomed 2,520 visitors, many of whom travelled great distances to visit and express gratitude for their sobriety.
- •Archives: Archives finished 2016 with approximately 1,450 requests for information as compared to 1,300 in 2015.
- •Reprint Requests: In 2015, AAWS granted permission/did not object to 70 requests to reprint for AA literature and denied permission to 81 requests.
- •Safety in AA rooms will be topic beginning in July 2017.

Grapevine Report - Albin Zezula, Chair of Grapevine Board

Since the last Conference Grapevine has produced 12 issues and six issues of *LaVina*; four books and ebooks (*Happy Joyous & Free*, special Conference editions in English, Spanish and French, and *Forming True Partnerships*, (about relationships in sobriety); an audiobook version of *The Language of the Heart*; a wall calendar and a pocket planner.

•AA Grapevine initiated a Fellowship-wide 2015 Subscription – Missouri

won and Delaware won for LaVina.

•In 2015 GV continued the collection phase for audio story submissions from the Fellowship. As of January 2016, GV had collected 230 audio stories. Nine stories are available free on www.aagrapevine.org as examples for members who wish to record a story.

•GV Financials:

∞ Net Sales: \$2,955,353 Expenses: \$2,722,642 Net Income: \$240,811

•LV Financials

∞ Net Sales: \$ 134,095 Expenses: \$ 280,473 Net Income: (\$145,378)

Conference Committee Meetings - my committee - C.P.C. met in the mornings on Monday and Tuesdays to go over the agenda items. Mary C. was our committee secretary and helped tremendously in wording and rewording our recommendations/suggestions. We were at liberty to ask for a Trustee to answer any questions which she could not answer. Mary was not allowed to voice any opinions in our final recommendations. When we were discussing Social Media, we had two professionals dealing with treatment come in and answer questions, mostly about LinkedIn service.

Delegate's Only Dinner – As usual with all meals at Conference, there was plenty of food and deserts. After dinner, there was a lot of information passed on for the Panel 67 Delegates getting them ready for the remainder of the week. "Trust the Process". Election of the 67th Conference Delegate Chair and Alternate –Each region pulls from hat a nominee from 66's. All nominees placed in hat. Delegate Chair pulled from hat was Ben B., Panel 67, Oklahoma and Alternate Chair will be Joann Lowrie, Panel 67, Area 6, Northern CA.

Tuesday Afternoon saw the Workshop Sessions. I had the privilege of moderating the workshop I was assigned. All had the same topic – "Anonymity – The Spiritual Foundation". Results of the 10 individual workshops compiled will appear in the final report later this year.

- Anonymity Workshop
 - 1. What are some of the ways groups/districts in your area foster awareness of our principle of anonymity?
 - 2. How has misinformation about personal anonymity among A.A. members been an obstacle with Public

- Information and Cooperation with the Professional Community service?
- 3. What is the experience of members in your area regarding social media with regard to A.A.'s Anonymity Traditions?
- 4. How well do we practice a "genuine humility"? As members? As a Fellowship?

WEDNESDAY AFTERNOON BEGAN COMMITTEE REPORTS -

Elections were held for the new Southeast Trustee & Trustee-at-Large-US. After several ballots two names were placed in the hat and Cathy Beckman WVA was chosen to be the next SE Trustee. Newton Pritchett, NC, was elected as the new Trustee-at-large-US.

HERE WE GO –The following recommendations were approved by the 67th General Service Conference.

Agenda

It was recommended that:

- 1. The theme for the 2018 General Service Conference be: "A.A. A Solution for All Generations."
- 2. The following be presentation/discussion topics for the 2018 General Service Conference:
 - a. Today's Alcoholic: Inclusion, Not Exclusion
 - b. Participation in All of A.A. Is My Triangle Balanced?
 - c. A.A. Technology: Where Innovation Meets the Traditions
 - d. Attraction Not Promotion: A.A.'s Relation to the World
 - e. Group Conscience: The Guiding Force

3Conference: "Getting the A.A. Message Out..."

