

Edith

Minutes of Servas International Conference

Melbourne

8 - 13 April 1995

Session 1 Sunday afternoon

The conference was opened by the President, Ray Scott, with a welcome in Maori and the suggestion that if there was a theme for the conference it could be - "There are no strangers here, only friends whom we have not met."

A few moments silence were observed for members who have died since the last conference including Rewa King, USA, Ram Jivanmitra, Nepal, John Morrison, UK and Johann Jakobsson, Iceland.

The president introduced members of the present executive and read greetings from Gwen McLaren, South Africa and Leonardas Rinkevicius, Lithuania.

The minutes of the previous 1992 conference in France were approved.

The president reported that the executive committee had been keen to recognise the outstanding contribution to Servas of Barbara Whitehead and had done so by awarding her life membership of Servas. Barbara, who was present, was given a standing ovation.

National Membership At present 54 countries are members of Servas International and since the last conference twelve others have applied for membership. All are eligible and it was unanimously agreed that Albania, Algeria, Belarus, Bolivia, Brunei, Chile, Estonia, Indonesia, Malaysia, Nigeria, Paraguay and Zimbabwe should be admitted to membership, bringing the total to 66.

Statutes The president referred to a decision made in France relating to amendments to the statutes. Following the conference, Exco set up a working party to recommend a revision of the statutes. These were referred to Switzerland for legal comment and after some input from Exco the draft statutes were sent to all national secretaries for comment. Two countries suggested further changes, but there was insufficient time for these to be circulated before the present conference. Following discussion on the best procedure to be followed it was agreed that members of the original working party be asked if they wished to continue. Others suggested for the working party were Roger Martin, Norway and Ray Scott, New Zealand. Exco is to ask the working party to continue to work on the statutes with a view to their adoption at the next General Assembly.

Session 2 Sunday afternoon

First Workshop Session Before this session began, there was a general discussion on the availability of agenda items for those in attendance.

The chairman referred to the difficulties that Exco had experienced. National secretaries had been invited to submit agenda items under the headings - background and recommendation but not all had done so. Those received were photocopied and sent to all national secretaries, but in a number of cases these had not been passed on to delegates or visitors. Many late agenda items were received and these were placed in delegates' folders. Workshop chairpersons were asked to ensure that all members of the group understood the agenda item under discussion.

Four items were discussed in the five workshops.

- A. That there should be no distinction made between hosts and travellers.

Groups reporting back made the following points:

1. This is a matter for individual countries to decide.
 2. Countries that need more hosts or more travellers will have different emphases.
 3. Both hosts and travellers have rights and responsibilities and these will differ.
- B. That a separate stamp may be used for host travel within a country, with one third of the income going to S.I.

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1. This would appear to apply only to large countries.
 2. Each country should be free to make its own decision on such issues.
- C. What to do about 'bad' travellers.
1. The word 'bad' is not a good one to use; 'unsatisfactory' would be better.
 2. In serious cases such as sexual harassment or thieving, immediate action must be taken by the national secretary.
 3. All travellers should have a face-to-face interview at which appropriate behaviour can be discussed.
 4. Customs and cultures differ and travellers should be prepared for these differences.
 5. Hosts have an important obligation to explain to travellers that their behaviour is not appropriate or acceptable. Unsatisfactory behaviour is likely to continue unless this is done.
- D. That each adult traveller should have an SI stamp.
1. Where this does not happen, national secretaries should be informed.

The chairman added that this is not an item for discussion, but was included to endorse the fact that it has been SI policy for some time for a letter of introduction to require one stamp for each adult, even if two adults share the one letter.

The session concluded with the delegate from Mauritius distributing a statement on the role of Servas.

Session 3 Monday morning
Area Coordinators

The chairman drew attention to the three vacancies in Africa, SW Asia and Far E Asia. Countries wishing to nominate persons should do so in writing to the general secretary and appointments will be made by Exco. The chairman accepted the suggestion that agenda items be dealt with in priority order and gave time for delegates and observers to discuss this before voting on priorities. A summary of all past conferences was distributed and the chairman gave early notice of the nominations for Exco for the Wednesday morning elections.

Financial Report Hazel Barham, treasurer, spoke to the report that had been distributed. She acknowledged donations from a number of countries to SI funds and to the conference. Following discussion of the report, Servas Britain made the following proposal -

That Exco should, within six months of each International Conference, produce a plan of work and a budget of expenditure up to the next conference, covering specific budget headings. At the end of each year a detailed financial report should be prepared by Exco and distributed to all national secretaries with an updated plan for expenditure.

