



I. Agenda- EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 09:00 - 2025-04-29 17:00 EDT

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2025 Conference Committee on Agenda

ITEM A: Review suggestions for the theme of the 2026 General Service Conference.

Background notes:

In the early years of the Conference (1951 through 1961) the theme of the Conference was defined following the Conference meeting itself, from taking a “sense of the meeting.”

Definite themes came into being beginning with the 1962 General Service Conference. We do not have documentation attesting to the selection of the topic or about the decision-making process at this time. However, letters mailed to speakers/presenters prior to the Conference reveal that a definite theme was selected, before the start of the Conference.

Conference theme and presentation topics revolve around basic principles of A.A. and can spark thought-provoking discussion at area and district meetings as well. Regions, areas and districts often incorporate discussion of these topics into workshops, meetings, pre-Conference assemblies, etc. This gives all A.A. members the opportunity to participate and become more informed about A.A.

Background:

1. Suggestions for 2026 Conference Theme
2. List of Conference Themes 1951-2025

Suggested Theme Topics for the 2026 Conference

1. Changing our Manner of Communication without Changing our A.A. Message
2. Alcohol is not prejudice; emphasis on the categories that separate people from their alcoholism in our rooms, for example: age, gender, mental health, culture, race.
3. A.A. Principle in Action
4. Alcoholics Anonymous (Post Pandemic): Love and Tolerance of Others is our Code!
5. A.A. through the ages – always evolving but never changing
6. Finding a higher purpose.
7. Unity in Action

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**Themes of the General Service Conference
1951 – 2025**

Agenda
Item A
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- 2025 - Working Together, Increasing Trust
- 2024 - Connecting with Love, Unity and Service
- 2023 - A.A.'s Three Legacies – Our Common Solution
- 2022 - A.A. Comes of Age 2.0: Unified in Love and Service
- 2021 - A.A. in a Time of Change
- 2020 - 2020: A Clear Vision for You
- 2019 - Our Big Book – 80 Years, 71 Languages
- 2018 - A.A. – A Solution for All Generations
- 2017 - Supporting Our Future
- 2016 - Our Spiritual Way of Life: Steps, Traditions and Concepts
- 2015 - Celebrating 80 Years of Recovery, Unity and Service – The Foundation of Our Future
- 2014 - Communicating Our Legacies – Vital in a Changing World
- 2013 - The General Service Conference Takes Its Inventory – Our Solution in Action
- 2012 - Anonymity: Our Spiritual Responsibility in the Digital Age
- 2011 - We are Responsible for A.A.'s Future – Let it Begin With Us
- 2010 - Practicing A.A.'s Principles – The Pathway to Unity
- 2009 - Our Commitment to Carry A.A.'s Message – Enthusiasm and Gratitude in Action
- 2008 - Communication and Participation – The Key to Unity and Self-Support
- 2007 - Our 12th Step Responsibility – Are We Going to Any Length?
- 2006 - Sponsorship, Service and Self-Support in a Changing World
- 2005 - Basics of Our Home Group – Recovery, Unity and Service
- 2004 - Our Singleness of Purpose – The Cornerstone of A.A.
- 2003 - Living A.A.'s Principles Through Sponsorship
- 2002 - Sharing the Steps, Traditions and Concepts
- 2001 - Love and Service
- 2000 - Trusting Our Future to A.A. Principles
- 1999 - Moving Forward: Unity Through Humility
- 1998 - Our Twelfth Step Work
- 1997 - Spirituality – Our Foundation
- 1996 - Preserving Our Fellowship – Our Challenge
- 1995 - Pass It On – Our Three Legacies
- 1994 - Spirit of Sacrifice
- 1993 - A.A. Takes Its Inventory – The General Service Conference Structure
- 1992 - The A.A. Message in a Changing World
- 1991 - Sponsorship: Gratitude in Action
- 1990 - The Home Group – Our Responsibility and Link to A.A.'s Future
- 1989 - Anonymity – Living Our Traditions
- 1988 - Singleness of Purpose – Key to Unity

**Themes of the General Service Conference
1951 – 2025**

- 1987 - The Seventh Tradition – A Turning Point
- 1986 - A.A.'s Future – Our Responsibility
- 1985 - Golden Moments of Reflection
- 1984 - Gratitude – The Language of the Heart
- 1983 - Anonymity – Our Spiritual Foundation
- 1982 - The Traditions – Our Way of Unity
- 1981 - A.A. Takes Its Inventory
- 1980 - Participation: The Key to Recovery
- 1979 - The Legacies: Our Heritage and My Responsibility
- 1978 - The Member and the Group – Recovery Through Service
- 1977 - The A.A. Group – Where It Begins
- 1976 - Sponsorship – Our Privilege and Responsibility
- 1975 - Unity Through Love and Service
- 1974 - Understanding and Cooperation – Inside and Outside A.A.
- 1973 - Responsibility – Our Expression of Gratitude
- 1972 - Our Primary Purpose
- 1971 - Communication: Key to A.A. Growth
- 1970 - Service – The Heart of A.A.
- 1969 - Group Conscience Guides A.A.
- 1968 - Unity Vital to A.A. Survival, Growth
- 1967 - Sponsorship – The Hand of A.A.
- 1966 - Principles and Responsibility
- 1965 - More Effective Ways to Use Tools of Service
- 1964 - Sharing
- 1963 - Our Common Welfare
- 1962 - One Primary Purpose
- 1961 - Working and Growing Together
- 1960 - Need for Improved Internal and External Communications
- 1959 - Confidence – Absence of Fear of the Future
- 1958 - Promise and Progress
- 1957 - Stability and Responsibility Without Complacency
- 1956 - Petition, Appeal, Participation and Decision - Principles of A.A. Service
- 1955 - A.A. Had Truly Come of Age
- 1954 - Self-confidence and Responsibility
- 1953 - On the Threshold of Maturity
- 1952 - Progress – Humility and Unity
- 1951 - Genuine Faith – It Begins as an Experiment and Ends as an Experience

2025 Conference Committee on Agenda

ITEM B: Review presentation/discussion topic ideas for the 2026 General Service Conference.

Background:

1. List of 2026 Conference presentation/discussion topic ideas
2. List of Conference presentation/discussion topics recommended by Conference 1985-2025

Suggested Presentation Topics for the 2026 Conference

1. Spiritual responsibility, accountability
2. Into action, step up to the plate
3. Embrace change and increase participation
4. Apply traditions, primary purpose, singleness of purpose
5. Doctor's opinion about allergy, it's effects without prejudices
6. The ecosystem of online groups within A.A.
7. Restoration & discovering grace, unity, and Fellowship.
8. Transformative power of A.A. building community, reshaping and reclaiming lives
9. Trusting your trusted servants
10. Principles over personalities
11. What's your source? Checking for facts
12. Gossip vs. facts

**Presentations recommended by Conference
1985 – 2025**

- 2025: Delegating: It is okay to ask for help
Closing the Gap: How do we make the voice of every Group count?
Our Financial Responsibility in carrying the message
- 2024: Responsibility in Service: When and How to Give
Safety Throughout the Structure in our Fellowship
1728 Sponsorship
Overcoming the Barriers to Participation
- 2023: General Service — Our Mighty Purpose and Rhythm:
Our Common Perils and Common Solution
Using A.A.'s Literature in Carrying the Message
Fostering a Thriving Three Legacy Culture
- 2022: How do A.A.'s go to any lengths to Recover, Unify, and Serve?
Going Beyond Fear
How to Reach Anyone, Anywhere
- 2021: Practicing A.A.'s Spiritual Principles in a Changing World:
Recovery in a Changing World
Unity in a Changing World
Service in a Changing World
- 2020: Recovery — Who is Missing in Our Rooms?
Unity — Practicing Our Principles
Service — Keeping A.A. Relevant
- 2019: Yesterday's World — Our Legacies Begin
Today's World — Demonstrating Integrity, Anonymity and Service
Tomorrow's World — Courage to be Vigilant
- 2018: Today's Alcoholic: Inclusion, Not Exclusion
Participation in All of A.A. — Is My Triangle Balanced?
A.A. Technology: Where Innovation Meets the Traditions
Attraction not Promotion: A.A.'s Relation to the World
Group Conscience: The Guiding Force
- 2017: 1. Growth:
Diversity — Outreach and Attraction
Safety — Our Responsibility
Communication — Today and Tomorrow
2. Participation:

- Fellowship vs. Membership
- Leadership: “I am Responsible. . . ”
- Is Your Voice Heard?
- 3. Contributions:
 - Spirituality and Money
 - Fully Self-Supporting Our Obligations
 - Apathy and Power of the Purse

- 2016: Connecting With the Newcomer
- Connecting With Each Other
- Connecting With A.A. as a Whole

- 2015: Our Common Welfare Through Gratitude in Action
 - 1. Diversity in A.A. — Our Heritage of Inclusion
 - 2. Safety and Respect — Practicing the Principles Begins in our Home Group
 - 3. Safeguarding our Traditions through the Evolution of Technology
 - 4. Inventory — Looking Back to Move Ahead

- 2014: Living in the Heart of A.A.:
 - 1. Recovery, Unity and Service — Our Responsibility
 - 2. Passing It on Through Sponsorship
 - 3. Participating in Our Common Welfare through Contributions
 - 4. Inventory — A Guiding Tool to Our Future

- 2013: Spiritual Principles for World Service:
 - 1. The Triangle — More Than a Shape
 - 2. The General Service Conference Inventory — Why Is it Necessary?
 - 3. Self-Support — What Does it Mean to the Fellowship?
 - 4. Primary Purpose — Carrying the A.A. Message

- 2012: a. Carrying the A.A. Message:
 - 1. Still Our Primary Purpose
 - 2. Social Web Sites
 - 3. Young People in A.A.
 - 4. Importance of Sponsorshipb. Change — Essential to A.A.’s Growth:
 - 1. Service: Our Third Legacy
 - 2. Spirit of Rotation
 - 3. Diversity — Let’s Keep Our Doors Open for Any Who May Suffer from Alcoholism
 - 4. Archives — Where the Past Meets the Present

- 2011: a. Alcoholics Anonymous in a Digital Age:
 - 1. Practicing Our Traditions in a Digital Age
 - 2. Carrying A.A.’s Message Online
 - 3. Grapevine — “A.A.’s Meeting in Print” and More . . .

- b. An Informed Group Conscience: The Voice of A.A.:
 - 1. Self-Support — Where Do Money and Spirituality Mix?
 - 2. Humility — Accepting the Group Conscience
 - 3. An Informed Group Conscience — Using the Three Legacies
 - c. Diversity in A.A.:
 - 1. The Language of the Heart Is Spoken Here
 - 2. The Hand of A.A. — Inclusive Never Exclusive
 - 3. Tradition Five — Our Primary Purpose
 - d. Sponsorship:
 - 1. Importance of a Home Group
 - 2. Leading by Example — Attraction Not Promotion
 - 3. Recovery, Unity, Service
- 2010:
- a. Practicing These Principles in All Our “Service” Affairs:
 - 1. What is the Difference Between General Service and Service in General?
 - 2. Love and Tolerance is Our Code
 - 3. Setting an Example — Attraction to Service
 - b. Unity Through Inventory:
 - 1. Our Common Welfare Should Come First
 - 2. This We Owe to A.A.’s Future
 - 3. What Happens After Inventory?
 - c. General Service Conference Agenda Selection Process:
 - 1. How it Works
 - 2. Collective Participation
 - 3. Communication — The Key to an Informed Decision
- 2009:
- a. Humility and Sacrifice:
 - 1. Setting an Example
 - 2. Changing Our Perceptions
 - 3. Anonymity — Sacrificing Our Egos
 - b. Enthusiasm and Gratitude:
 - 1. Hope and Purpose from Defeat and Despair
 - 2. Happy, Joyous and Free
 - 3. Enthusiasm — A Gift of Inventory
 - c. Spiritual Program in Action:
 - 1. Maximum Service — Our Spiritual Benefit
 - 2. Persistence — The Key to Progress
 - 3. Living the Traditions
- 2008:
- a. Communication and Participation:
 - 1. Sharing the Message of Service
 - 2. Our Key to Keeping A.A. Strong
 - 3. Leadership in A.A.: Building Communication
 - b. Unity
 - 1. Our Common Welfare Should Come First
 - 2. Principles Before Personalities

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- 3. Diversity: Reaching Out to All Alcoholics
 - c. Self-Support:
 - 1. Self-Supporting Through Members' Voluntary Contributions Only
 - 2. Contempt Prior to Investigation
 - 3. Responsibility to Communicate and Participate
- 2007:
- a. Inclusiveness in A.A.:
 - 1. Our 3rd Tradition
 - 2. Growth of the Fellowship
 - 3. Reaching Out to All Who Want It
 - b. Our Primary Purpose:
 - 1. Attraction Rather Than Promotion
 - 2. Working with Wet Drunks
 - 3. Practicing These Principles in All Our Affairs
 - c. Humility and Responsibility:
 - 1. Expressed by Anonymity
 - 2. Are We Resting on Our Laurels?
 - 3. Raising Literature Prices or Footing the Bill?
- 2006:
- a. Sponsorship:
 - 1. Presenting A.A. to Newcomers
 - 2. Changes in the Alcoholic Coming to A.A.
 - 3. Sponsorship Into Sobriety, Into Service
 - b. Service:
 - 1. Performing Service Without Expectations
 - 2. Leadership — An Ever-Vital Need
 - 3. Responsibility With Accountability
 - c. Self-Support:
 - 1. An Informed Group Conscience
 - 2. Gratitude through Self-Sacrifice
- 2005:
- a. Recovery:
 - 1. "How It Works" in Our Home Group
 - 2. Carrying the Message Through Practicing the Principles of Our Daily Lives
 - b. Unity:
 - 1. "Love and Tolerance of Others is Our Code" (Alcoholics Anonymous, p. 84)
 - 2. The Basket — Where Money and Spirituality Mix
 - 3. The Spiritual Principle of Our Twelfth Tradition
 - c. Service:
 - 1. Concept One — Final Responsibility and Ultimate Authority
 - 2. Minority Opinion — Are We Listening?
 - 3. Leadership — Responsibility for A.A.'s Future — Concept Nine
- 2004:
- a. Our Singleness of Purpose:
 - 1. Our Responsibility to the Newcomer

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- 2. Communicating Our Singleness of Purpose
 - b. The Cornerstone of A.A.:
 - 1. Safeguarding Our Unity
 - 2. The Role of the Home Group
 - 3. Traditions Three and Five: Our Members, Our Message
- 2003:
- a. Sponsorship:
 - 1. Responsibilities of Sponsorship
 - 2. Is Sponsorship Fading Away?
 - 3. Working with Medical Practitioners, Other Professionals and Friends
 - b. Principles:
 - 1. What are the Principles?
 - 2. Living the Principles, Accepting Our Differences
- 2002:
- a. Unity:
 - 1. Spirit of Rotation — Letting Go!
 - 2. Does Our Committee System Work?
 - 3. The Internet — A Part of or Apart From?
 - b. Inventory:
 - 1. A.A. Literature — Is It Being Utilized or Collecting Dust?
 - 2. Seventh Tradition and Spirituality — Do They Really Mix?
- 2001:
- a. Sponsorship:
 - 1. The Home Group
 - 2. Sponsorship into Service
 - 3. Never Too Late to Get a Sponsor
 - b. Language of the Heart:
 - 1. Listening to the Language of the Heart
 - 2. Sharing Experience, Strength and Hope
 - 3. Passing On Our Three Legacies
 - c. The GSR's Role in A.A.:
 - 1. In the Home Group
 - 2. Link to the District, Area and GSO
 - 3. Guardian of the Traditions
- 2000:
- a. Recovery:
 - 1. Trust the God of Your Understanding
 - 2. Clean House
 - 3. Work With Others
 - b. Unity:
 - 1. Our Common Welfare
 - 2. The Informed Group Conscience and Substantial Unanimity
 - 3. Practicing Genuine Humility Through Anonymity
 - c. Service:
 - 1. Am Responsible...
 - 2. Our Primary Purpose
 - 3. Spirit of Rotation

- 1999:
 - a. Our Responsibility to A.A. Unity:
 - 1. Home Group
 - 2. A.A. Service Structure
 - 3. A.A. Worldwide
 - b. Many Faces — One Fellowship
 - 1. Accepting Our Differences
 - 2. I Am Responsible...
 - 3. Principles Before Personalities
 - c. Our Future Together:
 - 1. Sponsorship
 - 2. A.A. Literature
 - 3. Tradition Seven

- 1998:
 - a. Our Twelfth Step Work:
 - 1. Reaching the Newcomer
 - 2. Carrying This Message
 - 3. Back to Basics
 - b. Tools for Twelfth Stepping:
 - 1. The A.A. Member
 - 2. Sponsorship
 - 3. Literature
 - c. Diversity of Twelfth Step Work:
 - 1. Home Group
 - 2. Service Structure
 - 3. Around the World

- 1997:
 - a. Group Conscience — Seeking Our Ultimate Authority
 - b. Carrying A.A.'s Message Around the World
 - c. The Hat — Where Money and Spirituality Mix

- 1996:
 - a. Preserving Our Fellowship — Let It Begin With Me
 - b. Preserving Our Fellowship — Carrying Our Original Message
 - c. Preserving Our Fellowship — Unity and Spirituality in All Our Affairs

- 1995:
 - a. Pass It On: Recovery — Our First Legacy
 - b. Pass It On: Unity — Our Second Legacy
 - c. Pass It On: Service — Our Third Legacy

- 1994:
 - a. Spirit of Sacrifice: Bill's and Dr. Bob's Farewell Messages:
 - Bill's Message
 - Dr. Bob's Message
 - b. Spirit of Sacrifice in the Long Form of the Traditions:
 - Traditions One, Two and Three
 - Traditions Four, Five and Six
 - c. Spirit of Sacrifice in the Long Form of the Traditions:
 - Traditions Seven, Eight and Nine

Traditions Ten, Eleven and Twelve

- 1993:
- a. A.A. Takes Its Inventory
 - The Purpose of the General Service Conference
 - The A.A. Conference Relation to A.A.
 - The General Service Conference and Its General Procedures
 - b. A.A. Takes Its Inventory
 - Conference Relation to the General Service Board and Its Corporate Services
 - The General Service Board: Composition, Jurisdiction, Responsibilities
 - c. The General Warranties of the Conference
 - d. A.A. Takes Its Inventory: Finance
 - e. A.A. Takes Its Inventory: The Grapevine
- 1992:
- a. The A.A. Message in a Changing World
 - Our Common Welfare
 - Unity: Together We Can
 - The Language of the Heart Worldwide
 - b. The Joy of Living
 - The Newcomer: A.A.'s Future
 - Principles Before Personalities
 - Humility Through Rotation
 - c. Love and Service
 - d. GSO Finances
- 1991:
- a. Sponsorship
 - Help and Hope
 - I Am Responsible
 - A Way of Life
 - b. Our Collective Humility
 - How We Identify Ourselves
 - Anonymity — Our Spiritual Foundation
 - In All Our Affairs
 - Self-support Project — Five Years Later
 - GSO Finances
- 1990:
- a. The Importance of the Home Group
 - In Recovery
 - For Unity
 - For Service
 - b. Sponsorship
 - In Recovery
 - For Unity
 - For Service
 - c. Self-support
 - d. GSO Finances

- 1989:
 - a. Self-support
 - b. GSO Finances
 - c. Anonymity
 - How It Developed
 - Its Necessity Today
 - Principles Before Personalities
 - d. Back to Basics
 - The Group in the Structure
 - Sponsorship in Recovery and Service
 - A.A. Literature — Tool or Mandate

- 1988:
 - a. Self-support
 - b. Singleness of Purpose — Key to Unity
 - Groups vs. Meetings
 - Are We Being Too Friendly with Our Friends?
 - Our Primary Purpose — Is Our Message Clear?
 - c. Focus on the Positive
 - Communications — Challenges
 - What Are We Doing Right?
 - Spirit of Rotation

- 1987:
 - a. Are We Carrying the Message to All?
 - b. Area Structure
 - General Service Representative
 - District Committee Member
 - Area Committee
 - Delegate
 - c. Finance
 - Can GSO be Self-supporting Through Group Contributions Only?
 - What About the Birthday Plan?
 - Could Groups Pledge Contributions?
 - Group Support to District, Area and Intergroup

 - d. Maintaining the Basics — A.A.'s Principles
 - Our Primary Purpose
 - The Twelve Steps
 - The Twelve Traditions
 - The Twelve Concepts — How Can We Live the Concepts in Service?
 - e. Right of Decision

- 1986:
 - a. The Committee System
 - Do We Trust It?
 - Does It Eliminate Conflict?
 - b. Responsibility in Service
 - Why Are You a General Service Representative?
 - Why Are You a District Committee Member?

Why Are You an Area Officer?

Why Are You a Trustee?

c. Trusted Servants

Do We Trust Them?

Ultimate Authority — Are We Listening?

Are Trusted Servants Informed?

The Importance of Rotation

1985: (Presentation and/or workshop for 1985)

a. Will the Hand of A.A. Always Be There?

The Middle Years of Sobriety — A Dangerous Time

Are We Diluting Ourselves?

Communication Within the Fellowship

b. The Warranties

c. Beyond the Seventh Tradition — Group Responsibility

In the Meeting Place

To the Newcomer

d. Fifty Years of Caring and Sharing

In Treatment Centers

In Correctional Facilities

With Young People

In the Group

e. The GSR — The Key Role

Obtaining the Most Qualified Member

The Service Sponsor

2025 Conference Committee on Agenda

ITEM C: Discuss workshop topic ideas for the 2026 General Service Conference.

Background:

1. List of 2026 Conference workshop topic ideas
2. List of Conference workshop topics recommended by Conference 1985-2025

Suggested Workshop Topics for the 2026 Conference

1. Group autonomy and unity
2. The place of social committees in our A.A. Service Structure
3. Fear of commitment — don't be intimidated by General Service
4. The spirit of rotation
5. Has our singleness of purpose become lost?
6. Purpose; by too many categories, for example: too much focus on individual demographics, culture
7. The use of technology in Alcoholics Anonymous
8. Viability of Grapevine and La Viña
9. Obstacles and barriers to carrying the message into our hospitals and treatment facilities
10. Reconciled through grace, unity, and Fellowship
11. Freely given to living fruitful contented lives
12. Choosing your trusted servants carefully
13. Principles over politics
14. Downfall of social media

**Workshop Topics Recommended by General Service Conference
1985 – 2025**

- 2025: How do we address the new financial reality facing our spiritual movement?
- 2024: Connecting Home Groups to the Conference Throughout the Year, to Better Inform the Group's Conscience.
- 2023: Practicing Our Twelve Traditions Across All Group Settings.
- 2022: The Warranties — Our Promise to the Fellowship and the World
- 2021: Inform — Communicate
Involve — Act
Inspire — Attract
- 2020: Attraction Through Action
- 2019: Clarity of Purpose — Addressing the Needs of Our Meetings
- 2018: Getting the A.A. Message Out...
- 2017: Anonymity — The Spiritual Foundation
- 2016: GSB Brainstorming Ideas — no Workshop
- 2015: Conference Inventory — no Workshop
- 2014: Conference Inventory — no Workshop
- 2013: Conference Inventory — no Workshop
- 2012: Safety in A.A.: Our Common Welfare
- 2011: How to Increase Participation in A.A. — Striving for Self-Support in All Our Affairs
- 2010: Discuss the General Service Agenda Selection Process
- 2009: Language of the Heart — Keeping It Simple
- 2008: Love and Tolerance, Now More Than Ever

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- 2007: Spiritual Value of Our A.A. Dollars
- 2006: Passing It On in a Changing World
- 2005: Do I Carry the A.A. Message Or My Own?
- 2004: How is Singleness of Purpose Important to the Individual, Group, District, Area, GSO and Grapevine Office?
- 2003: Sponsorship — Remembering to Practice Our Principles
- 2002: Using the Steps, Traditions and Concepts in Our Daily Lives
- 2001: Love and Service
 - a. Carrying the A.A. Message of Service
 - b. Living the A.A. Principles in All Our Affairs
 - c. Maintaining the Spirit of Anonymity
- 2000: Trusting Our Future to A.A. Principles
 - a. Twelve Steps
 - b. Twelve Traditions
 - c. Twelve Concepts
- 1999: Moving Forward: Unity Through Humility
 - a. Harmony in the A.A. Community
 - b. Principle of Rotation
 - c. Spiritual Significance of Anonymity
- 1998: Our Twelfth Step Work
 - a. In the Home Group
 - b. In the Service Structure
 - c. Around the World
- 1997: Spirituality — Our Foundation
 - a. Spirit of Rotation
 - b. Working with Faith, Serving with Love
 - c. Unity — We are Responsible
- 1996: Preserving Our Fellowship — Our Challenge
 - a. Through Your Home Group
 - b. Through Your District
 - c. Through Your Conference Area
- 1995: How We Pass It On:
 - a. Our Basic Message
 - b. Sponsorship in Recovery and Service
 - c. Communication — The Language of A.A.

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- 1994: The Twelfth Step in Action:
a. Where have we been?
b. Where are we now?
c. Where are we going?
- 1993: A.A. Takes Its Inventory — The General Service Conference Structure (Focus to be on the other six articles of the Conference Charter)
A Vision for Us — Where Are We and Where Are We Going?
- 1992: The A.A. message in a Changing World
- 1991: a. Sponsorship: Gratitude in Action
b. Sponsorship: Our Three Legacies
c. Sponsorship: The Hand of A.A.
- 1990: a. Home Group — Where Love and Service Begin
b. Home Group — Our Link to the Fellowship
c. Home Group — Our Responsibility and Link to A.A.'s Future
- 1989: Anonymity — Our Past, Present and Future or
Anonymity — Living Our Traditions
Love and Service
- 1988: Our Singleness of Purpose — Key to Unity
(Per conference: A second workshop be scheduled, if time permits, with the subject to be determined at the trustees' Conference Committee's discretion)
- 1987: Unity — Let's Talk About It
Living Sober — Growing Together or Growing Apart?
- 1986: a. Letting Go of Old Ideas:
New Ways of Carrying the A.A. Message
Are We Getting Too Rigid?
b. A.A.'s Impact on the World
Are We Being Friendly With Our Friends?
How A.A. Cooperates
- 1985: (Presentation and/or workshop for 1985)
a. Will the Hand of A.A. Always Be There?
The Middle Years of Sobriety — A Dangerous Time
Communication Within the Fellowship
b. The Warranties
c. Beyond the Seventh Tradition — Group Responsibility
In the Meeting Place
To the Newcomer

- d. Fifty Years of Caring and Sharing
 - In Treatment Centers
 - In Correctional Facilities
 - With Young People
 - In the Group
- e. The GSR — The Key Role
 - Obtaining the Most Qualified Member
 - The Service Sponsor

2025 Conference Committee on Agenda

ITEM D: Review the General Service Conference Evaluation Form, distribution process and 2024 Evaluation Summary.

Background notes:

Excerpts from the July 2024 meeting of the trustees' General Service Conference Committee:

The committee discussed the targeted and broad feedback from the 74th General Service Conference and agreed to forward the evaluation results and summary to the Improvements Subcommittee. The committee understands there is a significant amount of evaluation information to review and lessons to be learned that can enrich the General Service Conference experience and its schedule for next year. The committee noted sharing from a Class A trustee committee that the evaluations also provide another opportunity to gain a sense about the Fellowship.

The committee also noted the 2024 budget tradeoffs to the overall Conference experience, noting some changes resulted in improvements. The committee discussed ways to strengthen interpersonal relationships at the intersection of being alcoholics and trusted servants.

Excerpts from the November 2024 meeting of the trustees' General Service Conference Committee:

The committee appreciated the 2024 Evaluation Summary of the 74th General Service Conference feedback and **agreed to forward** to the 2025 Conference Committee on Agenda.

Excerpts from the 2024 Conference Committee on Agenda:

The committee reviewed the 2023 Conference evaluation summary noting the new streamlined format that included a list of proposed improvements with a list of cost savings. The committee noted several improvements were being made at the 74th General Service Conference. The committee looks forward to reviewing the 2024 evaluation summary at the 2025 General Service Conference.

The committee reviewed the 2023 evaluation questionnaire that includes opportunities for Conference Members to share feedback about the changes implemented to the 2024 Conference Week Schedule, and to weigh in on proposed future changes.

CONFIDENTIAL: 75th General Service Conference Background

Secretary's Note: The evaluation forms for the 75th General Service Conference will be distributed to General Service Conference Members and Observers through an electronic survey during the Conference week.

Background:

1. 2025 GSC Evaluation Form
2. 2024 Evaluation Summary

April 2025

75th GENERAL SERVICE CONFERENCE EVALUATION FORM

(The introduction below will be included on the online form.)

To: All Conference Members

Please take the time to share your experience and opinions by filling out & turning in this Conference Evaluation. Your input is critical and is actively used as a tool to help facilitate the next schedule and experience for next year's Conference.

This Conference Evaluation plays an important role in helping both the trustees' Committee on the Conference and the staff to plan the next annual meeting of the General Service Conference.

To ensure that useful decisions for improvement of the Conference can be made, all Conference members have an obligation to fill out the Conference Evaluation Form.

The committees and staff members responsible for the agendas for future Conferences give careful consideration to the comments of all delegates, trustees, directors and staff who turn in a form.

(The questions below will be included on the 75th General Service Conference evaluation forms and distributed to General Service Conference Members and Observers through an electronic survey during the Conference week.)

I. Videoconference Meetings held before Conference Week
(Evaluations to be sent right after each meeting)

Remote Communities Meeting

Please rate and comment on the Remote Communities Meeting.

1728 Meeting

Please rate and comment on the 1728 Meeting.

Joint Committee meetings (No EDW Items)

Please rate and comment on the Joint Committee meeting.

Joint Committees with an EDW Item(s)

Page 1 of 6

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Please rate and comment on having access to a trustee member to discuss the forwarded EDW item(s).

II. Pre-Conference (Events and Activities) on or before Saturday April 26, 2025

GSC Sharing Sessions held by videoconference throughout the year.

Please rate and comment on the effectiveness of the GSC Sharing Sessions.

GSO Visit and Tour

Please rate and comment on the optional visit to GSO held Friday, April 25, 2025.

Onsite Saturday Meet and Greet:

Please rate and comment on the Meet and Greet Session held Saturday, April 26, 2025.

OnBoard Platform

Please rate and comment on the usefulness of the OnBoard Platform.

Please rate and comment on the Distribution of Inventory materials.

Please rate and comment on the Conference Week Schedule.

Please rate and comment on the Time to review the Conference Manual.

Please rate and comment on the time to review the Trustees' Reports.

Please rate and comment on the time to review the Board Reports.

Please rate and comment on the Pre-Conference Communications.

III. During the Conference Week

SUNDAY, APRIL 27

Opening Session:

Please rate and comment on the Sunday Opening Session.

Conference Inventory Discussion Group Session

Please rate and comment on the Conference Inventory Discussion Group Session

Area Highlights

Please rate and comment on the Area Highlights.

Inventory Report Back Sessions

Please rate and comment on the report back session.

Sunday Lunch and Delegate Orientation by Region

Please rate and comment on the Sunday Regional Delegate Luncheon.

Sunday onsite venue for Joint Committee Meeting

Please rate and comment on the onsite venue for Joint Committee follow-up meeting.

General Service Board Report

Please rate and comment on the General Service Board Report.

Sunday Opening Dinner Banquet and A.A. meeting

Please comment on your experience of the Sunday opening plated dinner banquet and A.A. meeting.

MONDAY, APRIL 16

Inventory Report Back Sessions

Please rate and comment on the report back session.

Area Highlights

Please rate and comment on the Area Highlights.

General Sharing Session:

Please rate and comment on the General Sharing Session.

Finance Report

Please rate and comment on the Finance Report and Discussion.

TUESDAY, APRIL 16

Inventory Report Back Sessions

Please rate and comment on the report back session.

Area Highlights

Please rate and comment on the Area Highlights.

A.A. International Presentation/Discussion:

Please rate and comment on the A.A. International Presentations.

A.A.W.S. Board Report

Please rate and comment on the A.A.W.S. Board Report.

General Sharing Session:

Please rate and comment on the General Sharing Session.

International Convention Report and Skit

Please rate and comment on the International Convention Report and Skit.

WEDNESDAY, APRIL 17

Inventory Report Back Sessions

Please rate and comment on the report back session.

AA Grapevine Board Report

Please rate and comment on the AA Grapevine Board Report.

General Sharing Session:

Please rate and comment on the General Sharing Session.

Wednesday Regional Lunches for Delegates

Please rate and comment on the regional luncheon.

Trustee Elections

Please rate and comment on the Trustee Elections.

Secondary Committees Joint Dinner Meetings

Please rate and comment on the secondary Joint committee dinner meeting.

Conference Committee Reports

Please rate and comment on the discussion of Conference committee reports.

Mid-Week Conference Review

Please rate and comment on the Conference so far. (write in).

Conference Member Participation

Please rate and comment on Conference Member Participation (grid).

	Not Enough	Just Right	Too Much
Delegates			
Trustees			
Directors			
Staff			

THURSDAY, APRIL 18

Conference Committee Reports

Please rate and comment on the discussion of Conference committee reports.

General Sharing Session:

Please rate and comment on the General Sharing Session.

FRIDAY, APRIL 19

Conference Committee Reports

Please rate and comment on the discussion of Conference committee reports.

Conference Member Participation

Please rate and comment on Conference Member Participation (grid).

	Not Enough	Just Right	Too Much
Delegates			
Trustees			
Directors			
Staff			

IV. End-of-Week Conference Review

Please rate and comment on the overall Conference experience (write in).

French and Spanish Interpretation

Please rate and comment on the Interpretation services.

V. Post Conference

Saturday after Conference

Please comment on the Saturday, May 3, 2025, gathering to announce the 2025 New Delegate chairperson and farewells talks given by Rotating Trustees. (write in)

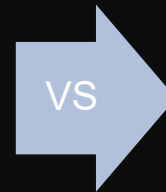
V. Future Conferences

Please comment on your overall Conference experience. (write in)

How can we improve on the overall Conference experience and expense? (write in) (e.g. Meals, Hotel Accommodations, Reimbursement, Conference Activities etc.)

OnBoard Platform

Serves its purpose, but lots of opportunity for improvement in notifications (customizing them); annotations not very useful due to losing them when new versions are added; anticipate it will get better once file structure is settled and workflows are streamlined and made consistent. Once that is done, consider creating a one-pager or "start here" doc outlining the file structure, where and how to find things



Nice to have everything in one place.
Much easier to use than the
Dashboard

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Conference Week Schedule

More time for discussions would be a better use of time than highlights, workshops, and presentations. I can participate in workshops and presentations in my area, region, and across the structure throughout the year, but we only have one week to meet together as a Conference for discussion.

VS

It was long. But that is expected with the amount of work that needs to get done.

Tight schedule, please plan on additional delays or extra time needed to complete the conference week business/work.

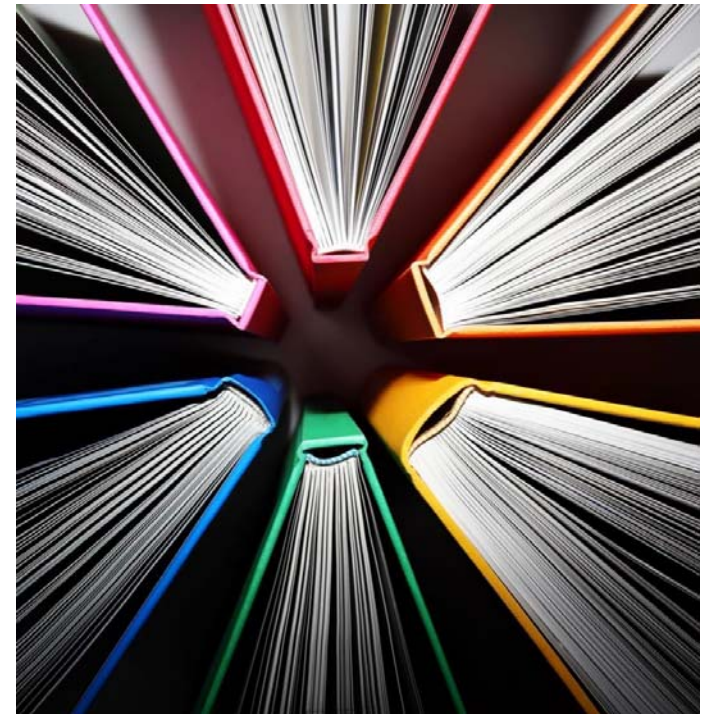


Was the advance material and preparation from GSO adequate?

Very Satisfied. I'm not a fan of online meetings but I felt the ones we had were a good use of time and were productive.

VS

Too many meetings, no clear plan or coordination of what was happening when or more importantly why. Communication was scattered with no centralized calendar or schedule available. Onboard has significantly improved the background material process and updates but this still needs improvement - notably QA prior to posting.



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Conference Manual

It is very thorough—perhaps too thorough. It must have taken many hours to assemble by many people. It should be printed only on request, as it can be easily accessed on your PC or even a phone. We need to embrace technology and make our work easier and more productive.



Everything I could have imagined, with the one minor exception of a map of the hotel meeting rooms

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Joint Trustee Meeting

Videoconference & on site

Satisfied. All of the tools are of value. It's what I signed on for as delegate. You all have made what we need available to us.

VS

My only complaint is that we didn't have nearly enough time. Given that my committee had 20+ agenda items, one hour was terribly insufficient. The content covered and the discussion we did have was great, just too short.



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Value of having a trustee member to discuss the EDW item(s) at your joint committee meeting

I think this is a very good use of our time and is a very beneficial opportunity to discuss the EDW agenda items with the joint committees.

VS

The EDW sharing session was a hot mess and not managed well. But having access to trustees to answer questions (regardless of topic) is always good.



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Remote Communities Meeting

It was difficult to have all these meetings online before the conference. I couldn't keep up with workload. This meeting should be Saturday before the conference.

Not nearly as effective as in person; didn't think the attendance was that great.

VS

- Great use of videoconferencing to benefit costs and scheduling.
- Having the Remote Communities Meeting virtually was amazing! The conversation
- & reports were very informative.

VS

- It seemed like we could have had more participants that are not GSC members. I'm
- still processing my thoughts about this.

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Usefulness of the opening session

The explanations and discussions were great for this Panel 74, I felt informed and a part of the process. I loved the communication process as we moved forward through the two motions brought forward. I felt the tone was accepting and respectful.

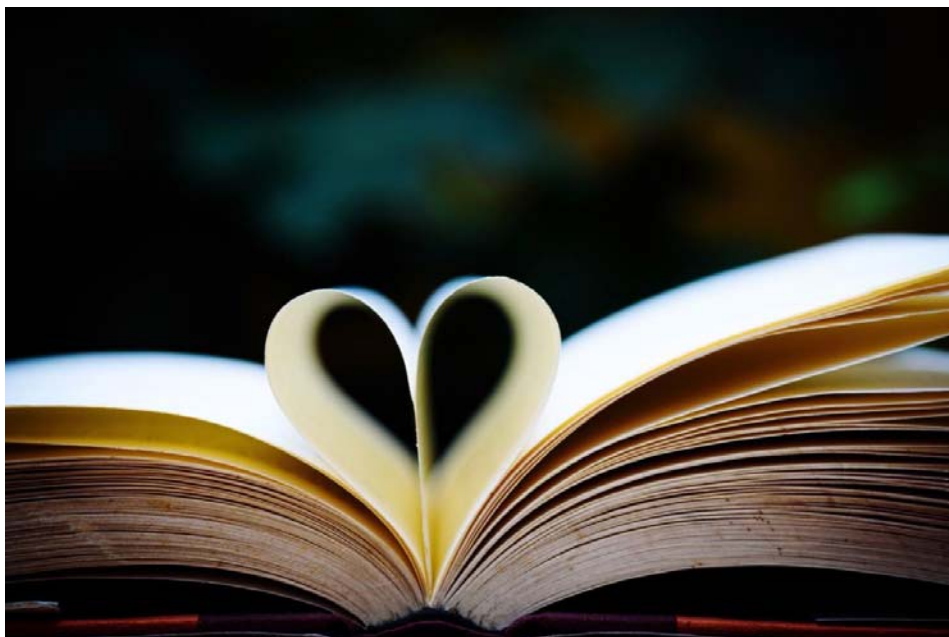
VS

It felt bizarre to jump straight into business without a welcome get-to-know-you meeting of any kind. People brought books to be signed, but there needed to be a place to put them, a time to exchange pins, etc. It was a very odd and disjointed beginning. I have never been to an event devoid of introductions of any kind. It felt off and roll call felt hollow.



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Discussion on Co-Founders Writing



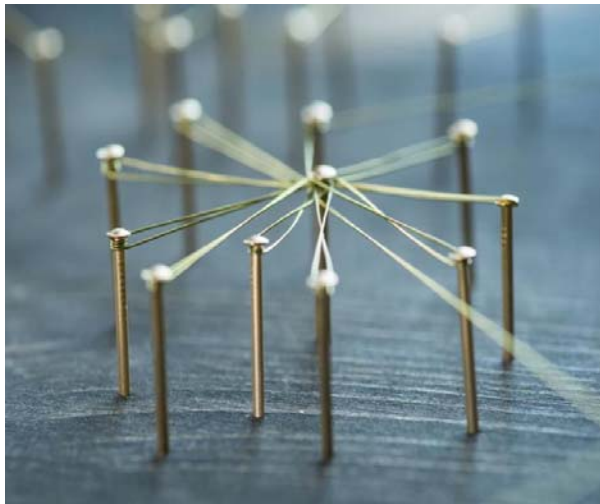
Loved it, learned and confirmed quite a bit. I think despite the initial introduction of it, it accomplished it's goal.

VS

Way too much time to hear the same comments over and over. This project was poorly handled from the beginning. We all know all too well how the membership feels about this. Huge waste of time and resources

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General Sharing Session-What's On Your Mind?



I thought it was handled very nicely, and I like that it was being kept track of how much time we were missing from the founders writings discussion

VS

I wish they would be a bit more focused and had some specific topics to address, at least for some of the sharing sessions.

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Coffee...

YES! Keep doing this.

Great-and the fact that you informed us all ahead of time everyone seemed to figure how to find their own when needed.

I thought it worked great. I had no problem getting coffee.

Could have had some more but definitely okay with the decrease in general.



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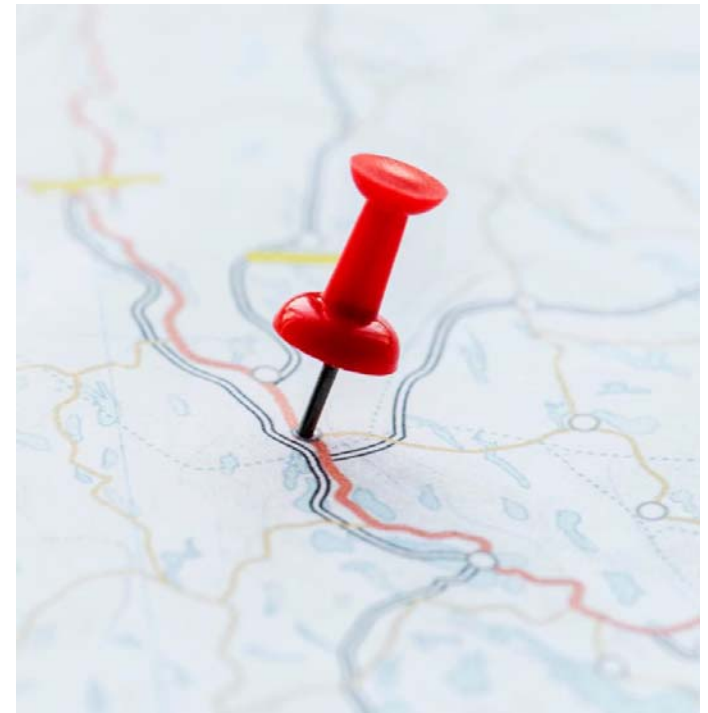
Lunch and Delegate Orientation

Sunday Regional Meeting

Love having a regional lunch on Sunday. It give the opportunity for the new delegates to be with familiar faces. This year in particular since there were no Saturday events to get to know one another or be in the same room together.

VS

The lunch was fine. It was not really an orientation. Perhaps I missed the purpose. It may have been good to be with a larger group.



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Presentations

- Safety in AA
- 1728 Sponsorship
- Overcoming the Barriers to Participation

Well presented with good information to improve awareness.

This was a solid talk and the topic was great. A very timely message.

VS

Things like this should be done on video Pre-Conference.

Could have used this time for more productive and solution-focused conversations. This is a neat topic for a district workshop but not for the general service conference week.



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Board Reports



Report was very thorough and well done. Would have liked to have it earlier.

Well written reports. Not adequate time to review the reports. It was disappointing to not get the GSB report (board inventory details) ahead of time. This affects an informed conversation.

VS

The GSB report was given to us right before it was delivered verbally and not available in Spanish and French. While I appreciate the sensitive nature of the topic, this was unfortunate.

VS

Not getting GSB report until a few minutes before was completely unacceptable, especially since inventory was conducted in January. Hearing that no Board members reviewed the inventory before reported, does not give credence to the argument that the board is unified and speaking in one voice.

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Sunday Banquet and A.A. Meeting

Thoroughly enjoyable. Food was great. Loved the mini-leads, especially our French and Spanish speakers.

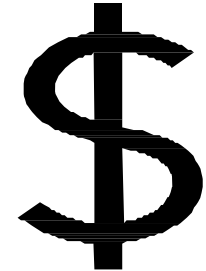
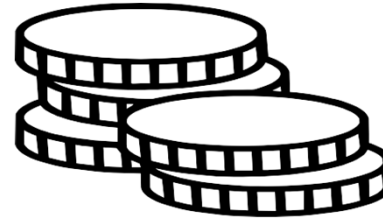
VS

All non-conference members should pay for their own meals. The Fellowship should not pay for this.

My +1 felt uncomfortable having it payed for. It would be nice to know how many people were invited, how many attended and the cost per individual.

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Finance Report



I was very satisfied. I was extremely pleased with the report from the auditor as well as from the GSB Treasurer. I took lots of notes and have quite a bit of information that I am looking forward to sharing with my area.

VS

Not nearly enough time for questions as it ended after 5 people or so with over a dozen in line

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General session

Very heartfelt sharing. Great to hear from board members and their experience this last year and the reconciling efforts. Trust has been restored. Message received and will be reported to my Area.

VS

Was very frustrated at the end when a question was asked to board members and the answers were untimed. I felt preferential treatment was given and it created a sense of non-equal conference members.



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Board Report (AAWS)

I thought this report was very detailed and informative. I also believe the questions that were posed were answered which allowed me to obtain more information to take back to my area.

VS

This report contained a limited amount of new information. A brief highlight shared with enthusiasm is better than reading a report. I prefer a call out of what we are excited about, if anything.



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CONFIDENTIAL: 75th General Service Conference Background



AA Grapevine Board Report

The Grapevine Report was very thorough and interesting. The Grapevine Staff did a wonderful job explaining and answering our questions.

LOVED that the report was delivered in Spanish and that the entire GVB was on the dais showing support.

Vs

Not sure if there was a deadline for the report's submission, but many delegates were upset that it was not available in all three languages.