Archives¹ It was recommended that:

4. A draft or a progress report of *Unity in Action: Bill W.'s General Service Conference Talks*, 1951 - 1970 (working title) be brought back to the

Cooperation with the Professional Community: It was recommended that:

- 5. The pamphlet "Three Talks to Medical Societies by Bill W." be retired.
- 6. A footnote with the following text be added to the pamphlet "Problems Other Than Alcohol" at the bottom of page one:

 This pamphlet is derived from an article written by A.A. cofounder Bill W. in 1958. Therefore, some of the language may be dated, but the issues addressed are prevalent today.
- 7. The title of the pamphlet "Is There an Alcoholic in the Workplace?" be changed to "Is There a Problem Drinker in the Workplace?"
- 8.. The trustees' Committee on Cooperation with the Professional Community review the pamphlet "If You Are a Professional," develop text to include information for professionals who come in contact with veterans and active members of the Armed Services, including information on how to contact A.A. worldwide, and bring back a report or draft text to the 2018 Conference Committee on Cooperation with the Professional Community for review.
- The trustees' Committee on Cooperation with the Professional Community review the pamphlet "Members of the Clergy Ask About Alcoholics Anonymous," develop text to include information for professionals who come in contact with veterans and active members of the Armed Services, including information on how to contact A.A. worldwide, and bring back a report or draft text to the 2018 Conference Committee on Cooperation with the Professional Community for review.
- 10. The trustees' Committee on Cooperation with the Professional Community review the pamphlet "A.A. as a Resource for the Health Care Professional," develop text to include information for professionals who come in contact with veterans and active members of the Armed Services, including information on how to

contact A.A. worldwide, and bring back a report or draft text to the 2018 Conference Committee on Cooperation with the Professional Community for review.

Corrections: None.

Finance: It was recommended that:

- 11. The suggested area contribution for delegate expense for the Conference be increased from \$1,600 to \$1,800.
- 12. Review of the suggested Area contribution for delegates' expenses to the Conference be every other year. The next review will take place in 2019.
- 13. Review of the Conference-approved level for bequests to the General Service Board from A.A. members be every other year. The next review will take place in 2019.
- 14. Review of the Conference-approved maximum annual contribution to the General Service Board from an individual A.A. member be every other year. The next review will take place in 2019.
- 15. The following text be added to the pamphlet: "Self-Support: Where Money and Spirituality Mix": "Question: Can an individual or group make a recurring online contribution? Answer: Yes, online at aa.org."

Grapevine: No Recommendations

International Conventions/Regional Forums No recommendations made

<u>Literature:</u> It was recommended that:

16 The following two bullet points in the section "What procedures can a group set up to sponsor new members?" in the pamphlet "Questions and Answers on Sponsorship" be removed:

- A *file* of names, addresses, and phone numbers of newcomers (who wish to volunteer the information), with notations showing sponsor or sponsors for each one.
- Review of newcomers list by steering committee (or Twelfth Step or sponsorship committee) with follow-up activity where it seems needed.
- 17. The revised plan for the annual review of recovery literature be implemented, with the first report to be delivered to the 2018 Conference Committee on Literature.
- 18. The following text about young people's conferences be added to the pamphlet "Young People and A.A." in the section "Where do I find A.A.?":

Young people's conferences are held in the United States and Canada and around the world. For information, consult your local A.A. area, intergroup office, or search online for YPAA.

- 19. Question 10 in the pamphlet "The A.A. Group" in the section "A.A. Group Inventory" that currently reads, "Are we doing all we can to provide an attractive and accessible meeting place?" be revised to read:

 Are we doing all we can to provide a safe, attractive and accessible meeting place?
- 20. The pamphlet "The A.A. Group" be revised to add the following text from "Safety and A.A.: Our Common Welfare" to the section "Principles Before Personalities":

Safety and A.A.: Suggestions to Consider

"Safety is an important issue within A.A. – one that all groups and members can address to develop workable solutions and help keep our meetings safe based on the fundamental principles of the Fellowship.

"'Each member of Alcoholics Anonymous is but a small part of a great whole. A.A. must continue to live or most of us will surely

die. Hence our common welfare comes first. But individual welfare follows close afterward. (Tradition One, Long Form)'

"A.A. groups are spiritual entities made up of alcoholics who gather for the sole purpose of staying sober and helping other alcoholics to achieve sobriety. Yet, we are not immune to the difficulties that affect the rest of humanity.

"Alcoholics Anonymous is a microcosm of the larger society within which we exist. Problems found in the outside world can also make their way into the rooms of A.A. As we strive to share in a spirit of trust, both at meetings and individually with sponsors and friends, it is reasonable for each member to expect a meaningful level of safety. Those attending A.A. meetings derive a benefit by providing a safe environment in which alcoholics can focus on gaining and maintaining sobriety. The group can then fulfill its primary purpose – to carry the A.A. message to the alcoholic who still suffers. For this reason, groups and members discuss the topic of safety."

