ANNOUNCEMENTS

- The next intergroup meeting will be held on Monday, August 8th via Zoom. Doors open at 7:45m. The Intergroup meeting starts at 8pm. The meeting ID is: 823 0552 8441 / Password: 414036
- The Intergroup office is open from 9:00am – 4:30pm for the purchase of literature and chips. Orders can also be shipped or made available for hallway pick. For your convenience, orders can be placed using our online store. https://baltimoreaa.org/literature-store/
- **ES&H Needed!** The GSO staff is asking AA members to submit shared experiences/stories for the upcoming publication of the 5th Edition AA Big Book in English, 4th Edition AA big book in Spanish, the pamphlet entitled AA for the Black and African American Alcoholic. See this link for more details.
- The Answering Service is our 24-Hour Help Line – we are always recruiting volunteers to answer calls during the hours when the office is closed. Please contact the Intergroup office if you want to be a part of this vital service.

INSTITUTION COMMITTEE

- The next Institution meetings will be held on Zoom on Friday, August 19th, at 7pm. Waiting room opens at 6:45pm. We welcome anyone who is interested in doing service work to come to the meeting. Meeting ID: 886 6629 3910/ Password: 229395
- **Sponsors, co-sponsors & speakers needed!** The Institution Committee is assigning homegroups for institution commitments to speak in-person or online. Your group can decide what it is most comfortable doing. Please fill out this form if you or your home group would like to carry the message. Intergroup will list the monthly commitments on the website under password protection (as we did before.) Reps can get information from our website or at the monthly Institution business meeting or by calling Intergroup.

GROUP ANNIVERSARIES

- **Daybreak** will celebrate their 32-year Group Anniversary, In- Person, on Friday, August 5th at 7am. All are welcome to join
- If your group is celebrating an anniversary of any length on Zoom or in-person, please let us know by calling 410-663-1922 or send us an email at intergroup@baltimoreaa.org.
GROUP INFORMATION/NEW or REOPENNING MEETINGS

- **Monday Night Big Book** (Pasadena, 21122) will meet online only until further notice. Monday 7pm
  
  Meeting ID: 895 2759 2358 Passcode: 372642

- **Waterloo** will only meet on Zoom until further notice due to church repairs. Thursday 8:30pm
  
  Meeting ID: 896 8752 7129

- **The Hunts Church Group** (Towson, 21204) has NOT moved. It meets on Wednesdays at 12:30, in Hunts Church at the corner of Joppa and Old Court Roads. All are welcome.

- **Towson Group** (Towson, 21286) is reopening and will start meeting again on Mondays at 8pm starting on June 6th at Babcock Presbyterian Church (Pastor’s House), 8240 Loch Raven Blvd.

- **A Digital Newcomer’s Packet is available:** Please post this link for a digital newcomer's packet in your meeting chats so newcomers can get quick and easy access to meetings, literature, and online resources.

  - For all virtual meetings or meeting changes, please use this form.
  - For all in-person meetings or meeting changes, please use this form.

GROUPS – NEED SUPPORT

- **Cover to Cover** (Sparrows Point, 21219) on Tuesdays at 7pm.

- **Monday Night Big Book Study** (Canton/Highlandtown, 21224) on Mondays at 7:30pm

- **Guides to Progress** (S. Baltimore, 21230) on Mondays at 8pm.

- **Putty Hill** (Towson, 21204) on Sundays at 6:30pm – HYBRID

DISCONTINUED MEETINGS

- AA For Atheists and Agnostics (South Shore Recovery Club) has discontinued their Thursday meeting. The Monday meeting will continue.

- St. Mark’s Thursdays, 8:30pm; 30 Melvin Ave (Catonsville, 21228)

- Sixth Sense, Thursdays, 8:00pm; 4700 Roland Ave (Roland Park, 21210)

- The Gay Crowd Inside, Fridays, 7pm -Virtual

- Happy, Joyous and Free, Thursdays, 8pm – Hybird; (Dundalk, 21222

INTERGROUP BOOKSTORE

- **Grapevine Literature** - Our stock of Grapevine literature is “many and varied”! It reflects the experience, strength, and hope of our many members and on a variety of topics related to recovery, unity, and service. Include them on your summer reading list or give them as an anniversary gift! Please visit us in-person or online to shop for Grapevine titles.