After further discussion the proposal was voted on and adopted.

The chairman explained why the previous conference had approved the increase in the price of stamps from 5 Swiss Francs to 15 Swiss francs (SIs main source of income).

The treasurer recommended - **that the financial report be adopted and that the stamp fees stay the same.**

This was carried unanimously.

Session 4 Monday morning

The chairman announced that Servas postcards were on sale. He referred also to a request from a European conference urging that speakers use basic English and speak slowly and clearly. He asked delegates to interrupt a discussion at any time if they do not understand what was being said.

In introducing the session the chairman reported that one of the first tasks undertaken by the executive committee appointed at the last conference was the setting up of several working parties. One of these was invited to study new technologies as they might relate to Servas and the chairman of this working party was invited to present his report.

Bertrand Bailleul explained that his group had collected information about new technologies, exchanged ideas, met in London and produced an interim report.

One of the European conferences called for "less administration and more contact" and he hoped the new technology might help achieve this. Telex phone and fax are valuable but e-mail was not favoured because of problems associated with confidentiality of information. Following his report, illustrated by overhead transparencies, questions and comment were invited. Discussion centred around floppy disks, systems compatibility, laser printers, postscript, current computer technology in use in different countries, a "buddy" system in which computerised countries assist those who are not, and encryption of information. A warning was issued by one delegate who has had experience with floppy disks. It would take him two weeks to provide a host list from a floppy disk, so if he received 60 disks in the mail it could take him up to 120 weeks to produce host lists from them. Another made a plea for uniformity in abbreviations in host lists, while another felt that variations in format allowed countries to express their individuality.

It was recommended - **that the New Technologies Working Party be asked to continue with the work it is doing.**

This was carried by acclamation.

The Chairman next introduced Michael Johnson, Chairman of the Host List Working Party, a third group set up by Exco following the last conference.

Michael gave a brief summary of his report.

The working party believes that if travellers are to have as many positive experiences as possible, they need to have accurate, up-to-date host lists. They researched problems and suggestions from previous conferences and sought opinions from national secretaries. Again a major problem was faced by countries that do not generate sufficient income from their travellers to be able to print their own lists.

Several possible solutions were suggested.

- A. Countries unable to print lists would ask Exco to do so or to provide the funds necessary
- B. Hosts could be charged a fee.
- C. A country with many out-going travellers could help one with few on a 'buddy' system.
- D. In a form of book-keeping all countries would buy the lists they need from Exco and sell their own lists.
- E. List on computer disk. F. List on computer "bulletin-board."

During discussion several were again critical of a system requiring them to ask SI for money. Others disagreed, believing that Servas is a sharing organisation and that financial resources should also be shared.

One asked that the lists sent contain one unbound copy that would make copying easier.

Section 5. Monday morning

The chairman announced that the session was to be devoted to peace aspects of Servas, with a report first from the international peace secretary, followed by discussion in workshops. Harivallabh Parikh read his report which had been circulated, and asked the general secretary to read the letter he had written to peace secretaries. Instead the chairman undertook to have copies made for all.

Session 6. Monday afternoon

The following points arise from the workshop discussion groups that had been invited to make their own agendas related to peace issues.

1. The role of national peace secretary should be more clearly defined.

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2. In general each country should have a peace secretary.
3. Promotion of peace should follow from person to person contacts.
4. The foundations should be laid at interviews.
5. A prayer could be exchanged between host and traveller or a thanksgiving statement or creed shared.
6. Tolerance should be practised and encouraged and disagreement channelled into positive thought.
7. Servas should be promoted among young travellers who could become day hosts.
8. Emphasise always that Servas is a peace organisation.
9. We must realise that value systems differ and so should not be judgmental.
10. Exchanges should be encouraged with countries in which there is conflict.
11. Aggressive peace activists can be counter-productive.
12. Other peace organisations could be informed of the existence and work of Servas.
13. In light of a changing world, is the peace role of Servas still valid?
14. Peace must begin within ourselves and in our interactions with each other.

A general discussion followed on the steps that should be taken to implement the suggestions proposed.

It was proposed - **That when the new international peace secretary is elected that person should be asked to set up a group to prepare a statement on the role of a peace secretary.**
The proposal received the support of the meeting.

The result of the voting in Session 3 on the order in which agenda items should be taken was announced. In reply to a question, the chairman assured delegates that every effort would be made to cover all agenda items by the end of the conference.