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AA Grapevine Board Report

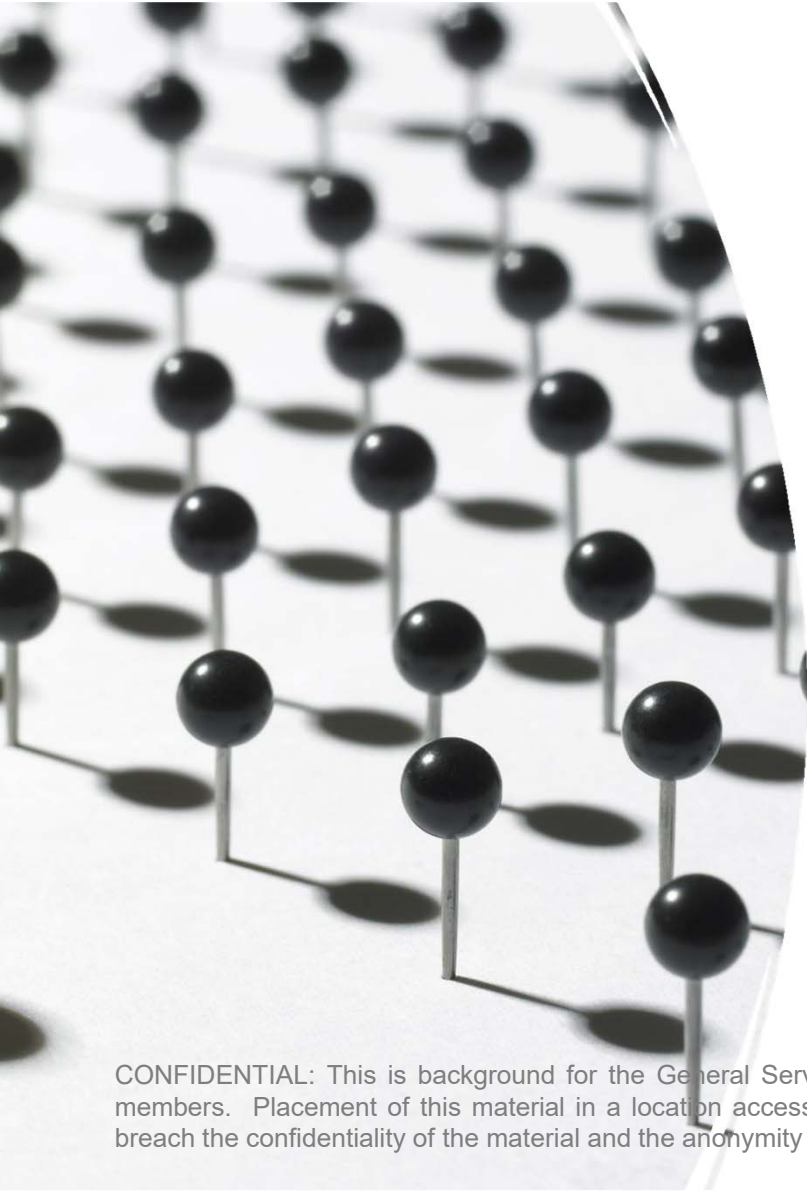


This report provided little new information. I am still trying to understand if we are on the right path with Grapevine and if our new app is performing acceptably. I am concerned that Grapevine will not become solvent. If it is decided to be a service in addition to LaVina, is it stretched too thin, and is its focus lost? Does Grapevine have a clear identity, brand, and vision?

Vs

Would have been helpful to have in advance. Never clear what we were going to get. Presentation in English and Spanish, felt badly for our French friends..

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CONFIDENTIAL: 75th General Service Conference Background

A.A. International

The presentation was excellent. I always appreciate hearing about what's happening with A.A. internationally, and I always learn new things. The report was engaging and enlightening.

VS

I would like to have seen more about the logistics of the international participation, i.e. costs to the GSB and other resource expenditures.

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IC2025 Report and Skit



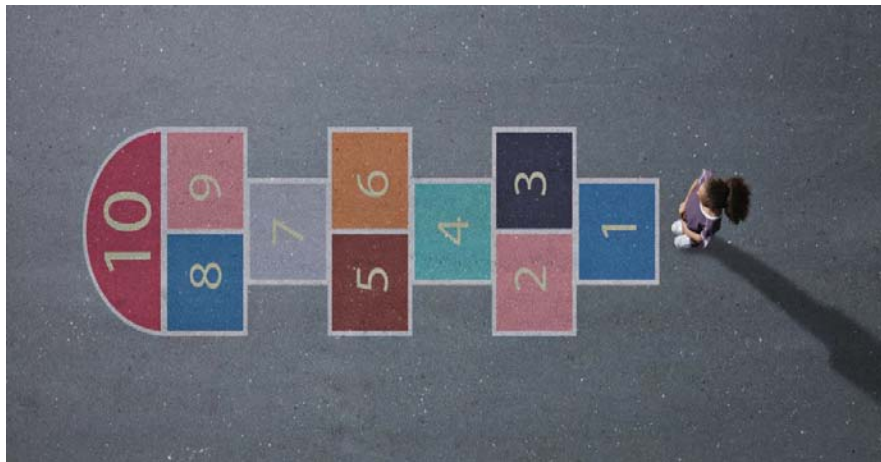
Language of the Heart
Lenguaje del corazón
Le langage du cœur

Clear information about timeline, registration, and Convention activities. Skit was fun and well-received.

The Skit was terrific! I appreciated all the time, talent, and energy the staff put into it. They were amazing, and this was definitely a highlight of the week!

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Area Highlights



I'm so glad we didn't remove this. I love getting to know my other delegates better, and about all we have in common.

VS

I can't think of a less effective use of our limited time at the conference.

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Regional Lunches - Wednesday

Was great to be able to share with our Trustee, and the Delegates within our region and share our issues within each Area and check in on how each Delegate was doing through the conference experience.

VS

Didn't feel the need for a second lunch with our trustee.. we didn't get much out of the first one, no orientation was given.. it was nice to meet our GSO Staff member who handles all correspondence that comes from our region.



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Trustee Elections

CONFIDENTIAL: 75th General Service Conference Background

Introduction of Area nominees, voting procedures, and designation of space for voting members were well prepared and well delivered.

VS

A suggestion from a delegate who lives in a Region that elected a Trustee this year is this: Please announce earlier in the day what the plan is to segregate the voters from the non-voters for elections, and then only cordon off one area in the room. There was great confusion between our two regions when taking our seats, due to the ropes in two sections of the room.

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Secondary Committee Meetings

CONFIDENTIAL: 75th General Service Conference Background

Appreciated the trustees being there - staff were helpful and involved. The committee was able to move the meeting forward. The chair seemed quite tired.

VS

It was more time but not enough time.

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Dinner on your own

I am happy to have dinner on my own with a stipend. Save conference money, allows delegates to have personal time with each other, and to get out of the hotel and enjoy NY. I think this should be made a permanent thing.

VS

One meal on our is enough for me. Not sure of places to eat that were close.



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General Sharing Session-What's On Your Mind?

It allows people to bring their concerns and gives more time for questions after presentations and general sharing

VS

We have so little time together, and it is evident we have significant issues to discuss. A focused sharing session may be better. We don't have any space for meaningful dialogue on the agenda. This would help our fellowship feel more heard, and as we know, a good idea can come from anywhere, but we have to leave space for that to happen. Let's problem-solve together.



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Overall Conference experience - Wed



It's been a demanding schedule, but not sure how it could be made any easier. The preparation of the binder is wonderful ~ that is not an easy thing to do! Finance answered clearly my questions about Bill.com. Food is great! Hotel room is great.

VS

It was disappointing to observe a shocking amount of politicking by some conference members. I was approached by delegates unsure of how to respond to pressure from other delegates. In terms of the participation questions that follow on this survey, many delegates did not participate enough while others were excessive

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Mid-Week Conference Week

It is a large learning curve and the amount of information given is a lot to digest. Overall I find that it is amazing to see the process work. The food has been very good thus far.

VS

We needed more time to complete our committee work as thoughtfully as I would have liked, even though we found creative ways to extend our time together. If we know we do not have enough time going into the week, we need to schedule better or add more time. We must take this committee time seriously. We need to re-examine the week and look at it in an entirely new way if we are to be successful in accomplishing our work well during our time together.



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Committee Reports

This is always the hardest part for me, but it seems like our committees have done some real good work this year. Definitely went on too long but the body voted to keep going. I'm glad the chair made some decisions with confidence, even when being questioned by the body. I'm also glad that both chairs allowed that discussion to be had.

VS

Unfortunate to see a small group of disgruntled delegates waste precious time on procedural actions



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Conference Committee Reports Continued

Reports were awesome. Floor Actions were a real problem. This is a subversion of the committee process. Do we not trust the committees.

VS

Though tedious at times, I feel that the discussions were thorough and heartfelt.

VS

This being my first conference I began to see how things worked as we went.

My Area certainly does not take the time to discuss each item until $\frac{2}{3}$ is reached. Could the chair have been more strict or focused us better? Maybe.

Many people did not listen to what had already been said and spoke or asked questions already answered. I laughed and said we don't need leadership training — we need listening training!



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Conference Committee Reports



I was happy to see the minority opinion change the group conscience on the Asian in A.A. pamphlet. I have been honored to serve with every member of this conference. The fellowship is in good hands.

VS

I felt like we needed more time for report backs and discussions. Eliminating the workshop and oral highlights verbally, would give us the time to discuss extensive recommendations and considerations.

VS

It was extremely helpful to have the hard copy as well as the digital copy to make notes on. All reports were well done. I did find that people jumping in with floor actions, etc., disrupted the process of keeping the focus on the committee at hand. How about having particular times during each day that floor actions can be brought forward, simply so people PAUSE prior to putting forward a floor action.

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Overall Conference Experience

...“The lack of understanding of how our conference operates and allowing this behavior to foster was, aggravating. I was prepared for this by my delegate buddy (a great program that every incoming should take advantage of), with his tutelage and that of my past delegate. I knew the conference would change me and it did for the better, the emotional rollercoaster was not something I expected...

--- I will make every effort to ensure the conference and all it's principles are afforded the respect of love, tolerance and understanding they deserve. It seemed as though it was a game to many and not a thoughtful discussion with our loving God at the center that it deserves to be.

Intentionally keeping uninformed on the censure issues from panel 73 allowed me to observe the individuals who clearly have not healed or moved on, behaving in a manner I can only describe as something not worthy of our fellowship, enough is enough.



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Overall Conference Experience

This has been one of the most rewarding experiences of my life. If I can make a suggestion, and I could just easily make it a PAI if necessary, scheduled daily workload. If we aren't done the metaphor schedule for the day, then we can ask the body to stay an hour later, or even 90 minutes. That way we would accomplish the workload for the day and we wouldn't end up with marathon sessions Thursday, Friday, with the later committees, really getting the short end of the stick.

I want to rate this higher but I feel between the area highlights time and cutting Friday night early and not planning to go to 2 am was a missed opportunity.



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Overall Conference Experience

I was very pleased with the overall conference. The staff were very helpful and welcoming. I appreciated the consideration that the Chair and General Manager gave to all conference members. The Conference Coordinator was amazing. I cannot say enough about how helpful everyone was.

I had no expectations of what a whole week discussing agenda items and voting on them would be like. So I loved it.

I saw it really does take all of us to make this thing work. The crabby ones, the judgmental ones who remind me of my family who quit talking to you if you disagree. The quiet and the noisy, the well read and the ignorant. We all bring value.

Thank you for helping this magic unfold.



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Overall Conference Experience

I have definitely had a spiritual experience, watching the process of a PAI take the path of first the committee, the deliberation, the presentation to the conference body, and the discussion prior to acceptance. I also saw a pamphlet that was dropped brought forward as a floor action by two of us delegates. We took the time to research after putting it forward, talking about it so it wouldn't be a personal agenda, realizing that the committee simply didn't have the information we had, and so we trusted the process of the conference process. We watched the group conscience of the room shift and it was an unbelievable spiritual experience.

Very good overall. The Chair and General Manager are to be commended for chairing well.



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Overall Conference Experiences

Overall humbled and grateful to serve, grateful for those who work countless hours to pull it off, grateful to those who sacrifice to serve A.A., several opportunities to work smarter instead of harder

VS

It was an amazing experience to be a part of something so much bigger than myself. I will never be able to look at A.A. the same. Very disappointing the lack of love and tolerance from those who want to take GOD out of A.A. toward the people of faith. Which they demand we give them." describe irony"

VS

Wish there was more committee time and time. To address floor actions. This is the second year in a row that floor actions were not given the time. They deserved. With the amount of work we need to do these days, we need to readjust.

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Interpreters



Translators did a great job, especially in the small meeting rooms so that the language barrier was reduced. I liked the ECR Forum method, where the translator was not at the mic, but was able to translate from their spot.

I wish we had more of them bc they seemed exhausted by the end.

Huge increase in participation. Bless the interpreters for their humor and stamina. They made it easier for other language members to be free to participate in the moment.

It was difficult to understand the translation. Also there was time when multiple items were not translated per members of the conference body.

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Interpreters Continued



I have a newfound appreciation of my ignorance and lack of attention I pay in my area to our other languages and will work to incorporate into all my meetings with GSR's and DCM's to emphasize our groups. Translation is not an excuse, information should not be released unless everyone can share it, it's a fact of our fellowship and we are all equal. The translation piece and shares from Spanish and French speakers was a highlight for me.

The booths were a big improvement.

Excellent job expressing the original idea and sentiment of the Conference members.

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Suggestions for 2025 GSC

Can we move to an out of town Holiday Inn? Maybe a college campus nearby to use for committee rooms. Time to think outside the box to save money.

Improvements might be consideration of location outside NY area. Reduction in workshop and presentations in lieu of more time for committee work and voting. Looking at improving the EDW process would also be helpful, possibly a drastic redo of that process.

Stop taking time away from Committee meetings with things like workshops. Do workshops and Committee Service Kit review before Conference on Zoom.



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Suggestions for the 74th General Service Conference

I really appreciated the casual day, and also the Wednesday evening dinner "on our own." I would have been onboard for a second day of that for additional savings.

Meals with others are wonderful and good way to get to know your fellow delegates. One meal on your own is just right.

Maybe suggest one minute time limit right off the bat so that we can get everything in, including the floor actions.

Less fluff, more substance. All the food was too much. Sandwiches at lunch is anything.

I liked the flexibility of meals on our own. Some of us need to recharge at a different rate. I would even be in favor of a few more opportunities. And, I never thought I would say this, but I do think eliminating the breakfast buffet is a good idea, in hindsight. While I loved it at the 73rd conference, I found I didn't miss it at the 74th as much as I thought I would. It gave us a chance to gather our thoughts, have our quiet time.



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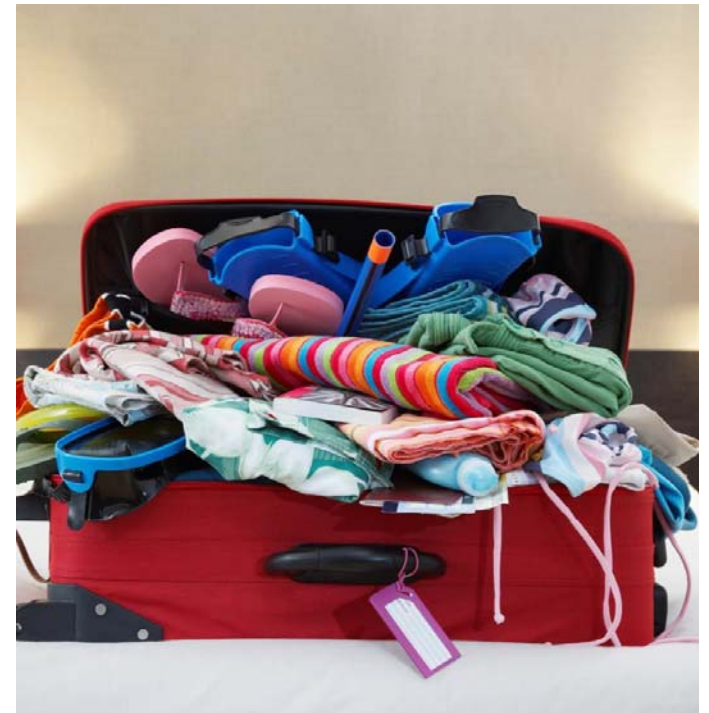
Suggestions for the 74th General Service Conference

I think we need to reimagine the whole conference schedule. We should make time to have discussion about the vision for the movement on helping the still-suffering alcoholic. I feel like we have become reactionary instead of visionary.

Reports should not be read to us but distributed with ample time to read (all were except chair report) and then just a question-and-answer period. Special reports should be scheduled for Friday in case we run out of time.

So why is it that we are now better at using technology, we have in-house translation and outside help, are not supposed to be retranslating material already translated, and we now need three extra months to prepare? I have serious concerns based on answer from translation department that technology is not being used to its fullest.

Stop doing Workshops at Conference. It's a waste of time and money.



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Removing Brunch Saturday Conference

It is a valid cost savings as we are together for a short while, and we could eat before or after that session.

VS

Because of late business on Friday and the early start on Saturday to hear the Panel 73's farewell remarks, it would have been nice to have something to eat.



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Saturday Farewell Talks

Loved the rotating talks. I feel it was appropriate to have the rotating delegates give their farewells right before. It just felt more like a conference unit.

VS

There was a very low turnout as a lot of people had left already... and after a couple of very long nights, I feel like we can and should do better on setting the agenda.



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Stepping Stones Visit

Wonderful. Why not do this on the Saturday before conference starts – would have been a great opportunity for a meet and greet. It was powerful to have us all there together

VS

Increase the price of the conference and invite everyone to check a box if they are attending. Some delegates could not afford the additional expense and they did not feel comfortable asking to go anyway. They knew they would never be back to New York and it was a sad ending.



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Voluntary Contribution to Stepping Stones

I loved the experience, it was very emotional for myself, hope it continues.

VS

Eliminate - allow people to travel on their own.



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No Extra-Hotel Night Related to Stepping Stones Visit

I am fine with that as a cost-cutting measure. While Stepping stones is a fun and bonding experience, I think leaving that out in future conference plans is a good way to cut funds, while still offering to organize the experience at the cost of the delegates. I do think that cutting the Sat. before - conference hotel night and the meetings that day should be re-thought. I would suggest adding those activities back to the schedule next year.

VS

I do not agree with this. After a long week of work, the Stepping Stones visit helped put everything in perspective. I'd hate for a delegate to not be able to do this due to finances.

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Should we have future Sunday Banquets?

Definitely worth the savings. No need for such an extravagant affair.

VS

I think this is a bad idea. Maybe consider cutting the guest list instead. It wouldn't be a banquet without the dinner, and it is a great time to get to know the people sitting at your table.

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2025 Conference Committee on Agenda

ITEM E: Discuss progress report on Conference improvement.

Background notes:

Excerpts from the July 2024 meeting of the trustees' General Service Conference committee:

The committee discussed the committee consideration from the 2024 Conference Committee on Policy and Admissions requesting that a more effective, improved communication be added to the Conference Manual to be useful in outlining the current roles and responsibilities for election of the Delegate Chairperson. The committee reviewed suggested guidelines from the 2024 Conference Committee on Policy and Admissions and asked the Staff secretary to include them in the 2025 General Service Conference Manual with an editorial change.

Excerpts from the November 2024 meeting of the trustees' General Service Conference committee:

The committee reviewed and accepted a progress report from the Improvements Subcommittee and noted a list of suggested Conference improvements based on the targeted and broad feedback from General Service Conference evaluations and additional committee considerations from the 2024 Conference Agenda committee.

The committee agreed to continue the 1728 meeting and the remote communities meeting (held by videoconference before the Conference Week). While the committee supports the prudent review of the Conference budget, the committee agreed that an informal meet-and-greet opportunity could provide Conference members with unifying, welcoming, and cohesive experiences that help usher in the Conference Week.

The committee reviewed the revised draft from the Improvements Subcommittee of the "How the Conference Operates" document, in response to the following Committee Consideration from the 2024 Conference Committee on Agenda:

"The committee discussed opportunities to give more time to complete Conference business and felt that reinforcing the mechanics of the Conference agreed to by Conference Members would be useful."

The committee noted that the General Manager and General Service Board Chair participated in the discussion in their role as co-chairs at the General Service Conference. The committee agreed with the idea of a policy to rely on decorum to address floor actions brought to the Conference floor and offered changes to the draft document. The committee requested that a reflection of the markup document and the

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clean copy version be reviewed to ensure consistency and requested that an updated draft be brought back to the February 2025 meeting.

The committee agreed to take no action on the Committee Consideration from the 2024 Conference Committee on Agenda to add the Area Service Highlights to the Conference Manual. The committee noted that the proposed agenda item on discontinuing Area Service Highlights was forwarded to the General Service Conference.

The committee noted the following next steps to be addressed by the Improvements Subcommittee at their November 2024 and December 2024 meetings:

- Review the Conference Week schedule.
- Discuss the Translation Grid in concert with Forwarded Floor Action #12.
- Review the 2025 Evaluation forms.
- Review and discuss feedback from the Conference Committee Chairpersons.
- Review Illness and Injury Contingency Plan.
- Incorporate suggestions from TGSCC to “How the Conference Operates.”

The committee **agreed to forward** to the 2025 Conference Committee on Agenda the Improvements Subcommittee progress report.

Secretary's note: Details from the November and December 2024 subcommittee meetings are included in the annual trustees' GSC committee report.

Excerpts from the 2024 Conference Committee on Agenda:

- The committee reviewed the 2023 Conference evaluation summary noting the new streamlined format that included a list of proposed improvements with a list of cost savings. The committee noted several improvements were being made at the 74th General Service Conference. The committee looks forward to reviewing the 2024 evaluation summary at the 2025 General Service Conference.
- The committee discussed the improvements to the schedule of the 2024 General Service Conference implemented by the trustees' General Service Conference Committee and appreciated the thoughtful and thorough cost saving measures to the Conference budget.
- The committee discussed a Saturday evening meet-and-greet gathering of Conference Members and the Sunday night A.A. Banquet that includes a plated dinner. While the committee appreciates the prudent review of the Conference budget, the committee requested that the trustees' General Service Conference Committee continue with these pre-Conference gatherings. The committee felt that including these pre-Conference events provide Conference Members with

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unifying, welcoming, and cohesive experiences that help usher in the Conference Week.

- The committee also noted that meal stipends could provide Conference Members with opportunities to spend some quiet time during a busy Conference week schedule. The committee requested the trustees' General Service Conference Committee consider ways to add 2-3 additional meal stipends for Conference Members.

Secretary's note: Previous history and actions on this item are located in the history and actions for the conference committee and trustees' committee.

Background:

1. Progress report on Conference Improvements

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**Trustees' Committee on the General Service Conference (TCGSC)
Subcommittee on Conference Improvements (SCI)
Progress Report
November 2, 2024**

Subcommittee: Vera F., Chair; Teddy B., Robert L. and Diana L., Secretary

Scope: The committee was appointed with the following scope:

- Review targeted and broad feedback from the 2024 General Service Conference evaluations.
- Review the draft of the 2025 Conference week schedule.
- Explore ways to address the additional committee considerations focused on improving the Conference experience.
- Explore ways to address additional committee considerations from the 2025 Agenda Conference Committee.
- Address the forwarded Floor action #12 from the 2024 General Service Conference.

The subcommittee met three times during August 2024 and October 2024.

Following their review of the 2024 Evaluations, the subcommittee suggested the following improvements regarding the 75th General Service Conference (GSC):

Before

- Adding a Floor map to the Conference Binder
- Adding an OnBoard map to the GSC Resources Folders
- Adding Area Highlights to the Conference Binder in addition to board reports and presentations.
- Adding back Saturday afternoon/evening activities: meeting and greet
- Continue with the Sunday Banquet.
- Memo to A.A. Technical Services on an OnBoard policy on the use of the chat feature
- Memo to Director of Staff Services on suggestions for consent and concise summaries to Background
- Memo to Nominating Coordinator on suggestions for the Trustee Elections

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- Memo to Trustee Committees on Timeline for Conference Background materials, reports and presentations
- Continue to hold Joint Committee meetings by videoconference.
- Note business casual as the dress code during conference week.
- “Save the Date” communications

During

- Earlier start time 8:00 a.m.
- Include two types of Sharing Sessions: open ended (What’s on Your Mind) and topic (but not committee agenda topics). Suggestions could be presentation topics or suggestions from Delegates. (encouraging talking points from Regional Forum).
- Continue and expand the dining on your own opportunities.

After

- Continue to not have Saturday Brunch before the Farewell talks.

Timely Delivery of Reports: The subcommittee agreed to send a memo to support trustees’ committees with their deadlines for Conference reports. In additional reminders and notifications for the 75th GSC, trustees’ committees could help with planning their work and share late developments in the annual trustee committee reports, or during the Joint committee meeting.

The subcommittee also addressed the following Additional Committee Considerations from the Agenda Conference Committee:

Mechanics of the Conference: The subcommittee discussed the 2024 Agenda Conference Committee Consideration focused on improving the Conference experience with the exofficios General Service Board Chair, General Manager, and trustees’ Conference Committee Chair to explore ways to further support the mechanics of the Conference.

The subcommittee noted the broad concern raised in the feedback on the amount of time and manner that Conference Members conduct Conference Business and explored ways to support the co-chair reinforce the mechanics of the conference

The subcommittee thoughtfully reviewed “How the Conference Operates” and made suggestions for consideration at the November TGSCC meeting. Noting an ambitious agenda during the Conference Week, the committee agreed to provide a balanced atmosphere that supports unifying, and cohesive experiences to reach a group conscience. The subcommittee felt that utilizing one of the GSC sharing sessions to discuss the suggestions to “How the Conference Operates.”

Area Highlights: The committee reviewed and discussed the feedback concerning the Area Highlights, noting the advisory action and discussed the following 2024 Agenda Committee

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consideration to add them to the Conference Manual. The committee appreciated the consideration and noted that the Area Highlights are in the Final Conference Report. The committee felt that adding the highlights to the Conference Manual this year would be consistent with board reports, presentations and other reports and suggested including an explanation that they will be read by each first-year delegate during the Conference Week per the advisory action.

General Sharing Sessions: The committee held a wide-ranging discussion about the feedback on the General Sharing Session during the Conference Week, noting that they could be too open ended and need to be more topic based or have a particular focus. The committee also noted how a sharing session with a topic(s) could provide an effective way to explore ideas of importance. The committee also felt that the “What’s on Your Mind” serves a different purpose to ensure that nobody leaves the GSC with anything unsaid.

On-Site Preconference Activities: The committee reviewed and discussed the feedback concerning preconference activities on Saturday and Sunday and enthusiastically agreed with the feedback that keeping these onsite provide an opportunity to meet, greet and make connections before the start of a busy work week.

The committee also noted that while there was some interest to hold the remote committee communities meeting by videoconference, an onsite event supported better attendance

Conference Manual: The committee noted ongoing efforts to distribute the Conference Manual as soon as possible. Having a simple method to track and communicate updates to the Conference Manual could avoid confusion about the updates.

Joint committee meetings: The committee noted that the Save the Date memo offered a timetable. The committee felt that each joint committee could arrange any subsequent follow up meetings if needed.

Interpretation and Translation: The committee noted that the Language Services Director and METS Manager received feedback related to Translation and Interpretation services for their consideration.

Regional luncheon: The committee noted that each region conducts items of business or provide the opportunity for people in the region to get together and support each other.

Trustee Elections: The committee noted that the Nominating Coordinator will receive feedback related to the Trustees’ Election for their consideration.

Dinner on their own: The committee noted the broad support in the feedback to see more opportunities for members to have a meal on their own.

Subcommittee Next Steps

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November 2024 and December 2024

- Review the Conference Week schedule.
- Discuss the translation Grid in concert with Floor Action #12.
- Review the 2025 Evaluation forms.
- Review and discuss feedback from the Conference Committee Chairpersons.
- Review Illness and Injury Contingency Plan.

**Trustees' General Service Conference Committee
Subcommittee on Conference Improvements (SCI)
January 2025 Update**

The subcommittee met three times during November 2024 and December 2024 and focused on the following items:

- Conference Week schedule: At the request of the TGSCC, the subcommittee was asked to review the Conference week schedule for a possible time to hold the Conference Workshop. The committee received input from the General Manager and chair of the TGSCC. After discussing several options, the subcommittee included a suggestion for Wednesday 7:30-9:30 p.m. for consideration.
- Translation Grid in concert with Floor Action #12: The subcommittee suggested to take no action. The subcommittee reviewed a grid of current Spanish and French translations provided to Conference. The subcommittee noted the work in progress related to translations by the interim AAWS Language Services Committee to set prioritization across GSO departments. The subcommittee noted that the GSB chair would respond to the submitter.
- 2025 Evaluation forms: The subcommittee reviewed the evaluation questions for the 2025 GSC. The subcommittee received input from the General Manager and chair of the TGSCC and suggested additional language to encourage Conference Member engagement.
- Conference Mechanics: The subcommittee reviewed and discussed changes with input from the General Manager, General Service Board chair, co-chairs of the GSC, and the chair of the TGSCC. A final draft of How the Conference Operates was forwarded to the full TGSCC for review at their December 2024 interim meeting.
- Saturday Meet and Greet: The subcommittee reviewed a committee consideration and discussed options to host a Saturday meet and greet to be held before the Conference week. The subcommittee received input from the General Manager, General Service Board chair, co-chairs of the GSC, and the chair of the TGSCC. A

recommendation to host the Saturday meet and greet was forwarded to the full TGSCC for review.

- Sunday Banquet Dinner Activities: The subcommittee reviewed a request by the GSB to discuss the purpose of the Sunday Banquet Dinner. The subcommittee discussed the purpose and reviewed the guest list from the 2024 General Service Conference. The subcommittee received input from the General Manager, General Service Board chair, co-chairs of the GSC, and the chair of the TGSCC. Two recommendations were forwarded to the full TGSCC for review involving a change to the guest list and seating arrangements at the Sunday Opening Dinner.

The subcommittee noted details of these activities will be included in the annual report from the trustees' GSC Committee to the General Service Conference.

2025 Conference Committee on Agenda

ITEM F: Review feedback from 2024 Delegate Chairs on quarterly communications.

Background notes:

Excerpts from the December 2024 trustees' General Service Conference committee meeting:

Quarterly Communications with Delegate Chairpersons: The committee reviewed and discussed the survey results from the 2024 Conference Committee Chairpersons on their quarterly communication with corresponding trustee Committee Chairpersons. The committee **agreed to forward** the Quarterly Communications survey results to the 2025 Conference Committee on Agenda. The committee also agreed to forward the survey results to the General Service Board which is currently focusing on consistency.

Secretary's Note:

- *The annual feedback call took place in October to align with the Equitable Distribution of Workload pilot.*

Two types of ongoing communications between our Trustee Committees and Conference Committees occur:

Type 1 – Regular Communication with Delegate and Trustee Committee Chairperson approved at the Third Quarter Meeting of the GSB (August 1, 2016):

“That there be regular communication between the chairs of each trustees' Committee and their corresponding Conference committee chair and between the AAGV board and the chair of the Conference Committee on the Grapevine.

The 2017 Conference Committee on Agenda reviewed the 2016 survey results and requested that this sharing be gathered from the Conference committee chairs annually and provided to the Conference Committee on Agenda.

Type 2 – Feedback Call on Proposed Agenda Items — 2018 request by the General Service Board chairperson:

CONFIDENTIAL: 75th General Service Conference Background

“Before the January [General Service Board] meeting, the entire Conference committee have a conference call with the corresponding trustees’ committee chair and staff secretary to review items submitted as agenda items and to talk about items still being considered by the trustees’ committee.”

These conference calls have taken place annually since 2019.

Secretary’s note: Additional history and actions on this item are located in the history and actions for the conference committee and trustees’ committee.

Background:

1. Feedback from 2024 Delegate Chairs on quarterly communications.

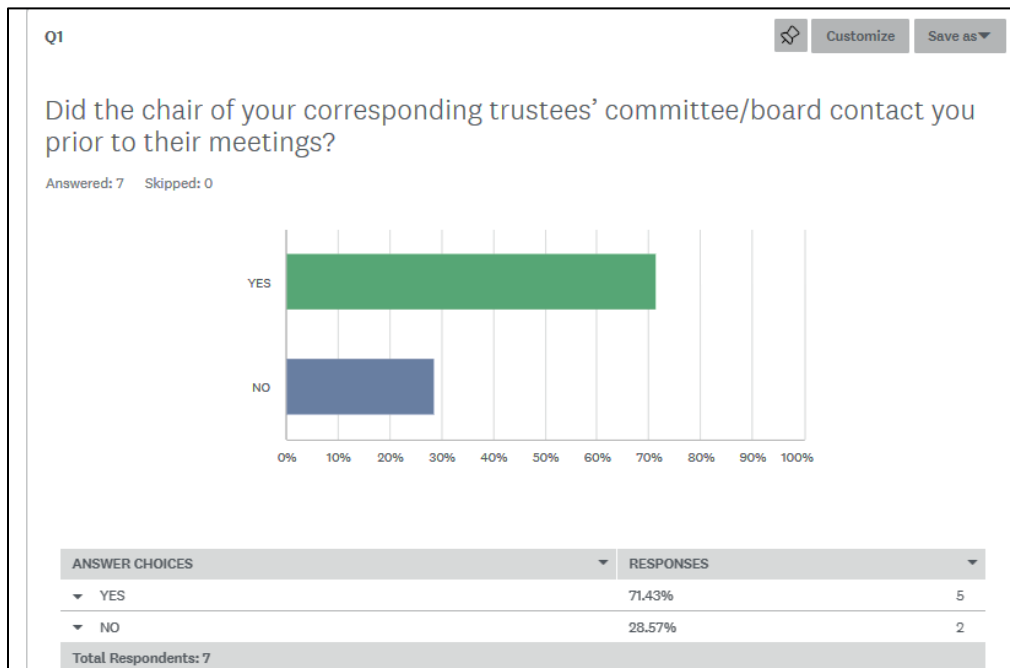
Review feedback from 2024 Delegate Chairs on Quarterly Communications

Survey Questions:

1. Did the chair of your corresponding trustees' committee/board contact you prior to their meetings?
2. Did the chair of your corresponding trustees' committee/board follow up with you after their meetings?
3. Were you able to share about potential Conference agenda items with the chair during these conversations?
4. How valuable did you find these conversations?
5. Did you communicate about your calls with the corresponding chair with the other members of your committee?
6. Overall, how satisfied are you with this process for providing input into the Conference Agenda process?
7. What suggestions for improvement to this process do you have?

Survey Results

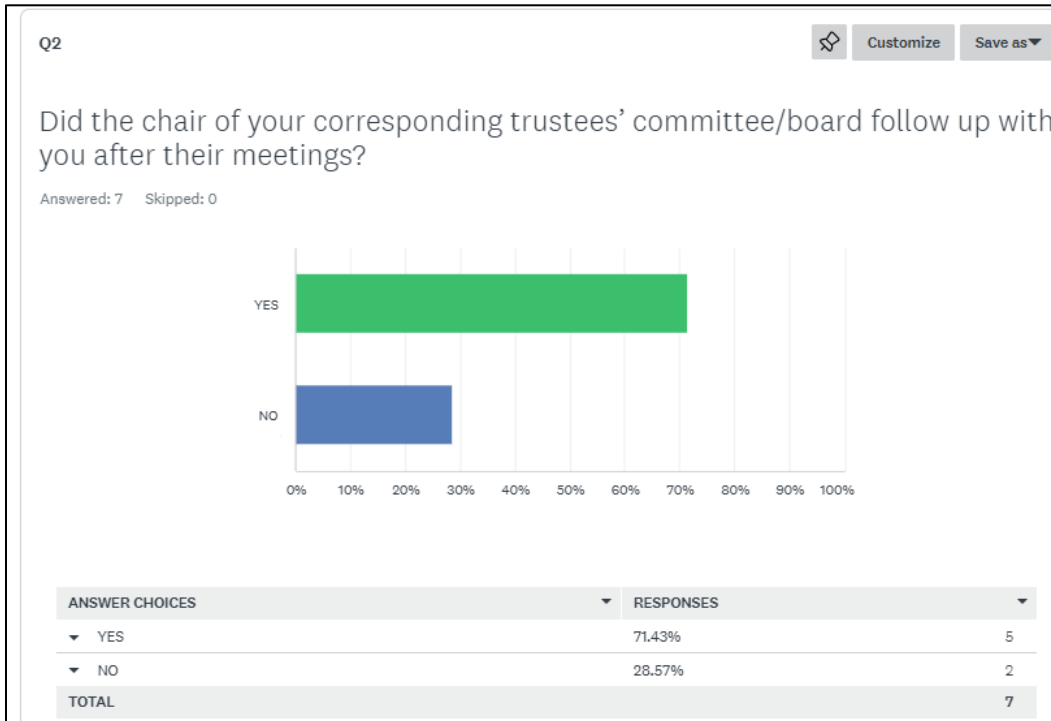
Question 1



Q1 Comments

- While Report & Charter does not have a corresponding trustees committee, I did receive communication from the trustees committee chairs of both Literature and Conference.
- My trustees' Chair has stepped up and gone beyond my expectations. As usual with everyone I've met, Trustees, Staff, and Delegates.
- The Grapevine Office Manager sent us information about the 10/15 meeting.
- I reached out to try and prompt this and was repeatedly told "no" by my corresponding chair. My corresponding chair labeled my contacting him as "unexpected" and that he didn't want to "feed too many unexpected exchanges."

Question 2



Q2 Comments

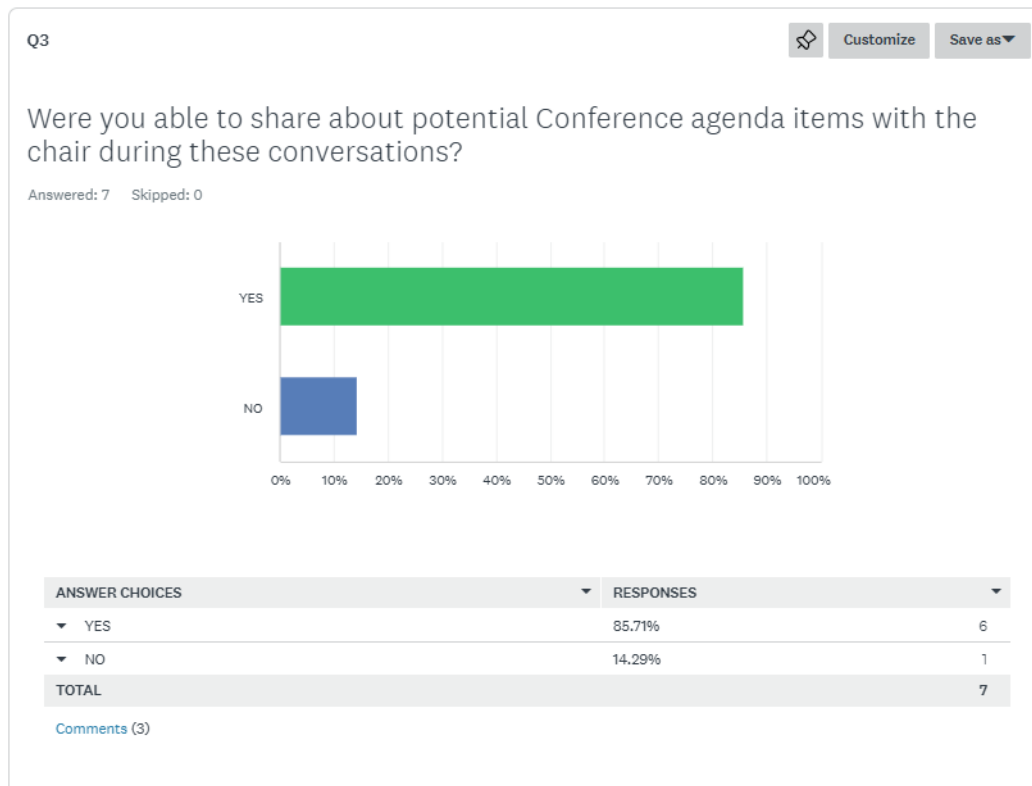
- I did contact her about 10 days afterwards and she did respond.

CONFIDENTIAL: 75th General Service Conference Background

- After trying several times with my corresponding chair, I asked the GSB Chair to intervene. Only then was my corresponding chair willing to meet, but only with our staff person joining the call.

Secretary's Note: The Corresponding trustee chair noted: "...The last three meetings have been very harmonious, and it looks like we're now on track..."

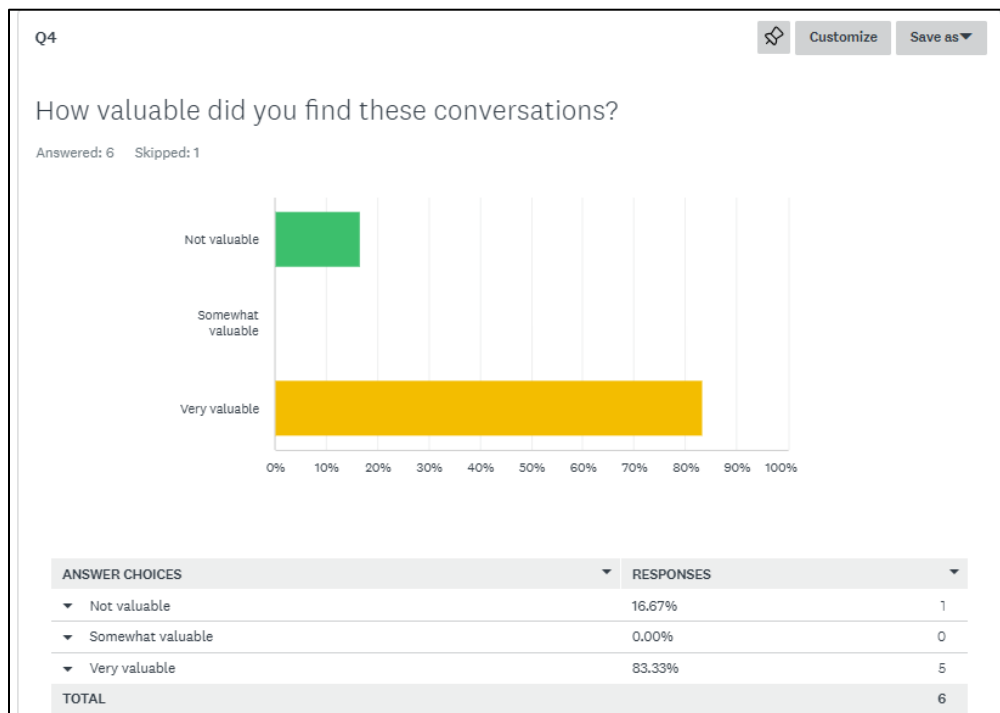
Question 3



Q3 Comments

- No, not in our chair-only meetings. PAIs were discussed with the entire committee and the trustees GSC committee in October.
- I did share but have not gotten a reply yet.
- Our full committee had a conversation with the trustees' committee chair.

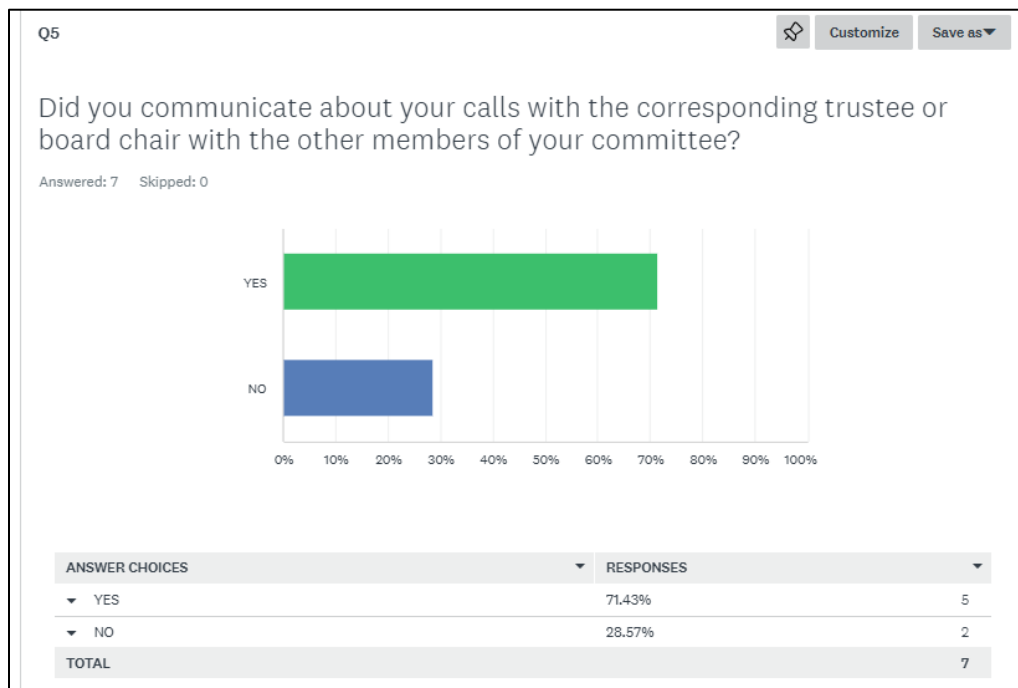
Question 4



Q4 Comments

- One challenge is that we don't know each other on a personal level. It is helpful to have an opportunity to get to know one another as people rather than just "trustee" and "delegate." Building a rapport and good working relationship with each other takes time and effort, but the effort will pay dividends in so many ways, especially in unity and trust.
- Relationship building is helpful to clearly discuss potential benefits or problems that may result from taking a proposed action.
- I don't think this applies. I'd love to be able to develop a working relationship, but I feel like I'm the only one reaching out. She does reach back though.
- I can't value them because they haven't happened. I think they could be very valuable and I was excited to build a relationship with my corresponding chair to help increase communication amongst the two committees.

Question 5



Q5 Comments

- Some. However, lacking clear cut data I usually prefer to wait.
- They have been very helpful. I share what he has told me that I can with the rest of the committee.
- There hasn't been a call to report on, but I would have updated the committee.

Question 6 – Comments only

Overall, how satisfied are you with this process for providing input into the Conference Agenda process?

- Very. This is an extremely important communication link for the Conference.
- Only one meeting with the entire R&C committee in October was devoted to the Conference Agenda. The chair meetings I had were focused on ensuring the work is done accurately and on time (Conference Final Report and Service Manual). At this point, other than that one meeting, delegates have no real influence on the Conference Agenda. Trustees run the show.
- I appreciate all the efforts to allow suggestions and feedback.
- Pretty satisfied.

CONFIDENTIAL: 75th General Service Conference Background

- We never saw the agenda items. We were informed of what they basically were. I know that only 1 out of 10 is moving forward, but I don't know why the others weren't. The committees should have some input in what they discuss at Conference. We were never given an opportunity to say "yes" or "no" to the items presented. We only talked about them.
- Very satisfied.
- The process was fine. Not having any background information before the call limits our ability to think and reflect before participating. The trustees and staff have opportunities to discuss this, but expecting a delegate committee to hear about items live in a call and be prepared to provide informed feedback is insulting.

Question 7 – Comments only

What suggestions for improvement to this process do you have?

- Since PAIs are now (mostly) submitted online through SmartSheets, the complete PAI list should be shared with all Conference members. The final agenda would be completed at the October GSB meeting. PAIs not forwarded would be sent to all Conference members within 2 weeks after the GSB meeting. From there, area delegates should be afforded an opportunity to weigh in on those items not forwarded. This type of collaborative and inclusive approach has the potential to build stronger relationships and trust between delegates and those below the Conference on the triangle.
- I would like to see us utilize the electronic voting options for at least the admissions part of our committee.
- At minimum, the delegate chair should have a vote in the decision-making process of what moves forward.
- None
- Ensure that the trustee chairs are willing and able to interact with conference chairs and if not, appoint different chairs. More willingness to share information by the trustees would be welcomed. In the prior year, a few communication breakdowns between our committees caused several issues that were avoidable if there had been communication. Even this year, there were questions by the trustees committee about what the committee meant with a consideration and assumptions were made about how supported the considerations were instead of conferring with me to understand the committee's perspective.