  - The Intergroup Bookstore is stocked and ready for your orders. (*Some items are backordered with AAWS where they’re out of stock and need to be printed and delivered.) You can order from Intergroup by phone or online. Pick-up at the office or we can ship orders to you.

SPECIAL EVENTS

- **Sessions by the Sea** is September 6-11th. Visit www.sessionsbythesea.com for registration information.

- **SAVE THE DATE!** The 12th Annual Friends of Bill W Golf Tournament is Monday, September 26th. See enclosed flyer for registration and sponsorship information. Click here to register on our website.

- **COMING IN THE FALL... Blue Hen Roundup** hosted by Central Delaware Intergroup. Click here for information and registration form. For additional info/special requests, email: support@cdiaa-de.org
Please Contact the Intergroup office by phone (410)663-1922 or by email intergroup@baltimoreaa.org to let us know about your special events or workshops. To learn about various celebrations, go to https://baltimoreaa.org/upcoming-events/. *Event Announcements in the Baltimore Intergroup monthly bulletin are limited to those sponsored by Baltimore Intergroup; committees, groups or other Intergroups in Area 29; also Maryland General Service Area 29; MGS districts; and G.S.O.

G.S.O. & MARYLAND GENERAL SERVICE - AREA 29 EVENTS

- Monthly council & district meeting links and passwords can be found on our website: https://baltimoreaa.org/other-meetings-events/

IN MEMORIUM

- We extend our deepest sympathies to the family and friends of Al K., who recently past passed away with 40 years of sobriety. Al was a member of the New Attitude Group.
- We offer our heartfelt condolences to the friends and family of Bill O, a member of the Ventnor As Bill Sees It group. Bill passed away on Sunday, July 17th with 48 years of sobriety.
- We regret to announce the passing of Morgan J who was a long-time member and active in Maryland General Service for over 42 years. We offer our condolences to his wife, Linda J, his family, and friends. There will be a memorial service celebrating his life on Saturday, August 20th, 12pm noon, at Severna Park UMC. For more information contact the Intergroup office.

I am responsible.... When anyone, anywhere, reaches out for help, I want the hand of A.A. always to be there. And for that: I am responsible.
Baltimore Intergroup Council of Alcoholics Anonymous

July Minutes

July 11, 2022 | Next Meeting: August 8, 2022

Mike W., for Marc M. (Chairperson), called the meeting to order and opened with the Serenity Prayer. This meeting took place on Zoom due to COVID-19 concerns.

New Group Representatives: There were one new group representatives for the Council to welcome

Minutes: Mike W. (Recording Secretary) presented the minutes from the June 13, 2022, meeting. A motion was made, seconded, and passed to approve the minutes as amended.

Treasurer’s Report: Jack F. (Treasurer) reported that ordinary income in June was $15,343.41, which included $7,889.26 from AA groups and $7,398.26 from individual members. Ordinary expenses were $19,135.01, yielding net ordinary income of -$3,791.60. Literature revenue was $5,139.18, with literature expenses of $4,949.21, yielding net literature income of $189.97. Therefore, net income for June was -$3,601.63. Total assets were $238,361.99. Jack thanked the groups and individual members for their continued support.

Administrator’s Report: Jen G. reported that during the past 19 working days, there were 2 new meetings, no re-opened meetings, 1 re-hybrid meeting, 2 closed/cancelled meetings, and 15 meeting changes. There are now 694 total meetings: 472 in-person, 120 virtual ad 102 hybrid. There were 274 calls for help during office hours, 4,125 emails, texts, and correspondence (including 16 shipped literature orders), and 97 visitors/ literature pick-ups at the office.

Since the last Intergroup meeting, Jen attended meetings of the Institution Committee and Activities Committee, the weekly office managers’ meetings, and helped host the Sobriety Show. In addition, Jen was invited to speak briefly at the 1-year anniversary of the new Baltimore Hispanic Intergroup, which the Baltimore Intergroup supported in getting started.

Jen thanked everyone who showed up to support the Sobriety Show including performers and the members who contributed baked goods.

Please call the Intergroup Office with meeting changes, openings and closings so the meeting directory and website is up-to-date.

Activities Committee Report: Paulette R. (Chairperson) reported that the Sobriety Show was a success and she thanked those who performed, volunteered and attended. The Friends of Bill 12th Annual Golf Tournament is scheduled for September 26th. You can register on-line or call the office. The Bull Roast is scheduled for November 20th at Columbus Gardens.
Answering Service Committee Report: Melody B (Chairperson) reported that there were 140 regular calls and 2 12th step calls. One shift rotated. The committee always needs new volunteers for the waiting list to fill future openings.