Terminology. 'Area' and 'region' have not been clearly defined and it would seem advantageous to do so. It is recommended that 'area' be used to describe the territory an area coordinator is responsible for. Within an area will be a number of regions which may be separate countries or parts of countries.

Three agenda items were introduced before the conference again divided into working parties with different compositions from those of the earlier sessions.

Session 7 Tuesday morning.

The chairman reported that he had received late greetings to the conference from Wally Schlager, Caribbean and Felix Zurita, Mexico.
A list was made of those countries interested in e-mail.

Michael Johnson, Canada, asked for an indication from the meeting as to which of the 6 options A-F listed in his paper were preferred by delegates. He suggested that a further category, G, be added which favoured any system that a country found suited its needs. The chairman asked for a show of hands of those who favoured the options A-G, pointing out that more than one could be voted for. The results were A - 32, B - 5, C - 16, D - 1, E - 16, F - 1 and G - 25.

Annual Report. One delegate suggested that the report form should ask for information on the number of hosts and the number of travellers and how the country intends to fund the production of the host list.

The general secretary pointed out that for the past three years secretaries have been asked to give details on their ability to produce and distribute their own host lists.

The workshop groups reported back on the three agenda items they had discussed.

- A. Regional conferences
 1. Favoured because they allow new member countries in the region to participate.
 2. A diary of conferences would be helpful and this could possibly be compiled and circulated by Exco.

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3. Favoured because they are cheaper to run, are more effective than large conferences, and allow delegates to be better prepared for the international conferences.
4. While valuable, regional conferences cannot and should not replace regular international conferences.

In the plenary session one delegate considered that clarification was needed as to whether regional conferences are open to delegates only or to all Servas members in that region. Secondly, should the regional conference be preparing agenda items for the next international conference or concentrating on local issues in that region?

Another delegate felt that regional conferences are more important where there are new member countries rather than long established ones.

It was proposed - **That regional conferences be encouraged and supported by Exco and that each conference prepare a report for Exco.** Accepted unanimously.

It was further proposed - **That each regional conference should spend a little time considering its role in relation to the international conference.** Carried.

B. Standardisation of Letter of Introduction.

1. A basic letter could be included in a 'starter pack' with provision for the national logo and language.
2. Recommended that letters of introduction carry a passport sized photograph of each person.
3. The oath that appears in the US letter and is read and signed by the traveller seems worthwhile.
4. More important than the photograph is the passport number.

The New Zealand delegate recommended - **That the present form of letter of introduction be retained, but with a list of basic requirements for inclusion. Exco would establish this list, which should include a photograph.**

The recommendation was carried unanimously.

The chairman then made an observation that discussion in plenary sessions seemed to be dominated by a small group of delegates competent in English. He expressed the hope that all would feel welcome to contribute and promised consideration and tolerance.

The delegate from Mauritius believed that there was full participation in the workshop sessions where ideas for plenary sessions were generated.

C. Starter Pack

Before groups discussed this item the chairman invited Roger Martin, Norway, to introduce it. The idea arose at the Baltic regional conference and a small group began work to produce a 'pack' that would replace the Servas Handbook. Some pages from a draft pack, of which several copies were available, were shown as transparencies. The pack would consist of loose leaves so that they could be replaced if updated, could be translated into the language of the country or replaced by pages more appropriate for a particular country. Rather than critical comment, support was sought for the principle of the concept and for the approval of the conference for continuation of the work.

The following points arose from discussions.

1. Such a pack would be very valuable for new member countries.
2. The pack should be sent to a number of countries seeking critical comment on the contents before the work proceeds too far.
3. The pack should not be a mandatory list of requirements but rather a guide for those seeking help or suggestions.

It was proposed - **That this conference is supportive of the work done so far on the starter pack and would like to see this work continue.** Carried.

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Session 8. Tuesday morning.

Before inviting the SI news editors to present their report the chairman referred to a questionnaire which sought the views of all countries on the number of issues per year that were preferred. The response was very disappointing - only 14 countries replied, and of these 4 favoured 2 editions per year, 9 favoured 1 edition per year and the other had no preference. Exco wishes to continue to seek the views of member countries on such issues and urges a better response in future.