2025 Conference Committee on Agenda

ITEM G: Discuss plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory

Background notes:

Excerpts from the January 2025 trustees' General Service Conference committee meeting:

The staff report was accepted noting the status and planning of the General Service Conference (GSC) and the Conference Inventory activities. The committee **agreed to forward** the print and shipping estimate for the 2025 Comprehensive Inventory report to the 2025 Conference Committee on Agenda.

Excerpts from the Conference Committee on Agenda:

2024 Advisory Action:

A comprehensive summary of the 2025 General Service Conference Inventory be developed and distributed as an electronic version only.

Committee Consideration from the 2024 Conference Committee on Agenda:

The committee discussed the printing and distribution of a comprehensive summary of the 2025 Conference Inventory and noted that the cost estimates for printing and shipping could change in the next year. The committee suggested that a plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory be brought back to the 2026 Conference Committee on Agenda.

Secretary's note: Previous history and actions on this item are located in the history and actions for the Conference committee and trustees' committee.

Background:

Print and distribution plan for the comprehensive inventory report.

CONFIDENTIAL: 75th General Service Conference Background

Printing and Shipping Estimates for the Conference Inventory Comprehensive Report

2024 Agenda Committee Consideration: “The committee discussed the printing and distribution of a comprehensive summary of the 2025 Conference Inventory and noted that the cost estimates for printing and shipping could change in the next year. The committee suggested that a plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory be brought back to the 2026 Conference Committee on Agenda.”

Printing

F-205 (GSC Inventory in English) = \$27,580.00
FF-205 (GSC Inventory in French) = \$1,932.71
SF-205 (GSC Inventory in Spanish) = \$4,290.29

SUBTOTAL: \$33,403.00 (\$0.61 each)*

**Please note this estimated cost is under the condition that all three versions will print together.*

Shipping

Rough shipping estimate = \$16,883. Based on the 2024 Final Conference Report (FCR) in all three languages

Total estimate = **\$50,286**

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2025 Conference Committee on Agenda

ITEM H: Discuss progress report on Conference Inventory.

Background notes:

Excerpts from the July 2024 trustees' General Service Conference committee meeting:

Inventory Subcommittee related to the 74th GSC:

The committee assigned the following two Advisory Actions and one committee consideration to the Inventory Subcommittee:

Advisory actions:

1. "The General Service Conference Inventory Plan be approved and that an inventory summary (not to exceed eight pages), be included in the 2025 Final Conference Report."
2. "A comprehensive summary of the 2025 General Service Conference Inventory be developed and distributed as an electronic version only."

Excerpts from the November 2024 trustees' General Service Conference committee meeting:

Subcommittee on Inventory: The committee reviewed and accepted a progress report from the Inventory Subcommittee. The committee discussed the estimated costs (up to \$35,000) to translate the estimated online survey responses (up to 7,695 responses) to questions included in the Conference Inventory Plan.

The committee agreed that these are support materials intended to help Conference Members prepare for the 2025 Conference inventory. The committee accepted the Inventory Subcommittee's suggestion to provide an alternative way to distribute the survey results in the language which they were returned, noting that a similar decision to manage workload and expenses of survey results was made regarding closing options for big meetings at International Conventions.

CONFIDENTIAL: 75th General Service Conference Background

The committee agreed to communicate the decision to distribute survey responses in the language received, noting voting members have access to open-source translation software if needed. It was noted that a link to the survey with instructions will be distributed to voting members of the 2025 General Service Conference via OnBoard.

The committee noted the following next steps regarding implementation of the Conference Inventory Plan:

November – December 2024

- The Conference Coordinator works with the Publishing department to develop a printing and shipping plan for comprehensive Inventory reports for consideration by the 2025 Conference Committee on Agenda.
- One or two members of the trustees' GSC committee and the Conference Coordinator will select Inventory Groups.
- One or two members of the trustees' GSC committee and the Conference Coordinator will assign four inventory questions to each workshop group, using a selection process that ensures all questions are assigned.

January – April 2025

- Distribute Inventory Group assignments.
- Distribute survey question access to the 75th General Service Conference Members.
- Distribute survey question results to 75th General Service Conference Members.

The committee expressed their gratitude to the Inventory Subcommittee for their work on implementing the Inventory Plan for the 75th GSC. The committee **agreed to forward** to the 2025 Conference Committee on Agenda the Inventory Subcommittee progress report.

Excerpts from the 2024 Conference Committee on Agenda:

Additional Committee Considerations:

CONFIDENTIAL: 75th General Service Conference Background

The committee discussed the printing and distribution of a comprehensive summary of the 2025 Conference Inventory and noted that the cost estimates for printing and shipping could change in the next year. The committee suggested that a plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory be brought back to the 2026 Conference Committee on Agenda.

Secretary's note: Previous history and actions on this item are located in the history and actions for the conference committee and trustees' committee.

Background:

1. Inventory Progress Report from November 2024 TGSCC meeting

Trustees' General Service Conference Committee (TGSCC)
2023-2024 Subcommittee on Inventory
Progress Report
November 2, 2024

Subcommittee: John W., Chair; Cathi C., Clint M. and Diana L., secretary

Scope: To implement the advisory actions related to the 2025 General Service Conference Inventory Plan and review the additional committee considerations:

Advisory actions:

1. "The General Service Conference Inventory Plan be approved and that an inventory summary (not to exceed eight pages) be included in the 2025 Final Conference Report."
2. "A comprehensive summary of the 2025 General Service Conference Inventory be developed and distributed as an electronic version only."

Committee Consideration from the 2024 Conference Committee on Agenda:

1. "The committee discussed the printing and distribution of a comprehensive summary of the 2025 Conference Inventory and noted that the cost estimates for printing and shipping could change in the next year. The committee suggested that a plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory be brought back to the 2026 Conference Committee on Agenda."

The Inventory Subcommittee met three times from August 2024 through October 2024, and focused on the following:

Inventory Working Groups: The subcommittee reviewed the Conference Inventory Plan and discussed the number of working groups, noting that some groups will have the same set of questions. The subcommittee also noted that for 135 Conference Members, there will be 15 working groups with nine members each. The subcommittee recommended to the trustees' GSC committee that each working group have someone take notes (preferably a non-employee) and each committee lead should report back their group's sharing to the Conference.

Discussion Time for Working Groups: The subcommittee noted the working groups should have two hours to discuss the questions.

Report Backs: The subcommittee recommended to the trustees’ GSC committee scheduling five sessions, each with three groups that would each have 20 minutes to share their findings, with an additional 30 minutes for feedback. The subcommittee felt that in order to support a broad discussion, inventory groups who were given the same questions could report during the same session. The subcommittee reviewed samples of past initial summaries that went into the Final Conference Report.

Inventory Schedule during Conference Week: The committee reviewed and discussed the conference week schedules of the previous conference inventory. Noting that this Conference Inventory will be completed in one year, the committee asked the staff secretary to update the Conference Week schedule accordingly. The committee agreed that evenly distributing inventory activities could provide a balance between the importance of taking an Inventory and completing other Conference Business:

Schedule	Conference Inventory
Sunday, April 27, 2025	<ul style="list-style-type: none"> • Two-hour discussion by Inventory Groups • 90 minutes; Report back session 1
Monday, April 28, 2025	<ul style="list-style-type: none"> • 90 minutes; Report back session 2 • 90 minutes; Report back session 3
Tuesday, April 29, 2025	<ul style="list-style-type: none"> • 90 minutes; Report back session 4
Wednesday, April 30, 2025	<ul style="list-style-type: none"> • 90 minutes; Report back session 5

Notification of Inventory Group Assignment: The subcommittee felt that Conference Members would receive their Inventory group assignment six weeks before the Conference Manual is distributed.

Inventory survey questions and responses: While the subcommittee agreed that OnBoard survey structure would be a good place to distribute the survey, the subcommittee raised concern about having enough time to process, translate and distribute the results in early 2025, when the new panel of delegates starts.

- The subcommittee sought to simplify the workload by looking at survey result format options such as, but not limited to, a selection of checkbox answers, likability/satisfaction range, and requests to limit responses to 30 words or less.
- The subcommittee noted that responses from Conference Members could be around 2,565 responses (80,000 words) and have an unanticipated expense of some \$35,000 to translate.
- The subcommittee discussed alternative ways to distribute the survey results including, but not limited to, distributing an English version available for service areas

to translate locally.

The subcommittee ultimately recommended to the trustees' GSC committee that survey responses be made accessible to Conference members in only the language in which they were returned. This approach is similar to a previous decision to manage workload and expense of survey results provided in the native language regarding closing options for Big meetings at International Conventions.

Subcommittee recommendations to the trustees' GSC Committee:

- Each inventory working group have someone take notes (preferably a non-employee) and each committee lead should report back their group's sharing to the Conference.
- Scheduling five sessions, each with three groups that would each have 20 minutes to share their findings, with an additional 30 minutes for feedback.
- Survey responses be made accessible to Conference members in only the language in which they were returned.

Subcommittee Next Steps:

November 2024

- Gathering information for the creation of a comprehensive Inventory report
- Develop a printing and shipping plan or comprehensive Inventory reports for consideration by the 2025 Conference Committee on Agenda.

January – April 2025

- Select Inventory Groups.
- Distribute Inventory Group assignments.
- Distribute survey question access to the 75th General Service Conference Members.

2025 Conference Committee on Agenda

ITEM I: Consider the request to suspend oral presentations of all Area Service Highlights and continue printing highlights in the final report.

Background notes:

Excerpt from the November 2024 trustees' General Service Conference committee meeting:

PAI 20 and PAI 32: The committee reviewed the request to suspend oral presentations of all Area Service Highlights and continue print highlights in the final report to allow for additional time on the agenda and **agreed to forward** PAIs 20 and 32 to the 2025 Conference Committee on Agenda.

Excerpts from the 2024 Conference Committee on Agenda:

D. The Conference Committee on Agenda caucused during the opening session of the General Service Conference to consider a motion from the floor regarding changing the Conference week schedule emphasizing the importance of an edited version of Area Highlights in the Final Conference Report and the need for efficient use of time and thorough discussion of committee reports, and recommended the suspension of oral presentation of Area Service Highlights during the 74th General Service Conference. **The motion failed.**

2024 Conference Committee on Agenda Additional Committee Consideration.

- The committee also discussed Area Service Highlights presentations during the Conference week. The committee felt that these presentations about service areas could provide Conference Members with an opportunity to learn how local committees carry the A.A. message, foster participation, and overcome challenges. The committee also noted that conducting Conference business can encompass sometimes harsh experiences while Conference Members reach a group conscience on Committee recommendations and felt that Area Service Highlights can provide balance. The committee also noted the priority of completing Conference business in a timely manner and suggested that including Area Service Highlights in the Conference Manual could provide other Conference Members with opportunities to make notes and be informed about other service areas.

Secretary's note: Previous history and actions on this item are located in the history and actions for the conference committee and trustees' committee.

Background:

1. PAI 20
2. PAI 32

(1) Submit a clear and concisely worded motion.

Consider suspending oral presentations of all Area Service Highlights and print highlights in the final report to allow for additional time on the agenda.

(2) What problem does this proposed item address?

While the oral highlights used to be informative and based on issues A.A. was challenged with, now they are just 2 minutes about each area. Those that are interested in each area can read them in the final report. This will give the conference hours back so that we can get the important work of A.A. done. At the 74th conference there was not enough time and everyone there did not get to hear 11 out of 15 floor actions.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

This passed with substantial unanimity at our Area 61 June Assembly.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

In 1966, there was an advisory action to allow delegates to choose their own topics, where prior they were given topics, usually around a central theme.

In 1976, there was an addition to the Conference questionnaire on the topic "Do you feel Area Service Highlights are valuable to the Conference as a whole?".

There was also a study requested concerning the feasibility of allowing more time by eliminating or shortening the highlights.

In both the 73rd and 74th conferences, there were floor actions to remove the oral highlights. In the 74th, the Agenda Committee also caucused and recommended that we remove the highlights in favor of more time.

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CONFIDENTIAL: 75th General Service Conference Background

(5) What are the intended/expected outcomes if this proposed item is approved?

The intended outcome is that we will not run out of time again. If our workload decreases in the future, having breaks during a very busy week would be a wonderful addition to the conference.

(6) Provide a primary contact for the submission.

Tricia D., Area 61 Delegate, Panel 74

(7) Final comments:

The most glaring reason that we should remove the oral highlights from our agenda is that we ran out of time at the 74th General Service Conference. In the busy years to come, we may again not complete our work. Had we removed the highlights there would have been several hours returned to the agenda. In these hours, the Conference may have completed its work. The discussion surrounding highlights removal will likely continue until action is taken by the Conference.

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(1) Submit a clear and concisely worded motion.

To end the practice of oral Area Highlights at the yearly General Service Conference. Instead, Area Highlights should be documented in the Conference Manual and Final Conference Report. The time saved from this change shall be reallocated to committee work, sharing sessions, or report backs.

(2) What problem does this proposed item address?

This proposed item addresses the problem of inefficient use of time during the General Service Conference, particularly concerning the oral presentation of Area Highlights. Traditionally, these presentations have been a significant part of the Conference proceedings, but they consume valuable time that could be better utilized for committee work, sharing sessions, or report backs — areas that directly contribute to the Conference's ability to fulfill its responsibility.

Over the past few years, it has become increasingly clear that the allotted hours for committee work is insufficient. This has led to committees struggling to find additional time to meet, sometimes resulting in delegates missing their regional slots due to being engaged in extended committee discussions. This situation not only affects the overall efficiency of the Conference but also risks diluting the thorough discussion and deliberation of committee reports, as emphasized in the 1976 advisory action.

Moreover, the 2018 advisory action underscored the importance of an edited version of Area Highlights in the final Conference report, ensuring clear and coherent communication. By documenting Area Highlights in the Conference Manual and Final Conference Report, we maintain the integrity of these reports while freeing up time for more critical discussions. This adjustment aligns with the principles of the 12 Traditions and Concepts, which emphasize the effective and prudent use of our resources — including time.

In summary, this proposed item seeks to streamline the Conference proceedings by reallocating time from oral Area Highlights to activities that more directly impact the Conference's ability to carry out its primary purpose, ultimately enhancing the effectiveness of our collective efforts in Alcoholics Anonymous.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

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CONFIDENTIAL: 75th General Service Conference Background

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

This proposed agenda is being submitted by Area 45 after receiving substantial unanimity.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

This proposal aligns with the guiding principles of the 12 Traditions and Concepts, particularly in ensuring the prudent use of our resources and the effective communication of our efforts. By making this change, we not only honor the spirit of past advisory actions but also adapt to the evolving needs of our fellowship, ensuring that our time together is used in the most impactful way possible.

Background Material(s) Included with the Proposal:

1976 Advisory Action - Emphasizing the importance of thorough discussion and deliberation of committee reports during the Conference.

2018 Advisory Action - Highlighting the significance of an edited version of Area Highlights in the Final Conference Report to ensure clear and coherent communication.

Tradition Nine: "A.A., as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve."

Tradition Nine supports the idea that while A.A. should not be overly organized, the service boards and committees that do exist must be efficient and directly responsible to the fellowship. By reallocating time from oral Area Highlights to committee work, this proposed agenda item emphasizes the responsibility of committees to effectively serve the fellowship through thoughtful and thorough discussion.

Concept Twelve (Warranty Two): "The Conference will observe the spirit of A.A. Tradition, taking care that it never becomes the seat of perilous wealth or power; that sufficient operating funds and reserve be its prudent financial principle; that none of the Conference Members shall ever be placed in a position of unqualified authority over any of the others."

Concept Twelve, particularly Warranty Two, speaks to the prudent use of resources, which includes time. By suggesting that the time saved from not presenting oral Area Highlights be used for more critical activities, your proposal aligns with the principle of prudently managing resources to ensure the Conference remains effective in serving the fellowship without overburdening its members or misallocating its time and efforts.

(5) What are the intended/expected outcomes if this proposed item is approved?

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CONFIDENTIAL: 75th General Service Conference Background

More Efficient Use of Conference Time: By eliminating the oral presentation of Area Highlights, valuable time will be freed up during the General Service Conference. This time can be reallocated to activities that are more critical to the Conference's mission, such as committee work, sharing sessions, or report backs. This would allow for deeper discussions and more thorough deliberation on key issues, improving the overall effectiveness of the Conference.

Enhanced Focus on Committee Work: Committees often struggle to complete their work within the allotted time. By redirecting time from oral presentations to committee work, committees would have the additional time needed to fully explore and address the issues on their agendas, resulting in more comprehensive and well-considered recommendations.

Improved Documentation and Accessibility: Instead of oral presentations, Area Highlights would be documented in the Conference Manual and Final Conference Report. This would ensure that the information is consistently recorded, easily accessible, and available for future reference. It would also enhance clarity and coherence in the communication of Area activities, benefiting all members of the fellowship who rely on these reports for information.

Alignment with Historical and Current Advisory Actions: This change would honor the spirit of the 1976 and 2018 advisory actions, which emphasize the importance of thorough deliberation and clear communication. By adopting this proposal, the Conference would demonstrate its commitment to evolving and adapting its practices to better meet the needs of the fellowship.

Increased Delegate Engagement and Participation: With more time available for committee work and other meaningful activities, delegates would be able to engage more fully in the Conference proceedings. This could lead to increased participation, better decision-making, and a stronger sense of unity and collaboration among the Conference members.

Long-term Improvement in Conference Effectiveness: Over time, the cumulative effect of these changes could lead to a more streamlined and effective General Service Conference. By prioritizing activities that directly contribute to the fellowship's mission and minimizing those that do not, the Conference would be better positioned to address the challenges facing Alcoholics Anonymous and to continue carrying the message to those who still suffer from alcoholism.

(6) Provide a primary contact for the submission.

Wendy M.
Panel 74 Delegate, Area 45

(7) Final comments:

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2025 Conference Committee on Agenda

ITEM J: Consider a proposal pilot for a Harmony and Effectiveness Session to discuss Grievances about General Service Board Actions

Excerpt from the February 1, 2025, trustees' Nominating Committee Meeting:

The committee reviewed and discussed the subcommittee report, proposal for the implementation of a "Harmony and Effectiveness Session" at the General Service Conference implemented as a three-year pilot project, and proposed censure procedures.

The committee recommended to the General Service Board to forward to the 2025 Conference Committee on Agenda the "Harmony and Effectiveness Proposal" accompanied by the subcommittee report.

The recommendation was approved by the GSB on February 3, 2025.

Excerpt from the July 27, 2024, trustees' Nominating Committee Meeting:

At the July 2024 quarterly meeting, the chair of the trustees' Nominating committee appointed a subcommittee (the subcommittee on Grievances about GSB Actions) and requested that they draft a procedure for receiving and addressing censure and reorganization proposals, informed by research on AA history and reference to recent experience, and with alignment to the GSB bylaws, Conference Charter, 12 Concepts and 12 Traditions.

Background:

1. Pilot Proposal for Harmony and Effectiveness Session
2. 2025 report Trustees' Nominating Subcommittee to Address Grievances about GSB Actions February 1, 2025, Report.

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Harmony and Effectiveness Proposal (January/2025)

Proposal:

To initiate a new communications centered session called the “Harmony and Effectiveness Session”¹ at the General Service Conference on a trial basis for three (3) years beginning with the 76th General Service Conference (GSC). ^{1 – Concept XI}

Background:

The General Service Board (GSB) inventory was held in January 2024 and during the inventory and in the subsequent Board discussions (including a communications workshop) it has been noted that one unmet need is a dedicated time for discussion amongst all Conference Members regarding matters of importance, communications needs, and any areas of concern. Concurrently, a subcommittee of the Trustees Nominating Committee (TNC) proposed creating dedicated time and space to address any areas of concern, foster harmony and effectiveness, and hear any grievances or censure motions if raised.

In the absence of dedicated time and space for this type of discussion, the methods used are often written letters to the GSB or proposals for censure. These options remain, of course, but many have expressed that this has not proven satisfactory in fostering effective dialogue about important matters. There have been ongoing comments that there is insufficient time at the GSC to discuss important matters and that while the agenda process is effective for committee topics it doesn't allow discussion of grievances or emerging matters. Some have expressed that the *Whats On Your Mind* sharing session does not meet this need yet fulfils an important purpose for general sharing. It has also been noted that the time for questions and discussion on the Board reports is insufficient.

When: To be scheduled at the GSC for at least 1 hour after the Board reports, finance reports, and Conference Committee meetings have occurred.

Format: Discussion regarding any grievances, opportunities, ideas or barriers to the Conference achieving the needed Harmony and Effectiveness to fulfil our responsibilities to those we serve.

The Session Chair is either the GM of GSO or the Chair of GSB, and it follows *How The Conference Operates*.

Note: This session may also serve as an additional venue to address any proposed censure.

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Reporting: Any formal actions taken during this session will be included in the Final Conference Report.

Trial Period: This session is to occur for three (3) years at the 76th, 77th and 78th GSCs. During this session at the 78th GSC there will be discussion and a decision regarding if this has proven to be an effective way to enhance communication and foster Harmony and Effectiveness, any recommended changes and if the GSC wishes for this to continue.

###

REPORT (February 1, 2025)

Trustees Nominating Subcommittee to Address Grievances about GSB Actions

The Trustee's Nominating Subcommittee on Grievances was asked to:

Draft a procedure for receiving and addressing censure and reorganization proposals, informed by research on A.A. history and reference to recent experience, and with alignment to the GSB bylaws, Conference Charter, 12 Concepts and 12 Traditions.

PROCESS

The committee began its work by looking at both reorganization and censure. The committee considered and reviewed the existing Advisory Action and process outlined for reorganization and felt that we would not explore that area given the work already done by the Conference Committee on Trustees on a "Suggested Procedure..." in 2022 and in acknowledgement that it is owned by the Conference. The committee then focused its attention on censure. The committee looked outward and explored definitions and usage of censure in for-profit, nonprofit and governmental settings.

We then reviewed materials related to censure in the A.A. Archives and discussed and reviewed them in light of the references to censure in the Concepts and Conference Charter. We examined current options for expressing concerns with the work of the General Service Board and noted the need for additional communications options and clarity regarding methods to propose censure.

DEFINITIONS OF CENSURE

A variety of external censure definitions exist. The common elements include that it is a formal condemnation or reprimand for misconduct — generally actions that violate the group's standards of behavior. Censure is generally within a board and of an individual. In A.A. on the other hand, the Concepts refer to the Conference censure of the trustees.

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Here are some samples:

"Censure is a formal, public, group condemnation of an individual, often a group member, whose actions run counter to the group's acceptable standards for individual behavior."

Source: *West's Encyclopedia of American Law*

Censure: "Express severe disapproval of (someone or something), especially in a formal statement. Usage: "a judge was censured in 1983 for a variety of types of injudicious conduct." Source: Oxford Languages

Censure: "to formally reprimand (someone): to express official censure of (someone)

Usage: "While a vote to *censure* the president has no legal ramifications, it is a significant and rare symbolic vote of disapproval." —Emma Loop. Source: Merriam Webster

"A censure is the reprimand of a director for misconduct. A censure can be imposed immediately by motion and vote of the directors if, for example, if the bad behavior occurs in a board meeting. In other matters where a censure may be appropriate, a noticed hearing can be called.

Examples of Bad Behavior: Behavior worthy of censure includes, but is not limited to:

- Disruption of meetings (shouting, use of profanity, personal attacks against fellow directors)
- Breach of confidences
- Interference with association operations
- Breach of fiduciary duties
- Improper behavior toward association vendors or employees
- Undisclosed "conflicts of interest."

Source: Adams Stirling Law Corporation

"The motion to censure is a main motion expressing a strong opinion of disapproval that could be debated by the assembly and adopted by a majority vote. According to [*Robert's Rules of Order \(Newly Revised\)*](#) (RONR), it is an exception to the general rule that "a motion must not use language that reflects on a member's conduct or character, or is discourteous, unnecessarily harsh, or not allowed in debate."

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Demeter's Manual notes: "It is a reprimand, aimed at reformation of the person and prevention of further offending acts ... there are many possible grounds for censuring members of an organization, such as embezzlement, absenteeism, drunkenness, and so on."

Typical use of censure:

- 1) Censure is most typically found in government and educational settings, though there are a number of citations in the HOA (Homeowner Association) space, as well.
- 2) Censure is generally an internal function of the board to address misconduct by one of its members. It is typically not, as it is in Alcoholics Anonymous, a tool for stakeholders to use in respect to the board.
- 3) Censure is typically applied when a member has broken specific rules or agreements in place, often bylaws or a code of conduct though it may also be used in other instances including when members are disruptive in meetings or act in ways that impede the work of the board.
- 4) It may be immediately realized on a vote of the board, or it may follow a more rigorous process.

CENSURE IN THE TWELVE CONCEPTS AND THE CONFERENCE CHARTER

Censure of the General Service Board is addressed in Concepts III and X as well as in the Conference Charter.

Concept III pg. c10: "If the trustees get badly out of line, the Conference can censure them, or even reorganize them."

Concept X pg. c34: "Therefore it becomes clear that ultimate authority is something which cannot be used indiscriminately. Indeed, ultimate authority should practically never be used in full, except in an emergency. That emergency usually arises when delegated authority has gone wrong, when it must be reorganized because it is ineffective, or

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because it constantly exceeds its defined scope and purpose. For example, if the groups are dissatisfied with the Conference, they can elect better delegates or withhold funds. If the delegates must, they can censure or reorganize the trustees. The trustees can do the same with the service corporations. If a corporation does not approve of the operations of its executives or staff, any or all of them can be fired.”

Concept X pg. c34/35: “In previous articles we have made it clear that although the Conference has the ultimate authority, the trustees at most times must insist on their legal right to actively administer our service affairs. Their legal right has been further strengthened and its use encouraged by the traditional ‘Right of Decision.’ In these articles we also recognize that the Trustees have a legal right of “veto” over the Conference when, in rare cases, they feel this should be used. By these means we have guaranteed the trustees an administrative authority equal to their actual responsibility. This has of course been done without denying in any way the ultimate authority of the Conference, or of the delegates, should it be really necessary to give the trustees directives or censures, or to reorganize the board. It should also be noticed that the position of the Trustees is still further strengthened by their ‘voting participation’ in the Conference and by the recognition that they are A.A.’s primary world service administrators.”

Concept XI pg. c-44: “It is the duty of the good executive therefore to learn discrimination of when he should act on his own and when limited or wide consultation is proper, and when he should ask for specific definitions and directions. This discrimination is really up to him. His privilege of making these choices is structurally guaranteed by the ‘Right of Decision.’ He can always be censured after his acts, but seldom before.”

Conference Charter: “It will be further understood, regardless of the legal prerogatives of the General Service Board, as a matter of tradition, that a three-quarters vote of all Conference members participating in the vote may bring about a reorganization of the General Service Board and the directors and staff members of its corporate services, if or when such reorganization is deemed essential. Under such a proceeding, the Conference may request resignations, may nominate new trustees, and may make all other necessary arrangements regardless of the legal prerogatives of the General Service Board.”

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HISTORY OF CENSURE AND THE GENERAL SERVICE BOARD

Historically, the General Service Conference, through its group conscience, has never voted to censure the General Service Board.

1994/1995

August 1994, a Statement of Censure related to the Mexican copyright matter was sent to all members of the 44th General Service Conference. The grievance was referred to the trustees' Committee on the Conference and in turn to the Conference Committee on Trustees. The 1995 GSC considered the proposal to censure the GSB, however the "censure" was dismissed.

See the 1995 Advisory Action and recommendation from the Conference Committee on Trustees:

"After a thorough examination of the issues and information available and acknowledging that there may have been problems with communication at many service levels in the past, it was the sense of the committee that there has been improvement and, therefore, in the interest of maintaining A.A. unity and finding there was not sufficient cause, the committee unanimously recommended that the proposal to ensure the GSB be dismissed."

2017 / 2018

In October 2017, the trustees' Nominating Committee discussed a motion to censure the General Service Board. The committee took the following action: "The committee agreed to forward to the Conference Committee on Trustees a motion from an area to censure the General Service Board."

The item was discussed by the corresponding Conference Committee on Trustees in 2018, which resulted in the following committee consideration:

"The committee thoughtfully reviewed a proposal to censure the General Service Board and after seeking extensive additional input from the general manager of GSO, the chair of the General Service Board, and additional General Service Board trustees, agreed to take no action. The committee recognized that the litigation regarding the Printer's Copy Manuscript of *Alcoholics Anonymous* has caused many in the Fellowship to have strong feelings on all sides of this issue. The committee believes that the unity of Alcoholics

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Anonymous is the most important treasure we have as a Fellowship. The committee also recognizes that the General Service Board and the Alcoholics Anonymous World Services, Inc. Board have many legal responsibilities and must sometimes make use of the right of decision, but in the spirit of A.A. unity, the committee asks the General Service Board, A.A. World Services, Inc. and AA Grapevine, Inc. that:

- All major decisions made by A.A. World Services, Inc., AA Grapevine, Inc., the General Service Office or AA Grapevine management be promptly and fully reported to the General Service Board, as appropriate.
- If the General Service Board, the A.A. World Services or AA Grapevine boards need to initiate a legal proceeding as a plaintiff, that whenever possible, they will consult the members of the General Service Conference before starting such a proceeding, being ever mindful of A.A. unity and A.A.'s financial prudence. However, the committee understands that sometimes this might not be possible.

The committee recognizes that the General Service Board, A.A. World Services, Inc., and AA Grapevine, Inc. could be brought into litigation by other parties and in no way wants to limit their actions required to protect these corporations.”

In October 2018, the trustees’ Committee on the General Service Conference discussed a proposed agenda item regarding the processing of future “censures.” The committee considered the proposal, which read, “All agenda items for censure or reorganization be forwarded directly to the Conference Committee on Trustees” and took no action. It was agreed that it is important to “follow our proposed agenda item process.”

2020/2021

A proposed agenda item was received to censure the General Service Board on December 15, 2020. “Statement of Concern and motion to censure, from a group of delegates, to the 71st General Service Conference. We move to censure the General Service Board for the behavior observed as described in the submitted letter.” This agenda item was forwarded to the trustees’ Committee on Nominating.

At the January 30, 2021 trustees’ Nominating Committee meeting, the committee “carefully considered the Statement of Concern and Motion to Censure the General

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Service Board and took no action. The committee cherishes the process to have an informed group conscience produced by a full discussion of the whole picture. The committee felt that the mechanism and the information contained in the submission did not reflect a complete picture and prevents all the current work and resolutions from being shared and from redacting any confidential personnel excerpts.

While the committee understands the challenges noted as observations in the submission, there were misgivings about not having had an opportunity sooner to reveal some of the resolutions that have taken place. Some of the committee members have volunteered to draft a memo to the 2021 Conference Committee on Trustees highlighting the progress made on some of the observations raised in the submission. The committee suggested that adding a discussion section during the General Service Conference to address this issue would allow for all Conference members to share on the submission's reflections, speak to build trust, ask questions and talk about the progress made."

At the February 1, 2021 General Service Board Meeting, a Floor Motion was made: "To forward the Statement of Concern and Motion to Censure the General Service Board to the Conference Committee on Trustees after legal review and the preparation of additional background." The motion was seconded and approved.

An ad hoc committee was appointed to assist in gathering background materials for the item.

Following the motion and vote by the board, the following minority opinion was submitted:

From February 1, 2021 General Service Board minutes:

"I serve at the pleasure of the General Service Conference. I very much want to discuss the topics brought up in this request and would enjoy a discussion of solutions and healing at the Conference. It would have been ideal if this recommendation requested a conversation and reporting of progress on these items rather than moving directly to censure. It would have also been ideal if the submitters had brought this appropriately through the Conference process and even allowed the groups in their areas to contribute to that conversation. Make no mistake, I stand ready to be censured if that is the will of the Conference.

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By moving this recommendation forward from a handful of A.A. members we are dignifying and validating that it is appropriate to shop and lobby opinions outside of the General Service Conference process as a means of forcing their item into the Conference. This is a form of outside pressure and influence on the members of Conference conducted by current and previous member of Conference, members that know better. By entertaining this approach, we dilute all the efforts of those Conference members working within the Conference process and we allow the good Twelfth Step work of the Conference and office staff to be derailed by politicking and emotions. We have a Conference process in place for good reason and by moving this item forward we cross that a line that disrespects our own process and boundaries.”

The chair of the General Service Board appointed an ad hoc committee to assist in gathering background materials for the item “Statement of Concern and Motion to Censure the General Service Board.”

The agenda item was reviewed at the 2021 General Service Conference, and the Conference Committee on Trustees discussed it at their meetings. A Committee Consideration read:

“Regarding the Statement of Concern and motion to censure the General Service Board, the committee agreed that the unity of Alcoholics Anonymous is the most important treasure we have as a Fellowship. The committee also agreed that A.A.’s service structure is equally valuable.

The committee appreciated the extensive additional input provided by the interim general manager of GSO and the chair of the AAWS Board. The committee noted that the General Service Board and AAWS Board have a good understanding on finances and organizational strategy and expressed appreciation for the progress being made related to bringing modern communication formats and financial reporting to the General Service Office.

The committee also discussed the authority delegated to the General Service Board and legal responsibilities involving communication, financial prudence, and transparency. The committee noted that several major decisions previously made by the General Service Board and corporate affiliate, AAWS Inc., were not fully or promptly reported out to the Fellowship. The committee recognized that the lack of providing clear, comprehensible

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answers in a timely manner has caused many in the Fellowship to have strong feelings on all sides of this issue.”

2023

Conference Committee on Trustees, Committee Consideration:

The committee thoroughly discussed the General Service Board’s actions at the January 29, 2023 Board Planning and Sharing session that led to the resignation of the board chair. The committee agreed that the board’s failure to fully utilize the spiritual principles of Alcoholics Anonymous to address leadership problems were deeply concerning. The committee also agreed that failure to expedite communication to the Fellowship of Alcoholics Anonymous about the board chair’s resignation and lack of transparency regarding the board’s decision resulted in widespread mistrust and disunity. After lengthy and prayerful discussion, the committee took a vote to censure the General Service Board, failing to achieve substantial unanimity.

Floor Action (Failed)

2023 General Service Conference Floor Action: “The 73rd General Service Conference censure the General Service Board due to poor communication to the Fellowship regarding the resignation of the former Chair of the General Service Board and for the process that was followed regarding the acceptance of her resignation. This motion failed.

Trustees’ Nominating Committee, October 2023 Meeting Report:

PAI #7: The committee discussed the request to censure the General Service Board for actions taken on January 29, 2023, and took no action.

The committee agreed that the 73rd General Service Conference thoroughly discussed this issue; consistent with 73rd GSC Committee on Trustees experience expressed in their feedback call with the chair of trustees’ Nominating Committee.

CURRENT METHODS TO EXPRESS CONCERNS TO THE GENERAL SERVICE BOARD

General Sharing Sessions – Outside Conference

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Per the 73rd General Service Conference Advisory Action there are two General Service Conference Sharing Sessions conducted on virtual meeting platforms per year outside the annual meeting.

Correspondence to the General Service Board

At any time during the year a member, district or area may send correspondence to the General Service Board. Any such correspondence is reviewed at the next quarterly General Service Board meeting and a response is created by the board secretary based on the discussion. Please note that more complicated matters may require additional time to create a thoughtful response.

General Sharing Sessions at Conference

In a typical General Service Conference schedule there are typically two General Sharing Sessions where any concerns may be raised by any member of Conference.

OPPORTUNITIES FOR ENHANCED COMMUNICATIONS INCLUDING AIRING OF GRIEVANCES BETWEEN CONFERENCE MEMBERS AND MEMBERS OF THE GENERAL SERVICE BOARD

Relations between the Conference and the General Service Board would benefit from additional opportunities to have substantive discussion of concerns throughout the year. Such opportunities would allow for more timely discussion of areas of concern and allow such matters to be expressed and addressed throughout the year.

General Sharing Sessions – Outside Conference

May be used for timely discussion of areas of concern when needed.

Harmony and Effectiveness Session at Conference

Please see attached proposal (Item 7.2).

MOTION TO CENSURE

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The emphasis on enhanced communications is with the intent to foster harmony and effectiveness among all Conference members. It is recognized that matters may arise where there is still the need to discuss censure.

A motion to censure is a tool provided for in Concepts III and X in the Twelve Concepts for World Service as cited above. "If the trustees get badly out of line, the Conference can censure them, or even reorganize them." The language surrounding censure indicates that while it is a right of Conference, that it is intended for extreme situations as demonstrated in the excerpts below (bold has been added to original text for emphasis).

Concept III pg. c10: "If the trustees get **badly out of line**, the Conference can censure them, or even reorganize them"

Concept X pg. c34: "Therefore it becomes clear that ultimate authority is something which **cannot be used indiscriminately. Indeed ultimate authority should practically never be used in full, except in an emergency.** That emergency usually arises when delegated authority has gone wrong, when it must be reorganized because it is ineffective, or because it constantly exceeds its defined scope and purpose. For example, if the groups are dissatisfied with the Conference, they can elect better delegates or withhold funds. If the delegates **must**, they can censure or reorganize the trustees."

Concept X pg. c34/35: "In previous articles we have made it clear that although the Conference has the ultimate authority, the trustees at most times must insist on their legal right to actively administer our service affairs. Their legal right has been further strengthened and its use encouraged by the traditional 'Right of Decision.' In these articles we also recognize that the trustees have a legal right of "veto" over the Conference when, in rare cases, they feel this should be used. By these means we have guaranteed the trustees an administrative authority equal to their actual responsibility. This has of course been done without denying in any way the ultimate authority of the Conference, or of the delegates, should it be **really necessary** to give the trustees directives or censures, or to reorganize the board."

CENSURE – PROCESSES

Please see attached (Item 7.3).

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PROPOSED RECOMMENDATIONS

The Trustees Nominating Committee recommends that the General Service Board:

- Forward the Harmony and Effectiveness Session Proposal to the 2025 Conference Committee on Agenda for their consideration along with this report.
- Accept censure motions after the Proposed Agenda Item deadline (as detailed in the Censure – Processes document).
- Forward the Censure – Processes document to the 2025 Conference Committee on Trustees for their consideration along with this report.

The subcommittee also recommends to the Trustees Nominating Committee that (at the July 2025 quarterly meeting) it reconstitute a subcommittee with a scope that reflects the best ways to continue this work.

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II. Cooperation with the Professional Community -CPC-EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 08:00 - 2025-04-29 12:00 EDT

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2025 Conference Committee on Cooperation with the Professional Community

ITEM A: Review progress report on AAWS LinkedIn page

Background notes:

2018 Advisory Action: That A.A. World Services, Inc. develop a company page on LinkedIn with the following goals in mind:

- To offer another digital resource, in addition to aa .org, where professionals can find accurate information about A.A.
- To broaden the reach of the About A.A. newsletter for professionals
- To offer a platform where our professional friends may recommend us
- To raise awareness of exhibits staffed by local CPC committees at national and local professional conferences
- To expand the network of our professional friends and perhaps deepen the pool of Class A Trustee candidates
- By our presence on LinkedIn, to reinforce the continuing relevance and efficacy of A.A. to professionals

Secretary Note:

Through continued efforts of the CPC desk and the AAWS Communications Services Department, the A.A. LinkedIn page has met the closely monitored cadence and goals of the trustee's CPC/T-A and the Conference committee considerations while carefully exploring ways to maximize the reach on the platform within the guidelines of A.A. Tradition.

Background:

1. LinkedIn Q4 report (Oct 2023 – Sept 2024)



LinkedIn: Annual summary

Q4 2023 (October) – Q3 2024 (September)

OVERVIEW OF PROJECT: <https://www.linkedin.com/company/aaworldservicesinc>

- During this time period, we posted 36 times
- We've noted an increase in LinkedIn mail to our company page, mostly about job postings, and are directing them to the appropriate staff desk or department for assistance.
- As of October 2024, LinkedIn is still in the process of removing some of the private profiles linked to our company page who are not employees or members of the corporate boards. The profiles in question are all reported but some have been difficult to trace back because they are private and potentially fake.
- CPC staff coordinator and Communications Service Department continue to develop the content calendar, populate backlog of posts, and post at least twice a month.
- Hashtag research project with the Language Services' department is currently on hold as we determine a process for research on French and Spanish hashtags.

KEY TAKEAWAYS:

- There is an upward trend in content interactions and people reaching out on LinkedIn.
- As part of the AAWS Board approved effort to provide more engaging content on our social platforms, we embedded the video "Sobriety in A.A.: My Drinking Built a Wall" in the August 22 post instead of linking to it on aa.org or YouTube. It has our highest engagement for the year.

ANALYTICS:

- As of September 30, we have 4,020 followers (+759 increase from last year: 3,261).
- Channel stats this year:
 - Total page views: 10,743 (24% increase from last year: 8,660)
 - Unique visitors: 4,288 (25% increase from last year: 3,443)
- During this time period, we had a total of 2,144 reactions and 54 reposts.
- Top 5 posts during this period, by engagement rate*:
 1. August 22, 2024 [The video PSA "Sobriety in AA: My Drinking Built a Wall"](#)
 2. January 25, 2024 [Attending one of these national conferences?](#)
 3. February 16, 2024 [Are you a professional looking for more information about Alcoholics Anonymous?](#)
 4. January 12, 2024 [More than 6,000 A.A. members were randomly selected and surveyed in 2022 by the General Service Office for the U.S. and Canada.](#)
 5. September 26, 2024 [Do you know a young person having a problem with alcohol?](#)

*Engagement rate is calculated by LinkedIn as: (Clicks + Likes + Comments + Reposts + Follows) / Impressions.

2025 Conference Committee on Cooperation with the Professional Community

ITEM B: Review progress report on the development of outward facing pamphlet for mental health professionals.

Background Notes:

At their November 3, 2024, meeting, the trustees' Cooperation with the Professional Community/Treatment and Accessibilities (TCPC/T-A) committee reviewed a report from the AAWS Publishing Department which outlined the path for continued development of the project, including a working title and projected size of the pamphlet.

Draft language, along with a progress report, will be presented at the February 2025 TCPC/T-A meeting.

Background:

1. Progress report
2. Draft pamphlet *

*For members of this Conference committee only and are not available for duplication or distribution beyond the committee.

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CPC
Item B
Doc. 1

Progress report on the development of outward facing pamphlet for mental health professionals submitted to the
2025 Conference Committee on Cooperation with the Professional Community
April 2025

- The 2021 Committee on Cooperation with the Professional Community recommended the trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities develop a pamphlet directed to mental health professionals.
- The initial phase of development consisted of members of the trustees' Cooperation with the Professional Community/Treatment-Accessibilities (TCPC/T-A) Committee along with the staff secretary, interviewing selected mental health professionals who are members of Twelve Step Fellowships. The second round of interviews consisted of professionals who are not members of Twelve Steps Fellowships. The purpose of the interviews was to identify topics that would provide content in developing the pamphlet and additional materials to inform mental health professionals about the Twelve Steps of recovery in Alcoholics Anonymous. The interviews were completed in October 2023.
- At their October 2023 meeting, the trustees' committee on CPC/T-A agreed to forward to the AAWS Publishing Department the results of the interviews conducted by the committee, and the staff secretary, to form an initial draft of the pamphlet.
- In January 2024, the AAWS Publishing Department presented the trustees' CPC/T-A with an update report which included a working title, and a path toward the July 2024 TCPC/T-A meeting where they will present the committee with a progress report or draft pamphlet.

Secretary's note: Following the January 2024 meeting, the staff secretary and AAWS publishing department met to discuss the path to draft the initial language of the pamphlet. Summarizing questions from the interview sessions and responses from mental health professionals with experience incorporating A.A. into their practice with clients and patients who are seeking help with a drinking problem. The topics to be highlighted are based on the 18 interview transcripts with mental health professionals, with the goal to offer suggestions and experiences on:

- *Challenges that mental health professionals face when introducing to the Alcoholics Anonymous program their clients and patients.*
- *Addressing concerns and clarifying misunderstandings that mental health professionals could have about how can A.A. help Alcoholics who have mental health issues.*
- *Referencing Conference Approved literature and A.A. resources to communicate about specific topics that some A.A. members have dealt with such as trauma, singleness of purpose, and sponsorship.*
- *Approaches to support the different types of areas that mental health professionals work in.*
- *What are A.A.'s limitations when cooperating with the mental health professional community.*
- At their July 2024 meeting, the trustees' committee on CPC/T-A reviewed a report from Publishing on the progress of the pamphlet and discussed the general direction including the length of the pamphlet and a suggested format based on the interviews conducted with mental health professionals. This will be followed by an FAQ page and the pamphlet will contain relevant information from other Conference Approved pamphlets that address how we inform professionals about our recovery program.
- At their November 2024 meeting, the trustees' committee on CPC/T-A received an update from the Publishing Department on the development of the pamphlet to mental health professionals, "How A.A. Can Help Mental Health Professionals" (working title), noting that progress is being made on drafting an introduction and summarizing the interviews.
- At their February 2025 meeting, the trustees' committee on CPC/T-A reviewed a draft pamphlet from the Publishing Department "Alcoholics Anonymous: Information for Mental Health Professionals" (working title). The committee provided suggested edits to the content and design for clarity and style, to improve messaging, and to aid professionals and students in finding local A.A. resources and **agreed to forward** the revised draft pamphlet "Alcoholics Anonymous: Information for Mental Health Professionals" to the 2025 Conference Committee on Cooperation with the Professional Community.

###

2025 Conference Committee on Cooperation with the Professional Community

ITEM C: Review content and format of CPC Kit and Workbook.

Background Notes:

Kits and Workbooks for CPC, Corrections, Public Information, Treatment and Accessibilities are reviewed by the corresponding trustee and Conference Committees.

Workbooks and Kits are service pieces.

Between Conferences, suggestions for changes to the Kit and Workbook can be moved forward by the staff secretary.

Background:

1. CPC Kit available to view on www.aa.org:

ENG: [Cooperation with the Professional Community \(CPC\)](#)

SP: [Cooperación con la Comunidad Profesional \(CCP\)](#)

FR: [Collaboration avec les Milieux professionnels \(CMP\)](#)
([rev. 01/2025](#))

2. CPC Workbook (revisions and translations pending) available to view on www.aa.org:

ENG: [Cooperation with the Professional Community \(CPC\)](#)

SP: [Cooperación con la Comunidad Profesional \(CCP\)](#)

FR: [Collaboration avec les Milieux professionnels \(CMP\)](#)

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2025 Conference Committee on Cooperation with the Professional Community

ITEM D: Review progress report on the effective use of CPC videos on aa.org

Background notes:

2024 Conference Committee on CPC Committee Consideration:

The committee reviewed the three existing Cooperation with the Professional Community videos for professionals available on aa.org and requested that the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee explore the option of repurposing the videos, including updating the scripts with new voiceovers while also using stock footage and images to replace outdated video/images. The committee requested that a progress report be brought back to the 2025 Conference Committee on Cooperation with the Professional Community.

Current videos:

[A.A. Video for Healthcare Professionals](#)

[A.A. Video for Legal and Corrections Professionals](#)

[A.A. Video for Employment/Human Resources Professionals](#)

Secretary's note: Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees' Committee on the Cooperation with the Professional Community

Background:

1. Progress report.

CPC Videos on aa.org: First Quarter Report 2025

Progress:

At the July 28, 2024, meeting, the staff secretary informed the trustees' Cooperation with the Professional Community/Treatment and Accessibilities (TCPC/T-A) committee this project remains on hold and is being transitioned to the Communication Services Department (CSD) as the new Multimedia Production Coordinator comes on board.

Following the July meeting, the secretary met with the CSD to discuss potential paths to continue this project, considering costs and effectiveness, and will provide a progress report at the November TCPC/T-A meeting.

At the November 3rd, 2024, meeting, the TCPC/T-A committee accepted the update that no action has been taken on this project due to competing priorities. The committee looks forward to a progress report at the February 2025 meeting.

