

**DATE 2017**

**April 22, 2017 – DCM Sharing Session, CNCA 06 Area Meeting**

**10am - Meeting Opened with the Serenity Prayer by Erica S.**

Translation by Nicolas. Thank you for your service!

**40 DCMs, GSRs and visitors attended. Erica S. facilitated.**

**Presentation – The Care & Tending of the GSR.** Nora B., Sub-District 006, Willow Glen, San Jose  
Main Points

- Handout: “The Care and Tending of GSRs”
- Concept 9: Good service leaders, together with sound and appropriate methods of choosing them, are at all levels indispensable for our future function and safety.
- GSRs are the plants and flowers; DCMs and district officers as the gardeners
- We need to get out to meeting and help members understand the value of GSRs, which is to allow voice of the group to be heard
- Gardeners need to help the plants when they get to the district and help GSRs develop their skills around their position and their understanding of General Service rather than just give them attention
- The GSR position may be the most important job in AA
- We need to welcome all the GSRs in our Sub-District
- Encourage GSRs to connect with their DCM. One method is to create a GSR email list and reach out to GSRs before each district meeting and assembly to give reminders and nurture a sense of belonging and connection
- A DCM may act as surrogate or permanent service sponsor to GSRs. Share what you did as a GSR; what they can expect at meetings and assemblies; how to talk to their groups about funding; why PRAASA and assemblies can be fun; how to take a group conscience (show them multiple ways so they might find what works best for their unique group); and what to bring back to their groups
- Help GSRs carry a focused, succinct message with their groups, such as highlights from H&I, Bridging the Gap, etc.
- Concept 9: Recognize that a “fine plan or idea can come from anybody, anywhere.” Offer support to help with a GSR’s group conscience: facilitate, take notes, time, moral support BUT do not randomly show up at their business meetings and/or try to control their process
- Concept 9: “Good leadership will often discard its own cherished plan for others that are better, and it will give credit for the source.”
- Encourage all GSRs to attend all assemblies “without expectation”
- Reinforce/congratulate GSRs whenever they take action to serve

**Members Share**

- For the new GSR, I do a recap and shadow them as they move into their group conscience.
- We got into someone’s face and said “Want to be a GSR? You’re it!” – then sponsored them along.

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- It's hard for us to ask for help. One way to engage a member as a DCM or alternate GSR: "I see you are interested. Why not come with me to a district or area meeting and see what it's like?"
- I call group members before group conscience and say "I need you there. We need you there."
- For my Sub-District meeting, I brought in our local PICPC Rep to present. I also delegate and ask reps to make announcement about key topics. In the future, I have a goal of creating a packet that illustrates all the different service opportunities.
- I encourage new GSRs to get service sponsors.
- I'm grateful I came as a GSR, alternate DCM, and now a DCM. I have matured and developed my capabilities. DCMs set the example. We are about attraction not promotion. Principles and not personalities. I don't have (or need to have) all the answers. One key ingredient is patience. I did experience a miracle where we had 100% of our GSRs at assembly one time. Let GSRs know that the commitment is more than an hour each month but to do the best they can. I reflect to GSRs the importance of their role and try to make them feel welcome no matter what they are doing.
- We hold study meetings with the Concepts and Traditions which motivate me to commit myself more. I have a vision. I want to learn to speak better English because I have the commitment to be an Alternate DCM, and I feel a stronger responsibility to my group and the alcoholic who still suffers
- There is no one correct way to tend to a GSR. If they have a "deer in the headlights" look, it may not be a good idea to get them into an Area meeting right away. I get to know the GSRs to get a sense of what they are ready for.
- When I give my monthly district report, I mention, "If you feel overwhelmed that's normal as a new GSR." I explain acronyms. My message is that you are not alone – we do this together. I also encourage asking questions of District Officers and/or a service sponsor.
- I received care and tending at my Sub-District. I was made to feel comfortable enough to ask, "How does being a GSR serve my group?" It's important to help people feel comfortable to ask ANY question to anyone any time.
- Edit General Service announcements. It's good for groups to know we are here and the job we do
- The CNCA newsletter is helpful. I learned by hanging around and helping fold newsletters.
- I try to be supportive and to cultivate a more open manner and "What do you need from me?" stance. I tell them that they are doing better than I did. I encourage them to share one thing in a manner that touched their heart.
- **Next Month's Topic – The DCM Packet: What's in It and How Do I Get it? George will present.**
- **ALL – Please bring radios. We need everyone to have an opportunity to vote.**
- Meeting adjourned at 10:50am with the Responsibility Statement and a reminder to bring radios in to hear translations.

Respectfully submitted,  
Frank T, "One Time Only" Recording Secretary fill-in for Jacqueline P.  
DCM, District 10, Sub-District 03