For more information see "Safety and A.A.: Our Common Welfare" (SMF-209) www.aa.org.

21. The trustees' Literature Committee develop language regarding safety to be incorporated in current and new recovery literature, where appropriate, along with a plan for implementation. The committee requested that the draft language and proposed plan or progress report be brought back to the 2018 General Service Conference.

Policy/Admissions: It was recommended that:

- 22. The 2018 General Service Conference move ahead with electronic voting to be used for all Conference voting, with the exception of elections for regional trustees and trustees-at-large, which are conducted by ballot.
- 23. The trustees' Committee on the General Service Conference develop a plan for the equitable distribution of the workload of Conference committees by combining and/or creating committees for review by the 2018 Conference Committee on Policy/Admissions.

- 24. Starting with the 67th General Service Conference, an anonymity-protected, digital *Final Conference Report* be published in addition to the current print version.
- 25. The 70th General Service Conference be held April 19-25, 2020 since these dates do not conflict with any significant holiday or hotel availability.
- 26 Starting at the 2018 General Service Conference, the proposed dates of future General Service Conferences be considered as an additional Committee Consideration rather than requiring an Advisory Action.
- 27. General Service Office management submit a report on the process, implementation and status on the site selection of the General Service Conference for review by the 2018 Conference Committee on Policy/Admissions.

Public Information: It was recommended that:

- 28. A new video public service announcement be developed for a cost not to exceed \$40,000.
- 29. The pamphlet "Understanding Anonymity" be rewritten to include material from G.S.O. literature covering Tradition Eleven and to expand the discussion of humility in Tradition Twelve as it relates to anonymity and that a progress report or draft language be brought back to the 2018 Conference Committee on Public Information.
- 30. A.A. World Services, Inc. create a Google for Nonprofits account, with use of the account limited to the YouTube Nonprofit Program and with a guarantee that comments not be shown on A.A.W.S. YouTube pages. The committee requested that a report including information from website analytics and the usefulness and

effectiveness of the A.A.W.S. YouTube account be brought back to the 2018 Conference Committee on Public Information.

Report and Charter: It was recommended that:

31 The following text be added to Chapter Four of *The A.A. Service Manual*. Area Websites

Many A.A. entities now use websites to communicate meeting and service information within the Fellowship. An A.A. website can serve as a public information tool, providing information about A.A. to the public as well. As with newsletters, it has been found prudent for a committee (rather than one or two individuals) to be responsible for the format, planning, and content of the website.

As anonymity is the "spiritual foundation of all our Traditions," we practice anonymity on A.A. websites at all times. An A.A. website is a public medium, which has the potential for reaching the broadest possible audience and, therefore, requires the same safeguards that we use at the level of press, radio and film. Some areas have included password protected sections of the website, which can limit access to members only, and where full names may be used. Not all A.A. websites contain the same information. For instance, in places where an active intergroup or central office provides meeting information, general service websites may not need to duplicate this effort, and may link to them instead.

A.A. websites may feature brief excerpts from A.A. literature using the same guidelines as newsletters. If a site wishes to include items that are currently available on the G.S.O. or Grapevine websites, they may link to the appropriate pages of those sites. Area websites may copy a thumbnail of a pamphlet, book or video from these sites and use it on the site as a link to the material on the G.S.O. or A.A. Grapevine site. Because public service announcements are intended to be widely shared, they may be posted directly on local A.A. sites. For more information, see the "FAQ on A.A. Websites" and the A.A. Guidelines on the Internet.

- 32. The bylaws of A.A. World Services, Inc. and A.A. Grapevine, Inc. be included in *The A.A. Service Manual* as appendices.
- 33. A new section on the General Service Board's "Mission-Vision-Action Statement" be added to Chapter 9 of *The A.A. Service Manual*.
- 34. The G.S.O. Department reports which are shared at Conference be included in the *Final Conference Report*.
- 35. Brief bios for non-trustee directors, similar to those for trustees, be included in the *Final Conference Report*.

Treatment and Accessibilities: It was recommended that:

36 The pamphlet "A.A. for the Alcoholic with Special Needs" be approved with suggested editorial changes and be retitled "Accessibility for All Alcoholics."