At the February 2nd, 2025, meeting, the TCPC/T-A committee received a report from the Communication Services Department (CSD) that the CPC video project is in the discovery phase. The CSD requested input from the committee on two possible paths forward: creating new content or repurposing existing content. The committee noted that outdated content may not be useful in effectively informing professionals. The committee requested additional input from the 2025 Conference Committee on Cooperation with the Professional Community to help shape the project, including the review of these different paths and to discuss the use of Artificial Intelligence in the creation of the videos.

Secretary's note: It was reported in 2024 that options to repurpose the existing videos using updates to audio and other editing features would be explored, to effectively communicate how we inform professionals. Following the February 2025 TCPC/T-A meeting, the Communication Services Department (CSD) received additional suggestions and will include input from the 2025 Conference Committee on CPC to bring to the August 2025 TCPC/T-A for review. Projected expenses will be included in the 2026 CPC budget reforecast and sent to the trustees' Finance and Budgetary committee for approval.

###

2025 Conference Committee on Cooperation with the Professional Community

ITEM E: Discuss shared experience in informing professionals how A.A. can serve as a resource for unhoused and neurodivergent alcoholics

Background Notes:

The 2024 Conference Committee on CPC considered the request to develop a pamphlet for the unhoused alcoholic in A.A. and took no action. The committee felt that a pamphlet would not be an effective tool to carry the message to the unhoused community. The committee suggested that the trustees' Cooperation with the Professional Community/Treatment-Accessibilities Committee consider exploring methods of how to better serve the unhoused population.

Excerpts from the July 28, 2024 meeting report of the trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities:

The committee reviewed a report of the 2024 Conference Committee on CPC Committee Considerations pertinent to this committee. The committee noted that the suggestions on the topic of the "unhoused" or "homeless" alcoholics and the neurodivergent community need to be further explored and asked the Staff secretary to collect shared experience from the Fellowship on this subject to better inform this discussion. The committee looks forward to an update at the November 2024 meeting.

Excerpts from the September 24, 2024 interim meeting report of the trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities:

The committee recognized the need for improved messaging with professionals on topics such as the "unhoused or homeless" population and neurodivergent alcoholics, how professionals currently receive information, and how we will continue to connect more effectively.

Noted was the constant change in professional terminology and that future A.A. materials; pamphlets, service pieces and digital communications acknowledge when we communicate using professional terminology. It was suggested we may want to include in our messaging to the Fellowship, "we use this term or series of terms to encompass as much as we can", noting that some professional terminology differs from our A.A. "singleness of purpose" language. Additionally,

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usage varies across the United States and Canada within the Fellowship. The committee specifically pointed to how there are differing views about whether we use the term; “unhoused” or “homeless” or something different.

The committee recognized that pamphlets are not being utilized by professionals and that Infographics and audio-visual and other media are being used more widely. After a thoughtful discussion, the committee requested the following:

- The staff secretary gather shared experience from the Fellowship regarding:
 - How do local CPC committees inform professionals who work with these populations?
 - What types of presentations or workshops have been employed?
 - Luncheons
 - Multimedia/virtual
- How do CPC Exhibits reach Mental Health professionals?
- Future articles in the “About A.A.” newsletter and LinkedIn posts on these topics.

Excerpts from the November 3, 2024 meeting report of the trustees’ Committee on Cooperation with the Professional Community/Treatment and Accessibilities:

The committee reviewed the September 2024 interim meeting report which included a request for the staff secretary to gather shared experience on how local committees inform professionals who treat neurodivergent and unhoused alcoholics. The staff secretary updated the committee that they have received limited shared experience to date and will expand the request in an upcoming CPC Activity Report. The committee discussed expanding CPC outreach and requested that the staff secretary provide information on the feasibility of developing workshops for professionals that offer Continuing Education Units. This committee agreed to continue this discussion at the interim meeting. The committee looks forward to a progress report at the February 2025 meeting.

Excerpts from the February 3, 2025 meeting report of the trustees’ Committee on Cooperation with the Professional Community/Treatment and Accessibilities:

The committee received an update on neurodivergent and unhoused alcoholics and how we inform professionals about these populations. The committee reviewed shared experience gathered from the Fellowship and noted the limited quantity of experience to date. Suggestions for additional outreach included the staff secretary requesting input from local CPC committee chairs in their welcome

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letter as these trusted servants rotate on to their assignments. This may aid in gathering wider shared experience from the entire service structure.

The committee discussed ways local trusted servants perform outreach to these populations. The committee suggested that one-on-one communication might be more effective at reducing any barriers to access for members of these populations — specifically, certain neurodivergent individuals who might find a large gathering such as a traditional A.A. meeting to be an obstacle. CPC committees may consider partnering with professionals whose clients are from these populations to effectively communicate the A.A. message in a one-on-one setting. The committee noted that these topics rest at the intersection of Accessibility and CPC service work, home groups, districts and area activities, and that wider shared experience is needed.

The committee requested that the topics be separated into two items moving forward to provide more clarity on how both the Fellowship is carrying the message to neurodivergent and unhoused alcoholics and how local trusted servants are informing professionals. The committee looks forward to updates at the August 2025 meeting.

###



III. Corrections - EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 09:00 - 2025-04-29 17:00 EDT

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Note: This item was forwarded from the Literature agenda as part of the 2025 Equitable Distribution Plan (EDW).	
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2025 Conference Committee on Corrections

ITEM A: Review contents and format of Corrections Kit and Workbook.

Background notes:

Kits and workbooks for Corrections, CPC, Public Information, Treatment Facilities, and Accessibilities are reviewed by the corresponding Conference Committee during each General Service Conference.

Between Conferences, ideas for changes to a workbook or to the contents of a kit may be received. These may be reviewed by the appropriate trustees' Committee and implemented.

Alternatively, the trustees' Committee may choose to forward an idea to the Conference Committee for review. Members of the Conference Committee then have an opportunity to review proposed changes to a Workbook or Kit during the next General Service Conference.

The Corrections Workbook (M-45i) is contained in the kit. The content list of the Corrections Kit is available on GSO's A.A. website (www.aa.org) with hyperlinks to most items listed.

Secretary's Note: Workbooks and kits are service pieces, and suggested changes to their content do not become recommendations; rather, they are put forth as Additional Committee Considerations.

Secretary's Note: A new flyer has been added to the corrections kit that highlights literature available on tablets.

Background:

Correction Kit:

- [ENG](#)
- [FR](#)
- [SP](#)

Corrections Workbook:

- [ENG](#)
- [FR](#)
- [SP](#)

1. Corrections Kit (provided to Conference Committee on Corrections members only)

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2025 Conference Committee on Corrections

ITEM B: Review progress report on the development of a pamphlet for the transgender alcoholic in A.A.

Background notes:

Excerpt from November 2, 2024, trustees' Nominating Committee meeting report:

The committee requested the committee secretary prepare two memos to the trustees' Literature Committee to begin the search process for these two ACMs.

Excerpt from July 27, 2024, trustees' Literature Committee meeting report:

Development of a pamphlet for the transgender alcoholic: The committee discussed the 2024 Conference Advisory Action requesting the development of a pamphlet for transgender alcoholics. The committee considered elements of workload and finance, noting the benefits which ACMs have brought to recent literature projects through the involvement of members of the intended audience. The trustees' Literature Committee agreed to forward a memo to the trustees' Nominating committee requesting an ACM from the transgender community.

2024 Advisory Action

A pamphlet on the transgender alcoholic in A.A. be developed and that a draft pamphlet or progress report be brought to the 2025 Conference Committee on Corrections.

Secretary's note:

An ACM search announcement was distributed to the Fellowship in February 2025, with an April 15, 2025, deadline date. It is anticipated that a working group or subcommittee will be formed after an ACM is identified and in place, and that an update report will be provided to the 2026 General Service Conference.

2025 Conference Committee on Corrections

ITEM C: Review Data from Tablet Vendor Edovo

Background notes:

Excerpt from February 2, 2025, trustees' Corrections Committee meeting report:

The committee reviewed a report reflecting January 2025 data analytics from the tablet vendor Edovo. The committee recognized the value of the analytics in assessing engagement at correctional facilities using Edovo tablets and **agreed to forward** the report to the 2025 Conference Committee on Corrections.

Background:

1. Data from Tablet Vendor Edovo

CX-C1 Review data from tablet vendor Edovo

2025 Conference Committee on Corrections

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Edovo area engagement

Area	Number of facilities	Unique Starts	Unique Completes
Area 01: Alabama/N.W. Florida	56	704	306
Area 03: Arizona	24	3623	1793
Area 04: Arkansas	24	880	323
Area 05: Southern California	2	267	150
Area 06: Northern Coastal California	19	2771	1583
Area 07: Northern Interior California	31	3238	1846
Area 08: San Diego/Imperial California	6	366	221
Area 09: Mid-Southern California	5	1028	642
Area 10: Colorado	11	763	346
Area 13: District Of Columbia	1	39	22
Area 14: North Florida	45	410	165
Area 15: South Florida	29	946	509
Area 16: Georgia	18	336	178
Area 18: Idaho	6	61	28
Area 19: Chicago Illinois	2	729	478
Area 20: Northern Illinois	8	517	276
Area 21: Southern Illinois	10	231	90
Area 22: Northern Indiana	9	83	44
Area 23: Southern Indiana	8	202	102
Area 24: Iowa	3	143	70
Area 25: Kansas	6	113	64
Area 26: Kentucky	18	178	56
Area 27: Louisiana	1	16	4
Area 28: Maine	16	443	181
Area 29: Maryland	27	262	141
Area 30: Eastern Massachusetts	9	276	140
Area 31: Western Massachusetts	4	84	28
Area 32: Central Michigan	10	168	71
Area 33: Southeastern Michigan	1	2	1
Area 34: Western Michigan	11	504	185
Area 35: Northern Minnesota	5	172	83
Area 36: Southern Minnesota	4	41	25
Area 37: Mississippi	15	105	53
Area 38: Eastern Missouri	6	76	37
Area 39: Western Missouri	2	15	8
Area 40: Montana	9	851	325
Area 41: Nebraska	14	452	227
Area 42: Nevada	5	87	49

Area	Number of facilities	Unique Starts	Unique Completes
Area 43: New Hampshire	9	279	136
Area 44: Northern New Jersey	7	244	164
Area 45: Southern New Jersey	5	59	31
Area 46: New Mexico	10	236	130
Area 47: Central New York	15	230	96
Area 48: NENY Area Association	8	57	41
Area 49: Southeast New York	7	228	161
Area 50: Western New York	5	106	45
Area 51: North Carolina	67	3838	1458
Area 52: North Dakota	5	20	10
Area 53: Central Southeast Ohio	19	402	160
Area 54: Northeast Ohio	21	460	201
Area 55: Northwest Ohio	6	87	43
Area 56: Southwest Ohio	8	116	51
Area 57: Oklahoma	25	392	154
Area 58: Oregon	18	425	211
Area 59: Eastern Pennsylvania	26	1231	619
Area 60: Western Pennsylvania	12	258	116
Area 61: Rhode Island	1	8	7
Area 62: South Carolina	33	928	312
Area 63: South Dakota	6	632	271
Area 64: Tennessee	10	136	55
Area 65: Northeast Texas	45	1161	664
Area 66: Northwest Texas	8	810	469
Area 67: Southeast Texas	42	755	417
Area 68: Southwest Texas	44	2092	1161
Area 69: Utah	12	265	147
Area 71: Virginia	30	430	237
Area 72: Western Washington Area	12	236	104
Area 73: West Virginia	23	444	210
Area 74: N. Wisconsin/ Upper Penn. MI	10	141	57
Area 75: Southern Wisconsin	15	258	147
Area 76: Wyoming	4	86	42
Area 92: Washington State East	6	413	200
Area 93: Central California	10	635	317

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Edovo ebooks engagement by title

Title eBooks	Unique Starts	Unique Completes
A.A. in Prison: A Message of Hope	1,577	250
Alcoholics Anonymous (4th Edition)	1,255	137
Alcoholics Anonymous Comes of Age	666	92
As Bill Sees It	828	73
Came to Believe	798	95
Daily Reflections	7,529	427
Dr. Bob and the Good Oldtimers	688	68
Experience, Strength & Hope	1,202	136
Living Sober	894	164
Our Great Responsibility	564	80
Pass It On	1,139	101
Twelve Steps and Twelve Traditions	929	164
Plain Language Big Book: A Tool for Reading Alcoholics Anonymous	308	25

Title eBooks	Unique Starts	Unique Completes
Experience, force & espoir	242	190
Le Mouvement des AA Devient Adulte	189	29
Les AA en Prison	723	94
Les Alcooliques anonymes	104	34
Les Douze Étapes et les Douze Traditions	103	35
Notre grande responsabilité	323	55
Nous en Sommes Venus à Croire	253	27
Réflexions Quotidiennes	208	22
Vivre ... sans alcool!	53	16
AA Llega a su Mayoría de Edad	432	50
Alcohólicos Anónimos	430	58
Como Lo Ve Bill	596	57
Doce Pasos y Doce Tradiciones	233	38
Llegamos a Creer	865	105
Nuestra gran responsabilidad	1,009	113
Réflexions de Bill	521	45
Reflexiones Diarias	1,300	77
Viviendo Sobrio	131	28

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Edovo audiobooks engagement by title

Title Audiobooks	Unique Starts	Unique Completes
Alcoholics Anonymous - Audiobook (4th Edition)	14,792	10,023
Twelve Steps and Twelve Traditions - Audiobook	18,131	13,608
Living Sober - Audiobook	12,242	11,564
Daily Reflections (Audiobook)	14,316	11,408
Les Alcooliques Anonymes (Livre audio)	1,301	711
Les Douze Étapes et les Douze Traditions (Livre audio)	852	355
Vivre ... sans alcool (Livre audio)	1,410	652
Réflexions Quotidiennes (Livre audio)	2,170	1,567
Alcohólicos Anónimos (Audio libro)	21,689	16,816
Doce Pasos y Doce Tradiciones (Audio libro)	12,613	9,202
Viviendo Sobrio (Audio libro)	14,841	11,939
Reflexiones Diarias (Audio libro)	36,324	31,928

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Edovo newsletter engagement by title

Title Newsletter	Oct-Nov ONLY Unique Starts	Oct-Nov ONLY Unique Completes
Alcoholics Anonymous: Box 4-5-9 Fall 2023 Edition	108	8
Alcoholics Anonymous: Box 4-5-9 Spring 2024 Edition	42	21
Alcoholics Anonymous: Box 4-5-9 Summer 2024 Edition	99	58
Alcoholics Anonymous: Box 4-5-9 Winter 2023 Edition	32	17
Alcoholics Anonymous: Sharing from Behind the Walls Fall 2023	96	59
Alcoholics Anonymous: Sharing from Behind the Walls Spring/Summer 2024	37	29
Alcoholics Anonymous: Sharing from Behind the Walls Winter 2023-2024	39	29

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2025 Conference Committee on Corrections

ITEM D: Corrections Survey

Background notes:

Excerpt from February 2, 2025 trustees' Corrections Committee meeting report:

The committee reviewed a report on a corrections survey distributed by the General Service Office's Corrections assignment. The committee noted the usefulness of gathering current information and shared experience on service within correctional facilities. The committee **agreed to forward** the corrections survey report to the 2025 Conference Committee on Corrections.

2024 Conference Committee on Corrections Consideration:

The committee requested that the staff coordinator on the Corrections desk gather shared experience on how local corrections committees encourage and engage members in corrections service. The collected shared experience would be available upon request from the corrections desk.

Secretary's note: The 2024 Conference Committee on Corrections requested that the staff member on the Corrections desk gather shared experience on how local corrections committees encourage and engage members in corrections service. On October 3, 2024, the survey was sent out in three translations (English, French, and Spanish) to delegates, area corrections chairs, district corrections chairs, H & I chairs (area and district), Bridging the Gap chairs (area and district), and listed active correctional groups. The survey was completed as of December 16, 2024, with 759 initial responses with 460 entries qualifying to enter the survey.

- Q3. The responses made us aware that most service done within correctional facilities is received through districts in the general service structure.
- Q4. The highest response to this question revealed members become involved in this kind of service through sponsorship, A.A. members and homegroups.
- Q5 & Q6 noted responses from 74 areas within the general service structure giving visual representation of the locations of these facilities.
- Q8. Although there are meetings conducted virtually, 96% of our responses selected in-person format for how they facilitate meetings.

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- Q9. Discussion meeting was the format most members had selected when facilitating meetings, with 58% of respondents selecting this option.
- Q10. The *Alcoholics Anonymous* (Big Book) was found most useful at 86%, the *Twelve Steps and Twelve Traditions*, Grapevine Literature, and *Daily Reflections* also received notable reference as useful sources.
- Q11. 55% of members who filled in the survey made us aware that there is no access to tablets for members on the inside.
- Q13. Complimentary literature was the highest selected option of services or materials that corrections service members made inside members aware of. However, there was substantial feedback in the Other Local Resources selection. This included local publications and the Meeting Guide app, which was displayed as a write-in option.
- All answers provided in Q14 & Q15 were reviewed by the staff member on Corrections to understand the consensus of submissions and are represented in the survey results. Additionally, all Other (please specify) options were examined and reviewed through the same criteria.

Background:

1. Corrections survey

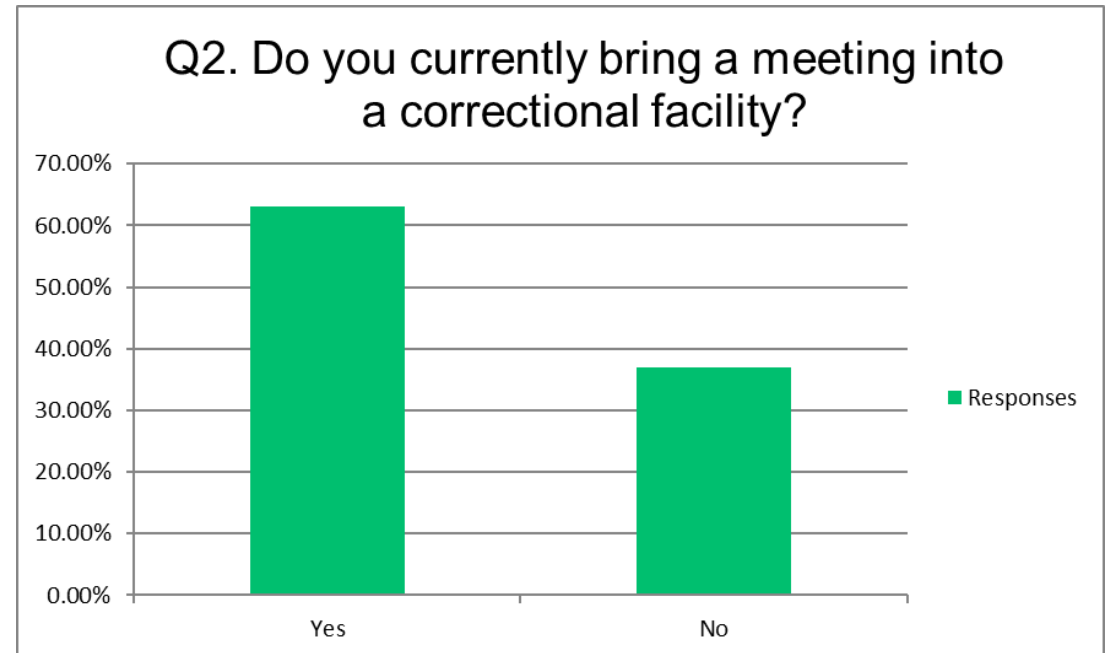
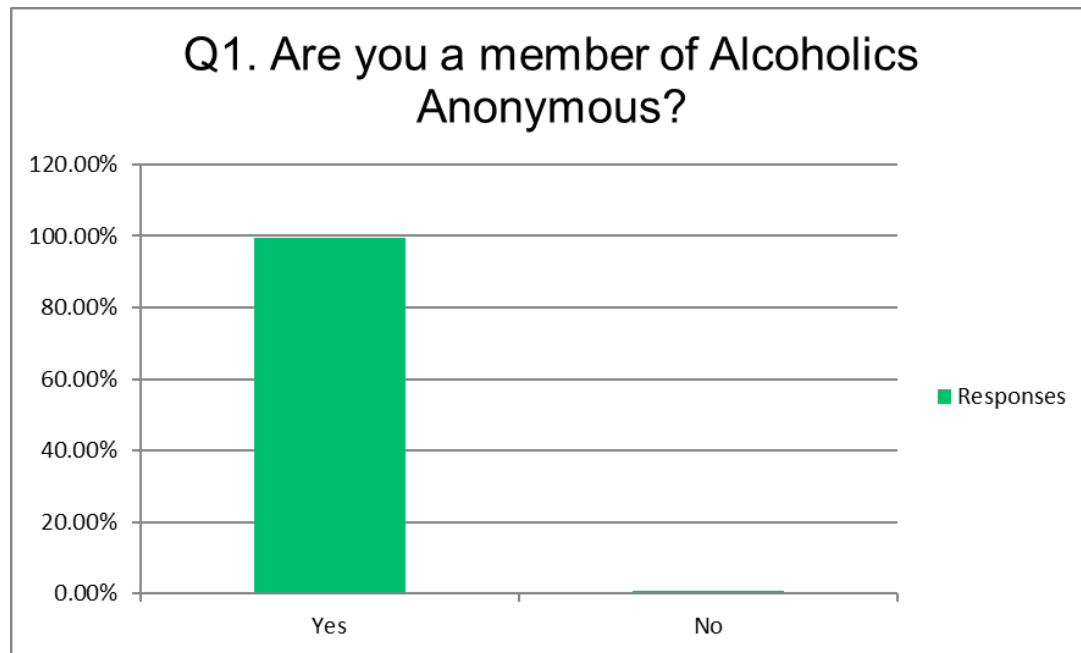
Corrections Survey

2025 Conference Committee on Corrections

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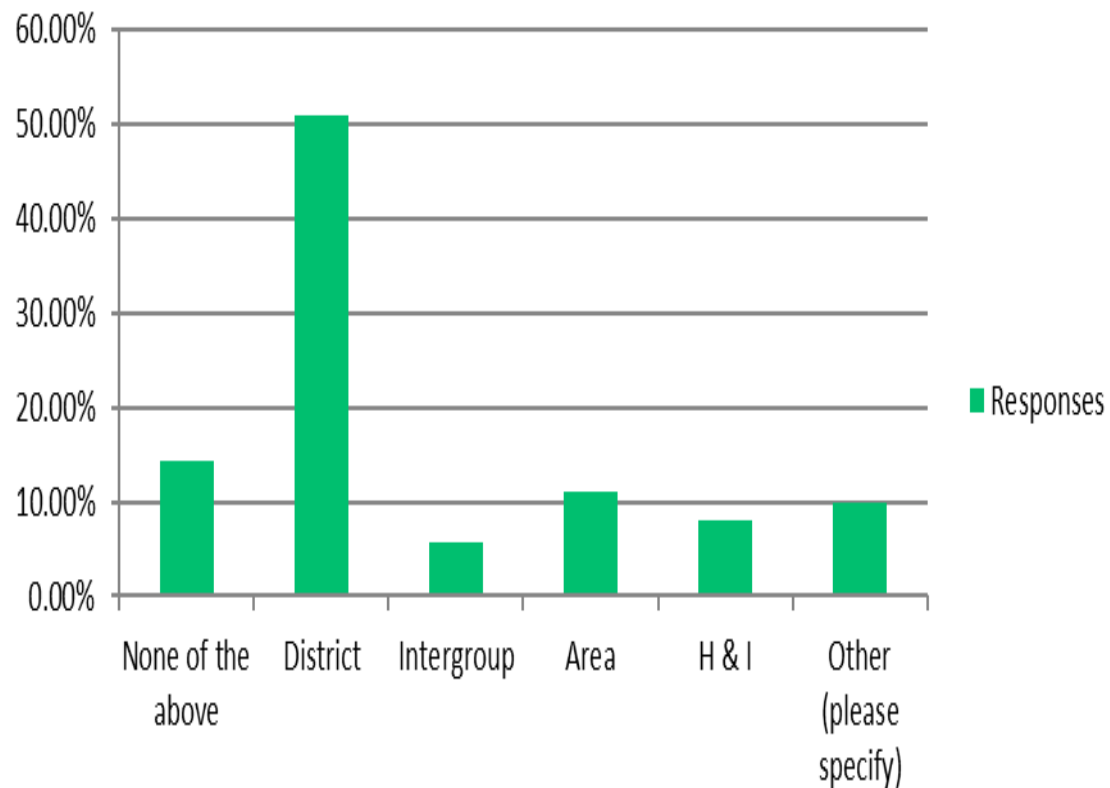
***While there is cooperation from non-alcoholic professionals the intent of this question was to receive feedback from A.A. members.**

***The intent of this question was to gain current shared experience by filtering out members who are no longer supporting meetings to a correctional facility at the time of this survey.**



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Q3. Are you part of a district, intergroup, area, or other committee in regard to this service commitment?



Other (please specify):

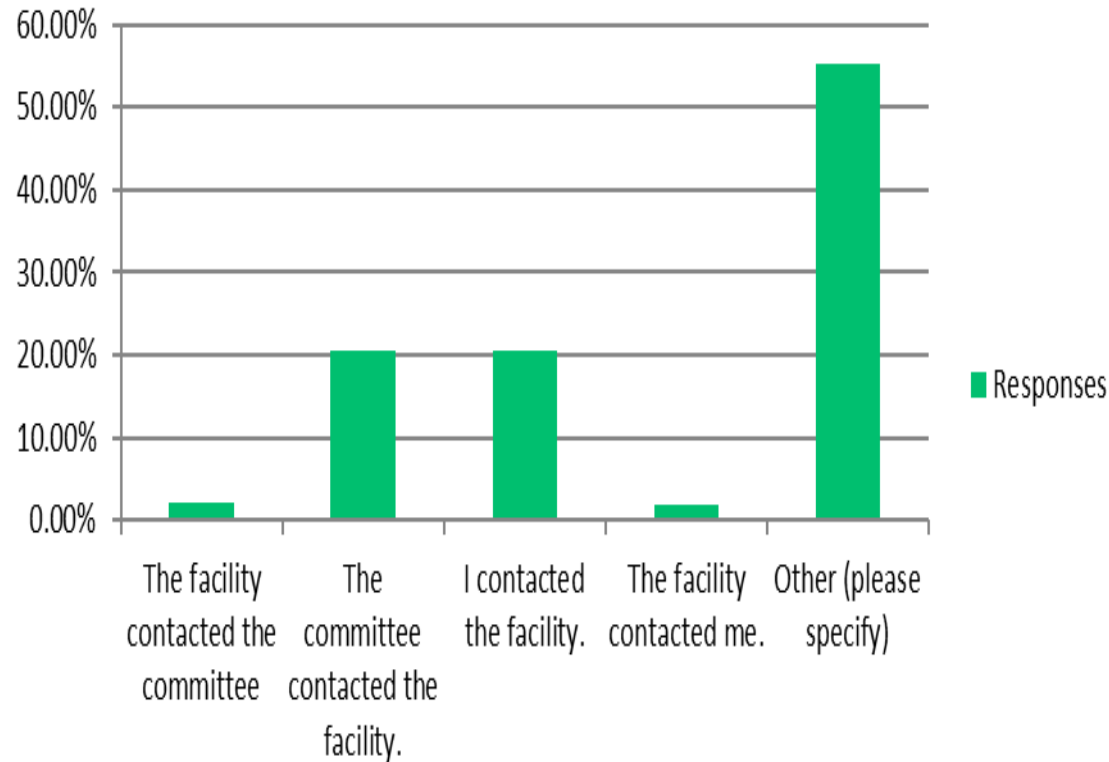
Meetings

International Corrections Meeting

Corrections Connections

Individual Volunteers

Q4. How did you initially get involved in bringing a meeting to the inside of this correctional facility?



Other (please specify):

- Sponsor
- A.A. member/Homegroup
- Corrections Workshop
- Roundups
- National Corrections Conference

Q5.
What City and State/Province
is your meeting located in?

Q6.
What is the name of the
correctional facility you bring a
meeting to?



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Q7. What is the primary language of this meeting?

English (374)

Spanish (3)

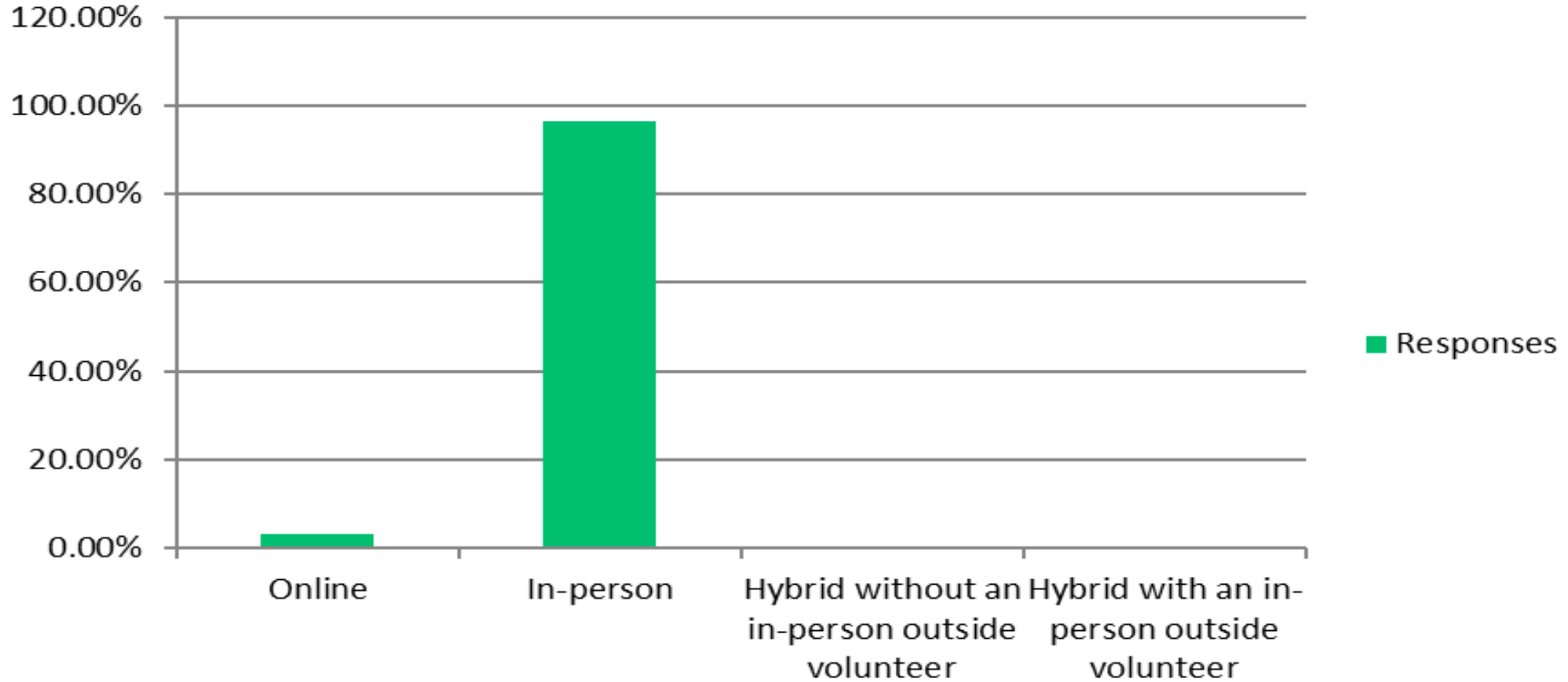
English & Spanish (5)

French (6)

Vietnamese (1)

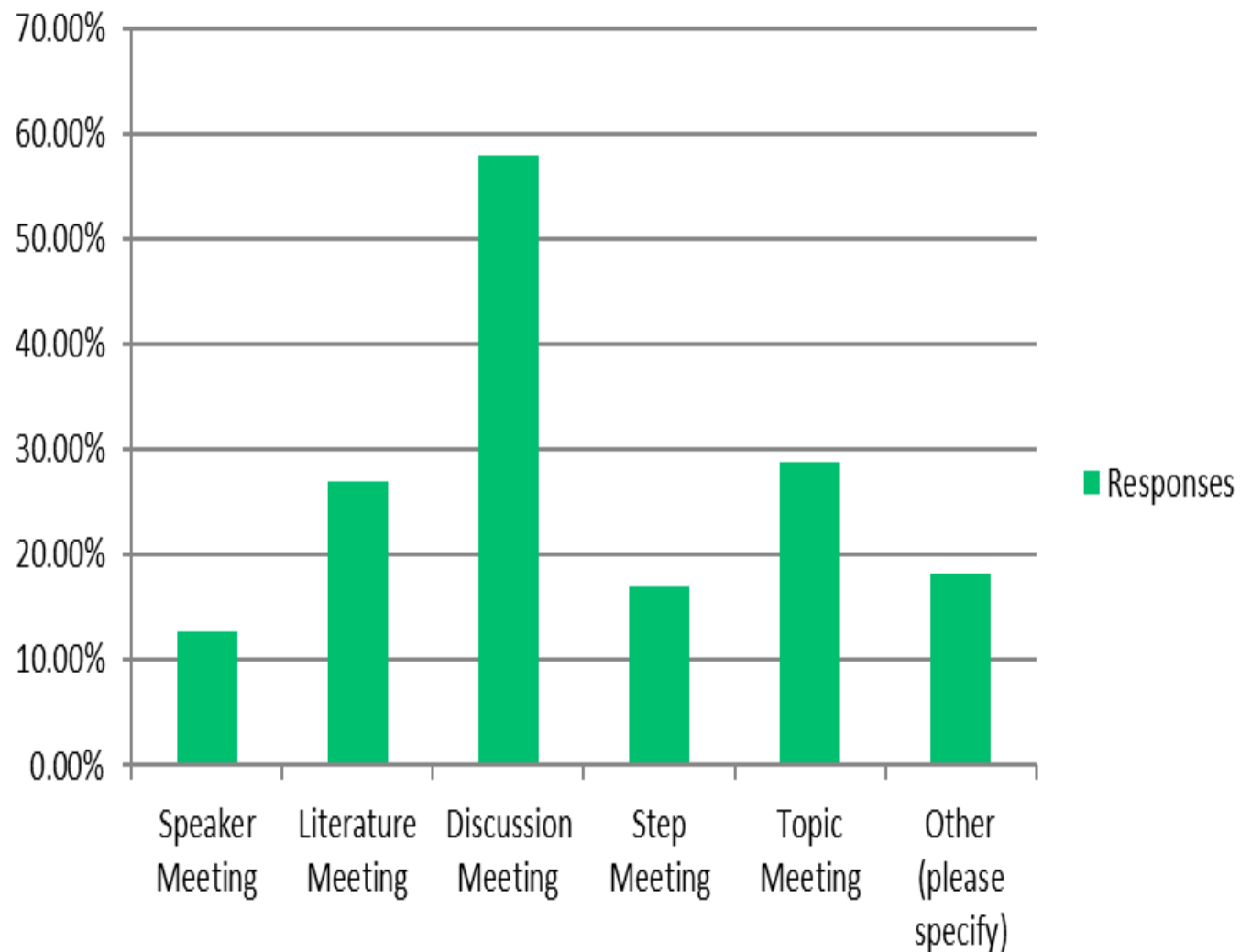
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Q8. How is this meeting conducted?



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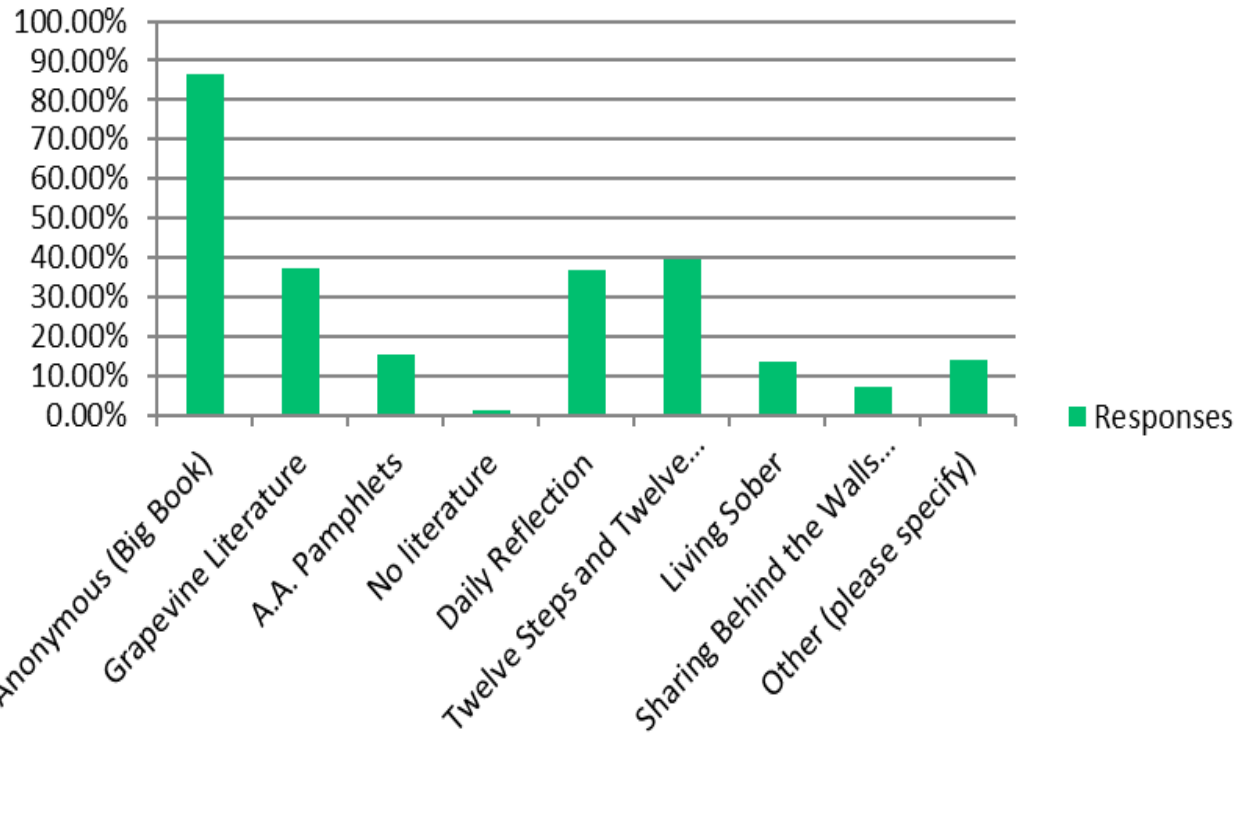
Q9. What is the format of this meeting?



Other (please specify):

- Question and Answer
- Panel
- Rotating
- Steps 1,2,3

Q10 Which pieces of A.A. literature do members on the inside request or respond to the most?

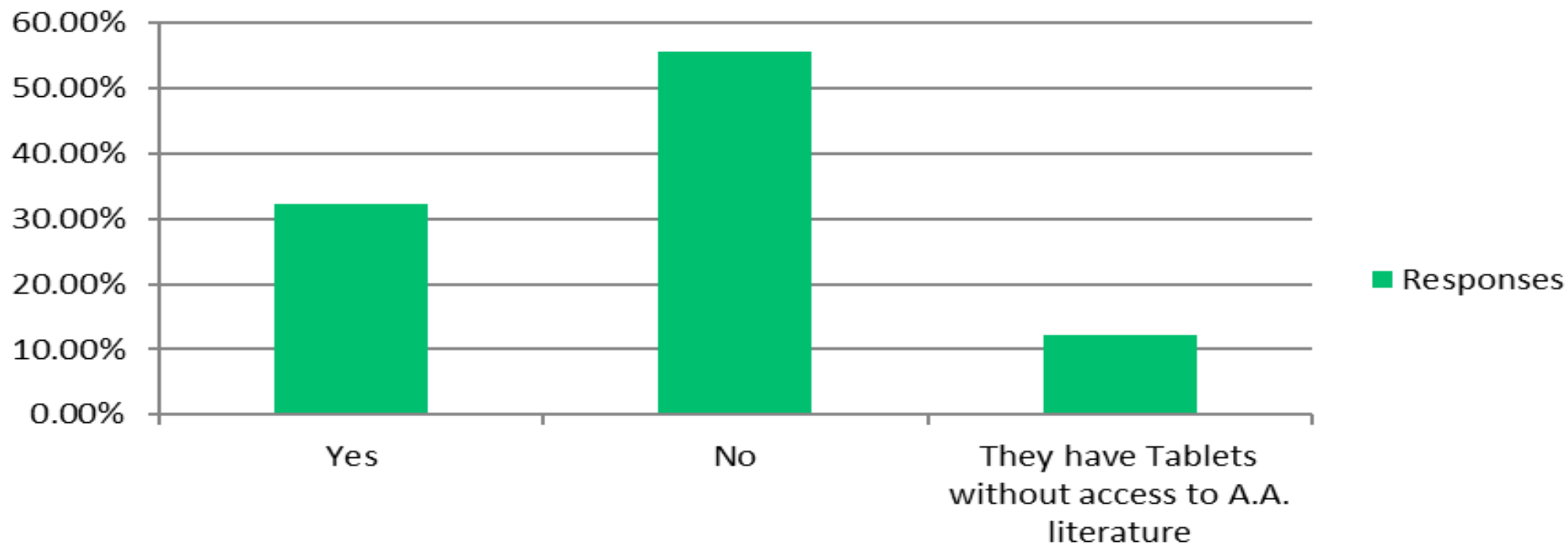


Other (please specify):

- Box 4-5-9/District minutes
- Came to Believe
- As Bill sees it
- Area 79 publication on First Nations
- Audio Cassettes

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Q11. Does the facility give inside members access to tablets where they can access A.A. literature?



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Q12. Do you have any lessons learned from doing service on the inside of correctional facilities?



Understand facility rules and have patience with facility constraints



Have meeting as an open meeting rather than a closed meeting



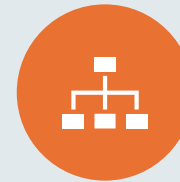
Avoid outside issues (religion, fraternization, inside matters, and etc)



Have insiders chair meeting and outsiders share experience strength and hope



Connect with professionals on the inside to provide contacts for release and local meeting information

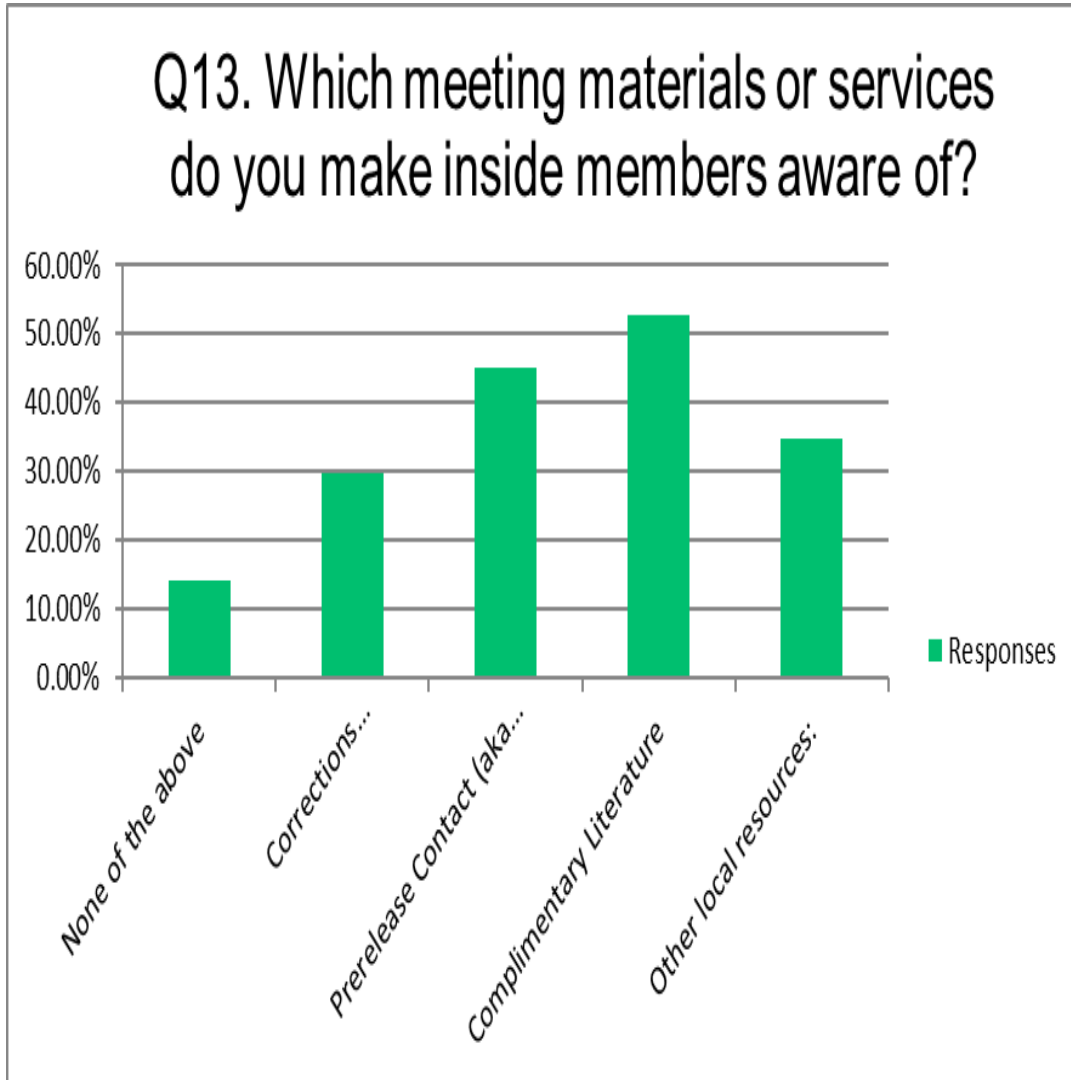


Keep meetings consistent and structured



Focus on literature for basis of topics

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Other (please specify):

- Meeting Guide App
- Local Meeting List
- A.A. literature on tablets

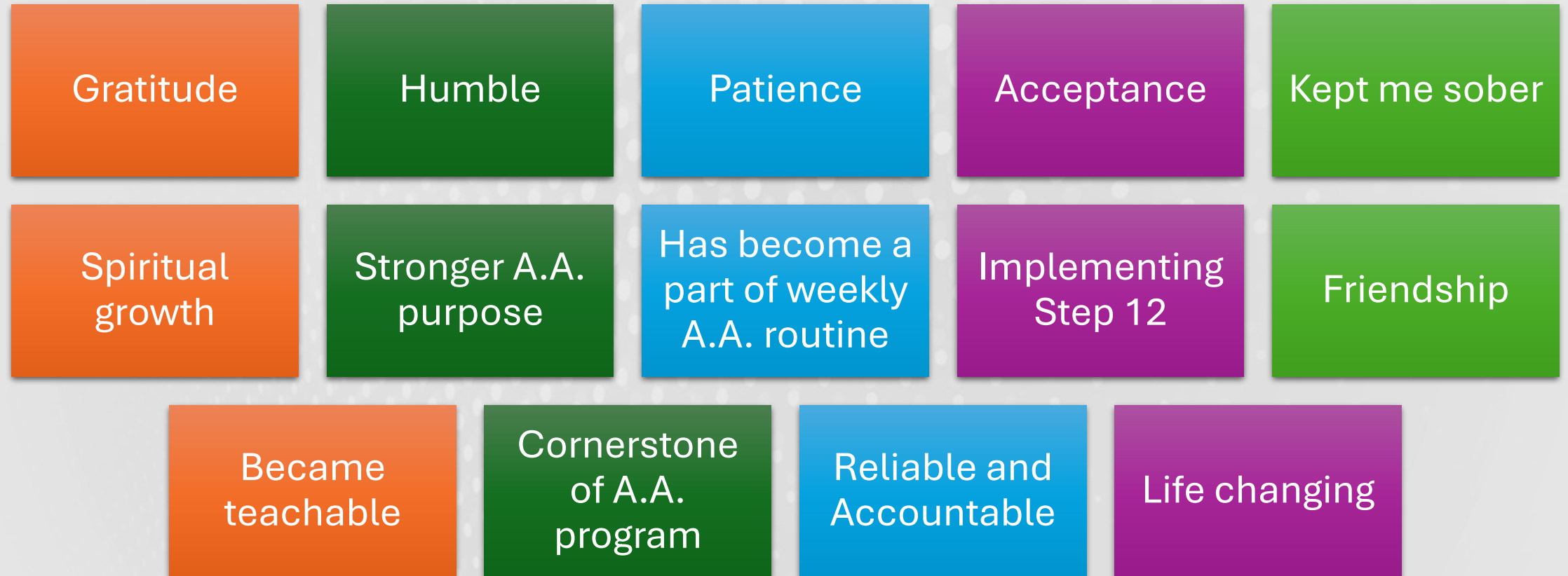
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Q14. How do you attract outside members to do service on the inside of correctional facilities?