Public Information, Cooperation with Professional Community, and Speakers Committees: No report

Literature Committee Report: No report.

Internet/Website Committee Report: Mike C. (Chairperson) reported that PC maintenance was done.

Institution Committee Report: Don B, reporting for Jamie H (Chairperson), reported that the number of institution commitments is steadily increasing and that home groups are no longer on standby. He encouraged more groups to sign up for institution commitments. The committee has regular monthly meetings on the 3rd Friday of each month at 7:00 p.m.

Outreach Committee Report: Melissa B. (Chairperson) reported that the committee attended the 75th anniversary of the West Baltimore Group.

Nominations Committee Report: Lucy H. (Chairperson) continued the process of securing nominations of candidates for the trusted servant positions (officers and committee chairs) that will be filled in the elections next month. Please see the “Sample Ballot” that is being distributed with the bulletin for a complete list of the elective positions and the nominees.

Chairperson Report: No report

Old Business: None

New Business: None

Motion to adjourn was made, seconded, and passed. Meeting closed with the Lord’s Prayer.

Respectfully submitted, Mike W., Recording Secretary
## Baltimore Intergroup Council of Alcoholics Anonymous, Inc.
### June Group Contribution List

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<th>Group</th>
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| Highlandtown Friday Morning                | $167.00  | $310.76 |       | Hope Is Found Here                  |       | $646.39|
| Hopkins                                    | $300.00  | $1,800.00 |       | Howard County Speakers              | $225.00 | $270.00|
| Hunts Church Group                         | $188.00  |      |       | If He Were Sought                   | $100.00 | $195.00|
| Irvington                                  | $180.00  | $180.00 |       | Jacksonville                        |       | $750.00|
| Jacksonville Sat Morn - STP                 | $161.31  |      |       | Jacksonville Saturday Morning       |       | $250.00|
| K.I.S.S.                                   | $100.00  |      |       | Keys of the Kingdom                 |       | $2.00  |
| Kingsville                                 | $96.00   |      |       | Legacy                              |       | $100.00|
| Lighthouse                                 | $50.00   |      |       | Live And Let Live Gay               |       | $25.00 |
| Living Sober                               | $240.00  |      |       | Lutherville Midday                  | $135.00 | $270.00|
| Magothy                                    | $66.10   |      |       | Magothy 12 & 12                     |       | $668.50|
| Manchester Friday Night                     | $50.00   |      |       | Maryland Young People               |       | $10.00 |
| Meditation on the Hill                     | $61.20   |      |       | Melrose Beginners                   |       | $100.00|
| Miracles Do Happen                         | $200.00  |      |       | Monday Night Grace                  |       | $152.00|
| Mustard Seed                               | $15.00   | $215.00 |       | New Attitude                        | $600.00 | $1,500.00|

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<td>Southwest Mid Day</td>
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<tr>
<td>Spiritually Sober</td>
<td>$99.00</td>
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<td>St. Anthony's Midday</td>
<td>$50.00</td>
<td>$300.00</td>
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<tr>
<td>Strangely Insane</td>
<td>$50.00</td>
<td>$300.00</td>
<td>Sunday Morning Agape</td>
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<td>Sunday Morning Sykesville</td>
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<td>Sunday Surrender</td>
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<td>Taneytown</td>
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<tr>
<td>Texas</td>
<td>$480.00</td>
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<td>The Elevator is Broken-Use Th</td>
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<td>The Farm</td>
<td>$32.00</td>
<td>$157.00</td>
<td>The Firing Line</td>
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<tr>
<td>The Lunch Bunch</td>
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<td>The Morning Group</td>
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<tr>
<td>The Real Thing-Women's</td>
<td>$54.00</td>
<td></td>
<td>There Is A Solution Big Book</td>
<td>$420.00</td>
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<tr>
<td>Towson Women's</td>
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<td>Triangle Club</td>
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<td>Trudging the Road</td>
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<td>Tuesday Noon Grapevine</td>
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<td>Turning Point Women's</td>
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<td>Uptown Big Book</td>
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<td>Waterloo</td>
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<td>West Friendship Wednesday N</td>
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<td>Westminster Wednesday Night</td>
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<td>Whatever It Takes</td>
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<td>Women's Meditation on the Hill</td>
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<td>You Are Not Alone Beginners</td>
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<td><strong>54 Sources Contributed</strong></td>
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<td><strong>Other</strong></td>
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<td>Anonymous</td>
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<td>Birthday Plan</td>
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<td>Faithful Fivers</td>
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<td>Gratitude Box</td>
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<td><strong>5 Sources Contributed</strong></td>
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Total Contributions for June: $15,287.52
BALTIMORE INTERGROUP COUNCIL OF ALCOHOLICS ANONYMOUS, INC.
FINAL BALLOT  2022