Margret Klaser reported that SI News had been reduced from two editions per year to one for financial reasons. The publication is the work of a team with different ones responsible for layout, proof-reading and mailing. Regional sub-editors are also used. In 1993 copies were printed and mailed to national secretaries. In 1994, to save costs, US Servas printed enough for themselves and Canada. Regional news has been supplied by Netherlands, Canada and Australia but more regional contributors are needed.

Karl Kosok, on behalf of everyone present, expressed thanks to the two very hard-working SI News editors. Carried by acclamation.

The chairman then sought an indication as to whether there should be one or two editions per year. It was recommended - **That there continue to be one SI Newsletter published per year.** Carried unanimously.

The conference divided into workshops to discuss

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|-------------------------------------|-----------------------------------|
| A. Bilateral partnerships | B. Back to basics |
| C. Better preparation of travellers | D. Redefining items in host lists |

After lunch there was a trip for conference members to the Healesville Sanctuary.

Session 9. Wednesday morning

The session was introduced by the chairman who explained in some detail the procedures to be used in the election of officers for the executive committee. (Exco). Three scrutineers were appointed to supervise the secret ballots. Names of candidates for each position were written on the board and delegates were given five minutes to discuss these with observers and others and to refer to the curricula vitae, which had been circulated. In answer to a question the chairman defined those eligible to vote, each being provided with a voting baton; delegates, members of Exco (including the peace secretary), SI Newsletter editor and area coordinators. This follows the procedure of previous conferences.

Election of President. The nominator of each candidate was given two minutes to speak followed by the candidate who was given one minute. A further break of a few minutes was allowed and the secret ballot held. The chairman announced the results of the ballot:

Jacinto Gonzales	-	4
Lorna Harkin	-	3
Chris Slader	-	37

Chris Slader is the new president of Servas International.

Election of Vice President. The two candidates addressed the meeting and the ballot was held.

Result:	Jenny Durand	-	29
	Jacinto Gonzales	-	15

Jenny Durand is the new vice president.

General Secretary. There is only one nomination, namely that of the present holder of this position. Vibeke Matorp is therefore elected.

Treasurer. There were two nominations for the position but one has just been withdrawn. This leaves Hazel Barham who is elected for a further term.

Assistant General Secretary The only nomination is that of the present holder of this position and so Mariangela Brunello is elected.

Peace Secretary There were three nominations and, again, each nominator was given two minutes to speak and the nominee, one minute. Results of the ballot were
 - Ina Dallas 13, Raymond Forget 8, Daniele Passalacqua 25
 Daniele was declared elected as the new peace secretary.

Vibeke Matorp asked if she could make a brief statement. "I want us to promise one another that from now on we will never ever apologise for the level of our English, because we are tolerant and understanding of each other. Is that a promise, friends?" Unanimous applause.

Session 10. Wednesday morning

Letterhead The chairman referred to a misunderstanding about the use of Exco letterhead. This is designed for Exco's exclusive use and should not be incorporated in a country's letterhead because this could lead to confusion.

Interval between Conferences.

The chairman opened this discussion with a reference to a questionnaire conducted by Exco. Only 18 countries replied - one wanted a conference every two years, five every three years, 11 every four years and one wanted no conferences at all. He went on to suggest that if the interval between conferences is increased to four years, this could mean a similar interval between regional conferences. Further consequences could be a lack of urgency to complete tasks, and possible reluctance of members to stand for office for the longer period. He suggested that if a change is made the new should be at least as good as the old and preferably better.

The conference broke into small groups to discuss the issue and then reconvened in plenary session.

The delegate from Netherlands felt the issue had been presented in a one-sided manner. He believed that less frequent international conferences should provide more money for regional conferences.

Hazel Barham, treasurer, was invited to make a comment about the financing of conferences and to answer questions.

She said that income for the next three years is more or less fixed as the number of travellers is not likely to increase. In answer to another question she said that it will be possible to hold both international and regional conferences, but that the finite sum of money available would have to be budgeted. Asked about possible donations she replied that several countries have been exceedingly generous, and one cannot rely on such generosity continuing.

The delegate from Germany said that his country's income is dropping because the number of travellers is dropping. Hosts have been asked for money but they do not want to ask every year.

The delegate from Brazil favoured the three yearly interval. If a person was unable to go to a conference there could be an eight year gap between attendances. The delegate from Zimbabwe also favoured the three yearly interval.

Before voting the chairman said that the decision of the conference would go as a strong recommendation to the new Exco. The delegate from Ireland asked why this could not be a binding decision. The chairman replied that it is not always possible to foresee all the implications of a decision and so Exco should be given some flexibility. Jenny Durand believes that Exco is obliged to adopt the recommendations from the conference and that if it does not or cannot do so it must come to the next conference with a full explanation of its actions.