- Announcements at meetings
- Flyers about service opportunities in Corrections
- Announcements at Intergroup meetings, District meetings, and GSR meetings
- Post service opportunities on district website or newsletter
- Regional Conferences
- Correctional Workshops
- Personal invitation from member/sponsor
- Share personal experiences on how it has benefited your sobriety

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Q15. How has this service commitment influenced your personal recovery?



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2025 Conference Committee on Corrections

ITEM E: Consider request to update Appendix IV in the book *Alcoholics Anonymous* to include other awards and commendations received by AA since 1951.

Background notes:

Excerpt from the November 2, 2024 trustees' Literature Committee meeting report:

The committee considered the request to "Update Appendix IV in the book *Alcoholics Anonymous* to include other awards and commendations received by AA since 1951" and **agreed to forward** to the 2025 Conference Committee on Literature.

Secretary's note: Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees' Committee on Literature.

Background:

1. PAI #65 "Update Appendix IV in the book *Alcoholics Anonymous* to include other awards and commendations received by AA since 1951" submission form.

2025 Conference Committee on Corrections

PAI #65 - Update Appendix IV in the book "Alcoholics Anonymous" to include other awards and commendations received by AA since 1951.

General Service Conference (GSC) Proposed Agenda Item Submission Form

<p>(1) Submit a clear and concisely worded motion.</p> <p>Update Appendix IV in the book "Alcoholics Anonymous" to include other awards and commendations received by AA since 1951. For instance, add the Library of Congress adding this book to one of the ten most influential books of the 20th Century and any other awards and commendations I do not know about.</p>
<p>(2) What problem does this proposed item address?</p> <p>It will help make the book more current and help PI/CPC Committees better able to explain the advantages of using the AA program of recovery from alcoholism</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p> <p>This is my idea and I did not have time to present to Area 39 for agreement.</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p> <p>I am hoping the GSO Archives department can fill in the blanks.</p>
<p>(5) What are the intended/expected outcomes if this proposed item is approved?</p> <p>An updated version of the appendix section of our book making it more current (as I hope the medical and religious opinion appendices are being brought into the 21st</p>

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century. As these appendices read now, no further information has been provided since the third edition had been published!

(6) Provide a primary contact for the submission.

(7) Final comments:

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IV. Finance-EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 09:00 - 2025-04-29 17:00 EDT

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B. Review suggested area contribution for delegate expense for the Conference.....	4
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FI-B2-Delegate Fees Extra.pdf.....	6
FI-B3-Yearly Cost Spread Sheet.pdf.....	7
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F. Consider a request to remove the phrase, “A group may also decline to hear reports from a GSR at all” from page 10 in The A.A. Service Manual.....18

Note: This item was forwarded from the Report and Charter agenda as part of the 2025 Equitable Distribution Plan (EDW).

EDW-FI-F0-Cover-AA Service Manual GSR phrase.pdf.....18

EDW-FI-E.1 - AA Service Manual GSR phrase.docx.....19

2025 Conference Committee on Finance

ITEM A: Consider a request to reaffirm the 1975 Advisory Action that delegates emphasize to the groups the effect that inflation has had on the contribution of dollar and the necessity for adjusting contributions accordingly, to support services provided by the General Service Board. *[Floor Action from the 74th General Service Conference]*

Background notes:

Excerpt from November 3, 2024, trustees' Finance Committee meeting report:

The committee reviewed and **agreed to forward** to the 2025 Conference Committee on Finance the request to reaffirm the 1975 Advisory Action that delegate, in reports to their areas, place more emphasis on group support. Delegates should emphasize to the groups the effect that inflation has had on the contribution dollar and the necessity for adjusting contributions accordingly to support services provided by the General Service Board.

2025 Conference Committee on Finance

ITEM B: Review suggested area contribution for delegate expense for the Conference.

Background:

- 1. History of Contribution Limits**
- 2. History of Additional and Max Contribution**
- 3. Yearly Conference Cost Spread Sheet**

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HISTORY OF DELEGATE FEES

Conference Area Delegate Fees

1969		\$150
1974	\$150	\$200
1978	\$200	\$300
1984	\$300	\$400
1989	\$400	\$600
1997	\$600	\$800
2005	\$800	\$1,200
2012	\$1,200	\$1,600
2017	\$1,600	\$1,800
2023	\$1,800	\$2,200

Conference Area Delegate fees and additional Contributions

	Additional Contributions Above Suggested Delegate Fee (\$2,200 in 2024)	Max Contribution (Estimated \$9,265 in 2024)
2024	63	2
2023	58	0
2022	65	14
2021	52	46
NOTE: 2021 Max Contribution was only \$400 because the Conference was virtual.		
2020	7	7
2019	38	12
2018	51	8
2017	52	11
2016	52	10
2015	43	12
2014	10	7

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CONFIDENTIAL: 75th General Service Conference Background

GENERAL SERVICE CONFERENCE EXPENSE HISTORY															
	UNAUDITED														
	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
	BROOKLYN	BROOKLYN	BROOKLYN	VIRTUAL	VIRTUAL	NYC	NYC	RYE, NY	NYC	NYC	RYE, NY	NYC	RYE, NY	NYC	RYE, NY
Delegate Contribution	\$2,200	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,800	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,200	\$1,200	\$1,200
Rooms:															
Sleeping Rooms	\$355,737	\$401,962	\$329,302	\$3,225		\$356,753	\$315,975	\$209,034	\$307,287	\$324,995	\$220,808	\$298,441	\$218,263	\$234,481	\$209,406
Meeting Room Costs						\$10,065	\$10,615	\$10,000	\$10,065	\$10,065	\$10,000	\$10,065	\$5,547	\$8,540	\$7,000
Audio Visual/IT	\$185,844	\$203,621	\$144,435	\$56,721	\$4,500	\$108,616	\$114,535	\$26,334	\$62,852	\$47,241	\$22,215	\$24,152	\$18,996	\$30,318	\$16,696
Meals:															
Breakfast, Lunch, Dinner, Break Refreshments	\$362,787	\$458,880	\$405,829	\$12,300		\$349,650	\$350,512	\$218,528	\$325,185	\$361,339	\$262,391	\$328,502	\$218,977	\$319,343	\$215,859
Total Hotel Expense	<u>\$904,368</u>	<u>\$1,064,463</u>	<u>\$879,566</u>	<u>\$72,246</u>	<u>\$4,500</u>	<u>\$825,083</u>	<u>\$791,637</u>	<u>\$463,896</u>	<u>\$705,389</u>	<u>\$743,640</u>	<u>\$515,414</u>	<u>\$661,160</u>	<u>\$461,783</u>	<u>\$592,682</u>	<u>\$448,961</u>
Other Expenses:															
Delegate Travel	\$110,181	\$98,951	\$102,124		\$10,511	\$73,551	\$74,902	\$77,031	\$68,015	\$62,638	\$75,095	\$66,830	\$73,997	\$62,257	\$49,543
Final Conference Report	\$78,909	\$64,050	\$55,487	\$43,323	\$61,446	\$104,424	\$84,886	\$104,029	\$89,091	\$119,038	\$94,090	\$90,658	\$96,923	\$104,729	\$120,147
Printing, Postage, and Supplies	\$11,367	\$26,967	\$42,045	\$16,711	\$5,085	\$1,956	\$5,814	\$6,375	\$7,003	\$8,331	\$6,954	\$8,522	\$10,341	\$3,479	\$4,005
Clerical Overtime		\$8,278	\$9,262	\$9,964	\$11,751	\$11,242	\$17,032	\$22,313	\$16,320	\$13,156	\$10,244	\$9,467	\$9,689	\$7,726	\$8,945
Conference Calls/Miscellaneous		\$107	\$8,768	\$18,154	\$12,295	\$15,574	\$17,924	\$20,980	\$14,922	\$27,317	\$16,816	\$13,673	\$18,625	\$14,993	\$5,874
Simultaneous Interpretation	\$27,064	\$20,525	\$20,441	\$28,880	\$5,500	\$16,300	\$15,070	\$10,548	\$11,903	\$18,999	\$27,100	\$17,640	\$17,450	\$18,120	\$18,480
Conference Translation						\$15,713	\$19,857	\$27,035	\$56,307	\$42,113					\$2,938
Background Translation	\$116,274	\$126,659	\$100,355	\$86,060	\$64,666	\$46,492	\$62,589								
Stepping Stones Trip	\$2,013				\$550		\$8,000		\$5,900		\$4,810				
G.S.O. Trip						\$550									
AAWS and AAGV publications sent to Conference members				\$3,290											
Electronic Voting	\$9,900	\$3,000	\$6,250		\$2,254										
Committee Assignment Software			\$495	\$3,000											
Sub-total other expenses	<u>\$355,708</u>	<u>\$348,537</u>	<u>\$345,226</u>	<u>\$209,383</u>	<u>\$174,058</u>	<u>\$285,802</u>	<u>\$306,074</u>	<u>\$260,549</u>	<u>\$269,461</u>	<u>\$291,592</u>	<u>\$235,109</u>	<u>\$206,790</u>	<u>\$227,025</u>	<u>\$211,304</u>	<u>\$209,932</u>
Total Direct Expenses:	<u>\$1,260,075</u>	<u>\$1,413,000</u>	<u>\$1,224,792</u>	<u>\$281,628</u>	<u>\$178,558</u>	<u>\$1,110,885</u>	<u>\$1,097,711</u>	<u>\$724,445</u>	<u>\$974,850</u>	<u>\$1,035,232</u>	<u>\$750,523</u>	<u>\$867,950</u>	<u>\$688,808</u>	<u>\$803,986</u>	<u>\$658,893</u>
Less Delegate Expense Contributions	(\$205,230)	(\$163,800)	(\$162,000)	(\$165,206)	(\$167,400)	(\$167,400)	(\$170,790)	(\$147,200)	(\$147,200)	(\$148,800)	(\$148,800)	(\$148,800)	(\$111,600)	(\$111,600)	(\$111,620)
Less Area Contributions	(\$240,746)	(\$219,186)	(\$151,225)	(\$68,759)	(\$103,946)	(\$190,180)	(\$175,653)	(\$146,258)	(\$166,046)	(\$132,657)	(\$98,999)	(\$139,931)	(\$116,568)	(\$132,004)	(\$119,284)
Net Direct Expenses	<u>\$814,099</u>	<u>\$1,030,014</u>	<u>\$911,568</u>	<u>\$47,664</u>	<u>(\$92,788)</u>	<u>\$753,305</u>	<u>\$751,268</u>	<u>\$430,987</u>	<u>\$661,604</u>	<u>\$753,775</u>	<u>\$502,724</u>	<u>\$579,219</u>	<u>\$460,640</u>	<u>\$560,382</u>	<u>\$427,989</u>
Net Direct Expense Difference from Prior Year	(\$215,915)	\$118,446	\$863,904	\$140,452	(\$846,093)	\$2,038	\$320,281	(\$230,617)	(\$92,171)	\$251,051	(\$76,495)	\$118,579	(\$99,742)	\$132,393	
Cost per voting Conference member	\$9,265	\$10,467	\$9,279	\$2,134	\$1,353	\$8,416	\$8,316	\$5,488	\$7,385	\$7,843	\$5,686	\$6,575	\$5,218	\$6,091	\$4,992

Notes:

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2025 Conference Committee on Finance

ITEM C: Review the Conference-approved level of \$10,000 for individual bequests to the General Service Board from A.A. members.

Background:

1. History of Bequest Limits
2. History of Maximum Contributions

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HISTORY OF CONTRIBUTION BEQUESTS LIMITS

Bequest Contribution Limits

1967	\$100	\$200
1972	\$200	\$300
1979	\$300	\$500
1986	\$500	\$1,000
1999	\$1,000	\$2,000
2007	\$2,000	\$3,000
2012	\$3,000	\$5,000
2019	\$5,000	\$10,000

Maximum Contributions

	<u>Bequest</u>
2024	9
2023	6
2022	14
2021	10
2020	7
2019	Year we went live on NetSuite - Data N/A
2018	7
2017	6
2016	10
2015	4
2014	1

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2025 Conference Committee on Finance

ITEM D: Review the Conference-approved level of \$7,500 to the General Service Board from an individual A.A. member.

Background:

1. History of Contribution Limits
2. History of Maximum Contributions

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HISTORY OF CONTRIBUTION LIMITS

Individual Contribution Limits

1967	\$100	\$200
1972	\$200	\$300
1979	\$300	\$500
1986	\$500	\$1,000
1999	\$1,000	\$2,000
2007	\$2,000	\$3,000
2018	\$3,000	\$5,000
2024	\$5,000	\$7,500

Maximum Contributions

	<u>Individual</u>
2024	7
2023	66
2022	60
2021	53
2020	72
2019	Year we went live on NetSuite - Data N/A
2018	7
2017	60
2016	39
2015	43
2014	21

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2025 Conference Committee on Finance

ITEM E: Review Self-Support Packet.

Background: Self-Support Packet Contents

- | | |
|--|-------|
| 1. E.doc. 1 – Self-Support Card | F-42 |
| 2. E.doc. 2 – Self-Support: Where Money and Spirituality Mix | F-3 |
| 3. E.doc. 3 – The A.A. Group Treasurer | F-96 |
| 4. E.doc. 4 – A.A Guidelines on Finance | MG-15 |
| 5. E.doc. 5 – Your Seventh Tradition Contributions Flyer | F-203 |
| 6. E.doc. 6 – AAGV/La Vina Self-Support Flyer | F-230 |
| 7. E.doc. 7 – Birthday Contribution Envelope | FR-5 |

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AA GRAPEVINE

Supported Solely By Your Participation

WE'RE SELF-SUPPORTING

The AA Grapevine strives to be self-supporting through the sale of the magazine and related items. An important part of self-support at all levels (individual, group, district, area) is to subscribe and purchase other materials to assure the Grapevine and La Viña continue to carry the message of Alcoholics Anonymous.

As stated in the AA Service Manual

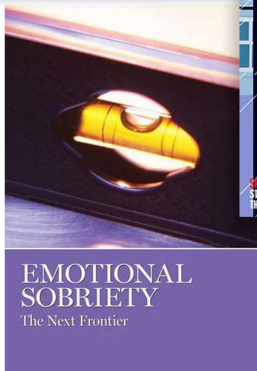
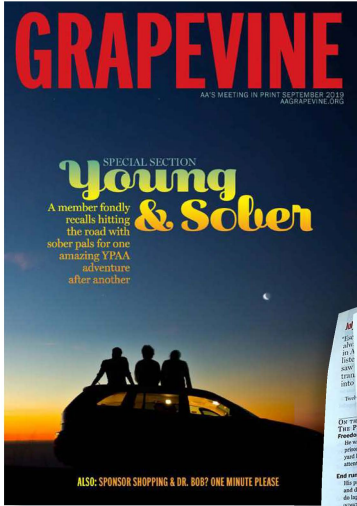
'AA Grapevine Inc.'s goal is to be supported by revenues from the purchase of subscriptions and other content related items. In contrast to G.S.O., where group contributions are applied to support group services, AA Grapevine, Inc., does not accept contributions from individuals or groups. Nor does it accept revenue from ads or membership fees. AA Grapevine, Inc. relies on A.A. groups, committees, and individual members who value Grapevine and La Viña in their recovery and in their Twelfth Step work to purchase subscriptions. After all,' as Bill W. once wrote, 'the Grapevine is to be their Voice — their newspaper. I am quite sure they will support it.'

WE'RE CONFERENCE APPROVED

As Bill W. expressed in his letter to Royal Shepherd in June 1946, "The Grapevine will be the voice of the Alcoholics Anonymous movement." In 1986, the General Service Conference officially recognized Grapevine as the International Journal of Alcoholics Anonymous.

EACH ISSUE of Grapevine is filled with stories of recovery and hope written by members of AA and, on occasion, by friends of AA. The stories are direct and personal, and as varied as the fellowship itself. Grapevine writers come from all walks of life and every generation and geographic area. Each month we offer a current, ongoing view of our beloved fellowship!

Visit us at
www.aagrapevine.org



CLEAR SPACE FOR GUM AREA

↑FLAP↑

Congratulations!

We celebrate your sobriety and are grateful for contributions such as yours that help support the services GSO provides to members and groups throughout the U.S. and Canada. Your contribution helps ensure that the A.A. message is available anytime, anywhere — to those who reach out for help.

Some members contribute \$1, \$2 or even \$5 a year for each year of sobriety. Whatever the amount you may choose, we thank you for your participation in A.A.'s Seventh Tradition of self-support!

(Please note that per A.A.'s 2024 General Service Conference, individual contributions may not exceed \$7,500 per year.)

MEMBERS CAN ALSO MAKE A CONTRIBUTION ONLINE AT WWW.AA.ORG

CLEAR SPACE FOR THROAT

In Keeping with A.A.'s Seventh Tradition of self-support, we accept contributions only from A.A. members.

PLEASE PRINT

I am a member of A.A.

Contributor _____ Address _____

City _____ State/Province _____ Zip/Postal Code _____

Email address _____ Daytime phone _____

Group Name _____ Group ID Number (if you know it) _____

Required Credit Card Information

First Name _____ Address _____

Card Number _____ Expiration Date _____ Amount _____

Billing Address _____ City _____ State/Province _____

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Contributions to the General Service Board may be tax deductible in the US and Canada.

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2025 Conference Committee on Finance

ITEM F: Consider a request to remove the phrase, “A group may also decline to hear reports from a GSR at all” from page 10 in *The A.A. Service Manual*.

Background Note:

Excerpt from the trustees’ General Service Conference Committee November 2, 2024, meeting report:

The committee reviewed a request to remove the phrase, “A group may also decline to hear reports from a GSR at all” from page 10 in *The A.A. Service Manual* and **agreed to forward** to the 2025 Conference Committee on Report and Charter.

Background:

1. PAI 72

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(1) Submit a clear and concisely worded motion.

Eliminar el ultimo enunciado de la pagina 10 de nuestro Manual De Servicio en ingles y en español sobre los Reportes del RSG. "El grupo también puede decidir no recibir informes del RSG" .

Delete or erase the last sentence on page 10 of our Service Manual in English and Spanish regarding RSG Reports. "A group may also decline to hear reports from a GSR at all."

(2) What problem does this proposed item address?

Creemos que no es necesario esta sugerencia porque le da oportunidad al grupo de negarle su derecho de participación (Concepto 3) al RSG para lo cual fue elegido, ademas puede desalentar el interés al RSG por los s\Servicios Generales, por otra parte la función principal de todo comité y servidor es informar. Para eso fue creado el programa de AA, para informar.

We believe that this suggestion is not necessary because it gives the group the opportunity to deny the GSR the right to participate (Concept 3) for which it was elected, and it may also discourage the GSR's interest in General Service. On the other hand, the main function of every committee and server is to inform. That is why the AA program was created, to inform.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a

broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

El punto fue llevado por un RSG del Distrito 25 y se aprobó por unanimidad a nivel Distrito en una junta de negocios.

The item was brought forward by a GSR from District 25 and passed unanimously at a District business meeting.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

Concepto 3 y la moción que llevo por escrito el RSG.
Concept 3 and the motion that the RSG has submitted in writing.

(5) What are the intended/expected outcomes if this proposed item is approved?

Eliminar el ultimo enunciado de la pagina 10 de nuestro Manual De Servicio en ingles y en español sobre los Reportes del RSG. "El grupo también puede decidir no recibir informes del RSG" .
Delete or erase the last sentence on page 10 of our Service Manual in English and Spanish regarding RSG Reports. "A group may also decline to hear reports from a GSR at all."

(6) Provide a primary contact for the submission.

Adrian G.
Panel 74 Area 09 District 25 Treasurer

(7) Final comments:

Muchas gracias por atender este asunto, saludos cordiales.

Thank you very much for addressing this matter, best regards. Muchas gracias por atender este asunto, saludos cordiales.

Thank you very much for addressing this matter, best regards.



V. Grapevine and LaViña -EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 08:00 - 12:00 EDT

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2025 Conference Committee on Grapevine and La Viña

ITEM A: Review AA Grapevine Workbook.

Background notes:

From 2024 Additional Committee Considerations:

The committee reviewed the AA Grapevine Workbook and provided some editorial suggestions.

From 2023 Additional Committee Considerations:

The committee reviewed the AA Grapevine Workbook and provided some editorial suggestions and ways to access the workbook more easily.

From 2022 Additional Committee Considerations:

The committee reviewed the progress report on the AA Grapevine Workbook revisions and looks forward to having it available on the website, in English and Spanish. The committee also forwarded editorial suggestions to the workbook to the Grapevine office.

From 2021 Additional Committee Considerations:

The committee reviewed the progress report on AA Grapevine Workbook revisions and suggested adding additional information on ways to use AA Grapevine resources as Twelfth Step tools, availability of books, pricing, ways Canadian members can more easily participate, and new multimedia platforms.

Background:

1. Grapevine Workbook Report
2. [Grapevine Workbook](#)

Note: The electronic version that is available on aagrapevine.org is linked above.

1 of 1

2025 Office Report

AA Grapevine Workbook

The AA Grapevine Workbook can be found at the top of the “Get Involved” page on aagrapevine.org under “Rep Resources.” The workbook was streamlined to make it easier to use and more helpful for Grapevine reps. The content includes shared experience on how to use Grapevine and La Viña as recovery tools. Colorful illustrations have been added as well as clickable links which take members directly to relevant sections of the Grapevine website for more detailed information. It has also been designed to make it easier for staff to update from time to time. The workbook was also translated into Spanish for La Viña reps and Spanish-speaking members and can be found on the La Viña website.

2025 Conference Committee on Grapevine and La Viña

ITEM B: Consider the list of suggested AA Grapevine book topics for 2026 or after.

Background notes:

From 2002 Advisory Actions:

It was unanimously recommended that the Conference Committee on the Grapevine annually review a list of proposed related items at least one year in advance of possible production, so that the Conference might provide guidance, recognizing that the committee may request more than one year to review some proposed items.

From 1992 Advisory Actions:

The committee recommended acceptance of the following proposal from the Grapevine Corporate Board:

In order to achieve some uniformity of procedure and to gain desired Conference input to Grapevine special items, yet not to compromise the Grapevine Corporate Board's "right of decision" to manage the fiscal affairs of the Grapevine, let it be proposed that:

Based on the positive model of mutual Conference and Board involvement in the production of The Language of the Heart, the Grapevine Corporate Board offer to the Conference Grapevine Committee on an ongoing basis, a general list of proposed special items at least two years in advance of possible production, in order that the Conference should offer any guidance or register any disapproval they might have. Having so presented the conceptual basis of these special items to the Conference Committee, final approval for the completed items would rest with the Grapevine Corporate Board.

Background:

1. List of Suggested Titles
2. List of Conference Approved Titles for Grapevine and La Viña
3. [AA Grapevine Catalog](#)

Note: The electronic version that is available on aagrapevine.org is linked above.

AA Grapevine
List of Suggested Titles
(for production in 2026 or later)

AAGV items are published for several reasons: first, to carry the message of Alcoholics Anonymous through stories from members and friends of the Fellowship; and second, to help GV maintain its self-supporting status. Furthermore, GV items provide a service to the Fellowship by making Grapevine and La Viña articles available in a wide range of formats: print, audio and digital. They also introduce both magazine titles through these anthologies to those who are unfamiliar with them; and help deepen members' interest and understanding of the Steps, Traditions and history of Alcoholics Anonymous.

- 1. Women's Book II (working title) (GV book):** Women AA members share stories of experience, strength and hope.

Softcover: Approx. 120-200 pp.

Projected unit cost (includes printing and design): \$2.50 per book (10,000-piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000

Price: \$11.99

- 2. Best of If Walls Could Talk (working title) (GV book):** A collection of AA meeting room photos (taken by members) from around the U.S., Canada and the world showing the interesting places we get together to stay sober and help alcoholics.

Softcover: Approx. 120-200 pp.

Projected unit cost (includes printing and design): \$2.50 per book (10,000-piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000

Price: \$11.99

- 3. Amor, Unidad y Servicio (working title) (La Viña book):** (Love, Unity and Service) Hispanic members share their gifts of sobriety through service in AA.

Softcover: Approx. 120-200 pp.

Projected unit cost (includes printing and design): \$2.50 per book (10,000-piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000

Price: \$11.99

Updated: June 2024

List of Conference-Approved Titles for Grapevine and La Viña

Approved GV Book Ideas

1. Voices of Long-Term Sobriety II
2. Accessibilities (formerly Special Needs)
3. Inclusiveness (Diversity) in AA
4. Gratitude
5. Mid-Sobriety Challenges
6. How I found My Higher Power
7. Steps 4 & 5
8. All About GV Reps (doing service with GV & LV)
9. AA & Families
10. The Early Days of AA (40s, 50s, 60s — AA's earliest days)
11. Getting Involved in General Service
12. AA's Twelve Concepts
13. Best of Dear Grapevine
14. Book for Newcomers
15. GV Cartoon Book III
16. Emotional Sobriety III
17. Sober Holiday Stories (passed in 2024)
18. Dating & Relationships (passed in 2024)
19. Prayer & Meditation II (working title) (passed in 2024)

1 of 2

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Approved LV Book Ideas:

1. Stories from LV Workshops
2. Carrying the Message into Institutions
3. Hispanic Members Doing Service in AA
4. Surrender & Hope
5. How We Came to Believe
6. Voices of Oldtimers
7. Spiritual Awakenings (translated GV book)
8. Lo Mejor de La Viña III (Best of LV III) (passed in 2024)
9. En las prisiones (Jails and Institutions) (passed in 2024)
10. La derrota (Surrender) (passed in 2024)

2025 Conference Committee on Grapevine and La Viña

ITEM C: Review the five-year financial plan for La Viña.

Background notes:

2024: It was recommended that: The AA Grapevine Board develop a five-year financial plan for La Viña with the goal to reduce shortfalls and increase revenue to be brought back to the 2025 Conference Committee on Grapevine and La Viña.

Past Conference Advisory Actions and Committee Considerations:

1995: It was recommended that: Based on an expressed need, a Spanish edition of the Grapevine be produced, contingent on the following: that the Grapevine Corporate Board proceed to gather information and develop a business plan for a bi-monthly Spanish edition of the Grapevine, for presentation to the trustees' Finance Committee, and that funding for up to five (5) years be obtained from the General Service Board Reserve Fund, with start-up costs estimated at \$84,000 for the first year. It was further recommended that if a Spanish edition is established, the monthly Spanish articles be removed from the English-language Grapevine, and that if, after five (5) years, the Spanish edition of the magazine is determined to be no longer feasible, publication be discontinued.

1999: Committee Consideration: Being mindful of the demonstrated effectiveness of La Viña and the need for it expressed by the Hispanic community, and considering its spiritual benefits and benefits as a Twelfth Step tool, the committee wishes to express strong support for its continued publication.

2000: Committee Consideration: The committee reviewed the five-year history of La Viña. Being mindful of the demonstrated effectiveness of La Viña and the strong support for it expressed by the AA membership as a whole, and considering its spiritual benefits as a Twelfth Step tool, the committee wishes to express strong support for its continued publication.

2001: It was recommended that La Viña continue to be published by the AA Grapevine and supported by the General Service Board as a service to the Fellowship. It was recommended that La Viña continue to be published utilizing

AA Grapevine resources in order to achieve efficiencies in production and distribution.

2010: *The Committee recommended that La Viña achieve spiritual parity with the AA Grapevine, beginning in the following manner:*

- *Publishing La Viña as a bimonthly, perfect-bound, black-and-white, 68-page issue at an additional estimated cost of \$21,400 per year for one year beginning in 2011 followed by a year of review and assessment in 2012. The results of this review and assessment will be brought to the 2013 Conference Committee on the AA Grapevine.*
- *Content and substance be of primary importance.*
- *An announcement will be published in La Viña magazine beginning immediately and throughout the trial year, encouraging increased submissions and subscriptions, moving toward the goal of being self-supporting.*

2013: *Additional Considerations that did not result in Conference Advisory Actions: The committee reviewed the results of the 2012 assessment of La Viña as a bimonthly, perfect bound, black and white, 68-page magazine and concluded:*

- *The committee recognized that funding La Viña as a service, through the General Fund, is an issue affecting the overall Fellowship.*
- *The committee acknowledged the increase in circulation by 8.6% from January 2011 to December 2012 may be tied to the changes in format and additional content.*
- *The committee acknowledged that the 2012 increase in La Viña deficit results in large part from allocation of pension funding expense.*
- *The committee expressed concern that funding La Viña through the General Fund of the General Service Board while AA Grapevine Inc. has responsibility for the production of La Viña may suggest an imbalance between responsibility and authority.*

The committee requested that the GV board submit a proposal to the 2014 Conference Committee on the Grapevine that would significantly reduce the La Viña deficit

2014: *Additional Considerations that did not result in Conference Advisory Actions:*

- *The committee reviewed the AA Grapevine Board's suggestion that a new business plan is required for La Viña and requested that a new business plan be developed for La Viña and be brought back to the 2015 Conference Committee on AA Grapevine for review.*

2015: *Additional Committee Considerations that did not result in Conference Advisory Actions:*

- *The committee reviewed the AA Grapevine Board's 2015 Office Report on La Viña and agreed that La Viña is published as cost effectively as possible given existing parameters and conditions. The committee agreed with the AA Grapevine Board's suggestion to develop and implement a communication plan that utilizes (but is not limited to) AA Grapevine, Inc.'s newsletters, Forum presentations, and Box 4-5-9 to clarify to the Fellowship La Viña's unique status as a hybrid entity that is at once a service to the Fellowship and is also required to strive to become self-supporting.*

2017: *Additional Committee Considerations:*

- *The committee discussed the spiritual value of Grapevine and La Viña in carrying the message of Alcoholics Anonymous and agreed that the magazines are important Twelve Step tools, noting that they serve as a beacon of hope for alcoholics in treatment centers and prisons and alcoholics all over the world. The committee recognized that Grapevine and La Viña cannot accept contributions and are self-supporting only through subscriptions and sales of books and other items.*

2018: *It was recommended that La Viña be published at its current frequency of six times per year as a service to the Fellowship, with perfect binding, at 68 pages, and in full color.*

2020: *It was recommended that the name of the Conference Committee on Grapevine be changed to the Conference Committee on Grapevine and La Viña.*

Background:

1. AA Grapevine Office Report on La Viña **For members of this Conference committee only and are not available for duplication or distribution beyond the committee**

2025 Conference Committee on Grapevine and La Viña

ITEM D: Review the progress report for a plan for a more effective La Viña subscription procedure, fulfillment process and customer service experience.

Background notes:

Past Conference Advisory Actions and Committee Considerations:

2024: *It was recommended that: The AA Grapevine Board develop a five-year financial plan for La Viña with the goal to reduce shortfalls and increase revenue to be brought back to the 2025 Conference Committee on Grapevine and La Viña.*

Background:

1. Progress Report on La Viña Subscriptions and Customer Service
****For members of this Conference committee only and are not available for duplication or distribution beyond the committee**

2025 Conference Committee on Grapevine and La Viña La Viña Subscriptions and Customer Service

The committee requested that the Grapevine Board develop a plan for a more effective La Viña subscription procedure, fulfillment process and customer service experience and that a progress report be brought back to the 2025 Conference Committee on Grapevine and La Viña.

Responding to the request, the AA Grapevine Board formed an ad hoc committee to identify problems and find solutions to better serve the La Viña community. Members include:

Chair: Chris C., Publisher

Board Members: David S., Paz P.

Staff Members: Donna C., Paola M., Kimberly L., Sonia D.

Advisors: Alex W., Doug S., Melvin M., Pablo H.

The advisory members brought examples of challenges members in their areas are experiencing along with ideas for solutions to the ad hoc committee. Below are some key issues that we're addressing:

- **Helping members subscribe to LV**
 - Updated the order forms that are delivered to area chairs for distribution to group and event reps. We've asked for the old forms to be recycled.
 - LV Area Reps asked to be sure group and event reps and members understand the importance of writing accurate details on subscription forms, and that changes of address should be called in to customer service.
 - The Digital Publishing Department has created how-to videos for La Viña customers, for both print and digital subscriptions. Available on Instagram and YouTube.
 - Testing envelope inserts in La Viña magazine in 2025. Customers can add check or money order to envelope to pay for subscription.
- **Fulfillment**
 - We added a second supplemental subscriber list run for new and returning customers, so they will get their first issue sooner than in the past.
 - Bulk shipments were being separated at the post office or coming apart. Printer now shrink-wraps bulk packages for better security.

- **Customer Service**

- The Customer Relations Manager now meets with our fulfillment vendor, Darwin, and the customer service team regularly, and is in touch with Darwin Manager daily.
- Darwin has expanded customer service training.
- In-house customer relations helps members directly with complex issues, and helps Darwin with phone messages and email follow-up
- A second Spanish-speaking rep was hired, with plans to hire a third.
- A log created by Sonia allows reps to document calls as they come in.
- Updated customer service script ensures all details are captured.

- **We've noted positive results**, reflected in the La Viña Workshop feedback:

- Significant improvement in customer service. Area 93 has reported an increase in efficiency, with faster issue resolution and better handling of shipments.
- Members expressed great interest in the upcoming La Viña products, including the Meetings book and La Viña book featuring Hispanic stories. They have been inquiring about release dates and providing suggestions.
- Members discussed the possibility of creating a task force to establish digital subscription stations during La Viña workshops.
- LV Area Reps have been encouraging members to take on more responsibilities and participate in service roles to support La Viña.

- **Subscription Growth 2024 vs. 2023**

2024 Issue	Total Copies	Total Income	Per Copy	2023 Issue	Total Copies	Total Income	Per Copy
Jan/Feb '24	7,232	\$ 17,848	\$ 2.47	Jan/Feb '23	5,584	\$ 11,973	\$ 2.14
Mar/Apr '24	7,156	\$ 17,548	\$ 2.45	Mar/Apr '23	6,102	\$ 14,802	\$ 2.43
May/Jun '24	7,035	\$ 17,486	\$ 2.49	May/Jun '23	6,283	\$ 15,151	\$ 2.41
Jul/Aug '24	7,330	\$ 17,534	\$ 2.39	Jul/Aug '23	6,726	\$ 17,683	\$ 2.63
Sep/Oct '24	7,212	\$ 15,416	\$ 2.14	Sep/Oct '23	6,268	\$ 16,607	\$ 2.65
Nov/Dec '24	7,947	\$ 16,947	\$ 2.13	Nov/Dec '23	6,328	\$ 15,905	\$ 2.51
FYTD 24	43,912	\$ 102,779	\$ 2.34	FYTD 23	37,291	\$ 92,121	\$ 2.47
Vol Var.	Total Copies	Total Income	Per Copy	Vol Var.	Total Copies	Total Income	Per Copy
FYTD 24	6,621	\$ 10,658	\$ (0.13)	FYTD 24	17.8%	11.6%	-5.3%

2025 Conference Committee on Grapevine and La Viña

ITEM E: Review the financial reporting system for Grapevine and La Viña.

Background notes:

2024 Additional Committee Consideration:

The committee requested that the Grapevine Board develop a Grapevine and La Viña financial reporting system that is clearer and easier to understand for the Fellowship.

Background:

1. Progress report on Grapevine and La Viña financial reporting
****For members of this Conference committee only and are not available for duplication or distribution beyond the committee**

1 of 1

2025 Office Report on Grapevine and La Viña Financial Reporting

Throughout 2024, the Publisher and Controller have been making ongoing revisions to the Grapevine and La Viña financial reports with the goal of improving clarity to the Fellowship.

1. Circulation numbers, revenue per copy and subscription income: The presentation and description of these numbers and corresponding income is now in the same order in the Statement of Activities and can easily be tracked for each type of income.
2. Cost of goods sold: The direct expenses for producing subscription products were expanded to provide an additional explanation of these components.
3. Expenses: The expense line items have been reviewed and consolidated where appropriate, such as immaterial expenses. Other expense line items have been added to provide additional clarity. Examples include “App Development” and “Bank Service Charges.”
4. Language: The language used throughout the financial reports was reviewed and descriptions were changed and modernized based on current products offered by AA Grapevine.
5. Formatting: Overall formatting, including the use of bolding and underlining, to assist the reader in reviewing important line items was implemented.
6. Statement of Activities: Starting in 2025, certain Grapevine and La Viña expenses will be consolidated and included in the General and Administrative Section of the Statement of Activities. Currently, the following expenses are spread among four different areas of the statement:
 - a) Commercial insurance
 - b) Office supplies
 - c) Occupancy costs
 - d) Meetings and Conferences

By combining them with General and Administrative, the totals of these costs will be clear and monitoring them against the budget will be easier.

The Grapevine Board reports Grapevine and La Viña financials to the Trustees Finance Committee and General Service Board each quarter. AA Grapevine, Inc. financials, along with commentary and analysis, are included in the Quarterly Financial Report from the Trustees Finance Committee.

CONFIDENTIAL:

75th General Service Conference Background

GRAPEVINE

ITEM E
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1 of 1

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2025 Conference Committee on Grapevine and La Viña

ITEM F: Consider request to revise the pamphlet “Grapevine and La Vina: Our meetings in print.” (PAI 79)

Background notes:

Past Conference Advisory Actions and Committee Considerations:

1995: *It was recommended that: A manuscript be developed for a pamphlet providing basic information on the AA Grapevine magazine and its place in Alcoholics Anonymous and be brought to the 1997 Conference for approval.*

2002: *It was recommended that: The pamphlet “The A.A. Grapevine: Our Meeting in Print” (P-52) be revised to accurately reflect changes in Grapevine operations and to clarify the text.*

2004: *Committee Consideration: The pamphlet “The A.A. Grapevine: Our Meeting in Print” be revised to include the proposed references to La Viña and La Viña representatives where the Grapevine magazine and its representatives are mentioned.*

The AA Grapevine Workbook be designated as service material and be reviewed on an annual basis by the Conference Committee on the AA Grapevine.

2011: *It was recommended that: The editorial revisions made by the AA Grapevine staff to “The A.A. Grapevine and La Viña: Our Meetings in Print” pamphlet be approved with minor suggestions.*

Background:

1. PAI 79
2. [Pamphlet P-52 — “Grapevine and La Vina: Our Meetings in Print and Other Media.”](#)

Note: The electronic version that is available on aa.org is linked above.

1 of 1

2025 Conference Committee on Grapevine and La Viña

**General Service Conference (GSC) Proposed Agenda Item
Submission Form PAI 79**

<p>(1) Submit a clear and concisely worded motion.</p> <p>Revision of Pamphlet P-52 - Grapevine and La Vina our meetings in print and other media.</p>
<p>(2) What problem does this proposed item address?</p> <p>The pamphlet is outdated. Missing and incorrect information needs to be updated in order to inform members and non AA members, interested in alcoholism, about the AA Grapevine and La Vina.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p> <p>Submitted by Grapevine / La Vina Area Committee</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p>

Some examples of items that needs to be updated or revised:

Pg 8 - Editorial selection

“Both Grapevine and La Viña receive several hundred submissions per month and every contributor receives a reply from the editorial department, whether or not the work is published.”

GV Website states “We will definitely contact you if your story is selected for publication.” Contributors do not receive a reply from the editorial department if the work is not being published. Statement in the pamphlet is incorrect.

Pg 9 - Website

“Grapevine’s website includes a Spanish-language section, featuring articles from La Viña, and more.”

La Vina now has a website www.lavina.org

Pg 9 - Related items

Products that are not available should be removed and new digital services should be added: You tube and Instagram accounts, Apps and Weekly Podcast should be added.

The Grapevine Office

Office staff changed and new positions were created for the new digital services.

How to contact Grapevine and La Vina

Update info for the new La Vina website

Also there are two different links going to the same pamphlet at aa.org. One has the preamble updated and the other one does not.

(5) What are the intended/expected outcomes if this proposed item is approved?

The pamphlet's purpose is to inform people about Grapevine and La Vina. The revision of the pamphlet will effectively inform members and non AA members, interested in alcoholism, about the AA Grapevine and La Vina. Providing correct and updated information about our meeting in print and also the new digital services provided by AA Grapevine.

(6) Provide a primary contact for the submission.

Nadja B. F.

(7) Final comments:

2025 Conference Committee on Grapevine and La Viña

ITEM G: Review report on "AAGV/La Viña Website, Marketing and Podcast."

Note: This item was forwarded from the Public Information Agenda as part of the 2025 Equitable Distribution Plan (EDW)

Background Notes:

From an interim meeting of trustees' Committee on Public Information, held virtually December 2, 2024:

The committee discussed revisions to the PI Media Platform reports. The revised reporting of a set of annual reports on each media platform reflects an update to the previous practice of forwarding four quarterly reports for each platform.

It was noted that the 2024 reports, covering the period Q4 2023 to Q3 2024, now also include additional narrative description to provide context for the analytics.

The committee suggested that the discussion of these revised these reports, as well as the Comprehensive Media Plan might be useful for the ongoing General Service Board work on communications. It was also noted that at the November 2024 TPIC meeting, the committee had agreed to place a greater focus on matters related to their Comp, Scope and Procedure and that more discussion on the topic of reporting was needed so that feedback on reporting priorities could be shared with the Staff Secretary, the GSO Communication Services Department and AAWS. The committee suggested that this matter be added to the agenda for the next meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the following reports:

- 2024 Report on AAGV/La Viña Media Platforms

From the July 27, 2024 meeting of the trustees' Public Information Committee:

The committee reviewed the list of the 2024 GSC Advisory Actions related to Public Information and the 2024 Public Information committee considerations.

The committee discussed the AA Grapevine/ La Viña Website, Marketing, Podcast and App reports, noting with appreciation the recent growth of subscriptions, downloads, web traffic and listeners which indicate the real impact of AA Grapevine/ La Viña efforts to carry the message of Alcoholics Anonymous as expressed by our

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members.

From the 2024 Additional Committee Consideration of the Conference Committee on Public Information:

The committee reviewed and accepted the 2023 annual report from the AA Grapevine and La Viña website, marketing, podcast and app, noting appreciation for the continued growth of the podcast and expressed support for the AA Grapevine app. The committee made the following suggestions:

- The committee suggested that future AA Grapevine reports include more detailed analytics on their communication channels.
- The committee requested the opportunity to review the AA Grapevine Five Year plan.
- The committee offered suggestions for the AA Grapevine App and Podcast and suggested that the staff secretary forward these to the AA Grapevine Publisher.

Staff note:

A memo with the requested suggestions from the Conference Committee on Public Information was sent to the AA Grapevine board chair in August 2024. It was also noted that the AA Grapevine Five year plan was accessible to all Conference Members.

Background attached:

1. 2024 Report on AA Grapevine/LaViña Media Platforms

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Digital Publishing Department Report
October 22, 2024



To: Trustees' Public Information
From: Chris Cavanaugh
Date: October 22, 2024
Subject: AA Grapevine, Inc. Digital Publishing

App Updates:

Ver. 1.10.0 Released on Sep 30, 2024: Introducing biometric login for seamless account access:

- *This new feature allows for logging in with biometric signatures. App users can use their phone's facial recognition, thumbprint, or other biometric identifiers, such as phone pins, to log in and not have to remember and type in their GV / LV account credentials.*
- *PSA server - SSL certificate chain "Leaf certificate" Updated: This certificate authenticates a specific entity, such as a user, device, or server:*
 - *The certificate chain is crucial for implementing the secure HTTPS protocol, which ensures a website's safety and security. The chain's tree-like structure allows for quick and safe contact with the server and makes it easy to trace the certificate back to its root to verify its legitimacy.*

Strategic Planning Meeting Follow-up and Implementation Updates

In the last three months:

- *Seven videos have been made and published on Instagram:*
 - *Why AA members love GV / LV Digital*
 - *Explore the universe of GV / LV Digital Publications*
 - *Two engaging videos about the ASL playlist*
 - *Three engaging videos about the current GV / LV issues are live online.*
- *My department continues using the Grid shared document I reported in my previous report. It has allowed us to visually plan out our feed, creating a cohesive and aesthetically pleasing look that helps establish a strong brand image and increase engagement by presenting a well-organized and visually appealing layout at a glance. This makes it easier for users to understand our content and brand identity.*

App-Generated Outreach: (Newsletter templates / IG / Dedicated pages / featured box)

Launched GV News and e-blasts, MGA, and social media platforms concerning the "1st. Anniversary of the Apps," "Announcement of LV Price Increase," "2025 IC Registration and Announcements," and "NPS Current Offer."

Upcoming Video Projects:

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- Developing new videos for Instagram and YouTube on "AAGV, Inc. is Self-Supporting" and adding more shorts focused on emphasizing the numerous advantages of subscribing to GV and LV.

Website Enhancements

Ongoing (on-demand) Creation of Seven Landing Pages:

- /Anuncio (announcement): For the LV price increase in Jan 2025.
- /important-updates: For 2025 IC.
- /2gifts; /canada-2gifts; /intl-2gifts: For "Holiday Gift Offer"
- /subscribe-grapevine-and-receive-free-copy; /2024-August-offer: For NPS Special Offer

Drupal Web Maintenance (Cycles):

- Minimum of once a month: In collaboration with North Studio, the security release window is the third Wednesday of each month, so we plan around that:
 - Modules may have security updates released at other times. So, as part of our routine maintenance and monitoring, we monitor for module security updates throughout the month and decide on a case-by-case basis whether they need to be applied right away or can wait until the next "maintenance cycle."
- Redirect 301: I activated the aalavina.org/suscripciones for aalavina.org/tienda/suscripciones, so both typing leads to the LV subscription page.

Attended the National AA Technology Workshop:

- A successful online presentation about "The Key Benefits of AA Grapevine and La Viña Digital Products!." We also presented live demos of the Apps and the Websites.

Hosting server "Routine Scheduled Maintenance":

- Despite any anticipated site interruptions, the Dashboard and site operations were temporarily interrupted during this 30-minute maintenance window. The maintenance includes creating new multi-dev environments, site backup, and restore operations. We received a couple of emails, and we apologize for any inconvenience.

Ongoing Projects

Collaborations:

- Sticky Media "Adding Books ISBN - SEO Project."
- Sticky Media "Optimize YouTube Channel Project."
- Sticky Media "Audit "dupes" URLs project."
- Working with the Digital Engagement Editor to update content for the Audio Project pages and forms on the GV and LV Resources pages.
- Participating in a new "Committee Consideration Regarding the Survey."

Mailing List Maintenance:

- Updated GV and LV mailing lists with an increase of 748 and 24 subscribers in the past 30 days, respectively.

Training and Guidelines: Ongoing updates to departmental guidelines and training.