*Note: All candidates are running unopposed this year; all committees welcome volunteers.

OFFICERS
INTERGROUP CHAIR: Vote for 1 (unopposed)
  Dave L.      Wrath of Grapes
INTERGROUP CO-CHAIR: Vote for 1 (unopposed)
  Erica C.     Captain’s Table
TREASURER: (2-year term; not eligible for re-election this year)
ASSISTANT TREASURER: (2-year term; no one was nominated this year; we welcome volunteers)
RECORDING SECRETARY: Vote for 1 (unopposed)
  Mike W.      Hopkins

COMMITTEES
ACTIVITIES COMMITTEE: Vote for 8 (unopposed)
  Dob B.      Strangely Insane
  Becca H.    Fort Smallwood Friday
  Paulette R. Came to Believe
  Rick W.     Agnostics
ADVISORY COMMITTEE: Vote for 1
  Steve S-W.  ABC
ANSWERING SERVICE COMMITTEE: Vote for 1 (unopposed)
  Melody B.   Brooklyn Keep Coming Back
COOPERATION WITH THE PROFESSIONAL COMMUNITY COMMITTEE: Vote for 1 (unopposed)
  Ferdinand B. Glen Burnie H.O.W.
LITERATURE COMMITTEE: (No one was nominated this year; we welcome volunteers)
NOMINATING COMMITTEE: Vote for 2 (unopposed)
  Lucy H.     Hopkins
  Mike C.     164
OUTREACH COMMITTEE: Vote for 1 (unopposed)
  Melissa B.  Fort Smallwood Friday
PERSONNEL COMMITTEE: Vote for 1 (unopposed)
  Odyssey G.  Mustard Seed
PUBLIC INFORMATION COMMITTEE: (No one was nominated this year; we welcome volunteers)
SPEAKERS COMMITTEE: Vote for 1 (unopposed)
  Jeremy J.   Baltimore City Men’s
WEBSITE COMMITTEE: (2-year term; not eligible for re-election this year)
REGISTER NOW!
100 PLAYERS MAX!

COST PER PLAYER: $150

Registration: 8:00 am
Driving Range & Putting Green Open 8:00 a.m.
Shotgun-Start at 9:00 am
Awards & Luncheon Follow at 2:00 pm or End of Play

Proper Golf Attire Required
No Denim Permitted

Sparrows Point Country Club
Directions:
1-695 Essex
Exit 41 Cove Road
Keep right at the fork
Merge onto Cove Road.
Turn left onto North Point.
Turn right on Wise Ave.
Destination will be on left; 919 Wise Ave.

TOURNAMENT FORMAT
Captains Choice Format
(sing Best Ball on Each Shot)
No handicap required
Mulligans $5.00 each
Raffle Tickets Sold at Registration
(Tickets eligible for raffle table prizes)
Prizes for Individual Play,
Including Longest Drive
(Men & Women) & Closest to the Pin
Prizes for 1st, 2nd & 3rd Place Team
50/50 RAFFLE

MENU
Breakfast at 8:00 - 9:00 am
Donuts, Pastries & Coffee
Lunch at 2:00 pm
Oysters on the Half Shell
Pulled Pork
Italian Sausage (Sweet & Spicy)
Grilled Chicken Breast
Fried Chicken
Assorted Salads
Dessert & Refreshments

HOLE SPONSORSHIP
$100 PER SIGN
Please add the message for your sign, which will be placed around the golf course.

______________________
______________________
______________________
Examples:
Easy Does It from the 1-2-3 Group
OR
In memory of Joe B.
OR
One Day at a Time from John D.