Trustees: It was recommended that:

37. The following slate of trustees be elected at the annual meeting of the members of the General Service Board in April 2017, following presentation at the 2017 General Service Conference for disapproval, if any:

Class A Trustees
Leslie S. Backus, B.A.
Hon. Christine Carpenter
Michele Grinberg, J.D.
Hon. Ivan L.R. Lemelle
Peter Luongo, Ph.D., LCSW-C
Nancy J. McCarthy
David M. Morris, C.P.A.

Class B Trustees
Thomas Ardolf
Cathy Beckham
Richard Boisvert
Carole Boerner
Joel Castellaw
Mark Everett
Yolanda Flores
Scott Huyghebaert
David Noll
Newton Pritchett
Richard Purtell

Ginger Rhoades Bell Cate Wittig Vacancy

38 The following slate of officers of the General Service Board be elected at the annual meeting of the members of the General Service Board in April 2017, following presentation at the 2017 General Service Conference for disapproval, if any:

Chairperson Michele Grinberg, J.D.

First vice-chairperson Joel Castellaw

Second vice-chairperson Scott Huyghebaert

Treasurer David M. Morris, C.P.A.

Secretary Yolanda Flores
Assistant treasurer Bob Slotterback
Assistant secretary Eva Sanchez

39. The January 2017 appointment of the following officers by the chair of the General Service Board be approved at the annual meeting of the members of the General Service Board in April 2017:

Assistant treasurer Bob Slotterback
Assistant secretary Eva Sanchez

This appointment process is in accordance with the General Service Board Bylaws.

40. The following slate of directors be elected at the annual meeting of the members of the A.A. World Services Corporate Board in April 2017, following presentation at the 2017 General Service Conference for disapproval, if any:

Tom ArdolfDavid NollDeborah AttixRichard PurtellRichard BoisvertEva SanchezBeau BushGreg Tobin

Homer Moeller

41. The following slate of directors be elected at the annual meeting of the

members of the A.A. Grapevine Corporate Board in April 2017, following presentation at the 2017 General Service Conference for disapproval, if any:

Carole Boerner Ivan Lemelle Ami Brophy Paz Preciado

Josh Eggleston Ginger Rhoades Bell

Yolanda Flores Cate Wittig

Tommi Hanley

42. The Bylaws of the General Service Board of Alcoholics Anonymous, Inc., as revised, be approved at the annual meeting of the General Service Board in April 2017.

Floor Actions- Eight floor actions were introduced and these 3 were approved.

It was recommended that:

- 1. In the spirit of unity and inclusiveness, the General Service Office strive to provide Conference background materials in English by February 15 and Spanish and French by the first week in March, beginning with the 68th General Service Conference.
- 2. The pamphlet "Too Young?" be revised to reflect more current collective experiences of young alcoholics and their welcome to A.A.
- 3. A.A. Grapevine create a Google for Nonprofits account, with use of the account limited to the YouTube Nonprofit Program and with a guarantee that comments not be shown on the A.A. Grapevine YouTube pages. The A.A. Grapevine Board will track its effectiveness through website metrics.

I will have all the Advisory Actions, additional considerations, and no action taken added to our website with this Delegate's Report. As Friday evening came to a close around 9:00 pm, we heard the farewell remarks from the Rotating Delegates. "Grace got us here." "Everything will be OK." "Remember your Conference Buddy next year and stay in touch." "Support

him/her." "If we missed anything this year, you can fix it next year." "Your life has changed forever." "We made history this week." "It takes a little bit of ego to get into service, but a lot of humility to stay." "Our co-founders would be pleased - we were the voice of AA this week, and we shared something magic together." All the current Trustees and those rotating formed a reception line and we all got to say good-bye to the rotating individuals.

As we got closer to the weekend, I realized something was wrong. I was missing something. I realized that all week we had not said the Lord's Prayer at the end of any meeting or day. We had closed with either the Serenity Prayer or the Responsibility Statement. I guess I have been in the South too long. After breakfast Saturday and we said our goodbyes to each other and as I headed to the car all I could say was AMEN. Thank you, Area 16, and most of all "THANK YOU GOD" for one of the most amazing experiences of my entire sober life.

Thank you for the opportunity to serve as your Panel 66 Delegate to the 67th General Service Conference