A vote taken resulted as follows:

In favour of 3 yearly interval	-	30
In favour of 4 yearly interval	-	5
Abstained	-	3

Session 11. Wednesday afternoon.

- A. Bilateral Partnerships
 1. Benefits for both countries.
 2. SI News might run a feature column.
 3. Area coordinators should take the initiative in arranging these.
 4. Technical as well as financial help should be available.
 5. SI should actively promote such contacts between countries.
- B. Back to Basics
 1. Peace should be stressed at interview.
 2. Hosts also have a duty to educate travellers.
 3. Encourage groups, not just individuals.
 4. Visits to countries not normally visited
 5. Visits to countries where there is tension or conflict.
 6. The original Servas aims of work, study and travel have become travel only. Should we not foster work and study trips?
- C. Better Preparation of Travellers
 1. Culture sheets could be prepared and made available to travellers. They would include such items as 'shoe culture' in Asian countries.
 2. The Starter Kit is a step in the right direction.
 3. The interview is of paramount importance.
 4. Traveller preparation is important, but do not overlook the preparation of hosts.
- D. Redefining Items in Host Lists.
 1. Possibly a task for a working party.
 2. Statements of some hosts could be offensive to some travellers.
 3. Basic terms should be standardised.
 4. Abbreviations should be the same in all books.

Servas and the UN

The chairman introduced Willeen Smith, Servas representative to the UN in New York who spoke to her report.

Servas has a very positive image in the UN. Representatives are dedicated people who work hard on committees, get to know others and speak positively about Servas and its aims. There is no specific mandate from Exco as to views on human rights, disarmament and so on. In recent years there has been increasing emphasis on ecology and the environment, also on women's issues and the eradication of poverty.

UN comprises member nations that debate and vote on issues. Servas is one of some 1400 non-governmental organisations that do not vote but form committees, talk to delegations, attend meetings, read agendas and write reports. Servas delegates are members of committees on development, disarmament, education, youth for peace, Amnesty International and a Women's League for Peace and Freedom.

After answering a number of questions a vote of thanks was passed to Willeen together with the other Servas members working in this area.

Session 12 Wednesday afternoon
Reports of Area Coordinators

The chairman opened the session asking for recommendations to be given to the secretary for the positions of area coordinators for S.W. Asia, Africa and Far East Asia.

A. Europe and Near East

Bertrand Bailleul spoke briefly to his report which dealt with his questionnaire, organisation, exchange of information, help with development and an evaluation.

Jacinto Gonzales, one of three helpers appointed by Bertrand, referred to the very considerable help available to new member countries and new national secretaries from more experienced Servas members attending the European conferences.

B. South America

Marisa Contini spoke of her work consolidating Servas in Uruguay, Brazil and Argentina. Servas has come alive again in Paraguay, but there are still problems to be overcome in Venezuela and Colombia.

C. South East Asia

Pisit Puthipiroj referred to the considerable language and cultural differences in his area, and so communication is in English.

No regional meetings have been held and the Philippines, once active, now has only one or two hosts. The situation in Malaysia is confusing but an up-to-date list of about ten hosts is ready to distribute.

The delegate from Israel asked if there is contact between area coordinators. Both Bertrand and Marisa were keen to develop such contacts and Vibeke says she does her best to help by distributing information.

Although area meetings were set down to follow the reports it was the feeling of the meeting that agenda items still to be covered were more important. A different grouping of countries for the workshops was read out and, at the request of one delegate, a sixth workshop of Spanish speakers was formed.

Session 13 Wednesday afternoon

Workshop Reports

At the suggestion of the chairman the reporters from six groups sat together to give their reports.

A. Group Exchange Programmes

1. Recommended as long as the two countries are in complete agreement.
2. This could include group exchanges within a country. Many have already taken place, but it takes time and commitment on the part of a few to organise. Outcomes can be more fruitful than from individual trips.

B. An Office for Servas International

1. The London Host List Centre no longer exists.
2. It may be possible to share an office and in future a base may be needed for new technological hardware.
3. The payment of staff would need to be considered.
4. Although such an office does not seem necessary at present a feasibility study could be carried out.

It was recommended - That Exco set up a group to look into the feasibility of setting up office for Servas International and that a report be prepared for the next conference.

Approved.