Name: __________________
Email: __________________
Phone: __________________
REGISTER NOW!
$150 per Golfer

Players:

Name____________________________________
Phone____________________________________
Email____________________________________
Name____________________________________
Phone____________________________________
Email____________________________________

Total amount included $--------

Baltimore Intergroup Council of Alcoholics Anonymous

The Intergroup Council exists to serve and unify the activities of A.A. groups in the Baltimore Metropolitan area. The mission of the Baltimore Intergroup Council and Office is to service the 500 groups and more than 1,000 meetings in the area, and to assist all people who call for help for alcoholism.

Make checks payable to: Baltimore Intergroup
8635 Loch Raven Blvd., Suite 4
Baltimore, MD 21286

Register online at: www.baltimoreaa.org

For More Information Contact the Intergroup Office at:
410-663-1922
Email: jeng@baltimoreaa.org
OR
410-375-8490
Email: rcmikulski@msn.com

All proceeds to benefit Baltimore Intergroup

Friend of Bill W.
12th Annual Golf Tournament

Sponsored by
Baltimore Intergroup Council Activities Committee

Monday, September 26, 2022
Sparrows Point Country Club
919 Wise Avenue
Baltimore, MD 21222
**CALL FOR STORIES**

Fifth Edition of the Big Book *Alcoholics Anonymous*

**Deadline: October 31, 2022** The Preface to the Second Edition of the Big Book explains that revisions to the personal history section of the book were made in order “to represent the current membership of Alcoholics Anonymous more accurately, and thereby to reach more alcoholics.”

In that spirit, the 2021 General Service Conference recommended that: “a Fifth Edition of the Big Book, *Alcoholics Anonymous,* be developed, including an update of stories to better reflect the current membership, keeping in mind the 1995 Advisory Action: ‘The first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forewords, ‘The Doctor’s Opinion’, ‘Dr. Bob’s Nightmare’, and the Appendices remain as is.’

In response to this Advisory Action, the trustees’ Literature Committee is seeking a wide range of A.A. recovery experience of members in the Fellowship.

Recognizing that all stories are of value, the Literature Committee is searching for recovery stories that are from a broad cross-section of our local communities. As Bill writes on page 29 of the book *Alcoholics Anonymous:* “Our hope is that many alcoholic men and women, desperately in need, will see these pages, and we believe that it is only by fully disclosing ourselves and our problems that they will be persuaded to say, ‘Yes, I am one of them too; I must have this thing.’”

It is the Literature Committee’s shared hope that any new stories from our current membership will help future alcoholics to identify and find recovery in the pages of a Fifth Edition.

**Further information** on where to submit your story will be provided to the Fellowship through Box 4-5-9, the A.A. website and more. If you have any questions, please write to 5BBStory@aa.org.

**A.A. for the Black and African-American Alcoholic pamphlet**

**Deadline: October 31, 2022** The trustees’ Literature Committee has opened a call for stories in response to the 2021 General Service Conference Advisory Action regarding the pamphlet “A.A. for the Black and African-American Alcoholic,” stating that the pamphlet be updated to include current stories of recovery and a new title that is respectful and inclusive.

The committee is seeking stories of recovery from all African-American, Canadian and Caribbean A.A. members from the English-, French- and Spanish-speaking Black communities in the A.A. structure in the United States and Canada. Stories of recovery may also include:

- Experience, strength and hope
- Steps, Traditions, Concepts
- Sponsorship
- A.A. service
- Safety and racism
- Ethnic, cultural, gender and LGBTQ diversity

The suggested format for typed manuscripts is 500-800 words, double spaced, in 12-point font. Handwritten manuscripts should be approximately 5 to 6 pages.

**Submit Via Email** Email: pamphletstories@aa.org Subject line: “A.A. for the Black and African-American Alcoholic”

Fourth Edition of the Big Book *Alcohólicos Anónimos*

**Deadline: December 15, 2022** In keeping with the recommendation of the 2021 General Service Conference that “A Fourth Edition of the Spanish-language Big Book, *Alcohólicos Anónimos,* be developed, including updated stories that better reflect the current membership, and that a progress report be presented to the 2022 General Service Conference,” the trustees’ Literature Committee is seeking stories of recovery from members of the Hispanic community in the A.A. structure in the United States and Canada.

The committee is seeking stories of recovery from a wide representation of the Hispanic community. Stories of recovery may also include:

- Ethic, cultural, gender and LGBTQ diversity
- Diversity of social status
- Experiences of sobriety during the pandemic
- Newcomer and oldtimer experiences
- Military
- Black mental health and diverse abilities
- Diversity of social status
- BIPOC A.A. Meetings
- Atheist/agnostics

Suggested format for typed manuscripts is 3,500 words, double-spaced, in 12-point type. Handwritten stories should be approximately 5-6 pages.