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Regular Meetings and Communications

Status Calls:

- *Maintaining regular status and connection endpoint calls with Treeline, North Studio, Sticky Media, Engagement Editor, and other digital matters.*

Newsletter Management:

- *Creating and distributing AAGV newsletters, including Weekly Web Exclusives, Monthly GV Product News, and GV & LV Daily Quotes emails.*

Numbers

- E-Commerce and Apps: E-Commerce revenue for non-subscription products dipped slightly in Q3 of 2024 by 4.17%, however the quantity of items purchased increased 1.67%, indicating that orders remain steady, however the number of products purchased, and the value has decreased compared to Q2 2024. Digital subscriptions on the other hand have seen significant increases across the board compared to last quarter, with an average 29.91% increase in the number of online and complete subscriptions.
- App downloads for both Grapevine and La Viña have dropped significantly compared to last quarter (16.49% and 21.2% respectively), however the number of active subscriptions is up (8.85% increase for Grapevine and 22.42% increase for La Viña). At the end of September, Grapevine has just over 6000 active subscriptions across iOS and Android, and La Viña has 253.
- Fellowship Services: On Instagram, the follower counts for Grapevine and La Viña continue to rise quarter-over-quarter. In Q3 2024, the total number of accounts reached decreased for Grapevine, however posts still reached over 100k accounts.
- The podcast has had similar listenership this quarter compared to last, with just over 80,000 listens in the three-month span. This is a slight decrease from this time last year, where the podcast received just over 92,000 listens between July and September 2023.
- Viewership on the YouTube channel has increased significantly both compared to last quarter and last year, with 700 new subscribers and over 21,000 views in Q3 2024.
- Digital Publishing: On the Grapevine site, total sessions, new users, and page views are all elevated compared to Q2 2024, with a total of 337,000 visits to the site. On average, people view 2.2 pages per time they visit. For the year to date, new users make up approximately 95% of all traffic. For La Viña, sessions remain consistent with Q2 2024 with an average between 3,000-4,000 sessions per month. Returning users make up a larger percentage of traffic for the year to date at approximately 28% of all traffic.
- Interestingly, the Microsoft Edge “New Tab Page” is one of the top ways people find the AA Grapevine site, just behind aa.org and aalavina.org. For La Viña, the second-highest traffic source for referral traffic was through the Linktree page posted in the bios of La Viña’s social media profiles.

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VI. Literature - EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 08:00 - 2025-04-29 12:00 EDT

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2025 Conference Committee on Literature

ITEM A: Annual review of recovery literature matrix.

Background Notes:

Excerpt from the February 1, 2025, trustees' Literature Committee meeting report:

The committee reviewed the annual matrix of recovery literature and noted the Committee Considerations from the 2024 Conference Committee on Literature requesting footnotes and formatting priorities. The committee and **agreed to forward** to the updated matrix to the 2025 Conference Committee on Literature with these requested additions.

2024 Conference Committee on Literature Additional Committee Consideration:

The committee reviewed the 2024 Recovery Literature Matrix and noted the need for procedural guidance through rotation memos and a reference to the information provided within the "AAWS Policy on Publication Keeping A.A. Literature Current." The committee requested that a footnote be added to the Literature Matrix referencing the value of this policy as a resource.

The committee requested that the list of formatting priorities, as established by A.A. World Services, Inc. Publishing Department, be included within future Recovery Literature Matrixes.

2017 Conference Advisory Action

Implementation of the revised plan for the annual review of recovery literature, with the first report to be delivered to the 2018 Conference Committee on Literature.

Background:

1. 2025 Recovery Literature Matrix
2. AAWS Policy on Publication: Keeping Literature Current

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Title and Copyright Date	LANGUAGE	PRINT DISTRIBUTION RATES 2020	PRINT DISTRIBUTION RATES 2021	PRINT DISTRIBUTION RATES 2022	PRINT DISTRIBUTION RATES 2023	PRINT DISTRIBUTION RATES 2024	E*2017 PAGE VIEWS AND DOWNLOADS	*2018 PAGE VIEWS AND DOWNLOADS	*2019 PAGE VIEWS AND DOWNLOADS	Additional Information
Alcoholics Anonymous (all print editions)	English	635,818	771,612	808,855	860,449	777,095	33,955 PV 117,788 DL	1,026,528 PV 0 DL	1,033,786 PV 0 DL	
Les Alcooliqques Anonymes (all print editions)	French	3,435	3,232	6,497	7,410	6,225	4,820 PV 0 DL	15,546 PV 0 DL	15,805 PV 0 DL	
Alcohólicos Anónimos (all print editions)	Spanish	18,117	24,503	28,120	29,817	32,852	17,942 PV 1637 DL	65,876 PV 0 DL	15,805 PV 0 DL	
Plain Language Big Book: A Tool for Reading Alcoholics Anonymous	English					71,988				Revisions input into the First Edition. Second Printing version in 2024.
Twelve and Twelve (all print editions)	English	215,198	307,009	293,394	330,202	259,779	180,532 PV 64,609 DL	585,242 PV 0 DL	638,360 PV 0 DL	
12 Étapes et 12 Traditions (all print editions)	French	1,347	1,680	2,048	2,805	2,834	49,33 PV 0 DL	153,786 PV 0 DL	159,117 PV 0 DL	
Doce Pasos y Doce Tradiciones (all print editions)	Spanish	11,810	17,960	21,062	28,701	26,930	45,299 PV 22,877 DL	13,584 PV 0DL	834 PV 0 DL	
As Bills Sees It (all print editions)	English	35,187	32,635	58,757	50,577	35,001				
Réflexions de Bill (all print editions)	French	835	964	1,267	1,738	1,533				
Como Lo Ve Bill (all print editions)	Spanish	1,858	2,798	4,485	4,046	4,204				
Came To Believe (all print editions)	English	16,367	19,473	25,422	26,465	22,652				
Nous en Sommes Venus à Croire (all print editions)	French	407	384	850	658	708				
Llegamos a Creer (all print editions)	Spanish	2,857	2,594	5,253	6,140	6,234				
Daily Reflections (all print editions)	English	78,689	108,931	95,965	110,186	93,506				
Réflexions Quotidiennes (all print editions)	French	1,299	1,781	2,896	2,843	2,915				
Reflexiones Diarias (all print editions)	Spanish	4,646	6,366	7,489	9,161	9,721				
Living Sober (all print editions)	English	71,614	83,452	94,699	108,386	84,665				
Vivre... Sans Alcool (all print editions)	French	5,184	1,753	2,699	3,152	3,560				
Viviendo Sobrio (all print editions)	Spanish	976	8,493	10,499	12,967	13,406				
Dr. Bob & The Good Oldtimers	English	4,751	3,368	7,926	5,969	5,007				
Dr. Bob et Les Pionniers	French	103	79	225	276	245				
El Dr. Bob Y Los Buenos Veteranos	Spanish	1,020	1,766	1,784	2,871	1,604				
A.A. Comes of Age	English	5,122	7,436	6,100	7,002	5,181				
Le Mouvement des AA Devient Adulte	French	26	88	214	170	196				
AA Llega a su Mayoría de Edad	Spanish	1,267	2,523	2,318	2,652	2,515				
Pass It On ©1984	English	3,231	3,990	4,243	5,020	3,545				
Transmets-le	French	96	72	347	340	241				
Transmítelo	Spanish	1,408	2,046	3,194	2,926	2,596				
Experience, Strength and Hope ©2003	English	5,131	5,610	6,863	8,056	6,477				
Expérience, Force & Espoir	French	60	85	195	179	121				SB-20 published in 2023
Experiencia, Fortaleza y Esperanza	Spanish				3,015	2,959				
Twelve Traditions Illustrated ©1971	English	22,885	22,976	29,190	41,914	30,812	1,137 PV 0 DL	3,950 PV 1,184 DL	3,543 PV 1,093 DL	

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Douze Traditions Illustrées	French	361	658	718	1,031	1,183	50 PV 0 DL	242 PV 74 DL	194 PV 82 DL	Updated illustrations in 2023.
Doce Tradiciones Ilustradas	Spanish	1,753	1,813	2,111	1,623	854	1,216 PV 0 DL	3,603 PV 1,189 DL	3,888 PV 945 DL	
Twelve Concepts Illustrated ©1986	English	10,712	13,914	16,281	20,466	18,292	3,172 PV 195 DL	11,600 PV 2,539 DL	6,767 PV 1,413 DL	Minor editorial updates in 2023 and 2024.
Douze Concepts de Service Mondial Illustrés	French	513	356	683	569	614	91 PV 0 DL	264 PV 83 DL	229 PV 66 DL	
Doce Conceptos Ilustrados	Spanish	1,133	1,181	1,773	1,985	1,115	1,325 PV 0 DL	3,496 PV 805 DL	2,062 PV 437 DL	
Is A.A. For Me? ©1989	English	30,832	37,451	47,031	59,365	50,397	1,695 PV 0 DL	5,469 PV 1,025 DL	5,512 PV 1,122 DL	
Les A.A. sont-ils Pour Moi?	French	326	307	2,207	1,205	806	101 PV 0 DL	275 PV 38 DL	361 PV 64 DL	
¿Es A.A. para Mí?	Spanish	6,032	3,975	9,376	9,953	13,264	101 PV 0 DL	351 PV 101 DL	513 PV 113 DL	Revised draft being reviewed by 2025 Conference Committee on Literature
Twelve Steps Illustrated ©1971	English	21,495	18,892	26,425	31,286	32,810	1,020 PV 0 DL	3,564 PV 943 DL	3,713 PV 887 DL	
Douze Étapes Illustrées	French	465	212	844	2,235	909	41 PV 0 DL	204 PV 69 DL	186 PV 61 DL	
Doce Pasos Ilustrados	Spanish	2,570	1,066	3,849	1,144	1,115	297 PV 0 DL	936 PV 220 DL	1,255 PV 204 DL	Revised and printed in new format in 2023.
A.A. for the Older Alcoholic ©2001	English	12,544	12,084	13,982	23,568	9,320	1,470 PV 0 DL	5,030 PV 725 DL	6,463 PV 872 DL	
Les A.A. pour l'alcoolique plus âgé	French	431	35	825	898	1,062	64 PV 0 DL	268 PV 72 DL	295 PV 56 DL	
A.A. para el Alcohólico de Edad Avanzada	Spanish	867	1,615	1,715	2,432	1,178	90 PV 0 DL	493 PV 99 DL	543 PV 117 DL	Revised pamphlet in 2024.
Black in A.A.	English	6,542	7,355	9,591	15,850	16,028	837 PV 0 DL	2,678 PV 436 DL	2,992 PV 431 DL	
Les Noirs chez les AA EXPÉRIENCE, FORCE ET ESPOIR	French					220				
Ser negro en AA EXPERIENCIA, FORTALEZA Y ESPERANZA	Spanish					163				Minor editorial updates in 2024.
Your D.C.M. ©1988	English	4,258	5,155	5,716	7,106	7,303	533 PV 1 DL	1,830 PV 447 DL	1,768 PV 433 DL	
What Happened To Joe? ©2003	English	5,755	5,969	6,767	10,082	7,670	71 PV 0 DL	607 PV 125 DL	647 PV 121 DL	Retired per 2024 GSC.
Jean... face à son problème d'alcool	French	100	54	416	104	470	6 PV 0 DL	52 PV 0 DL	37 PV 0 DL	
Lo que le Sucedió a José	Spanish	1,218	2,913	2,561	2,194	242	57 PV 0 DL	173 PV 39 DL	486 PV 46 DL	
The A.A. Group ©1965	English	28,428	36,363	28,214	81,763	43,835	5,559 PV 1,451 DL	17,719 PV 5,971 DL	19,270 PV 3,623 DL	Editorial updates in 2023 and 2024.
Groupe des A.A.	French	828	568	1,308	1,377	1,092	242 PV 0 DL	542 PV 188 DL	313 PV 131 DL	
Grupo de A.A.	Spanish	3,213	4,677	2,695	9,277	3,609	990 PV 0 DL	3,037 PV 710 DL	2,293 PV 492 DL	
Too Young? ©1979	English	14006	13,118	19,550	13,471	0	508 PV 0 DL	1,487 PV 242 DL	1,729 PV 247 DL	Retired per 2023 GSC.
Trop jeune?	French	394	207	594	174	0	15 PV 0 DL	69 PV 0 DL	65 PV 0 DL	
¿Demasiado Joven?	Spanish	1639	2,079	2,727	1,232	0	107 PV 0 DL	313 PV 105 DL	364 PV 85 DL	
It Happened To Alice ©1985	English	6,070	7,365	7,061	10,218	7,668	131 PV 0 DL	625 PV 124 DL	586 PV 109 DL	Retired per 2024 GSC.
L'histoire de Nicole	French	74	323	416	164	263	5 PV 0 DL	25 PV 0 DL	25 PV 0 DL	

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¡Le Sucedió a Alicia!	Spanish	712	2,209	1,929	1,889	175	32 PV 0 DL	84 PV 29 DL	225 PV 36 DL	
Young People & A.A. ©2007	English	22785	25,894	36,161	46,744	39,134	6,045 PV 0 DL	19,185 PV 1,459 DL	16,172 PV 1,364 DL	Revised in 2023.
Les jeunes et les A.A.	French	143	407	1,095	693	1,470	155 PV 0 DL	500 PV 60 DL	308 PV 52 DL	
Los Jóvenes y A.A.	Spanish	1736	3,476	3,589	5,851	5,584	724 PV 0 DL	2,295 PV 386 DL	2,377 PV 327 DL	
Is A.A. for You? ©1973, 2008	English	128,427	143,965	197,697	197,338	177,800	3,320 PV 553 DL	8,974 PV 2,602 DL	7,471 PV 1,818 DL	
Les A.A. sont-ils pour vous ?	French	3,292	2,879	6,726	6,575	7,904	298 PV 0 DL	1030 PV 213 DL	1,151 PV 235 DL	
¿Es A.A. para Usted?	Spanish	22,161	24,128	40,805	34,394	39,216	186 PV 0 DL	629 PV. 201 DL	642 PV 201 DL	
A.A. for the Native North American ©1989	English	5,199	4,813	7,021	9,353	8,529	394 PV 0 DL	1,685 PV 254 DL	1,472 PV 225 DL	Revised pamphlet forwarded to 2025 Conference Committee on Literature.
A.A. et les autochtones d'Amérique du Nord	French	20	83	415	312	119	10 PV 0 DL	61 PV 0 DL	60 PV 0 DL	
A.A. para el Native Norteamericano	Spanish	NA	235	216	462	127	21 PV 0 DL	92 PV 26 DL	109 PV 33 DL	
Questions & Answers on Sponsorship ©1976,1983	English	87,330	100,568	149,876	161,025	137,883	4,615 PV 869 DL	17,795 PV 4,401 DL	14,727 PV 3,115 DL	Revised pamphlet forwarded to 2025 Conference Committee on Literature.
Questions & Réponses sur le Parrainage	French	735	734	1,381	1,355	1,180	87 PV 0 DL	243 PV 90 DL	190 PV 56 DL	
Preguntas y Respuestas Sobre el Apadrinamiento	Spanish	3,912	4,610	7,694	7,622	6,212	1,400 PV 0 DL	3,537 PV 611 DL	2,362 PV 416 DL	
A.A. Member - Medication & Other Drugs ©1984, 2011	English	26,251	23,014	31,437	41,434	31,020	532 PV 0 DL	1,517 PV 1,863 DL	13,433 PV 1,354 DL	Minor editorial updates in 2024.
Les membre des AA face à la Médication et Autres Drogues	French	373	238	767	915	960	6 PV 0 DL	15 PV 55 DL	350 PV 31 DL	
Miembro de A.A.—Los Medicamentos y Otras Drogas	Spanish	999	1,395	1,663	2,612	1,785	58 PV 0 DL	171 PV 148 DL	2416 PV 115 DL	
A.A. And The Armed Service ©2002,2007	English	4,545	4,255	6,295	8,388	5,920	407 PV 0 DL	1,276 PV 216 DL	1,140 PV 163 DL	Minor editorial updates in 2025.
Circles of Love and Service ©2014	English	13,224	14,288	18,234	21,927	22,029	687 PV 0 DL	2,427 PV 590 DL	2,309 PV 517 DL	Minor editorial updates in 2023.
Cercles d'amour et de Service	French	357	341	547	597	465	32 PV 0 DL	111 PV 37 DL	80 PV 23 DL	
Círculos de Amor y Servicio	Spanish	831	1,299	1,014	1,926	1,557	373 PV 0 DL	1,501 PV 238 DL	1,489 PV 173 DL	
Many Paths to Spirituality ©2014	English	18,031	19,613	27,777	38,517	31,044	769 PV 0 DL	3,180 PV 2,069 DL	2,152 PV 557 DL	Minor editorial updates in 2023 and 2024.
Différentes Avenues vers la Spritualité	French	2,268	3,522	3,863	3,371	4,662	32 PV 0 DL	361 PV 429 DL	86 PV 35 DL	
Muchas Sendas Hacia la Espiritualidad	Spanish	1,127	1,521	1,607	1,332	1,469	68 PV 0 DL	93 PV 43 DL	340 PV 91 DL	
G.S.R. General Service Representative: "Your Group's Link to A.A. as a Whole" ©2018	English	12,582	14,195	23,911	29,991	24,099	2,383 PV 0 DL	7,641 PV 0 DL	6,156 PV 1,377 DL	Minor editorial updates in 2023 and 2024.
Le RSG représentant auprès des Services généraux – le lien de votre groupe aux AA dans leur ensemble	French	760	351	897	734	684	44 PV 0 DL	157 PV 0 DL	207 PV 66 DL	
RSG - Representante de servicios generales: El enlace de su grupo con la totalidad de A.A.	Spanish	1,189	1,283	1,669	2,571	1,838	449 PV 0 DL	1,830 PV 0 DL	2,054 PV 301 DL	
Women in A.A.	English	25,055	25,866	35,665	42,079	34,277	5976 PV 81 DL	992 PV 1,182 DL New: 860 P	5976 PV81 DL	

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Title and Copyright Date	LANGUAGE	PRINT DISTRIBUTION RATES 2020	PRINT DISTRIBUTION RATES 2021	PRINT DISTRIBUTION RATES 2022	PRINT DISTRIBUTION RATES 2023	PRINT DISTRIBUTION RATES 2024	E*2017 PAGE VIEWS AND DOWNLOADS	*2018 PAGE VIEWS AND DOWNLOADS	*2019 PAGE VIEWS AND DOWNLOADS	Additional Information	
AA por la femme	French	449	176	1,178	1,438	816	309 PV 0 DL	33 PV 131 DL	New: 0 PV	309 PV0 DL	Updated in 2018. Minor edit updates in 2023 and 2024.
Las Mujeres en A.A.	Spanish	2,553	4,293	6,085	5,687	835	680 PV 0 DL	1 PV 412 DL	New: 0 PV	680 PV0 DL	
Experience, Strength and Hope: LGBTQ Alcoholics in A.A. ©2018	English	9,353	12,899	18,756	24,570	19,147	1,791 PV 1 DL	6,906 PV 826 DL	New: 0 PV	981 PV331 DL	Revised in 2018. Minor edit updates in 2024.
Expérience, Force Et Espoir - Les alcooliques LGBTQ des AA	French	147	335	638	566	729	38 PV 0 DL	4 PV 24 DL	New: 0 PV	117 PV48 DL	
Experiencia, Fortaleza Y Esperanza – Los alcohólicos LGBTQ en A.A.	Spanish	901	1,186	1,581	1,141	2,472	217 PV 0 DL	1 PV 160 DL	New: 0 PV	206 PV90 DL	
Inside A.A. ©2018	English	14,644	15,565	18,746	23,946	12,918	658 PV 0 DL	5,606 PV 729 DL		2,857 PV 678 DL	Updated in 2018. Minor edit updates in 2023 and 2024.
La structure des AA	French	371	355	400	709	480	69 PV 0 DL	142 PV 30 DL		235 PV 37 DL	
Dentro de A.A.	Spanish	1,087	986	1,633	1,714	1,130	96 PV 0 DL	328 PV 109 DL		395 PV 115 DL	
Experience, Strength and Hope: A.A. for Alcoholics with Mental Health Issues — and their sponsors ©2018	English	11653	13,974	19,122	25,151	20,314		41 PV 410 DL		396 PV 1,130 DL	Minor edit updates in 2023 and 2025.
Expérience, Force Et Espoir - Les aa pour les alcooliques atteints de maladie mentale — et ceux qui les parrainent	French	54	306	675	857	792		15 PV 0 DL		41 PV 0 DL	
Experiencia, Fortaleza, Esperanza: A.A. para los alcohólicos con problemas de salud mental — y sus padrinos	Spanish	267	755	603	1,061	1,458		3 PV 54 DL		20 PV 108 DL	
Experience, Strength and Hope: The "God" Word	English	9353	12,899	22,823	31,076	29,288	1,791 PV 1 DL	52 PV 342 DL		2,629 PV 1,538 DL	
Expérience, Force Et Espoir – Le mot « Dieu » Membres agnostiques et athées chez les AA	French	147	335	2,567	3,771	1,223	38 PV 0 DL	0 PV 47 DL		274 PV 186 DL	
Experiencia, Fortaleza Y Esperanza – La palabra "Dios" Los miembros de A.A. agnósticos y ateos	Spanish	901	1,186	1,270	1,910	1,384	217 PV 0 DL	8 PV 64 DL		427 PV 243 DL	
The Jack Alexander Article About A.A. *Reprinted by Special Permission of Saturday Evening Post ©1941	English	4382	4,191	6,029	7,619	5,213	397 PV 0 DL	1,272 PV 347 DL		883 PV205 DL	Archival
Article de Jack Alexander sur les A.A.	French	14	133	197	118	287	17 PV 0 DL	83 PV 46 DL		59 PV 0 DL	
Artículo de Jack Alexander Acerca de A.A.	Spanish	554	900	1,408	474	1,224	187 PV 0 DL	577 PV 191 DL		505 PV 122 DL	
A.A. Tradition-How It Developed By Bill W. ©1955	English	9007	7,611	13,584	15,674	10,349	568 PV 0 DL	1,991 PV 648 DL		1,436 PV 448 DL	Historical
La Tradition des A.A. et son Développement par Bill W.	French	94	32	306	188	77	11 PV 0 DL	94 PV 40 DL		91 PV 25 DL	
La Tradición de A.A.—Cómo se Desarrolló	Spanish	820	1,568	1,410	1,527	1,015	437 PV 0 DL	1,399 PV 419 DL		1,427 PV 251 DL	
A.A.'s Legacy of Service By Bill W. ©1969	English	3482	3,148	6,232	5,146	4,785	872 PV 0 DL	2,844 PV 685 DL		2,061 PV 427 DL	Historical
L'héritage des services des A.A.	French	257	3	231	172	198	21 PV 0 DL	93 PV 22 DL		67 PV 1 DL	

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Title and Copyright Date	LANGUAGE	PRINT DISTRIBUTION RATES 2020	PRINT DISTRIBUTION RATES 2021	PRINT DISTRIBUTION RATES 2022	PRINT DISTRIBUTION RATES 2023	PRINT DISTRIBUTION RATES 2024	E*2017 PAGE VIEWS AND DOWNLOADS	*2018 PAGE VIEWS AND DOWNLOADS	*2019 PAGE VIEWS AND DOWNLOADS	Additional Information
El Legado de Servicio de A.A.	Spanish	700	615	491	843	193	804 PV 0 DL	2,885 PV 614 DL	2,842 PV 444 DL	
The Co-founders of A.A. ©1973,1975	English	5058	6,093	4,246	6,733	4,083	436 PV 0 DL	2,314 PV 332 DL	1,403 PV 181 DL	Archival/ Biographical
Les Deux Fondateurs des A.A.	French	335	366	121	267	147	8 PV 0 DL	60 PV 15 DL	40 PV 0 DL	
Los Cofundadores de Alcohólicos Anónimos	Spanish	313	558	559	558	593	46 PV 0 DL	194 PV 60 DL	154 PV 30 DL	
Anonymity Display Card ©1993	English	373	943	1129	1186	1114				
Affichette Sur L'anonymat	French	0	32	29	14	52				
Tarjeta de Declaración de Anonimato	Spanish	13	67	473	162	175				
Suggestions for Leading Beginners Meeting	English	241	254	0	414	505	1,995 PV 0 DL	7,952 PV 915 DL	352 PV 556 DL	
Suggestions pour réunions de débutants	French	1	0	9	0	0	39 PV 0 DL	108 PV 15 DL	1 PV0 DL	
Sugerencias para Coordinar Reuniones de Principiantes	Spanish	44	23	20	1	0	1,834 PV 0 DL	8,272 PV 794 DL	402 PV 751 DL	
Bill Discusses the Twelve Traditions	English	80, 1	66, 0	36, 0	76	63	N/A			
Bill's Own Story	English	1, 85	0, 82	0, 205	0, 129	137	N/A			
Your A.A. General Service Office, the Grapevine and the General Service Structure	English	31	43	94	312	4				
Votre BSG	French	1	1	0	0	0	N/A			
Su Oficina de Servicios Generales de A.A., el Grapevine, y la Estructura de Servicios Generales	Spanish	5	17	0	0	0				

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1/6/2020

**A.A. WORLD SERVICES, INC., POLICY ON
PUBLICATION: KEEPING A.A.
LITERATURE CURRENT**

This policy sets forth the standards for determining whether or not a new piece of literature, or changes to an existing piece of literature, needs consideration by the General Service Conference prior to publication by A.A.W.S.

Definitions

"Literature" means books and pamphlets published by A.A. World Services, Inc. and intended for public distribution. The term does not include Service Pieces.

"Service Pieces" are printed material produced by A.A. World Services, Inc. for the information of the Fellowship. They describe shared experience and current practice on matters of interest to the Fellowship, and are a convenient method of providing answers to frequently asked questions concerning matters of practical concern or historical interest to members of the Fellowship. Examples include workbooks, guidelines, newsletters, bulletins and flyers.

"Editorial Changes" to an existing piece of Conference-approved Literature means (1) correction of typographical errors and errors of grammar or syntax, (2) correction of erroneous statements of fact, (3) updating of historical and statistical information, and (4) correction of cross references to other material necessitated by changes in such other material.

The "Format" of a piece of literature means the manner in which the content of the literature is arranged and presented to the reader. Examples include hard cover, soft cover, large print, standard size, pocket size, audio, Braille, video for ASL, digital and electronic (suitable for reading on electronic devices such as smart phones, tablets, and computers).

Submission of Literature to the General Service Conference

A new piece of Literature or any change to an existing piece of Conference-approved Literature other than Editorial Changes and new or changed Formats, will not be published by A.A. World Services, Inc. prior to approval of such literature by the General Service Conference.

The content of a piece of literature presented for final approval to the Conference will be in fully edited condition, with no expectation of further change being made prior to publication other than as may be specified by the Conference in granting its approval.

Unless otherwise specified in the Advisory Action of the Conference approving a new or amended piece of Literature, A.A. World Services, Inc. will have full authority, without need of further Conference action, to (a) select the Format or Formats in which the approved Literature will be produced, (b) make, from time to time, needed Editorial Changes; provided, however,

that no Editorial Change will be made to the Big Book's Preface, the Forewords, "The Doctor's Opinion," the first 164 pages (Chapters 1-11), "Dr. Bob's Nightmare," or the Appendices without prior Conference approval of such change, and (c) translate the approved Literature

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CONFIDENTIAL: 75th General Service Conference Background

into any language, and in connection therewith to modify or replace illustrations, photos, and other visual art in a manner reasonably designed to conform them to the culture of the expected readership.

Scope and Process for Editorial Updates of Conference-Approved Literature

When considering items for revision, the following criteria will guide the editorial process:

- Does the material use outdated language, jargon, or references?
- Does the material utilize the most current science about alcoholism?
- Does the material focus on inclusivity and represent A.A.'s broad diversity?
- Does the material draw on A.A. history in a way that is relevant and necessary?
- Does the material effectively address the audience to whom it is directed? (Target audience input will be sought in the review process)

In order to proactively update the broad inventory of Conference-approved pamphlets and other A.A. Literature in a timely fashion, A.A.W.S. will:

1. Regularly present to the Conference, through the Trustees' Literature Committee or other appropriate trustees' or Conference committee, a selection of pamphlets or other Conference-approved Literature items that have been edited or summarized for revision by the Publications Department. (This would either be part of or supplementary to the annual Recovery Literature Matrix provided to the Conference Literature Committee by the Trustees' Literature Committee - see note below.)
2. The appropriate trustees' or Conference committee, at its discretion, will consider the proposed revision and forward it on to either the appropriate Conference committee for their consideration or to the Conference as a whole for final approval.
3. If approved by the Conference, the Publishing Department will update each item without further change being made other than as may be specified by the Conference in granting its approval.
4. Once the item has been given Conference-approval, the items will be translated and existing inventory of the prior version will be discontinued and replaced with the new material.

NOTE: Any and all new literature will be proposed by the Conference as per current practice, and nothing herein will preclude guidance from the Conference regarding any additional titles or categories of literature to be reviewed and/or updated. [A procedure for literature review was requested by the 2016 General Service Conference, recommending that "the trustees' Literature Committee develop a plan that includes a systematic schedule for the annual review of recovery literature items, taking into consideration the following: content, relevance, and usefulness; and prioritized by time span since last review. The committee requested that the plan also include an annual report, to be forwarded to the Conference Literature Committee, reflecting the results of their review and any other items for proposed updates or revisions." The plan was accepted by the 2017 GSC.]

December 2019

Acknowledged/Accepted by 2020 General Service Conference

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A.A. World Services, Inc., Policy on Publication: Keeping A.A. Literature Current

1	<p>The A.A.W.S. Publishing Department reviews selected pamphlet, book, or other item for presentation to A.A.W.S. for revision according to the following criteria:</p> <ul style="list-style-type: none"> • Does the material use outdated language, jargon, or references? • Does the material utilize the most current science about alcoholism? • Does the material focus on inclusivity and represent A.A.'s broad diversity? • Does the material draw on A.A. history in a way that is relevant and necessary? • Does the material effectively address the audience to whom it is directed? 	<p>A.A.W.S. Editorial Staff, A.A.W.S. Board</p>
2	<p>Proposed revisions are forwarded from A.A.W.S. to the relevant trustees' or Conference committee for review.</p>	<p>Relevant Trustees' or Conference Committee</p>
3	<p>The relevant Conference committee evaluates the proposed revision for presentation to the full Conference for final approval.</p>	<p>Conference Committee</p>
4	<p>The full Conference considers the proposed revisions. If approved, the revised item will be Conference-approved literature.</p>	<p>General Service Conference</p>
5	<p>Once approved, the Publishing Department will proceed with translation into French and Spanish and discontinue prior inventory.</p>	<p>A.A.W.S. Publishing Dept.</p>

December 2019

2025 Conference Committee on Literature

ITEM B: Review draft of the revised pamphlet “The Twelve Steps Illustrated.”
(P-55)

Background notes:

Excerpt from the November 2024 trustees’ Literature Committee meeting report:

The committee reviewed a draft of the pamphlet with new illustrations. The committee **agreed to forward** to the 2025 Conference Committee on Literature the draft of the pamphlet, “Twelve Steps Illustrated.”

2024 Conference Committee on Literature Additional Committee Consideration:

The committee reviewed a progress report on revisions to the pamphlet, “The Twelve Steps Illustrated.” The committee requested that a new draft, partial draft, or progress report be brought back to the 2025 Conference Committee on Literature.

2022 General Service Conference Advisory Action:

The trustees’ Committee on Literature continue to make edits to the draft pamphlet “The Twelve Steps Illustrated” with a new draft or progress report to be brought back to the 2023 Conference Committee on Literature, keeping in mind: color, diverse expressions of spirituality and accessible interpretation of meaning in the illustrations. (Floor Action)

Secretary’s note: Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees’ Committee on Literature.

Background:

1. Draft pamphlet “Twelve Steps Illustrated” (P-55) *
Current pamphlet “[Twelve Steps Illustrated](#)” available on GSO’s A.A. website.
2. Memo to Committee regarding confidential background

For members of this Conference committee only and are not available for duplication or distribution beyond the committee.

April 2025

To: Members of the 2025 General Service Conference
From: Rainer L., Secretary, trustees' and Conference Committees on Literature
Subject: **Confidential** draft pamphlet

As a Conference Committee reviews a new, or extensively revised literature item it is general practice that drafts are reviewed by **committee members only**. This means that the rest of the Conference members will not be getting copies of the pamphlet in their background materials for the Conference.

The Conference Committee on Literature will be reviewing the draft pamphlet primarily to determine whether or not the item that has been presented to them meets the intended goals of the pamphlet revision.

Also, as with all Conference-approved A.A. literature, the Conference Committee will be looking at the pamphlet to see "that everything in such literature is in accord with A.A. principles. Conference-approved material always deals with the recovery program of Alcoholics Anonymous or with information about the A.A. Fellowship." (Concerns about routine grammar, punctuation, editing, etc., will be addressed by the Publishing Department.)

Once the Conference Committee reviews the draft pamphlet "Twelve Steps Illustrated," several things may happen. Among them:

- The committee might approve the pamphlet and recommend the pamphlet be approved by the Conference as a whole.
- If approved by the Conference Committee, experience suggests that copies of the pamphlet are made available to all Conference members with enough time to read it prior to voting on the item.
- The committee might also send the pamphlet back to the trustees' Committee on Literature with any significant concerns about the proposed pamphlet.

Until a pamphlet is "Conference-approved," it is confidential and for committee eyes only. Prior to then, any number of changes might be made by the trustees' Committee on Literature or the corresponding Conference Committee. This confidential process ensures that the message that reaches the A.A. Fellowship is a reflection of A.A. as a whole, an assurance made by the Conference-approval process.

CONFIDENTIAL: 75th General Service Conference Background

2025 Conference Committee on Literature

ITEM C: Review draft of the revised pamphlet “A.A. for the Native North American” (Retitled “Indigenous People in A.A.”)

Background notes:

Excerpts from the February 1, 2025, trustees’ Literature Committee meeting report:

The committee reviewed the updated draft pamphlet “A.A. for the Native North American” (retitled “Indigenous People in A.A.”). The committee **agreed to forward** the draft pamphlet to the 2025 Conference Committee on Literature.

2024 Conference Committee on Literature Additional Committee Consideration:

The committee reviewed a progress report on revisions to the pamphlet “A.A. for the Native North American.” The committee noted that the introduction section has been drafted and that outreach efforts have been efficient, effective, and resulted in an increased number of story submissions. The committee requested that a draft or progress report be brought back to the 2025 Conference Committee on Literature.

2021 General Service Conference Advisory Action:

The pamphlet “A.A. for the Native North American” be updated to include language that is both respectful and inclusive of all Indigenous peoples as well as add fresh stories and updating inaccuracies contained in the current pamphlet and that a draft pamphlet be brought back to the 2022 Conference Committee on Literature. (Floor Action)

Secretary’s note: Previous history and actions on this item are located in the History and Actions for the Conference committee and trustees’ Committee on Literature.

Background:

1. Draft pamphlet “Indigenous People in A.A.” (originally titled “A.A. for the Native North American”)*
Current pamphlet “[A.A. for the Native North American](#)” available on GSO’s A.A. website.
2. Memo to Committee regarding confidential background
3. 2025 Progress Report

For members of this Conference committee only and are not available for duplication or distribution beyond the committee.

April 2025

To: Members of the 2025 General Service Conference
From: Rainer L., Secretary, trustees' and Conference Committees on Literature
Subject: **Confidential** draft pamphlet

As a Conference Committee reviews a new, or extensively revised literature item it is general practice that drafts are reviewed by **committee members only**. This means that the rest of the Conference members will not be getting copies of the pamphlet in their background materials for the Conference.

The Conference Committee on Literature will be reviewing the draft pamphlet primarily to determine whether or not the item that has been presented to them meets the intended goals of the pamphlet revision.

Also, as with all Conference-approved A.A. literature, the Conference Committee will be looking at the pamphlet to see “that everything in such literature is in accord with A.A. principles. Conference-approved material always deals with the recovery program of Alcoholics Anonymous or with information about the A.A. Fellowship.” (Concerns about routine grammar, punctuation, editing, etc., will be addressed by the Publishing Department.)

Once the Conference Committee reviews the draft pamphlet “Indigenous People in A.A.”, several things may happen. Among them:

- The Committee might approve the pamphlet and recommend the pamphlet be approved by the Conference as a whole.
- If approved by the Conference Committee, experience suggests that copies of the pamphlet are made available to all Conference members with enough time to read it prior to voting on the item.
- The Committee might also send the pamphlet back to the trustees' Committee on Literature with any significant concerns about the proposed pamphlet.

Until a pamphlet is “Conference-approved,” it is confidential and for committee eyes only. Prior to then, any number of changes might be made by the trustees' Committee on Literature or the corresponding Conference committee. This confidential process ensures that the message that reaches the A.A. Fellowship is a reflection of A.A. as a whole, an assurance made by the Conference-approval process.

February 2025 Progress Report for the Working Group to revise the
AA for the Native North American Alcoholic Pamphlet.

In response to the 2021 Advisory Action that “the pamphlet ‘A.A. for the Native North American’ be updated to include language that is both respectful and inclusive of all Indigenous peoples as well as add fresh stories and updating inaccuracies contained in the current pamphlet,” a working group was formed, comprised of indigenous members of the A.A. fellowship, and chaired by Gerry R., ACM on the trustees’ Literature Committee. The working group met monthly from its inception and twice monthly during August and September 2024 to complete a new introduction, story selection, and cover design.

Last year, Staff developed a story rating tool, modified for cultural suitability, in accordance with the suggestions of members of the working group. That tool was used to aid in the selection of stories which represent a broad cross-section of indigenous communities, as well as to ensure narrative content which carried A.A.’s message of hope and identification. The stories selected include voices from the following communities and geographies:

- San Felipe Pueblo
- Lakota Sioux
- Tlingit
- Ojibwe
- Kanaka Maoli
- Nisga’a
- Micmac
- Comanche
- Athabaskan
- Nebraska
- New Mexico
- North Dakota
- New Brunswick, Canada
- California
- Washington
- Hawaii
- Ontario, Canada
- British Columbia, Canada
- Oklahoma
- Alaska

A total of thirty (30) stories were submitted from members of the A.A. Fellowship who identify as members of many different tribes and Indigenous communities throughout the U.S. and Canada. There are sixteen (16) stories in the current pamphlet. Therefore, the working group is reading, evaluating and rating forty-six (46) stories for their potential inclusion in the new pamphlet.

Fifteen stories were sent forward as recommended content for the revised pamphlet. The stories recommended by the working group include six stories from the current pamphlet and nine newly submitted stories. The pamphlet still sits at 48 pages.

The recommended title for the new pamphlet is, “Indigenous People In AA.” New cover art, developed by an indigenous artist, has also been selected by the working group for the revised pamphlet.

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2025 Conference Committee on Literature

ITEM D: Review progress report on the development of the Fourth Edition of the book *Alcohólicos Anónimos* - Spanish.

Background notes:

Excerpt from the February 1, 2025, trustees' General Service Conference committee meeting:

The committee reviewed a progress report on the development of a Fourth Edition of *Alcohólicos Anónimos* and **agreed to forward** the report to the 2025 Conference Committee on Literature.

2024 Conference Committee on Literature Additional Committee Consideration:

The committee reviewed a progress report on the development of the Fourth Edition of the book *Alcohólicos Anónimos* – Spanish. The committee noted that the story submissions reflect a broad and diverse cross-section of the A.A. fellowship, reflecting each of A.A.'s Three Legacies. The committee requested that a draft manuscript or progress report be brought back to the 2025 Conference Committee on Literature.

2021 Conference Advisory Action:

A Fourth Edition of the book, *Alcohólicos Anónimos*, be developed, including an update of stories to better reflect current membership, and that a progress report be brought back to the 2022 Conference Committee on Literature.

Secretary's note: *Previous history and actions on this item are located in the History and Actions for the Conference committee and trustees' Committee on Literature.*

Background:

1. 2024 Progress Report: Fourth Edition of the book, *Alcohólicos Anónimos* - Spanish

2024-25 trustees' Literature Committee

Working Group developing a Fourth Edition of *Alcohólicos Anónimos*

Progress Report February 2025

2024 Conference Committee on Literature Consideration:

“The committee reviewed a progress report on the development of the Fourth Edition of the book *Alcohólicos Anónimos* – Spanish. The committee noted that the story submissions reflect a broad and diverse cross-section of the A.A. fellowship, reflecting each of A.A.’s Three Legacies. The committee requested that a draft manuscript or progress report be brought back to the 2025 Conference Committee on Literature.”

2021 Conference Advisory Action:

“A Fourth Edition of the book, *Alcohólicos Anónimos*, be developed, including an update of stories to better reflect current membership, and that a progress report be brought back to the 2022 Conference Committee on Literature.”

January 2025 Additional Notes:

A schedule was developed in association with the Language Services department to support the delivery of new chapter translations. These are generally being provided on a bi-monthly basis, with a pause built in between mid-January and mid-May to allow for the translation of background and the Final Report.

Since the schedule was developed, there has been an unexpected delay associated with the translation of the World Service Meeting Report and 2024 holiday schedules. It is not expected that the short-term delay will affect the overall timeline for the development of the Fourth Edition of *Alcohólicos Anónimos*. A revised timeline from Language Services includes the completion of Chapter 10 on April 7, 2025, before returning to the previous schedule with the completion of Chapter 11 on June 2, 2025.

A new member was added to the Working Group from Area 87 Southwest Quebec.

October 2024 Progress Report:

The Working Group is actively looking for two new members, one from Canadian, and the other from Puerto Rico.

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We are continuing to rereading the stories rated 3, 4, or 5. These stories will receive new ratings to inform the decision for story suggestions in the draft of the Fourth Edition of the Big Book in Spanish.

Revision and review of the chapter “Working With Others” has been completed. We are currently reviewing Chapter “To Wives.”

July 2024 Progress Report:

The Scope of the Working Group for the development of a draft Fourth Edition of the book, *Alcohólicos Anónimos* includes:

- 1) Include a diverse group of A.A. members from the target audiences who can bring perspectives from a variety of ethnic, geographic, dialect and age perspectives.
- 2) Solicit input on the needed improvements for stories to be relevant to the target audiences.
- 3) Discuss and solicit input if needed to define themes for sections of stories.
- 4) Develop a method of outreach to foster significant amounts of submitted material.
- 5) Develop a process for selection of personal stories.
- 6) Ascertain which editorial elements of the revision are maintained by the GSO Publishing department.
- 7) Work with publishing to ensure a review of the basic text translation that encompasses the diversity of the Spanish speaking population.
- 8) Utilize other related work as needed to optimize the development of a draft version of the book.

The Working Group meets monthly via Zoom, The Working Group welcomes Paz P., General Service Trustee. We are delighted to have her as a member of the working group; her energy and enthusiasm will contribute in a very positive way to this project. The Working Group is composed of a diversity of members, with extensive experience from the Spanish-speaking AA community within the AA structure in the United States and Canada. Most of them are fluent in English and all are fluent in Spanish.

We are reading and rating the current stories of the Third Edition Big Book in Spanish. Once this is accomplished, we will consider a number of stories for suggestion for the draft of the Fourth Edition Big Book in Spanish.

The stories submitted by the Spanish-speaking AA community have all been read and rated by the committee. We have rated the story submissions on a scale of 1-5 and noted a broad range of content and demographic characteristics. Our next commitment is to

2

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reread the stories rated 3 and higher to refine story selections to reflect the best submitted stories.

The following chapters are revised and ready: Foreword, The Doctor's Opinion, Bill's Story, There Is a Solution, More About Alcoholism, We Agnostics, How It Works, and Into Action.

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
	Oct. 24	Nov. 24	Dec. 24	Jan. 25	Feb. 25	Marh 25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Apr-26
4EBB Project																
Revisar el Capitulo 7 y 8	√	√														
Leer Historias 3 edition		√	√													
Revisar El Cpitulo 9		√	√													
Revisar Capitulo 10				√	√											
Agregar 2 Miembros al Comite			√													
Leer Historias 3, 4, 5			√	√	√	√	√	√	√							
		Board Weekend		Board Weekend			Conil			Board Weekend			Board Weekend			
Sugerir Historias 3EBB				√												
Revisar capitulo 11									√	√						
La Pesadilla del Doctor Bob											√	√				
Revisar Apendices													√	√		
Sugerir un borrador 4EBB en Espanol														√		
76 Conferencia Servicios Generales 2026																√

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2025 Conference Committee on Literature

ITEM E: Review progress report-on the development of the Fifth Edition of the book *Alcoholics Anonymous*.

Background notes:

Excerpt from the February 1, 2025, trustees' Literature Committee meeting:

The committee reviewed the progress report and summary on the development of a Fifth Edition of *Alcoholics Anonymous*. The committee **agreed to forward** revised progress reports providing updates from the most recent materials to the oldest materials to the 2025 Conference Committee on Literature.

2024 Conference Committee on Literature Additional Committee Consideration:

The committee reviewed a progress report on the development of the Fifth Edition of the book *Alcoholics Anonymous*. The committee looks forward to a progress report or draft manuscript to be brought back to the 2025 Conference Committee on Literature.

2021 Conference Advisory Actions:

A Fifth Edition of the Big Book, *Alcoholics Anonymous*, be developed, including an update of stories to better reflect current membership, keeping in mind the 1995 Advisory Action that: "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," and that a progress report be brought back to the 2022 Conference Committee on Literature.

Pending its development, the draft Fifth Edition of the Big Book would include a new foreword, an updated preface and updates to expand on existing ideas in Appendices III and V.

Secretary's note: *Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees' Committee on Literature.*

Background:

1. 5th Edition Summary Report

**2024-25 trustees' Literature Committee
Fifth Edition Big Book Subcommittee Summary Report**

The subcommittee is charged with implementing the following Advisory Actions:

- A Fifth Edition of the Big Book, Alcoholics Anonymous, be developed, including an update of stories to better reflect current membership, keeping in mind the 1995 Advisory Action that: “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,”
- Pending its development, the draft Fifth Edition of the Big Book would include a new Foreword, an updated Preface and updates to expand on existing ideas in Appendices III and V.

The subcommittee approached the goal of presenting a draft 5th Edition to the 75th General Service Conference with an understanding this is an optimistic aspiration. After considering the workflow, activities of the Publishing Department, and the need for full discussion, the subcommittee recognized that the presentation of draft material was not feasible. A working timeline was presented to effectively conclude the project prior to reconvening a 2025-26 subcommittee, but not in a manner consistent with the timeline to approach the 75th GSC.

To date, we have:

1. Identified likely 4th Edition “keepers”
2. Read and rated the previously selected 5th edition story submission “keepers”
3. Consulted with current and past Class A trustees on Appendices III and V
4. Reached out to Publishing regarding the new Foreword and updated Preface

Updated stories to better reflect the current membership:

The subcommittee built on the work of the sub-committees for the 5th Edition and thank them for their work. We also thank the 2,393 members of the Fellowship who submitted their personal stories for consideration.

The previous subcommittees reduced the new submissions under active consideration to 159 (1,522 pages). The subcommittee members each read and rated each story. The subcommittee will be sifting the number down to roughly 50 for sharing with trustees’ literature and conference literature committees. The final number of new stories for the 5th edition will most likely be in the range of 25-35.

Subcommittee members prepared and presented their concerns and appreciations on January 13, 2025, accepting 35 stories for eventual review by the trustees and Conference Committees and agreed on continuing review and discussion on 19 others.

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The subcommittee agreed to complete their review of 19 additional stories by January 29, 2025, and will hold its next meeting between February 10 and 14, 2025.

The subcommittee has identified seven keepers from the Fourth Edition, in addition to “Dr. Bob’s Nightmare.” Four additional Fourth Edition stories were identified as possible keepers, pending the review and selection of new submissions.