C. Standardisation of Annual Reports

1. Three groups were in favour - others did not discuss it.

- D. Financing of Delegates to Conferences
1. Exco should explain its guidelines to national secretaries before the next conference.
 2. SI should finance those delegates whose countries cannot support them.
 3. The advice of area coordinators should be sought.
 4. All member countries should assist in the financing of the conference.

The chairman commented that the present Exco spent much time and gave a lot of thought to the fairest way of financing delegates. He believed that the new Exco would provide clearly stated guidelines as to how countries should apply for financial assistance for their delegates to attend conferences.

E. Setting up of a 'Development Fund'

1. The vice-president, as development coordinator, should prepare plans in this area.
2. A special fund e.g. the Reva King Servas International Fund could be established to receive special gifts and legacies to be used for special development projects.
3. A Servas International Foundation could be established to receive funds, which would not be taxable, and might even receive a house or flat from a benefactor which could be used as an SI office.

F. Complaints and How to Deal with Them.

1. As there appears to be no guidelines at present it is suggested that a working party be set up.
2. When a country withdraws membership from a host or traveller, the general secretary should be informed immediately so that this information can be sent to all countries.
3. Such information should be passed on from the national secretary to the interviewer.
4. A transparency was screened showing a flow chart of the procedures used by Servas Australia.

Chris Slader proposed - **That a working party be set up to formulate procedures to be used in handling serious complaints.** Carried.

Ann Greenhough was willing to chair this working party.

Mariangela Brunello felt that this was a waste of time. Italy handles its own problems and others should be able to do the same.

Session 14 Thursday morning

Before the session commenced the former president and chairman of the conference, Ray Scott, formally handed over the presidency and chairmanship to Chris Slader.

The chairman suggested that six of the remaining agenda items be discussed in workshops.

Before the reporting back the International Peace Secretary, Daniele, referred to a meeting he had held with national peace secretaries.

It was recommended - **That two or three peace secretaries should attend regional conferences and that peace secretaries should contribute to the agenda items for conferences.** Carried.

Reporting back from workshops.

- A. That Travellers should at least be Day Hosts.
1. People should be encouraged but not forced.
- B. Multiple Letters from Travellers.
1. If a traveller writes more than one letter he/she should list other hosts being written to and notify the host if not coming.

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2. International postal coupons should be used but if not available the traveller could suggest that the host phone 'collect'.
 3. If a traveller asks to stay and does not arrive, the national secretary should be informed.
 4. Advance contact should be encouraged.
 5. A starter pack could contain advice about making contacts.
 6. Hosts as well as travellers need advice on this matter.
 7. A suggestion that national secretaries should receive copies of letters of all travellers was not supported by two delegates but this was not debated further.
- C. Youth Camps
1. General support for the idea provided it suits the country and that there is someone willing to organise.
- D. A Stay of One to Three Months.
1. Servas should not become an employment agency.
 2. Work might be unpaid social work rather than paid employment.
 3. Should this be limited to those who are hosts?
 4. A traveller might teach a host or group of hosts a new language while staying with them.
- E. A Three-Year Term for National Secretaries
1. All countries should consider elections every three years.

Session 15 Thursday morning.

The conference broke into groups for a final workshop session to consider the three remaining items on the agenda.

Reporting back.

- A. Replacement of Non-Performing Exco officers.
1. If an officer is unable to perform, Exco should have the right to coopt a replacement to serve until the next election.
 2. Who is to decide if an officer is not performing?
- B. Sexual Harassment.
1. In serious cases the host or traveller should be expelled from Servas permanently.
 2. One delegate believed an expelled member could sue Servas. As a safeguard there could be a statement in the host list stating that sexual harassment is unacceptable. Each country should have a procedure to deal with complaints and this could be included in the host list.
- C. New Logo.
1. Not necessary and there should be good reasons for changing.
 2. Suggested that Exco elicit views about the desirability of a new logo.

Concluding Session

The chairman began by thanking a number of Australian Servas members who had been fully involved in the day to day running of the conference.

Ray Scott then spoke of the three years work that had been carried out so efficiently by the conference organisers, Des and Lorna Harkin. Flowers were presented to Lorna and they were given a standing ovation in appreciation of what they had done.

The chairman thanked the Cumberland staff and Vibeke thanked the outgoing president.

Barbara Whitehead led the singing of the Servas song, the New Zealand delegate expressed gratitude for his country's involvement in the Conference and on behalf of Servas Australia, Grahame Keast declared the conference closed.