**Submit Via Email** Email: 4LGHistorias@aa.org Subject line: “Fourth Edition Spanish”

Please include your full name, postal and email addresses, and phone number on the first page of your manuscript. The anonymity of all authors will be observed whether or not their story is selected for publication. **Stories written in Spanish, English or French will be accepted.** We suggest you keep a copy of your manuscript for your files. The respective designations **Pamphlet** or **Fourth Edition** should be written on the envelope and at the top of the first page of the manuscript.

**To Submit Via Postal Mail** Send to: Attn. Literature Assignment
General Service Office, Box 459
Grand Central Station, New York, NY 10163

Thank you for your participation in the process!
Celebrate your Anniversary and help carry the message! Please participate in the:

**ANNIVERSARY & BIRTHDAY PLAN**

Please complete this form -- call or email the office by the **15th of the preceding month** for anniversaries to be printed in the bulletin. Or, mail them by the 10th to allow time for delivery.

Please list the name and phone # of the person to contact if the Intergroup office has any questions:

Name: ________________  Group: ________________________________  Phone #: ______________

For over the past 45 years, many anniversary celebrants have donated $1.00 per year of sobriety to the **Birthday Plan**. Your donations help us CARRY the MESSAGE to the still suffering alcoholic.

<table>
<thead>
<tr>
<th>1st Name &amp; Last Initial</th>
<th>Celebration Day/Date</th>
<th># Years</th>
<th><strong>Birthday Plan Contribution Amount</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>_______________________</td>
<td>(NOT Anniv. Date)</td>
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</tbody>
</table>

** Individual members may contribute up to $5,000 in any year of sobriety; $5,000 posthumously. As always, this is only a suggestion and may vary as an individual desires. **

**Please Keep In Mind**

- List the date the individual will celebrate; NOT the actual anniversary date.
- List first names and last initial.
- List group name as it appears in the directory.
- Call the Intergroup Office or email to intergroup@baltimoreaa.org
- If mailing, please post before the 10th of the month, to allow time for delivery.
- Make checks payable to: Baltimore Intergroup
Alcoholics Anonymous should remain forever-non-professional, but our service centers may employ special workers.

Long form Eighth: Alcoholics Anonymous should remain forever nonprofessional. We define professionalism as the occupation of counseling alcoholics for fees or hire. But we may employ alcoholics where they are going to perform those services for which we might otherwise have to engage non-alcoholic. Such special services may be well recompensed. But our usual A.A. "12 Step" work is never to be paid for. (Reprinted from "Alcoholics Anonymous" appendices I. The A.A. Tradition)

It becomes clear to the early members that no A.A. should ever ask or accept payment for "carrying the message to somebody else, person to person and face to face."

But new questions arose as membership grew and the word of hope spread, sending thousands of alcoholics in search of A.A. The first intergroups or central offices were usually manned by A.A. volunteers; now, most such offices are so busy that full-time employees are needed as well. Naturally, A.A.'s are better suited to such jobs than the nonmembers but are these A.A.'s then being paid for doing Twelfth Step work? No. In the office, they are just paving the way for this work. Reprinted from the pamphlet The Twelfth Step Illustrated.

***************

We are beginning to see that our few paid workers are performing only those service tasks that our volunteers cannot consistently handle. Primarily these folks are not doing Twelfth Step work. They are just making more & better Twelfth Step work possible. Secretaries at their desks are valuable points of contact, information, and public relations. That is what they are paid for, and nothing else. They Help carry the good news of A.A. to the outside world and bring our prospects face to face with us. That's not "A.A. therapy"; it's just a lot of very necessary but often thankless work.

So, where needed, let's revise our attitude toward those who labor at our special services. Let us treat them as A.A. associates. And not as hired help; let's recompense them fairly and, above all, let's absolve them from the label of professionalism. Reprinted from pp. 86-87 Language of the Heart.

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2. Do I make an effort to understand what A.A. employees do? What workers in other alcoholism agencies do? Can I distinguish clearly among them?
3. In my own A.A. life, have I any experiences, which illustrate the wisdom of this Tradition? (Reprinted from "Traditions Checklist from the Grapentine")

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