Updates to expand on existing ideas in Appendices III and V:

The subcommittee consulted with the trustees’ CPC committee in review of “The Medical View on A.A.” and “The Religious View on A.A.” appendices. Current Class A trustees, Sister Judith and Al Mooney, trustee emeritus Ward Ewing, and past Class A trustee John Fromson, were interviewed or have shared their thoughts through correspondence.

Separate documents have been synthesized into a summary document which was sent to the Publishing Department for the drafting of updated Appendices. The subcommittee hopes to contemporize opening paragraphs, clean up the current content, and add additional materials in conclusion.

Updated Foreword and Preface:

The Foreword and Preface are in the purview of the Publishing department, to be written after the stories are chosen and the appendices updated. The drafting of the Foreword and Preface are the final stages in completing a draft edition before submitting the draft for committee review.

Conclusion:

Traditional practices from previous editions included the trustees’ Literature Committee reviewing story selections. Following the trustees’ review, story selections were forwarded to the Conference Committee on Literature for an opportunity to note objections. The subcommittee discussed the manner for considering this feedback, noting potential value in reviewing objections by committee majority or requiring a shared objection from both a member of the Conference Committee on Literature and the trustees’ Literature Committee.

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Project	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Constitute 5th Ed Sub-Committee	√											
Discuss & clarify process for story selection		√	√									
Select 4th Ed keepers		√	√	√								
Read & rate 5th Ed keepers			√	√	√	√	√	√				
Select shortlist of 5th Ed keepers									√			
Consult CLC and TLC on 4th Ed keepers and 5th Ed shortlist									√	√		
Final selection of 4th Ed keepers and new stories											√	
Edit new stories												√
Discuss and clarify scope/process for Appendices III and V			√									
Consult on Appendices III and V						√	√	√				
Update Appendices III & V									√			
Review updated Appendices										√		
Write Foreword and update Preface (Post 75th GCC)												
	Sub-Committee Tasks											
	Publishing Department Tasks											

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2025 Conference Committee on Literature

ITEM F: Review draft of the developed video animation of the pamphlet “The Twelve Concepts Illustrated”.

Background notes:

Excerpt from the February 1, 2025, trustees’ Literature Committee meeting report:

The committee reviewed the script and draft of the Twelve Concepts animated video. The committee **agreed to forward** the draft video and script to the 2025 Conference Committee on Literature.

The 72nd General Service Conference passed an Advisory Action that:

The video animation of the pamphlet “The Twelve Concepts Illustrated” (currently published by the General Service Board of A.A. Great Britain) be adapted and produced by the Publishing Department. The committee requested a progress report or rough cut be brought back to the 2023 Conference Committee on Literature.

2023 Additional Committee Consideration:

The committee discussed an update on the adaptation of the video animation of the pamphlet "The Twelve Concepts Illustrated" published by the General Service Board of A.A. Great Britain. The committee acknowledged that the project of adapting the video for use in the U.S./Canada structure is pending for budgetary reasons. The committee looks forward to a report on the status of this project being brought to the 2024 Conference Committee on Literature.

Excerpt from the October 28, 2023, trustees’ Literature Committee meeting report:

The committee reviewed a progress report on a video animation formatted “Twelve Concepts Illustrated,” including cost estimates submitted by the Publishing Department. The committee agreed to forward to the 2024 Conference Committee on Literature the progress report and cost estimates.

The Conference Committee on Literature at the 74th General Service Conference made the following Additional Committee Consideration:

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The committee reviewed a progress report on the video animation of the pamphlet "The Twelve Concepts Illustrated." The committee requested that the project proceeds with Phase II Option I to include the translation of narration voiceover and visual text into French and Spanish.

Work was completed on the English adaptation on October 15, 2024. French and Spanish recordings are currently underway.

Secretary's note: Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees' Committee on Literature.

Background:

1. Draft revisions to video script and video link*
2. Memo to Committee regarding confidential background.

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April 2025

To: Members of the 2025 General Service Conference
From: Rainer L., Secretary, trustees' and Conference Committees on Literature
Subject: **Confidential** draft pamphlet

As a Conference Committee reviews a new, or extensively revised literature item it is general practice that drafts are reviewed by **committee members only**. This means that the rest of the Conference members will not be getting copies of the pamphlet in their background materials for the Conference.

The Conference Committee on Literature will be reviewing the draft pamphlet primarily to determine whether or not the item that has been presented to them meets the intended goals of the pamphlet revision.

Also, as with all Conference-approved A.A. literature, the Conference Committee will be looking at the pamphlet to see "that everything in such literature is in accord with A.A. principles. Conference-approved material always deals with the recovery program of Alcoholics Anonymous or with information about the A.A. Fellowship." (Concerns about routine grammar, punctuation, editing, etc., will be addressed by the Publishing Department.)

Once the Conference Committee reviews the draft Twelve Concepts animated video, several things may happen. Among them:

- The Committee might approve the pamphlet and recommend the pamphlet be approved by the Conference as a whole.
- If approved by the Conference Committee, experience suggests that copies of the pamphlet are made available to all Conference members with enough time to read it prior to voting on the item.
- The Committee might also send the pamphlet back to the trustees' Committee on Literature with any significant concerns about the proposed pamphlet.

Until a pamphlet is "Conference-approved," it is confidential and for committee eyes only. Prior to then, any number of changes might be made by the trustees' Committee on Literature or the corresponding Conference committee. This confidential process ensures that the message that reaches the A.A. Fellowship is a reflection of A.A. as a whole, an assurance made by the Conference-approval process.

2025 Conference Committee on Literature

ITEM G: Review draft of the revised pamphlet “Questions and Answers on Sponsorship.” (P-15)

Background notes:

Excerpt from the February 1, 2025, trustees’ Literature Committee meeting report:

The committee reviewed the updated draft pamphlet “Questions and Answers on Sponsorship” and **agreed to forward** the draft pamphlet to the 2025 Conference Committee on Literature.

The committee also reviewed a report detailing the work of the subcommittee and **agreed to forward** the report to the 2025 Conference Committee on Literature.

2024 Conference Committee on Literature Additional Committee Consideration:

The committee reviewed a progress report on revisions to the pamphlet “Questions and Answers on Sponsorship.” The committee noted that much of the work was outside of the scope of the committee consideration from the 2023 Conference Committee on Treatment/Accessibilities. The committee requested that the work going forward reflect the 2023 Treatment and Accessibilities suggestion to “consider updating the pamphlet ‘Questions and Answers on Sponsorship’ to add language on working with alcoholics with intellectual or information processing challenges, communication challenges and diverse neurological abilities.” The committee requested that a progress report or draft pamphlet be brought back to the 2025 Conference Committee on Literature.

2023 Conference Committee on Treatment and Accessibilities Additional Committee Consideration:

The 2023 Conference Committee on Treatment and Accessibilities requests that the trustees’ Literature Committee consider updating the pamphlet “Questions and Answers on Sponsorship” to add language on working with alcoholics with intellectual or information processing challenges, communication challenges and diverse neurological abilities.

2023 Conference Committee on Corrections Additional Committee Consideration:

The 2023 Conference Committee on Corrections agreed to forward to the trustees’ Committee on Literature a suggestion to consider inclusion of language

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related to sponsorship of persons in custody in the pamphlet "Questions & Answers on Sponsorship."

Secretary's note: Previous history and actions on this item is located in the history and actions for the conference committee and trustees' committee.

Background:

1. 2025 Progress Report
2. Draft pamphlet "Questions and Answers on Sponsorship." (P-15)*
Current pamphlet "[Questions and Answers on Sponsorship](#)" available on GSO's A.A. website.
3. Memo to Committee regarding confidential background.

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2024-25 trustees' Literature Committee
"Questions & Answers on Sponsorship"
Update Report

The subcommittee reviewed and discussed the Committee Considerations of the 2024 Conference Committee on Corrections and 2023 Conference Committee on Treatment and Accessibilities (CCTA) for additional content within the pamphlet "Questions and Answers on Sponsorship" (P-15).

The subcommittee agreed that additional language would be beneficial to provide a usable reference and subsequently forwarded for review and approval.

The subcommittee also drafted, refined, and recommended a new section to address the CCTA consideration requesting "to add language on working with alcoholics with intellectual or information processing challenges, communication challenges and diverse neurological abilities," and presented the draft pamphlet to the full committee for review.

The trustees' Literature Committee reviewed the updated draft pamphlet "Questions and Answers on Sponsorship" at their February 1, 2025 meeting and agreed to forward the drafted pamphlet to the 2025 Conference Committee on Literature.

Additional notes:

The subcommittee reviewed the project history, noting that the Additional Committee Consideration from 2024 Conference Committee on Literature was based upon a progress report and not drafted material. The subcommittee agreed to retain the work done by the previous subcommittee while adding additional content addressing sponsorship for neurodivergent members. (The additional content was developed in association with the Corrections assignment and the Treatment and Accessibilities assignment.)

Subcommittee members noted inconsistencies within different pamphlet sections and recognized a potential benefit to aligning these content sections. The subcommittee felt that the pamphlet could better fulfill its intended purpose by conveying clear and concise information with a unified voice and requested input on whether a larger review of the pamphlet for content and consistency would be beneficial.

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April 2025

To: Members of the 2025 General Service Conference
From: Rainer L., Secretary, trustees' and Conference Committees on Literature
Subject: **Confidential** draft pamphlet

As a Conference Committee reviews a new, or extensively revised literature item it is general practice that drafts are reviewed by **committee members only**. This means that the rest of the Conference members will not be getting copies of the pamphlet in their background materials for the Conference.

The Conference Committee on Literature will be reviewing the draft pamphlet primarily to determine whether or not the item that has been presented to them meets the intended goals of the pamphlet revision.

Also, as with all Conference-approved A.A. literature, the Conference Committee will be looking at the pamphlet to see "that everything in such literature is in accord with A.A. principles. Conference-approved material always deals with the recovery program of Alcoholics Anonymous or with information about the A.A. Fellowship." (Concerns about routine grammar, punctuation, editing, etc., will be addressed by the Publishing Department.)

Once the Conference Committee reviews the draft Twelve Concepts animated video, several things may happen. Among them:

- The Committee might approve the pamphlet and recommend the pamphlet be approved by the Conference as a whole.
- If approved by the Conference Committee, experience suggests that copies of the pamphlet are made available to all Conference members with enough time to read it prior to voting on the item.
- The Committee might also send the pamphlet back to the trustees' Committee on Literature with any significant concerns about the proposed pamphlet.

Until a pamphlet is "Conference-approved," it is confidential and for committee eyes only. Prior to then, any number of changes might be made by the trustees'

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Committee on Literature or the corresponding Conference committee. This confidential process ensures that the message that reaches the A.A. Fellowship is a reflection of A.A. as a whole, an assurance made by the Conference-approval process.

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2025 Conference Committee on Literature

ITEM H: Review progress report on the development of a pamphlet for the Asian and Asian-American alcoholic.

Background notes:

Excerpt from November 2, 2024, trustees' Nominating Committee meeting report:

The committee requested the committee secretary prepare two memos to the trustees' Literature Committee to begin the search process for these two ACMs.

Excerpt from July 27, 2024, trustees' Literature Committee meeting report:

Development of a pamphlet for the Asian and Asian-American alcoholic: The committee discussed the 2024 Conference Advisory Action requesting the development of a pamphlet for Asian and Asian-American alcoholics. The committee considered elements of workload and finance, noting the benefits which ACMs have brought to recent literature projects through the involvement of members of the intended audience. The trustees' Literature Committee agreed to forward a memo to the trustees' Nominating Committee requesting an ACM from the Asian-American community.

2024 Advisory Action

A pamphlet on the Asian and Asian-American alcoholic in A.A. be developed and that a draft or progress report be brought to the 2025 General Service Conference. (Floor Action)

Secretary's note:

An ACM search announcement was distributed to the Fellowship in February 2025, with an April 15, 2025, deadline date. It is anticipated that a working group or subcommittee will be formed after an ACM is identified and in place, and that an update report will be provided to the 2026 General Service Conference.

2025 Conference Committee on Literature

ITEM J: Consider request that the Twelve Concepts for World Service and essays on the Twelve Concepts for World Service be included in the current publication, *Twelve Steps and Twelve Traditions*.

Background notes:

Excerpt from the November 2, 2024 trustees' Literature Committee meeting report:

The committee considered the request “that the General Service Conference include the Twelve Concepts for World Service and essays on the Twelve Concepts for World Service in the current publication, *Twelve Steps and Twelve Traditions*, thereby changing it to *Twelve Steps, Twelve Traditions, and Twelve Concepts*” and **agreed to forward** to the 2025 Conference Committee on Literature.

Secretary's note: *Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees' Committee on Literature.*

Background:

1. PAI #23 submission form.

PAI 23

General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.

Area 73, West Virginia, requests that the General Service Conference include the twelve concepts for world service and essays on the twelve concepts for world service in the current publication, Twelve Steps and Twelve Traditions, thereby changing it to Twelve Steps, Twelve Traditions, and Twelve Concepts.

(2) What problem does this proposed item address?

Limited exposure to the Twelve Concepts for World Service.

Lack of knowledge and understanding throughout A.A. as a whole in the following areas.

- General knowledge or even the existence of the twelve concepts
- A.A. members' privileges and responsibilities through the rights of decision, participation and appeal
- How the voice of our fellowship is heard and acted upon
- Fundamental principles regarding A.A. leadership
- The importance of selecting the right leaders to ensure unity at all levels of our fellowship.
- Guiding principles of the GSC, General Service Board, and our operating corporations, A.A. World Services, and Grapevine Inc.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a

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broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

This item was brought as a motion to Area 73's 2023 Fall Assembly by the area alternate chair. The motion was discussed and passed with substantial unanimity (57 yay, 9 nay, 1 abstain). Minority opinion was voiced with no motion to reconsider.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

While the Service Manual has historically been the primary source for members to access the concepts, it is not a widely used book, and is rarely used by those new to A.A. The 12X12, on the other hand is one of the most widely distributed publications. Per the 2024 Recovery Literature Matrix, in 2022 and 2023 there were 293,394 and 330,202 (623,596 total) printed versions of the Twelve and Twelve distributed by AAWS. In contrast, there were 17,492 and 24,308 (41,800) copies of the service manual distributed in the same time period. That means that the twelve and twelve was in 581,796 more peoples' hands than the service manual.

(5) What are the intended/expected outcomes if this proposed item is approved?

More widespread exposure to the Twelve Concepts for World Service will increase knowledge and understanding in all the problem areas referenced above.

Including the concepts in a more widely used publication will provide increased opportunities for members in the fellowship to discuss the concepts in group settings.

(6) Provide a primary contact for the submission.

Paul H., Delegate A73, P73

(7) Final comments:

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Area 73 realizes that similar PAIs have been submitted to multiple conferences. This submission for the 75th GSC serves to convey widely expressed need throughout the fellowship and to provide the following “new information” in support of the publication.

1) Historically the “A.A. Service Manual Combined with Twelve Concepts for World Service” has been reproduced annually, but since 2021 it has been placed on a three-year reproduction cycle. In the event that changes are made to the concepts essays, this three-year window provides ample time to schedule printings and deplete currently stocked inventory.

2) Recent activity within A.A. has stimulated interest and participation in general service. In fact, one of the workshop topics at the 74th GSC was “Connecting Home Groups to the Conference Throughout the Year, to Better Inform the Group’s Conscience.” Some of the questions posed in these workshops ask how we make general service work more accessible, and how to engage members in general service. Providing the concepts in a widely distributed publication furthers those ends.

For historical reference, it’s worth noting the following quote from Bill Willson. When addressing the third GSC in 1953 he presented the events leading up to the publication of Twelve Steps and Twelve Traditions. In his address he stated,

“So, then somebody said, ‘Well we don’t want to put the traditions out separately from the steps because most of the alkiees will want to buy the steps but maybe they won’t be so interested in the traditions. So why don’t we clamp the two together and they’ll buy a book, maybe to read the steps and we’ll thus snare them into reading something about these traditions on which our future unity depends.’”

Area 73 feels that clamping these now three together, we can “thus snare them into reading something about” these concepts on which our future unity depends.

Finally, Area 73 trusts AAWS experience and expertise, so we won’t provide minute details on how to incorporate the concepts and essays into the publication or give guidance on whether or not to continue publishing the 12X12 along side the 12X12X12.

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2025 Conference Committee on Literature

ITEM K: Consider request to update the book *Living Sober*.

Background notes:

Excerpt from the November 2, 2024, trustees' Literature Committee meeting report:

The committee considered the request “to explore the idea of a substantial overall/upgrade to this vital book [*Living Sober*]” and **agreed to forward** to the 2025 Conference Committee on Literature the PAIs for *Living Sober* revisions combined into a single item with the request to “consider the scope of revision and update to the book *Living Sober*.”

Secretary's note: *Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees' Committee on Literature.*

Background:

1. PAI #34, #64, #106, #90, #92, #121, and #122 submission forms

General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.

Begin the process to create a second edition of the book Living Sober and report results to the 2026 General Service Conference.

(2) What problem does this proposed item address?

This popular book is now about 50 years old and therefore cannot yet contain useful information such as use of the internet and associated social media. Also, a complete rewrite into current plain language would make it still more useful to newcomers.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

We've discussed this with several individuals who found this book to be their most useful literature in early sobriety, so our delegate asked that this PAI be brought to the area for approval and submission to the Conference. It passed with substantial anonymity (~ 50-2) at our 7/21/24 area assembly.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

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CONFIDENTIAL: 75th General Service Conference Background

In 1998 the GSC addressed PAIs targeting this book, which were submitted by area 53, primarily to address better compliance with our traditions. Reviewing these, one staff member suggested a complete rewrite even then.

In 2012 several changes were incorporated to address archaic language.

(5) What are the intended/expected outcomes if this proposed item is approved?

While the cost of a rewrite is substantial, the expected increase of a new edition should quickly offset this upfront expense. A newer, more readable book could substantially support our mandate to carry our message to the alcoholic who still suffers.

(6) Provide a primary contact for the submission.

(7) Final comments:

We might hope that the new author might mimic the gentle humor of the original book that was so important to those of us who feared that sobriety might mean that we would never laugh, or even smile, again.

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CONFIDENTIAL: 75th General Service Conference Background

General Service Conference (GSC) Proposed Agenda Item Submission Form

<p>(1) Submit a clear and concisely worded motion.</p>
<p>That the Living Sober booklet be updated to reflect the new tips available for staying sober in the post pandemic world.</p>
<p>(2) What problem does this proposed item address?</p>
<p>The Living Sober booklet is one of our most popular booklets given to our newcomers. It has not been updated for many years. For example, our pamphlets address neurodivergent members who may need additional ways to assist them which could be included.</p> <p>New members now have access to our materials on various media platforms, through virtual meetings and groups as well as traditional methods. It is important to include how to locate us on You Tube, Instagram, etc.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p>
<p>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p>
<p>The item was discussed at our Area Assembly September 7, 2024, and passed by substantial unanimity. This PAI is being submitted on behalf of Area 42.</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p>

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CONFIDENTIAL: 75th General Service Conference Background

The Financial Conference Report (73rd) shows that the Living Sober booklet is sold more often than any other. It outsells the Service Manual three to one.

According to the 74th GSC manual publishing department report, Living Sober is the third most distributed eBook.

Living Sober is the third most sold audiobook following Alcoholics Anonymous and Twelve Steps and Twelve Traditions. (Audiobooks are used in our Corrections venues.)

(5) What are the intended/expected outcomes if this proposed item is approved?

New members will have more experience available to them in the early days of their sobriety and feel better supported between meetings. New experience, strength, and hope for members reaching out for help virtually or in person in the booklet.

(6) Provide a primary contact for the submission.

(7) Final comments:

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CONFIDENTIAL: 75th General Service Conference Background

General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.

Motion: The Trustees and the Literature Committee create a Second Edition of the booklet Living Sober.

The Second Edition would update the existing chapters and add additional chapters to reflect the Digital Revolution and other changes in society, which have occurred since the booklet was first published in 1975.

(2) What problem does this proposed item address?

In our District, the Living Sober booklet is often given to newcomers and is used by groups in Beginners Meetings. It is a great resource as it contains tools and illustrations to help people stay sober. It is a practical publication as it provides methods to change the patterns, the thoughts and the habits associated with alcoholism.

The Living Sober booklet was copyrighted in 1975. Since then, the Digital Revolution has transformed the way we live, work and communicate. Email, texting, smart phones, and social media did not exist in 1975. Since the Covid-19 pandemic in 2020, Alcoholics Anonymous meetings have migrated to electronic platforms and video conferencing.

Many newcomers who are coming into Alcoholics Anonymous were born after 1975 and have grown up in the digital era. People communicate through text messaging, email and by posting on social media. Some of the newer members of Alcoholics Anonymous who came into the fellowship since the Covid-19 pandemic, have come in without having attended in-person meetings. The advances in technology have created both benefits and challenges to people who are learning to live their lives one day at a time without using and abusing alcohol.

The Living Sober booklet should be updated to reflect the changes in our society so that it can continue to be a resource. Alcoholism and human nature have remained consistent over the years. However, lifestyles and the way in which people communicate have changed. If the booklet is updated, new chapters can be added to offer additional tools for individuals who live in a digital society which did not exist when the booklet was written. If the booklet is not updated, there is a concern that it will be overlooked or dismissed as an antiquated relic and its message and wisdom will be lost.

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(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

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District 14 – Area 44 District 14 is Jersey City, New Jersey

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

The Living Sober booklet was copyrighted in 1975. Since 2000 there have been three Advisory Actions related to Living Sober.

In 2012, minor changes were made to some of the outdated terms and practices. There were some additional changes within the chapters “Changing Old Routines,” “Avoiding Dangerous Drugs and Medications,” “Seeking Professional Help,” and “Going to A.A. Meetings.”

In 2018, text was added to the section title “Note to Medical Professionals” to clarify the position concerning the use of medication to control or alleviate disabling physical, mental and emotional conditions.

In 2022, a paragraph concerning safety in meetings and the need to keep the focus on our common welfare and the primary purpose of Alcoholics Anonymous was added.

The three Advisory Actions are helpful, but do not address some of the fundamental changes that have occurred in the past 50 years. Living Sober has not been updated to reflect the changes in our society that have been brought about by the changes in technology. From time to time, the Big Book of Alcoholics Anonymous has been updated, and a Fifth edition is forthcoming. Living Sober would benefit from a second edition.

(5) What are the intended/expected outcomes if this proposed item is approved?

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CONFIDENTIAL: 75th General Service Conference Background

Living Sober will continue to be used by new and old members of Alcoholics Anonymous as a viable resource. If the booklet is not updated, it could be dismissed as “old school” and irrelevant. A revised edition would be consistent with the process of periodically reviewing and revising conference approved literature. A revised edition would make it easier for members to identify and to implement the suggestions contained in the booklet.

(6) Provide a primary contact for the submission.

(7) Final comments:

The members of District 14, Area 44 (Jersey City, NJ) strongly believe that a revised edition of Living Sober would help us to fulfill our primary purpose.

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CONFIDENTIAL: 75th General Service Conference Background**General Service Conference (GSC) Proposed Agenda Item Submission Form****(1) Submit a clear and concisely worded motion.**

Celebrating 50 years of Living Sober (1975 – 2025) we ask that the trustees' Literature Committee explore the idea of a substantial overall/upgrade to this vital book that has sold over 7 million copies and made AA understandable and accessible to many of us. The two overall ideas we are proposing for Living Sober in the 21st Century are:

- A) Update the language of the existing 31 chapters (contemporary use of pronouns and examples, capturing online as well as in-person AA connections (Zoom, podcasts, social media) and,
- B) Expand with more that has been revealed about living sober since 1975, aiming this 50th anniversary project towards maybe a 50-chapter booklet (purely suggestive)

(2) What problem does this proposed item address?

The Living Sober booklet is one our most popular resources discussed in our meetings for it's practicality. However, it has not been updated for many years. For example, an updated Living Sober booklet could address post pandemic on-line meeting format, etiquette, and security; recovery resources in various social media platforms; and address choices available among specialized groups such as women's, men's, LGBTQIA, BIPOC, secular, neuro-divergent, trauma survivors, etc.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

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Group #429538 Beyond Belief Cincinnati Agnostics and All Others, an AA group active for three and a half years is submitting this request based on a group conscience vote of support.

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CONFIDENTIAL: 75th General Service Conference Background

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

The 73rd GSC Final Conference Report reports that the Living Sober booklet is sold more than any other. It outsells the Service Manual Three to one. The 74th GSC manual Publishing Dept Report lists Living Sober as the third most distributed e- book and audio book (after Alcoholics Anonymous and Twelve Steps and Twelve Traditions).

Living Sober has been helpful for members of any and all beliefs--religious, agnostics, humanist, atheist, secular AA groups.

The 2020 Great Britain Membership Surveys asked members about their belief in a higher power. Most include a belief in a higher power helpful to their AA sobriety but in a followup question, "Is your higher power religious or secular?" 2/3 answered "secular." While we do not know the irreligious (no belief in Gods) population in USA/Canada, a modest but growing number on secular AA groups could help newcomers to AA with our "educational variety" literature speaking to the practicalities of 21st century AA way of life.

Small revisions to Living Sober have been Advisory Actions in 1983, 1998, 1999, 2010, 2011, 2012 and 2018. While adding new chapters hasn't been entertained, our discussion groups and coffee-time chat adds to the support of new topics being well received.

(5) What are the intended/expected outcomes if this proposed item is approved?

Supporting this practical, secular narrative of AA helps assuage concerns of many newcomers, and people who refer potential members to us, that AA language is too religious (supernatural/God-centric) for today's irreligious persons with alcohol use disorder. There is plenty of AA literature about the Steps, Traditions, and early AA life. Living Sober, while not intended for everyone, is a great publication that showcases the educational variety (Appendix II) of AA experience and can be helped to articulate the many paths to living and thriving in sobriety.

People of minority faiths, or any other that don't subscribe to a providential God can better see themselves in this AA experience, strength and hope, that is not theoretical, it is the collective experiences of hundreds of thousands or millions of AAs and speak to people with alcohol use disorder (alcoholism) born in the 21st century.

(6) Provide a primary contact for the submission.

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(7) Final comments:

An updated Living Sober would provide an honest, plain language, 21st century look at actual experience of how people can live sober in AA today. It would be so easy to add more of what we know, more of what the existing 31 chapters look like this century. AA membership is declining since the turn of the century inside the USA/Canada and, outside, the decline is larger. We believe a revived Living Sober could demonstrate that AA is of relevance and value today for newcomers seeking recovery from their alcohol use disorder. An updated Living Sober would provide an honest, plain language, 21st century look at actual experience of how people can live sober in AA today. It would be so easy to add more of what we know, more of what the existing 31 chapters look like this century. AA membership is declining since the turn of the century inside the USA/Canada and, outside, the decline is larger. We believe a revived Living Sober could demonstrate that AA is of relevance and value today for newcomers seeking recovery from their alcohol use disorder.

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CONFIDENTIAL: 75th General Service Conference Background

General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.

Celebrating 50 years of Living Sober (1975 – 2025) we ask that the trustees' Literature Committee explore the idea of a substantial overall/upgrade to this vital book that has sold over 7 million copies and downloaded countless more times and made AA understandable and accessible to many of us. The two overall ideas we are proposing are:

- A) Update the language of the existing 31 chapters (contemporary use of pronouns and examples, capturing online as well as in-person AA connections (Zoom, podcasts, social media) and,
- B) Expand with more that has been revealed about living sober since 1975, aiming this 50th anniversary project towards maybe a 50-chapter booklet (purely suggestive)

(2) What problem does this proposed item address?

The Living Sober booklet is one our most popular resources discussed in our meetings for it's practicality. In fact, our group was named after the booklet (Freethinkers Living Sober Group). However, the booklet has not been updated for many years. For example, an updated Living Sober booklet could address post pandemic on-line meeting formats, etiquette, and security; recovery resources in various social media platforms; and address choices available among specialized groups such as women's, men's, LGBTQIA, BIPOC, secular, neuro-divergent, trauma survivors, etc..

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

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CONFIDENTIAL: 75th General Service Conference Background

Group #714321 Freethinkers Living Sober Cottonwood of the Verde Valley, Arizona, an AA group active for ten years is submitting this request based on a group conscience vote of support. Unfortunately, we only became aware of this idea recently, so we weren't able to take it to District 14-141 or Area03 meetings. We will be sending this to them as well, to make them aware of our suggestion.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

The 73rd GSC Final Conference Report reports that the Living Sober booklet is sold more than any other. It outsells the Service Manual Three to one. The 74th GSC manual Publishing Dept Report lists Living Sober as the third most distributed e-book and audio book (after Alcoholics Anonymous and Twelve Steps and Twelve Traditions).

Living Sober has been helpful for members of any and all beliefs--religious, agnostics, humanist, atheist, secular AA groups.

The 2020 Great Britain Membership Surveys asked members about their belief in a higher power. Most include a belief in a higher power helpful to their AA sobriety but in a follow-up question, "Is your higher power religious or secular?" 2/3 answered "secular." While we do not know the irreligious (no belief in Gods) population in USA/Canada, a modest but growing number on secular AA groups could help newcomers to AA with our "educational variety" literature speaking to the practicalities of 21st century AA way of life.

Small revisions to Living Sober have been Advisory Actions in 1983, 1998, 1999, 2010, 2011, 2012 and 2018. While adding new chapters hasn't been entertained, our discussion groups and coffee-time chat adds to the support of new topics being well received.

(5) What are the intended/expected outcomes if this proposed item is approved?

Supporting this practical, secular narrative of AA helps assuage concerns of many newcomers, and people who refer potential members to us, that AA language is too religious (supernatural/God-centric) for today's irreligious persons with alcohol use disorder. There is plenty of AA literature about the Steps, Traditions, and early AA life. Living Sober, while not intended for everyone, is a great publication that showcases the educational variety (Appendix II) of AA experience and can be helped to articulate the many paths to living and thriving in sobriety.

People of minority faiths, or any other that don't subscribe to a providential God can better see themselves in this AA experience, strength and hope, that is not theoretical, it is the collective experiences of hundreds of thousands or millions of AAs and speak to people with alcohol use disorder (alcoholism) born in the 21st century.

(6) Provide a primary contact for the submission.

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(7) Final comments:

An updated Living Sober would provide an honest, plain language, 21st century look at actual experience of how people can live sober in AA today. It would be so easy to add more of what we know, more of what the existing 31 chapters look like this century. AA membership is declining since the turn of the century inside the USA/ Canada and, outside, the decline is larger. We believe a revived Living Sober could demonstrate that AA is of relevance and value today for newcomers seeking recovery from their alcohol use disorder. An updated Living Sober would provide an honest, plain language, 21st century look at actual experience of how people can live sober in AA today. It would be so easy to add more of what we know, more of what the existing 31 chapters look like this century. AA membership is declining since the turn of the century inside the USA/Canada and, outside, the decline is larger. We believe a revised Living Sober could demonstrate that AA is of relevance and value today for newcomers seeking recovery from their alcohol use disorder.

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CONFIDENTIAL: 75th General Service Conference Background**General Service Conference (GSC) Proposed Agenda Item Submission Form****(1) Submit a clear and concisely worded motion.**

Celebrating 50 years of Living Sober (1975 – 2025) we ask that the 75th General Service Conference ask the trustees' Literature Committee to explore the idea of a substantial overhaul/ upgrade to Living Sober, which has made AA understandable and accessible to many. The two overall ideas we are proposing are:

- A) Update the existing 31 chapters to reflect our 21st century AA life: on-line as well as in-person AA gatherings, meeting apps, podcasts (Grapevine, AAWS etc.), and social media, etc. and,
- B) Expand with more chapters (More has been revealed) about living sober experiences since 1975, aiming this 50th anniversary project towards maybe a 50-chapter booklet (purely suggestive, not directive).

(2) What problem does this proposed item address?

1) Revision avoids reification and reduced relatability and effectiveness.

2) Living Sober is the last collection of original thought produced in book (or booklet) form under the

category, "conference approved." We recognize great new pamphlets from AAWS, a contemporary language of AA life in print, audio and podcast, thanks to AA Grapevine. Also true, AAWS books for 50 years have been backward looking, celebrating the words of founder Bill W (Daily Reflections, Our Great Responsibility, Pass it On, Plain Language Big Book). An expanded and updated Living Sober would be a newer, relevant AAWS contribution that helps members and groups share today's AA-life in book/booklet form. We believe a new Living Sober reminds everyone that AA history isn't something that happened way back when; our history continues and evolving literature about alcoholism today helps overcome any suggestion that AA is last century's solution for people who struggle with their alcohol use.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who

is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the

value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

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CONFIDENTIAL: 75th General Service Conference Background

Living Sober, holds a special role from many agnostic/atheist (secular) AA groups because of the pragmatic advise and experience. Beyond Belief Agnostics & Freethinkers (D10 Area 83) and Queen Street West Secular Afternooners (D12 Area 83) come together to submit this proposal, as discussed and voted on by overwhelming unanimity of our groups.

Further, we seek support for our intention is coming to district(s) to discuss an Area 83 Eastern Ontario/International motion to support "Overhauling Living Sober" at the 75th General Service Conference agenda item. As expressed at the Eastern Canadian Regional Forum, our delegate welcomes the topic being brought to Area 83. District 12's September 2024 meeting discussed and voted in the affirmative to support the Queen Street W. Secular Afternooners motion to request that Area 83 entertain supporting this initiative ahead of the 75th GSC with substantial unanimity.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

Living Sober has been helpful for members of any and all beliefs--religious, agnostics, humanist, atheist, secular AA groups, since 1975 for newcomers and long timers and the wider AA community, with over 7 million copies printed.

The 2020 Great Britain Membership Surveys asked members about their belief in a higher power. Most include a belief in a higher power as a helpful factor to their AA sobriety; in a follow-up question, "Is your higher power religious or secular?" 2/3 answered "secular." While we do not know the irreligious (no belief in Gods) population in USA/Canada, our modest but growing number on secular AA groups help some newcomers to accept AA with our "educational variety" literature such as Living Sober. In meetings that read Living sober, the need for a 21st century updated has been observed as something that would better reflect today's AA way of life, helping the still suffering newcomer and members.

Small revisions to Living Sober have been Advisory Actions in 1983, 1998, 1999, 2010, 2011, 2012 and 2018. While adding new chapters hasn't been entertained, AA's discussion groups and coffee- time chat adds to the support of new topics being well received by AA as a whole. The breadth of subjects addressed in The A.A. Grapevine podcast and magazine exemplify a broader array of topics on the minds of members, not yet reflected in Living Sober.

(5) What are the intended/expected outcomes if this proposed item is approved?

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Supporting this practical, secular narrative of AA helps assuage concerns of many newcomers, and people who refer potential members to us, that AA language is too religious (supernatural/God- centric) for today's irreligious persons with alcohol use disorder. There is plenty of AA literature about the Steps, Traditions, and early AA life. Living Sober, while not for everyone, has appealed to over 7 million readers, showcasing the "educational variety" (Appendix II) of AA experience, helping articulate the many paths to living and thriving in AA sobriety.

A 21st century overhaul helps illustrate to professionals that AA is serious about, "AA is not religious," as this practical and universally applicable book illustrates.

People of minority faiths who don't subscribe to a providential God can better see themselves in this AA experience, strength and hope in Living Sober. Also "our more religious members" can better understand how these secular ideas of Living Sober form a legitimate, sustainable sobriety for those of us with no supernatural belief (A Newcomer Asks, The "God" Word). It will be an updated tool for everyone.

(6) Provide a primary contact for the submission.

(7) Final comments:

In the 70s, Living Sober was a breath of fresh air, an honest, plain language, contemporary look at actual experience of how people like me could live sober in AA today. It would be so easy to codify more of what we know and breathe today's language into the existing 31 chapters. I live in Canada which, according to GSO membership estimates has less AA members than at the turn of the century. Outside USA/Canada the decline is larger. While I understand the difficulty with accurately assessing members I see smaller groups, fewer youth and less active members. I believe a revived Living Sober could demonstrate that AA is for everyone and as relevant today as it was when I came here in the 1970s.

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**CONFIDENTIAL: 75th General Service Conference
Background**

General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.

Celebrating 50 years of Living Sober (1975 – 2025) we ask that the trustees' Literature Committee explore the idea of a substantial overall/upgrade to this vital book that has sold over 7 million copies and made AA understandable and accessible to many of us. The two overall ideas we are proposing for Living Sober in the 21st Century are:

- A) Update the language of the existing 31 chapters (contemporary use of pronouns and examples, capturing online as well as in-person AA connections (Zoom, podcasts, social media) and,
- B) Expand with more that has been revealed about living sober since 1975, aiming this 50th anniversary project towards maybe a 50-chapter booklet (purely suggestive).

(2) What problem does this proposed item address?

The Living Sober booklet is one our most popular resources discussed in our meetings for its practicality. However, it has not been updated for many years. For example, an updated Living Sober booklet could address post pandemic on-line meeting format, etiquette, and security; recovery resources in various social media platforms; and address choices available among specialized groups such as women's, men's, LGBTQIA, BIPOC, secular, neuro-divergent, trauma survivors, etc.

(3) What level of group conscience, if any, discussed the proposed agenda item?

Make it

clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the

value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

Group #00042566 Secular Sobriety (Tulsa, an AA group active for six years, is submitting this request based on a group conscience vote of support.

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CONFIDENTIAL: 75th General Service Conference Background

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

The 73rd GSC Final Conference Report reports that the Living Sober booklet is sold more than any other. It outsells the Service Manual Three to one. The 74th GSC manual Publishing Dept Report lists Living Sober as the third most distributed e-book and audio book (after Alcoholics Anonymous and Twelve Steps and Twelve Traditions).

Living Sober has been helpful for members of any and all beliefs--religious, agnostics, humanist, atheist, secular AA groups.

The 2020 Great Britain Membership Surveys asked members about their belief in a higher power. Most include a belief in a higher power helpful to their AA sobriety but in a follow-up question, "Is your higher power religious or secular?" 2/3 answered "secular." While we do not know the irreligious (no belief in Gods) population in USA/Canada, a modest but growing number on secular AA groups could help newcomers to AA with our "educational variety" literature speaking to the practicalities of 21st century AA way of life.

Small revisions to Living Sober have been Advisory Actions in 1983, 1998, 1999, 2010, 2011, 2012 and 2018. While adding new chapters hasn't been entertained, our discussion groups and coffee- time chat adds to the support of new topics being well received.

(5) What are the intended/expected outcomes if this proposed item is approved?

Supporting this practical, secular narrative of AA helps assuage concerns of many newcomers, and people who refer potential members to us, that AA language is too religious (supernatural/God- centric) for today's irreligious persons with alcohol use disorder. There is plenty of AA literature about the Steps, Traditions, and early AA life. Living Sober, while not intended for everyone, is a great publication that showcases the educational variety (Appendix II) of AA experience and can be helped to articulate the many paths to living and thriving in sobriety.

People of minority faiths, or any other that don't subscribe to a providential God can better see themselves in this AA experience, strength and hope, that is not theoretical, it is the collective experiences of hundreds of thousands or millions of AAs and speak to people with alcohol use disorder (alcoholism) born in the 21st century.

(6) Provide a primary contact for the submission.

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(7) Final comments:

An updated Living Sober would provide an honest, plain language, 21st century look at actual experience of how people can live sober in AA today. It would be so easy to add more of what we know, more of what the existing 31 chapters look like this century. AA membership is declining since the turn of the century inside the USA/Canada and, outside, the decline is larger. We believe a revived Living Sober could demonstrate that AA is of relevance and value today for newcomers seeking recovery from their alcohol use disorder.

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ITEM L: Discuss *Plain Language Big Book* review process.

Background Notes:

At a special GSB meeting on January 15, 2025, thoughts were shared by the trustees' Literature Committee around the development of a process for addressing suggested revisions to the *Plain Language Big Book*.

Excerpt from trustees' Literature Committee February 1, 2025 meeting report:

The committee was re-briefed on the General Service Board discussions in anticipation of a large volume of proposed changes to the PLBB. The committee agreed to forward the discussion memo to the 2025 Conference Committee on Literature.

Background:

- 1. Discussion of PLBB Amendment Process memo**
- 2. Editorial vs substantive definitions letter**

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MEMORANDUM

To: Teresa J – Chair Trustees Literature Committee
From: Scott H – Chair GSB
Subject: Discussion of Plain Language Big Book (“PLBB”) Amendment Process.
Date: January 23, 2025

Further to our discussion at our special GSB meeting on January 15, 2025, where I was tasked to put together some thoughts for discussion by Trustees Literature Committee (“TLC”) as to a plan for dealing with suggested changes to the PLBB, I offer this memo as a starting place for TLC’s discussion. Please feel like you can decide to simply send this report to the Conference Literature Committee (“CLC”) for input: amend it in any way you think reflects better ideas or send no report at all.

As I note below, ultimately the process to receive suggested changes is a GSB process, but input from CLC will be invaluable in ensuring that we ultimately find a way to reach an informed conscience of our whole Fellowship.

In the short time the Plain Language Big Book has been available we have had a lot of feedback, ranging from expressing concerns and expressing intentions to submit Proposed Agenda Items (PAIs) requesting for changes, to compelling stories about the effectiveness of the PLBB as a tool in settings ranging from Corrections to Treatment, to the home group. As has been discussed, there is a concern we find a process that allows suggestions for changes to the PLBB to be considered in a credible and productive way, that respects the Conference process, prior Conference actions from the 71st, 73rd and 74th Conferences, and the fact that this is a translation for accessibility and relatability purposes (as per the Conference) and not a more typical piece of literature. Any changes to the text intended to clarify content could also impact the integrity of the translation, rendering the material less accessible and relatable.

With as much interest as there is in the PLBB it is difficult to predict how many suggestions for changes may be made, but if there are many, we need to have a process, so our Board, Office, and Conference have capacity for other work important to our Fellowship. Further, we need to ensure each suggestion is given careful consideration and matters that are raised frequently are noted as such.

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Given the PLBB` is a translation, it seems any suggestions for changes would require a qualified professional consultant be involved to ensure the integrity of the translation, and to offer an objective assessment of accessibility and relatability to support informed decisions.

This is a matter that should be considered by the Conference Literature Committee (“CLC”) as whatever process is established and how that process evolves will be one that will necessarily involve CLC. I have heard some concern about limits on the ability of CLC to make edits to the text of the PLBB when it was approved at the 74th GSC. I understand the challenge between the usual freedom to make changes to our literature and the concern about substituting our own non-professional opinions on translation. We would seem to be best served in relying on the work of the qualified professional consultant in editing, particularly in light of the sharing we have received about the effectiveness of the PLBB as currently written.

It occurs to me the resolution of this concern is found in not making changes that are editorial in nature, but in considering those changes that are substantive in nature (affect the actual message in a substantive way). This would be in keeping with our overall approach to publishing.

I have attached an email from David R. that offers a brief description of the differences between editorial and substantive changes. If the GSB decides to forward an idea like this to CLC for consideration, we should gather a more formal memo from Publishing to help guide this understanding of the difference.

My suggestion would be that editorial changes would not be considered by the Conference, but substantive changes would be considered and would be routed through TLC with the aid of a qualified professional consultant. In order to respect the translation process, my thought would be that any changes forwarded to CLC by TLC would be on an “accept or reject” basis. If rejected, suggestions could be made by CLC to go back to the consultant and TLC for further review. That course would seem to respect the Conference actions already in place, the integrity of our ongoing Conference process and the value of professional translation.

While at first glance this might seem to be limiting of CLC autonomy, it seems (at least to me) to make the decisions about changes more credible and stay away from editorial wordsmithing on the floor. If the accepted process is accepted or rejected, then ongoing wordsmithing discussions would be limited but still possible.

It is consistent with the ideas expressed in Concept IX in ensuring that the best resources are available to both CLC and TLC to see that changes are objectively considered in light of the whole of the text of the PLBB and are not subjectively considered on different bases from Conference to Conference. If the PLBB is to remain effective to meet accessibility needs as a translation, then that seems to need to be how changes are considered.

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In order to take a considered approach to any changes, it would seem prudent not to consider any changes for a period of time, maybe until the 77th GSC in 2027. This will allow time for the Fellowship to have a sufficient experience with the PLBB so that any proposed changes are considered on the basis of experience. We can get a measure of the effectiveness of the PLBB as a tool for reading the Big Book before we make changes. Changes could then be aimed at making a more effective tool based on experience.

This period would also allow TLC to consider how proposals for changes would come forward. While I am not sure what the volume might be, it is possible that the usual PAI process might overwhelm TLC and the Literature assignment. Even if it does not overwhelm the TLC and Literature assignment, it could result in an unnecessarily long PAI list. This is not to prevent any needed changes, in fact, this will allow for proposals to be reviewed in a context that more easily allows time for discussion of ideas and concern instead of all the time being spent managing an administrative process.

However they are collected, these suggestions for changes would need to be sorted into editorial and substantive.

While there are many possibilities for the process, it seems that we need time to communicate with CLC and the Fellowship to determine what may allow a considered, equitable, and objective basis for review and consideration.

I have included an outline/flow chart below as one idea of a process.

I think we should ask CLC to comment on the process that might be used, including the example of one possible process on the flow chart. I say comment because I think the process is up to TLC and GSB, but we want some assurance that CLC feels included for its role in considering changes. It seems that providing lists of the suggestions that have been sorted allows CLC to request a second look at any suggestion and see topics where there is high interest in review. This may mean the change process is slow.

With a delay in considering changes until the 77th GSC, there will be some time to explore possible processes. One idea that could be explored would be to have the TLC subcommittee (with consultants) available to CLC to consider suggestions for changes to proposals that are rejected. Obviously, there is much to consider and coordinate for that, including the expense of having consultants on standby, the ordering of agenda items for CLC (such items would seem to need to be at the top, but may not be the committees' priority), the addition to the workload of other translation services needed, and other matters.

There is some precedent for asking to hold suggestions for changes to Literature. There was a Committee Consideration in 2020 as follows:

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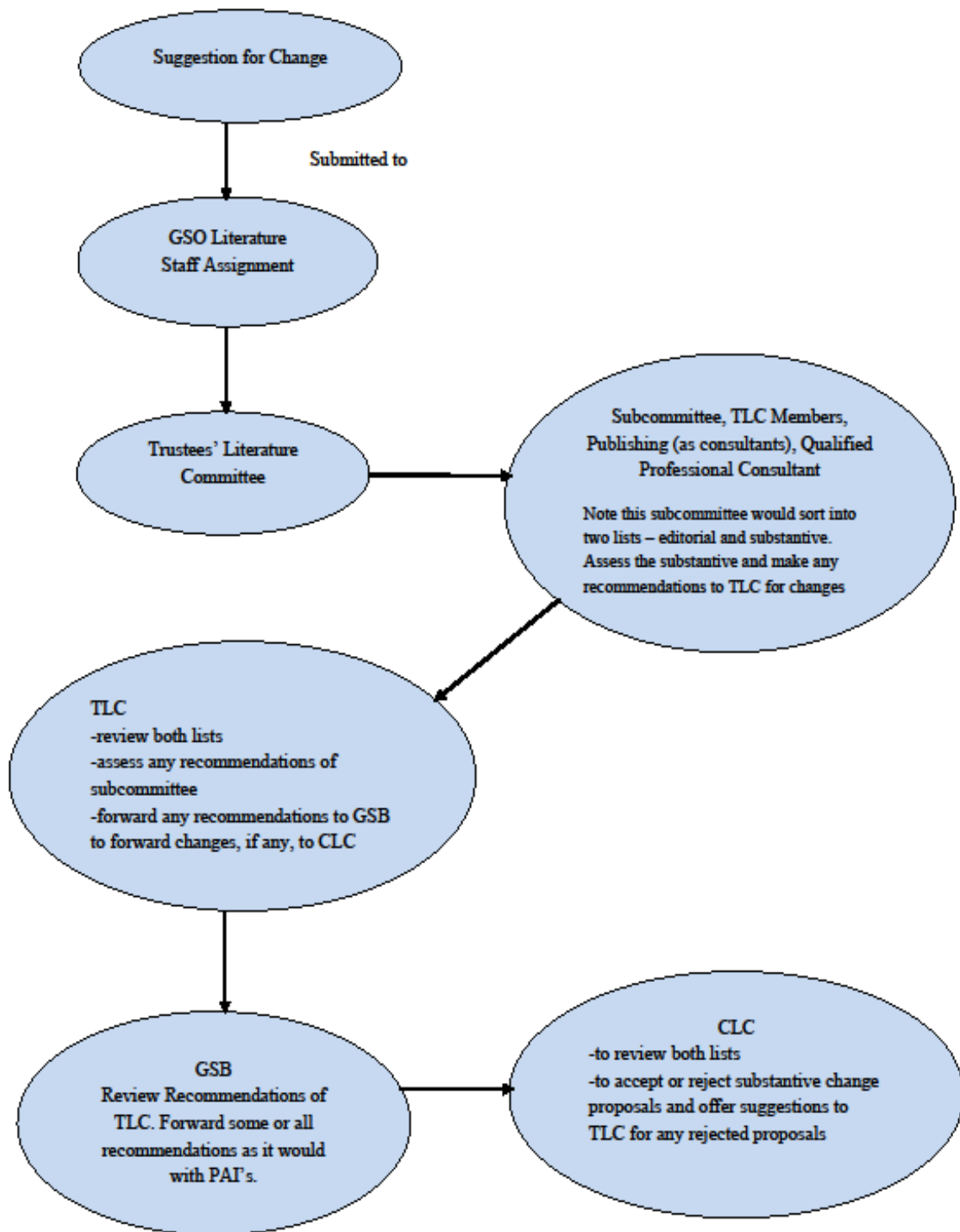
CONFIDENTIAL: 75th General Service Conference Background

The committee considered it proposed agenda items for plain language, simplified language, accessible translations, and large print versions of the book Alcoholics Anonymous, as well as workbooks to help study the program of Alcoholics Anonymous, can be addressed with a common solution.

