

bos already in a lot of places.)

2. Well, I have just been thinking & praying that it's been a year-&-a-half since we started the Fellowships, since we started having them organise locally—which is what it amounts to—up to a National scale. We've had VSs for a long time, & the VSs & NASs by this time should have pretty well sorted out their areas of jurisdiction & spheres of administration. Some of them have got Combos set up already, so I think it's time to begin to push more responsibility down lower, taking it off of our backs & off of the CROs at the Continental level, & pushing it more down to the National level.

3. So I think we ought to start pushing the responsibility down to the lower level & take some of the load off of the backs of the present CROs! It's even possible in so doing—if we were able to spread it out enough—to push the reading of the reports down to the local level. That's the thing I'm particularly concerned about: The reading, analysing & study of these individual reports really should be done on a closer level to the people who are reporting, & my suggestion would be as close to the National level as possible.

4. It needs to be done more on a local level in local areas where they know the field, the people, the problems & are better able to solve them & make suggestions & recommendations & supervise them or even visit them if they have to—locally! We need better local shepherding!

5. Between the VSs & the NASs & the Fellowship Revolution we were hoping to get sufficient organisation locally, that there would be better local shepherding. Well, we now need to do that & make sure it's being done, & the only way we're going to be able to do that, I believe, is by having the people report locally to a local National Shepherd.

6. It's pushing the whole job down to within-the-country supervisory operation by the locals, by the Nationals, by the people within the country who know the country, the people, the language, the situation, the problems & everything & can much more closely scrutinise & supervise the local people & their problems & their needs etc.

7. These National Supervisors, or Snoopervisors, will be

like field superintendents. Maybe we could call him a National Shepherd, but we already have a National Area Shepherd! Maybe the NAS will be the one, or someone else who's got the office & sufficient office staff to receive the National reports directly on a local level from the local people where they've got time & there's not so many reports to have to study!

8. The National Supervisors might be the same as the VS or the NAS, or he might be an entirely different man who isn't busy with Fellowships & visiting. For the sake of convenience I'll call him the National Supervisor for the time being, & he would be the head of the National Reporting Office to whom the individual Reports of Homes would come directly within the country, the stats tabulated locally & the funds taken care of by the bookkeeper & banker, all done on a local National basis. Then he would write a National Report each month to send on to the CRO.

9. This is what I was looking forward to then, that we needed to bring out the local talent & local officers & local leadership or we couldn't even do this! This is what I was dreaming of then, & now it's coming into being & in a lot of places already going well. Now we need to start giving them more responsibility—administrative responsibility, financial responsibility, bookkeeping responsibility of stats etc. We need to push this responsibility down to the National level & have National ROs.

10. But we need a National Supervisor whose main job would be the same as the Continental ROs do now: To receive, open & read reports, have his bookkeeping staff tabulate stats, & a banker do the banking! This would eliminate a lot of problems in the matter of local currencies & recycling as well.

11. His main job would be to study & analyse those local reports & supervise what's going on in his whole country from the national bird's-eye-view, to really supervise his field more closely, administer the needs of the field, coordinate the various activities of the field etc., & to kind of supervise the whole works!—The VS, the NAS, & the National Reporting Office.

12. And once his bookkeepers have tabulated the stats & funds & those are disposed of, his main job will be to sit down & really study those reports & pray over them & analyse them & decide what needs to be done in each individual case of each in-