The committee requested that the trustees continue to explore this topic. The committee requested that the trustees' make available to the Fellowship, as soon as possible, in Spanish, English, and French, the presentation "The Big Book: Researching Issues, Possible Tools and Access (70th General Service Conference 2020)" that was presented to the committee during their May 2, 2020, agenda reduction meeting. The committee noted the importance for the Fellowship to be informed about the nature of the accessibility challenges with regard to A.A. literature. The committee requested that a progress report be brought back to the 2021 Conference Committee on Literature.

As with the 2020 Committee Consideration, it seems as though TLC may want to endeavor to provide a progress report on further development of a process to the CLC at the 76th GSC.

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Hi Scott,

I have conferred with our Managing Editor William G., and here's what I'd like to share:

Editorial changes

In general, "editorial changes" involve revisions that correct errors of fact, grammar, spelling, and punctuation.

Correcting a *misuse* of a word, such as: *they're* as opposed to *their* or *there*; *affect* vs. *effect*, *complement* vs. *compliment*, *fewer* vs. *less* — following accepted grammar and style.

Punctuation — use of em dashes, commas, parentheses, brackets, italics, semicolons — these should conform to standard style employed throughout a publication or line of publications.

Word choice — this is often highly subjective. One person's "*deadly*" is another person's "*lethal*," or "*fatal*," if you get my drift.

Other situations often considered "editorial" in nature include: decisions to add x subhead here; Add y footnote there, cross-reference z here and there.

Substantive revisions

Making revisions because of a substantive / significant sort [think: **substance**] because they are integral to AA's program would involve careful consideration.

Is something content-wise, in our 12 Step spiritual program of recovery from alcoholism ...*mis-represented* --- or lacking in *significant content*, as it stands?

Is something *added* in the content that is contrary to the original content?

Is something *added* in the content that is not aligned with AA's principles? for example, of AA being *inclusive*, *never exclusive*?

Has the essential meaning of something of *core substance to the program been altered*?

As in our beloved program, reminders of the slogans: First Things First, Live and Let Live, and Easy Does It, to my mind seem relevant.

I do hope this helps!

David, Publishing Director

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VII. Policy & Admissions - EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 08:00 - 2025-04-29 12:00 EDT

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2025 Conference Committee on Policy/Admissions

ITEM A: Review GSO General Manager's memo regarding General Service Conference site selection.

Background notes:

2024 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the GSO General Manager's memo regarding General Service Conference site selection. **The committee asked that the General Manager provide a progress report regarding site selection for the 77th and 78th General Service Conference as soon as they are finalized.**

2023 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the GSO General Manager's report regarding General Service Conference site selection. The committee appreciated the detailed analysis of the costs and logistics of holding the Conference at sample facilities in four of the eight regions. The committee is not requesting a site selection report from the General Manager in 2024, recognizing that contracts have been executed with hotels in the New York area for 2024, 2025, and 2026, and that site selection for the 2027 General Service Conference could be impacted by the results of the Location Plus Committee and possible relocation of the General Service Office. The committee is requesting that the trustees' General Service Conference Committee conduct a survey of current General Service Conference members regarding the spiritual implications of holding the Conference outside the New York area. An additional option to explore in the survey could be alternating between holding the Conference in the New York area and the Akron/Cleveland area. The committee looks forward to reviewing the survey results or a progress report at the 74th General Service Conference.

Current Conference Charter excerpt:

9. The General Service Conference Meetings: The Conference will meet yearly in the City of New York, unless otherwise agreed upon. Special meetings may be called should there be a grave emergency. The Conference may also render advisory opinions at any time by a mail or telephone poll in aid of the General Service Board or its related services.

2025 Conference Committee on Policy/Admissions

ITEM B: Review dates for the 2029 General Service Conference.

Background notes:

2024 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the dates for the 2028 General Service Conference. In order to provide additional flexibility to the General Service Office management in contracting the most cost-effective and appropriate venues for the General Service Conference, the committee agreed to select these proposed dates for the 78th General Service Conference, as follows (in order of preference): April 23-29, 2028; May 7-13, 2028; April 2-8, 2028. The committee noted that these proposed Conference dates are the best choices available for avoiding conflicts with significant holidays. The committee asked that all Conference members be notified of the final dates for the 77th and 78th General Service Conference as soon as they are finalized by GSO management.

Background:

1. List of past GSC dates
2. 2029 calendar with holidays and observances

List of Conference Dates from 1993 to 2024

April 18 – 24, 1993	April 18 – 24, 2021
April 17 – 23, 1994	April 24 – 30, 2022
April 30 – May 6, 1995	April 23 – 29, 2023
April 21 – 27, 1996	April 14 - 20, 2024
April 13 – 19, 1997	
April 19 – 25, 1998	
April 18 – 24, 1999	
April 30 – May 6, 2000	
April 22 – 28, 2001	
April 21 – 27, 2002	
April 27 – May 3, 2003	
April 18 – 24, 2004	
April 17 – 23, 2005	
April 23 – 29, 2006	
April 22 – 28, 2007	
April 27 – May 3, 2008	
April 26 – May 2, 2009	
April 18 – 24, 2010	
May 1 – 7, 2011	
April 22 – 28, 2012	
April 21 – 27, 2013	
April 27 – May 3, 2014	
April 19 – 25, 2015	
April 17 – 23, 2016	
April 23 – 29, 2017	
April 22 – 28, 2018	
May 19 – 25, 2019	
May 16 – 19, 2020	

2029

United States

January

S	M	T	W	T	F	S
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28	29	30	31			

February

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April

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29	30					

May

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June

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July

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August

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September

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October

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November

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December

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30	31					

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2029 Holidays and Observances

Mar 17	St. Patrick's Day
Mar 25	Palm Sunday
Mar 30	Good Friday
Mar 30	Pesach First Night Sedar
Mar 31	Pesach Second Night Sedar
Apr 1	Easter Sunday
Apr 7	Last Day Pesach
Apr 11-12	Yom HaShoah
Apr 23-24	Eid al-Adha
May 13	Mother's Day
May 19-21	Shavuot
May 28	Memorial Day

2025 Conference Committee on Policy/Admissions

ITEM C: Discuss Equitable Distribution of Workload (EDW) progress report and draft plan.

Background notes:

From the *February 2025 trustees' General Service Conference committee meeting*:

The committee reviewed and discussed proposed distribution plan and recommended to the General Service Board that the Equitable Distribution of Workload plan be implemented for the 2025 General Service Conference. The committee noted that standing items and ongoing work mostly impacted the committee's capacity to address new topics related to their committee scope. The committee agreed to forward the EDW plan to the 2025 Conference Committee on Policy and Admissions.

The committee reviewed and discussed the proposal for simpler methods to simplify the workload of conference committees and agreed to forward the report "Changes to Simplify Workload and Suggestions for future Conferences" to balance committee workloads to the 2025 Conference Committee on Policy and Admissions. The committee expressed their gratitude for the work of the EDW subcommittee.

Excerpts from the November 2024 trustees' General Service Conference committee meeting:

The committee reviewed and accepted a progress report from the EDW subcommittee, including a short-term distribution plan of agenda items to the 75th GSC, and a draft EDW operational plan from the Subcommittee on EDW. The committee noted the following next steps will be addressed to implement the Equitable Distribution Plan:

November 2024 – January 2025

- Distribute new PAIs to Conference Committees
- To continue discussion of possible long-term changes for future Equitable Distribution of Workload.
- Submit an EDW distribution plan to the TCGSC for consideration and recommendation to the GSB at their January 2025 meeting.

The committee expressed their gratitude to the EDW Subcommittee for their work on implementing a short-term EDW process for the 75th GSC and developing a draft EDW Operations procedure. The committee **agreed to forward** to the 2025 Conference

CONFIDENTIAL: 75th General Service Conference Background

Committee on Policy and Admissions the EDW subcommittee progress report and draft plan.

2024 Advisory Action recommended from the 2024 Conference Committee on Policy/Admissions:

The Equitable Distribution of Workload (EDW) process be adopted and implemented.

Excerpts from the 2024 Conference Committee on Policy/Admissions:

Committee Consideration:

- Regarding the Equitable Distribution of Workload (EDW) process, the committee requested that the trustees' Committee on the General Service Conference and Conference Coordinator develop a finalized operational procedure and implementation plan. The committee requested that a progress update be brought to the 2025 Conference Committee on Policy/Admissions on the finalized EDW implementation.

Background:

1. Progress Report from Subcommittee on Equitable Distribution of Workload (EDW)
2. Plan for the 2025 GSC to distribute new agenda items to Conference Committees
3. Draft EDW procedure
4. EDW Plan

2024 Trustees General Service Conference Committee
 Subcommittee on Equitable Distribution of Work (EDW)
 Progress Report
 and
 Short-term EDW plan for the 2025 General Service Conference

November 2, 2024

Marita H. (chair); Tom H., Andie M., and Diana L. (secretary)

Scope: The EDW subcommittee will focus on a short-term approach to implement an EDW process by the 2025 General Service Conference (GSC). The committee will look at several suggestions from the 2024 Conference Committee on Policy and Admissions that might be discussed as a starting point to explore ways to balance the workload of Conference Committees wherever possible.

Advisory Action: The Equitable Distribution of Workload (EDW) process be adopted and implemented.

2024 Policy and Admissions Committee Considerations: 1. Regarding the Equitable Distribution of Workload (EDW) process, the committee requested that the trustees' Committee on the General Service Conference and Conference Coordinator develop a finalized operational procedure and implementation plan. The committee requested that a progress update be brought to the 2025 Conference Committee on Policy/Admissions on the finalized EDW implementation. 2. Consider simpler methods of balancing the Conference Workload.

The EDW subcommittee met two times during August 2024 and September 2024 by videoconference and focused on the following:

Overview and Timeline of Subcommittee: Based on its scope, the subcommittee agreed to the following overview and timeline of their work:

Date	Actions
August 2024	(Meeting I) <ul style="list-style-type: none"> • Reviewed the EDW pilot report, forms, Sandbox chart, survey results from Conference Members, the 2024 Advisory Actions and Committee Considerations. • Discussed of possible short-term recommendations for 75th GSC and long-term recommendations for future GSCs. • Requested feedback from committee secretaries and employees on their experiences with EDW pilot and to share any suggestions for improvements.

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September 2024	(Meeting II) <ul style="list-style-type: none"> • Discussed the feedback from committee secretary and employees. • Continued discussion on short recommendations. • Developed a progress report and draft operational plan (See attached).
Next Steps November 2024	(Meeting III, November 5, 2024) <ul style="list-style-type: none"> • To review and distribute new PAIs forwarded to the 2025 GSC. • To discuss progress report and EDW Plan for January 2025 General Service Board (GSB) Weekend.
Next Steps November 2024	(To be determined) <ul style="list-style-type: none"> • To continue discussion of possible long-term changes for future Equitable Distribution of Workflow.
Next Steps December 2024	(Meeting IV, December 11, 2024) <ul style="list-style-type: none"> • To finalize January Progress Report • To finalize EDW Distribution plan.
Next Steps January GSB Meeting	<ul style="list-style-type: none"> • To submit an EDW distribution plan to the TCGSC for consideration and recommendation to the GSB.

Overview of the EDW pilot and findings: The previous EDW subcommittee chair summarized the final report of the EDW pilot, recommendations by the subcommittee, and considerations on how new items were distributed to new Conference Committees. The subcommittee discussed the EDW Survey results of Conference Members from the 2023 GSC. The subcommittee noted the improvements made during the pilot plan including how joint committee meetings would be conducted, and the simplification of forms and processes.

The subcommittee affirmed the stated goal of the 3-year EDW Pilot was to “ensure that the Conference committees receive an equitable distribution of agenda items that require a depth and substance of discussion.” The subcommittee also noted that the EDW pilot was developed in response to many comments and requests over the years pertaining to the imbalance of conference committee workloads.

Reviewed Employee surveys: The subcommittee agreed to ask committee secretaries for experiences and impacts of the EDW pilot and input on any operational improvement. In their review, the subcommittee noted several suggestions including: streamlining communication about ongoing projects, including Staff on EDW committee, considering subject matter expertise

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of secretaries who are AA members, or non-AA members who are well versed in the subject; including distribution to secondary committees, and removing the CAR form. The subcommittee appreciated the feedback and agreed to consider some ideas into short-term and long-term plan discussions.

Sand Box Tool: The subcommittee reviewed the “Sand Box” tool which contained ongoing work projects and standing agenda items and agreed to indicate any returning EDW items in future work to distribute new PAIs forwarded to the 2025 GSC.

Short-term EDW plan for the 2025 GSC: The subcommittee identified the following short-term recommendations to the trustees’ GSC committee to implement an EDW plan for the 2025 General Service Conference (GSC):

- Use trustees’ or Board committee reports instead of Conference Agenda Routing (CAR) forms
- Consider committee secretary experience-expertise in addition to the committee.
- Consider distributing newly forwarded items to secondary Conference Committees.
- EDW updates for quarterly calls: Have a centralized document, which allows Trustees’ Committee Secretaries to leave or retrieve updates about the status of EDW items. This would be shared with the trustee chairs who provide quarterly updates with their corresponding Conference Committee Chairs.
- Wherever possible, be thoughtful about distributing EDW items that seem to have the potential to be long term ongoing projects.
- Newly forwarded PAIs on a related topic of a previous item that the Conference Committee took no action on, or Advisory Actions resulting from Floor Actions based on EDW items could be distributed to another committee.

List of Long-Term changes to explore : The subcommittee agreed to continue a discussion about long-term changes to future EDW plans at their November 2024 meeting, noting that the list of the following ideas would be added to:

- The routing of Advisory Actions resulting from Floor Actions based on EDW items.
- The subcommittee noted that there may be reasons in the evolution of a topic that a trustees’ chairperson request to retain it with a corresponding conference committee.
- EDW for continuing work.
- Explore options for the receiving trustees’ committee (based on EDW) instead of the original trustees’ committee.
- To support the evolution, consider reassigning ongoing EDW items to a new Committee based on the need of completing the project. Is there an established process for trustees’ committees to transfer work to another trustees’ committee?

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- Discuss future Composition of EDW committee.
- Discern between standing agenda items and ongoing projects, not that the number of standing items and ongoing projects will vary between committees.

Trustees' General Service Conference Committee
Subcommittee on Equitable Distribution of Workload
Changes to Simplify Workload and Suggestions for future Conferences

Ways to refine the committee workflow, specifically addressing the management and transfer of standing items and evolving projects across committees.

With the primary aim to enhance efficiency, avoid overburdening certain committees, and ensure that items are directed to the most appropriate committees for their ongoing development.

Long-Term changes made to simplify committee workload

- Removed the Conference Routing Form (CAR) Form as a reporting mechanism in the EDW process and instead relied on the trustee's and Board committee reports.
- Moved a standing agenda item about another committee that has been reviewed by one committee. E.g. Moving the Grapevine analytics, a standing agenda item on the Public Information Committee, to the Grapevine/LaViña Committee.
- A suggestion to adjustment the Conference schedule to give more committee time to handle additional workload was shared with the Improvements Subcommittee.
- To easily access EDW updates for quarterly calls, Trustees' Committee Secretaries could leave or retrieve updates about the status of EDW items. This would be shared with the trustee chairs who provide quarterly updates with their corresponding Conference Committee Chairs.
- Distributing newly forwarded PAIs on topics related to a previous item that the Conference Committee took no action on, to another committee.
- Distributing Advisory Actions resulting from Floor Actions based on EDW items to another committee.
- To support the evolution, consider reassigning ongoing EDW items to a new Committee based on the need of completing the project.
- Streamline the Kit and Workbook discussions by encouraging Delegates to review

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of Kit and Workbooks before the conference and bring notes. Additionally, encourage delegates engaging area committees for help in providing feedback on possible changes.

- EDW distributions strived to consider experimental or long-term proposals and current committee workload.

Future considerations category

While the EDW process has proven successful in its core goals, further refinements are needed to ensure that workload is balanced. As committees maintain flexibility to adapt as projects develop, projects can be distributed to committees with the bandwidth to handle them. A more agile framework could foster greater cooperation between trustees' committees and conference committees, ultimately improving the overall conference objective. With input from the General Service Board Chair and the trustees' General Service Conference Chair, the subcommittee explored future considerations and proposed the following:

- The topic of replacing time in the Conference Schedule used for presentations and workshop discussions to give more time to handle Committee Workloads.
- For long term references, cross-reference Advisory actions or considerations in the committee report and final conference report. E.g. include a footnote in the advisory action section indicating which trustees' committee forwarded the item to the Conference. Include the advisory action section under the originating conference committee with a note of the EDW committee that brought the recommendation to the floor. For example: The Advisory Action on the Transgender Alcoholic Pamphlet was recommended by the Corrections committee and originally received by the Literature Committee.
- **Shifting Standing Items Between Committees:** The discussion began with the potential redistribution of standing items between the PI and CPC committees. PI currently manages 16 standing items, which limit their ability to handle new business. In contrast, CPC has fewer standing items. The thought was to explore transferring some standing items from PI to CPC, ensuring a better distribution of workload.
- **Make the EDW process more fluid for ongoing projects.** Based on the project's aim, developmental stage, explore how projects could potentially move across Conference committees without always needing to return to their originating committee until resolved. While returning ongoing EDW work to the same committee

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supports continuity, it can limit a committee's ability to handle new agenda items. **Committee Communication** is essential for maintaining clear work continuity between committees and trustees.

- **Routing Advisory Actions from Floor Actions:** Another point of discussion was the routing of advisory actions resulting from floor actions, could they be routed differently from the committee who received the original EDW item. E.g. While the EDW item to develop a pamphlet for carrying the message to Asian, Asian American Alcoholics, Grapevine/LaViña took no action. However, item became an Advisory Action from a Floor Action originated by Conference instead of a Committee recommendation and was returned back to the Literature Committee. This has implications for streamlining the process and ensuring workloads can stay balanced.
- **Consideration of Committee Workload and Project Ownership:** The committee recognized that standing agenda items could evolve over time and could be beneficial to another committee. This transfer should be explored with or without going through the EDW process. One example was the handling of Grapevine analytics. While PI had traditionally managed this project, more was revealed that it might be the appropriate time for the Grapevine committee to review them. The EDW process included this adjustment but felt this could be achieved in the future outside of the EDW process.
- **Staff Workload** should be considered when making long-term adjustments to simplify Committee workload. Currently the originating Staff are responsible for preparing and handing off work to the receiving EDW committee, ensuring a smooth transition of tasks.
- **Process vs Policies and Flexibility vs Rigidity:** An ongoing challenge of the EDW process is the balance between flexibility to handle new items vs rigidity of by other processes or a policy. A more principle-based approach was suggested, where the focus would be on the purpose of the work, rather than its specific committee assignment.
- **Overview of Process and EDW Allocation Approval:** These decisions typically involve various levels of review, including the trustees' conference committee before being presented to the full board.
- **EDW Plan recommendations and Oversight**
 - Committee members expressed an interest in having greater input with the EDW Plan, especially when implementing larger or more radical proposals.

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- It was noted that, while smaller initiatives could be handled with simpler approval processes, bigger changes require broader engagement. The importance of transparency and communication within the board regarding significant decisions was emphasized.

###

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Equitable Distribution of Workload (EDW) Procedure Plan

1. EDW subcommittee chair meets with TGSCC chair and EDW secretary to establish a timeline of work.
2. Before the first meeting, the EDW secretary compiles Conference Member feedback on EDW provided by the Subcommittee on Conference Improvements, updates the Sandbox tool with all ongoing work and standing items from all Conference Committees. The EDW secretary establishes a centralized document for Trustees' Committee Secretaries to update and retrieve EDW item statuses, enhancing communication and supporting quarterly updates between trustee chairs and Conference Committee Chairs.
3. At the first meeting, the EDW subcommittee reviews the Sandbox chart, and the scope set by the TGSCC.
4. Before the November EDW subcommittee meeting, the EDW secretary compiles copies of the trustee's committee reports from the October General Service Board (GSB) Meeting. The EDW secretary updates the Sandbox tool (New Items tab) with all the Proposed Agenda Items (PAIs) that a trustee's committee agreed to forward to the GSC.
5. At the November meeting, the EDW subcommittee utilizes the updated Sandbox tool to distribute the new items to conference committees to support an equitable distribution of workload, with the following considerations:
 - a. Consider committee secretary experience-expertise in addition to the committee.
 - b. Consider distributing newly forwarded items to secondary Conference Committees.
 - c. Wherever possible, be thoughtful about distributing EDW items that could have the potential to be long term ongoing projects.
 - d. If a previous item that the Conference Committee took no action or Advisory Actions resulting from Floor Actions based on EDW items, a newly forwarded PAI could be distributed to another committee.
6. At their December meeting, the EDW subcommittee finalizes their January Progress Report and an EDW Distribution plan.
7. Before the January GSB meeting, the EDW subcommittee submits an EDW distribution plan to the TCGSC for consideration and recommendation to the GSB.
8. The EDW secretary forwards the EDW Plan, if approved, to the Conference Coordinator to update the final Conference agenda.

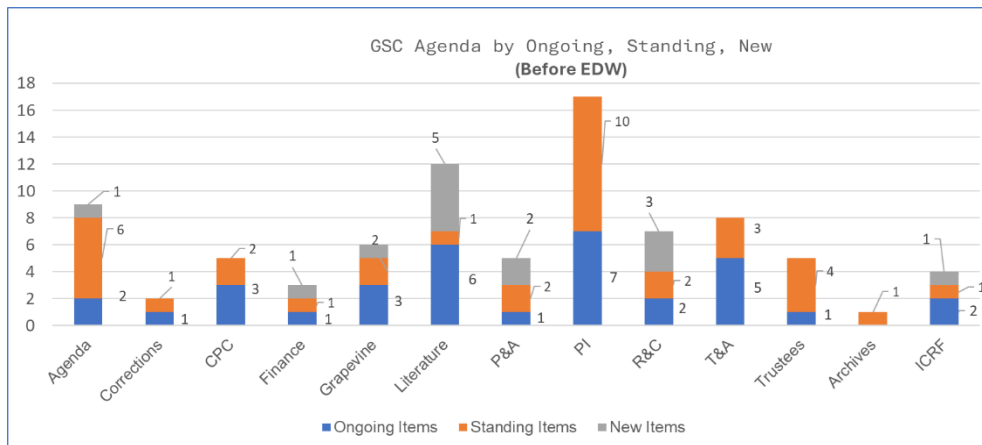
Trustees' General Service Conference Committee
Subcommittee on Equitable Distribution of Workload
EDW Plan
2025

Subcommittee: Marita Rhinehart, Chair with Tom H., Andie Moss, and Diana L., Secretary

With input from the trustees' General Service Conference Chair, the Equitable Distribution of Workload subcommittee met on November 5, 2025, and considered 85 agenda items that are on the 75th General Service Conference in the following categories:

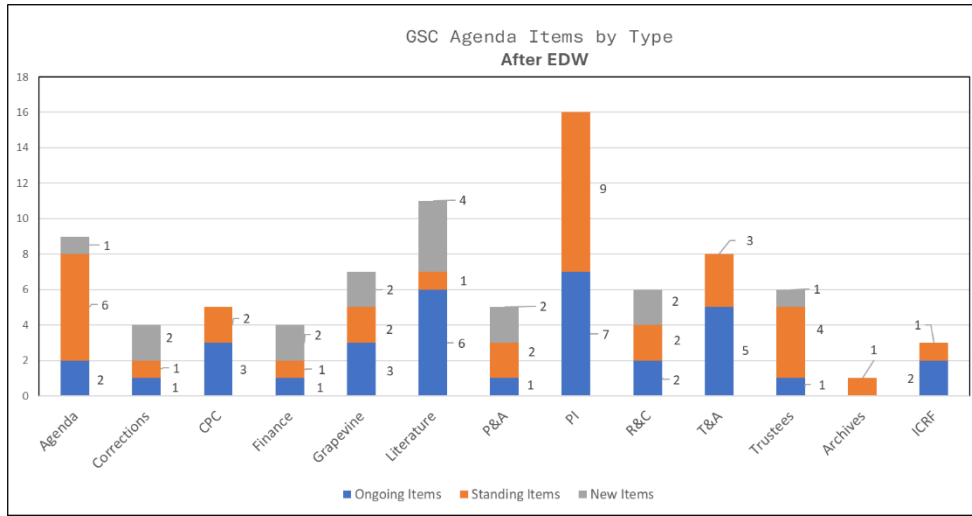
- Ongoing –
- Standing –
- New –

Charts before and after EDW show the distribution to other committees.



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Distribution of agenda items through the EDW Process resulting in five new items and one standing item to other conference committees as noted in the tables below.

Agenda items	EDW Distribution to new Conference Committees
10 New	5 New
1 Standing	1 Standing

Details of the distribution is listed below:

Preliminary Agenda	Committee	EDW Process
Consider the request to suspend oral presentations of all Area Service Highlights and continue printing highlights in the final report. (PAIs 20 and 32)	Agenda	Agenda
Consider request that the terms “Indian and Eskimo” be removed from the February 19th entry in <i>Daily Reflections</i> . (PAI 11)	Literature	Corrections
Consider request that the Twelve Concepts for World Service and essays on the Twelve Concepts for World Service be included in the current publication, <i>Twelve Steps and Twelve Traditions</i> . (PAI 23)	Literature	Literature

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Consider the request to include the version of A.A. <i>Comes of Age</i> , Lasker Award text in the book, <i>Alcoholics Anonymous</i> . (PAI 24 and 63)	Literature	Trustees'
Consider request to update Appendix IV in the book <i>Alcoholics Anonymous</i> to include other awards and commendations received by AA since 1951. (PAI 65)	Literature	Corrections
Consider request to update the book <i>Living Sober</i> . PAI PAIs 34, 64, 106, 90, 92, 121,122)	Literature	Literature
Consider a request to remove the phrase, "A group may also decline to hear reports from a GSR at all" from page 10 in the A.A. Service Manual. (PAI 72)	Report and Charter	Finance
Consider a request to remove the word "woman" from the Concept IV essay. (PAI 75,124)	Report and Charter	Report and Charter
Consider a request to expand Article Three in the Conference Charter to protect the co-Founders' writings. (PAIs 81,15, 26 and 109)	Report and Charter	Report and Charter
Consider that all Sovereign States flags be a part of the Flag Ceremony at an International Convention. (PAI 10)	ICRF	ICRF
The committee agreed to forward a suggestion to the 2025 Conference Committee on Public Information that a new video PSA be developed. (New item)	PI	PI
AAGV Analytics	PI	Grapevine/ La Viña
The committee reviewed and agreed to forward to the 2025 Conference Committee on Finance the request to reaffirm the 1975 Advisory Action that delegate, in reports to their areas, place more emphasis on group support. Delegates should emphasize to the groups the effect that inflation has	Finance	Finance

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had on the contribution dollar and the necessity for adjusting contributions accordingly to support services provided by the General Service Board. (New item)		
Discuss the process of Simple Majority Items.	Policy and Admissions	Policy and Admissions
Revision of Pamphlet P-52 - Grapevine and La Vina our meetings in print and other media.(PAI 79)	Grapevine/ LaViña	Grapevine/ La Viña

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2025 Conference Committee on Policy and Admissions

ITEM D: Discuss the process of Simple Majority Items.

Background notes:

Excerpts from the trustees' General Service Conference Committee July 2024, meeting:

The committee noted that Simple Majority items follow a process where they are forwarded to a trustees' Committee as a consideration and **agreed to forward** the 2024 Conference Committee on Report and Charter committee consideration and background to the 2025 Conference Committee on Policy and Admissions.

2024 Advisory Action Conference Committee on Report and Charter

The committee reviewed the current format for reporting on simple majority items in the Conference Final Report. The committee recommended that the items that receive simple majority be included in the Final Conference Report under the heading "Recommendations that achieved Simple Majority – These items did not receive the two-thirds majority required to pass as a Conference Advisory Action."

Background:

1. 2024 Trustees' General Service Conference Committee Background – 74th GSC – Reporting of Simple Majority Items
2. Literature references to simple majority vote
3. Examples of strong suggestions
4. Conference Assignment Process: Simple Majority Recommendation

Note: Pages 1-8 reflect background documents provided to the trustees' General Service Conference Committee at their July 27, 2024 meeting.

74th GSC - Reporting of Simple Majority Items

Background

Rarely, Conference Agenda Items have components which fall under the purview of more than one Conference Committee. At the 74th General Service Conference there was an agenda item that fell into this category.

“Discuss Reporting of Simple Majority Items” has content and a process component that falls under the purviews of the Report and Charter and Policy and Admissions committees respectfully.

In addition to reporting content within Final Report, Simple Majority items follow a process where they are forwarded to a trustees' Committee as a consideration. The 2024 trustees' General Service Conference Committee felt it would be useful to revisit the reporting of Simple Majority Items and agreed to forward it to the 2024 Conference Committee on Report and Charter.

To avoid potentially opposing recommendations during the General Service Conference, one agenda item is not shared simultaneously.

The 2024 Conference Committee on Report and Charter addressed the content component to correct the language that could be used in the 2024 Final Report describing how Simple Majority Items are different from other failed recommendations that did not reach substantial unanimity.

Now, the 2024 Report and Charter Conference Committee requests to forward this agenda item to the 2025 Conference Committee on Policy and Admissions since within it is their purview to address the policy component.

The Conference background materials are attached.

Attachments:

1. Memo from 2024 Conference Committee on Report and Charter
2. Background to forward to the 2025 Conference Committee on Policy and Admissions.

MEMORANDUM

June 7, 2024

To: David R, A.A.W.S. Publishing Director
Diana Lewis, secretary, Trustees' Committee on the General Service Conference

From: Karina C, GSO Staff, Group Services Assignment/ Secretary, Conference
Committee on Report and Charter

Re: 74th GSC - Reporting of Simple Majority Items

The 2024 Conference Committee on Report and Charter considered the following agenda item:

Discuss the reporting of Simple Majority Items. 2024 Report and Charter

Committee Consideration:

- ❖ The committee noted that there may be policy implications associated with Simple Majority items and suggested this question be referred to the Conference Committee on Policy and Admissions for further consideration.

Please let me know if I can provide any additional information.

cc: Scott H, General Service Board, chair Bob W, General Manager
Jacob D, Administrative Coordinator to the General Manager Pamela P,
Executive Assistant to the General Manager Brittnae B, Publishing
Administrative Specialist

2024 Conference Committee on Report and Charter

ITEM C: Discuss the reporting of Simple Majority Items.

Background notes:

Excerpts from the January 27, 2024 meeting:

“The committee thoughtfully discussed concerns raised by Conference members and A.A. members about the section in the Final Conference Report, “Recommendations Passed by Simple Majority.” The committee noted that this section comes from a 1986 Report and Charter Advisory Action:

“If a committee recommendation does not receive the two-thirds vote required to become a Conference Advisory Action, but has a majority of votes, it automatically becomes a suggestion and will be duly noted in the Conference Report.”

“The committee discussed the ambiguity of the Conference Group Conscience when a recommendation that fails by a Simple Majority is automatically forwarded to a Trustees’ Committee as a consideration and felt that this could unintentionally foster disunity within the Fellowship. The committee noted how the Final Conference Report is used to clearly communicate the Group Conscience from the General Service Conference, and raised concerns that the Simple Majority section could lead to misunderstandings and confusion.”

“The committee felt that sentiment within the Fellowship may have shifted since the 1986 Advisory Action and agreed to forward a request to the 2024 Conference Committee on Report and Charter to discuss if the practice of communicating items that failed to achieve substantial unanimity as suggestions is still desirable, and if the Conference would like to continue the reporting of these items separately from other items that did not carry from a General Service Conference.”

“The staff secretary will include additional sharing from the committee as background to aid a discussion about this topic.”

Secretary’s Notes:

The idea of a simple majority vote of the Conference being a strong suggestion to the General Service Board does not appear in the Conference Charter. Bill references this idea in Concept V saying “More often they [the GSB] go along with a simple majority of

the Delegates, especially when prompt action on less critical matters is clearly needed. But the choice is always theirs whether to veto a simple majority or to act with it. Here again is a recognition of the constructive value of a trusted minority.” (The A.A. Service Manual/Twelve Concepts, p. 22)

This idea is reiterated in two places in the Service Manual, in the introduction “A.A.’s Legacy of Service” (p. 11), in the section on the General Service Conference (p. 57). The idea is also expressed in the introduction to the Conference Charter in Alcoholics Anonymous Comes of Age (p. 295).

We do not have history of whether or how this was implemented before 1986.

There is limited information about how the General Service Board handled these “strong suggestions.”

The first appearances of this situation were two “strong suggestions” recorded in the 1989 Final Conference Report. The last was recorded in 1995. It has not been a practice for many years to record the count on each vote at the General Service Conference.

In the 2022 Final Report a note was included below the section “Recommendations Passed by Simple Majority that stated: “There were no recommendations passed on a simple majority vote that did not receive two-thirds vote necessary to become a Conference Advisory Action.”

Background:

1. Communication – Conference Members and A.A. members
2. Additional Sharing from trustees’ General Service Conference Committee

Memo

To: 2024 Conference Committee on Report and Charter

From: 2023-2024 Trustees' General Service Conference Committee Re:
Additional Sharing on the reporting of Simple Majority Items

Background Notes:

At their January 27, 2024 meeting, the chair of the trustees' General Service Conference Committee welcomed all in attendance with a special welcome to Conference committee delegate chairs and the 2024 Conference Committee on Agenda chair: Rebecca H. The chair expressed gratitude to be joined by JoAnn McC., chair 2024 Conference Committee on Policy and Admissions; Mary E., chair 2024 Conference Committee on Report and Charter; and Mary A., Conference Delegate chair.

The committee asked the staff secretary to forward the following additional sharing on the topic of Simple Majority, and invited the delegate committee chairs to participate:

Additional Sharing:

- On page 48 of the 2023 Final Report it lists three sections.
 - Recommendations Passed by Simple Majority
 - Recommendations Not Resulting in Conference Action
 - Floor Actions Not Resulting in Conference Advisory Actions.
- Questions and concerns have been received that using the wording “**passed**” in conjunction with a recommendation that did not pass but received a simple majority may cause confusion. Particularly if this section has no editor’s note to clarify.
- There is also concern as to whether the Group Conscience as reflected in an Advisory Action resulting from substantial unanimity can in turn be fully respected if simple majority items are noted distinctly in the Final Report.
- The Conference Report communicates the Group Conscience from the General Service Conference.

- Does the 1986 Advisory Action still have a place? What is the intention of an item that did not pass but received simple majority being posed to the Board as a suggestion, suggest for the Board to do with that item? Does this bypass the Conference process? If the General Service Board decides to take action or not take action on an item that did not pass, what would be the parameters on delegated authority?
- Is it really a suggestion?
- The recommendation actually failed by a Simple Majority.
- What category does this fall into? It is not really the same sense as a Committee Consideration or should it be treated as a Conference consideration to the Board?
- The wording, “Strong suggestion” may contradict the group conscience of the Conference and defeat the discussion on the floor.
- A first step might be for clearer language in the Final Report. A second step might be to look at this overall topic from a policy level.

Correspondence from GSB member to TGSCC Chair and committee

Caorlyn W. – Chair of Trustees Conference Committee General Service Board

October 7, 2023

Dear Carolyn and Member of the Trustees Conference Committee,

One of the delegates from the West Central Region raised a question about the Final Conference Report: Why do we have a category called “Recommendations Passed by Simple Majority”? (see Table of Contents and page 48 of the 2023 Final Report) That title seems misleading because the consideration did not “pass”.

Will you please consider a different description for reporting the Committee Consideration(s) that failed to pass by substantial unanimity, but did gain a simple majority of the votes?

Thank you in advance for your time to consider this issue.

Sincerely,
Kerry Meyer - Class A Trustee

Correspondence from Conference Committee on Agenda Chair to TGSCC Chair

On Sat, Oct 28, 2023 at 09:01 AM

Hello Trustees Committee on Conference. Please see below for some feedback, consistent with what else I have heard from the fellowship. Since this came from the delegate chair of our corresponding conference committee (agenda) I thought I would pass this on to help inform our discussion today.

-----Original Message-----

From: Delegate 73 Sent: Friday, October 27, 2023 9:04 PM

Subject: Final conference report (simple majority) Carolyn,

I am assuming you are already at Board weekend and this is probably too late but just in case.... We talked about the final conference report listing agenda items that passed with simple majority and the confusion it causes. It is very confusing even as a delegate. The first reaction was that those items were passed even though they did not pass by substantial unanimity at the conference. It felt like the vote we held at the beginning of the conference did not mean anything which was very disappointing. It also felt like the work we did on these items wasn't important since it showed up in the final report that they passed. I feel like I didn't get a clear answer about this either until I talked to you about it, thank you for that! I am assuming a member that actually reads the final report would automatically think that item passed. I hope in the future this can be more clear or not included in the final report at all.

Have a great Board weekend! I look forward to hearing about it when we meet. In love and

service,
Becca H.

References to a Simple Majority Vote of the General Service Conference Being a Strong Suggestion to the General Service Board

Current Conference Charter [No mention of simple majority in Conference Charter]

It will be understood, as a matter of tradition, that a two-thirds vote of Conference members voting shall be considered binding upon the General Service Board and its related corporate services, provided the total vote constitutes at least a Conference quorum. But no such vote ought to impair the legal rights of the General Service Board and the service corporations to conduct routine business and make ordinary contracts relating thereto. (*The A.A. Service Manual 2024-2025*, p. 123)

The A.A. Service Manual 2024-2025

All matters of policy (Conference Advisory Actions) require substantial unanimity, that is, a two-thirds majority. Before a vote is taken, plenty of time is allotted for full discussion, including questions about the background of a recommendation and the committee's reasons for coming to its conclusions. (Chapter Six, "The Annual General Service Conference," P. 41)

But when these delegates met in conference, what would they do? We thought they would want to have real authority. So, in the charter drawn for the Conference itself, it was provided that the delegates could issue flat directions to the trustees on a two-thirds vote. And even a simple majority vote would constitute a mighty strong suggestion. (Appendix A, "A.A.'s Legacy of Service," p. 103)

Concept V Essay

This same kind of consideration for the minority position can be found in the Charter provision that no Conference vote can be considered binding on the Trustees of the General Service Board unless it equals two-thirds of a Conference quorum. This gives the Trustees a power of veto in cases where the majority is not great. By reason of this provision the Trustees, if they wish, can insist on further debate and so check any tendency to haste or emotionalism. In practice the Trustees seldom exercise this option. More often they go along with a simple majority of the Delegates, especially when prompt action on less critical matters is clearly needed. But the choice is always theirs whether to veto a simple majority or to act with it. Here again is a recognition of the constructive value of a trusted minority. If to such a generous recognition of minority privileges we now add the traditional Rights of "Appeal" and "Petition," I believe we shall have granted to all minorities, whether of groups or of individuals, the means of discharging their world service duties confidently harmoniously and well. (p. C-17)

Concept XII Essay

In passing it should be noted that the Conference will sometimes have to decide, with respect to a particular question, what the requirements of substantial unanimity are going to be — whether a two-thirds, three-quarters, or even a greater majority, will be required to settle a particular question. Such an advance agreement can, of course, be had on a simple majority vote. (p. C-54, also see entire essay section on Warranty 4 Essay, p. C-53)

Alcoholics Anonymous Comes of Age

Traditionally, though not legally, a two-thirds vote of a quorum of the Conference will be considered binding upon the trustees or any element of the board's corporate services. But a simple majority vote of the Conference will be a suggestion only to the General Service Board. (p. 295)

Here is a history of votes of the General Service Conference from 1989 to 2024 that achieved a majority, but not a 2/3 substantial unanimity, and were “strong suggestions” to the General Service Board.

- 1. In 1989, the first “strong suggestion” was about the text of a treatment film. The second “strong suggestion” in 1989 was to separate the sections describing trustees-at-large and general service trustees. While Archives was not able to track how these “strong suggestions” were dealt with, we do know that the second was not adopted. The Service Manual reflecting actions of the 1989 Conference did not include the change from the “strong suggestion.”**

Excerpt from 1989 Final Conference Report – Treatment Facilities:

“Note: Although the following item did not receive the necessary two-thirds vote to become a Conference recommendation, it did receive a substantial majority and is therefore a strong suggestion for the board’s consideration:

‘Suggested that in the proposed film for treatment facilities the Louis B. segment of the script be deleted because of implied endorsement of Narcotics Anonymous.’

Excerpt from 1989 Final Conference Report – Trustees:

“Note: Although the following item did not receive the necessary two-thirds vote to become a Conference recommendation, it did receive a substantial majority and its therefore a strong suggestion for the Board’s consideration.

The following revised text be approved for substitution and inclusion in The A.A. Service Manual:

THERE ARE...

TWO TRUSTEES-AT-LARGE

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The trustees-at-large (2) serve as members of the trustees' International Committee and other trustees' committees or as directors of the corporate boards. They may fill in for regional trustees, as needed and/or requested.

The trustees-at-large, one from the U.S. and one from Canada, serve as the World Service Meeting delegates representing the U.S. and Canada. World Service Meeting delegates participate in two World Service Meetings which are held once every two years, the meeting place alternating between New York City and a location outside the U.S. and Canada. World Service Meeting delegates should have the same qualifications as any trustees, and also have time both to attend the World Service Meetings and to present and carry out any decisions reached at these meetings.

The trustees-at-large are requested to attend all regional forums in their own country and be available on a rotational basis to participate on forum programs.

The trustees-at-large are also available for other A.A. service activities as requested by areas or regions and additional activities as may be requested by the board of trustees.

THERE ARE...

FOUR GENERAL SERVICE TRUSTEES

General service trustees are active on one or more of the service corporate boards and must be available, not only every quarter, but any week and, sometimes, any day, for the solution of problems on which G.S.O. or Grapevine staff members need help.

Because of this requirement, all general service trustees originally came from New York City or its commuting area and were sometimes known as "in-town trustees." The current practice of selecting general service trustees for both the A.A.W.S. and Grapevine corporate boards will continue, but these positions are no longer restricted to residents of New York City or its vicinity.

While there are no "specialists" in A.A. – only recovered drunks, it has been possible to choose, for general service trusteeships, men and women with the kind of business or professional acumen that is particularly applicable to the problems

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at hand, whether their backgrounds are in publishing, public relations, or administration. This brings up the question of what qualifications count most in the selection of a trustee...”

- 2. A second 1993 recommendation that got a majority vote but not 2/3 was about Grapevine special items. A similar recommendation got a majority vote but not 2/3 in 1994. In the 1995 Final Conference Report, the notes for the A.A. Grapevine Budget noted the “strong suggestion” and shared that the Grapevine Board had voted to go ahead with production of the 1996 Wall Calendar and Pocket Planner.**

Excerpt from 1993 Final Conference Report – Grapevine:

“Strong suggestion of the Conference (recommendation where the vote was less than 2/3 but more than ½ in favor):

- That, because the Wall Calendars and Pocket Planners do not seem to adhere to the Grapevine’s primary purpose, these items be phased out after production and distribution of the 1994 Calendar and Pocket Planner; the committee also recognized that since the Grapevine should be self-supporting through magazine income, the financial impact of this loss must be made up by increased subscriptions, and urged all delegates to work toward this end.”*

Excerpt from 1994 Final Conference Report – Grapevine:

“Strong suggestion of the Conference (recommendation where the vote was less than 2/3 but more than ½ in favor):

- That, because the Wall Calendars and Pocket Planners do not seem to adhere to the Grapevine’s primary purpose, and these items be discontinued after production and distribution of the 1995 edition of the Calendar and Pocket Planner. Based on recent experience, the financial impact on the 1995 budget could be an estimated net loss of \$35,000 to \$40,000.”*

Excerpt from 1995 Final Conference Report:

“In October, the board voted to go ahead with production of the 1996 Wall Calendar and Pocket Planner. The topic had been raised at the June planning committee meeting, immediately after the Conference’s second ‘strong suggestion’ in a row,

Page 3 of 7

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and the board's vote, like that of Conference members, was split. By October, it was clear that circulation had not risen over the course of the year, and directors voted unanimously to continue production of these two items."

- 3. In 1993, a recommendation that got a majority vote but not 2/3 concerned limiting the length of service of chairs of trustees' committees. This was addressed in the Report to the Conference of the trustees' committee on Nominating in the following year's Final Conference Report. They implemented the suggestion, except for the Finance Committee.**

Excerpt from 1993 Final Conference Report – Trustees:

"Strong suggestion of the Conference (recommendation where the vote was less than 2/3 but more than 1/2 in favor):

- Due to importance the committees places on the principle of rotation and – in order to apply this principle to all levels of service – the committee recommended that no trustee should serve as chairperson of the same trustees' committee for more than two years during his/her term of service on the General Service Board."*

Excerpt from 1994 Final Conference Report – Trustees' Nominating Committee Report:

"The Conference Committee recommended that no trustee should serve as a chairperson of the same trustees' committee for more than two years during his/her term of service on the General Service Board. (This recommendation received less than 2/3 of the Conference votes, but with more than 1/2 in favor, it was considered a strong suggestion of the Conference.)

The Nominating Committee concluded that implementing this suggestion should not cause a problem with any trustees' committee except the Finance and Budgetary Committee where it could result in the possible loss of management control and audit issues – besides the loss of continuity. Therefore, after much deliberation and further discussion with the chair of the Conference Committee, it was the sense of the committee that the strong suggestion from the Conference Committee not apply to the chairmanship of the trustees' Finance and Budgetary Committee."

4. The fourth recorded votes that received majority but not 2/3 were noted in the 1995 Final Conference Report, and there were three of them. One was about the principles to be used for traveling C.P.C. exhibits. One was about reaffirming a 1986 Advisory Action regarding floor actions introduced in the waning hours of the Conference. The third was about reaffirming a 1987 Advisory Action declining to create of a Conference Archives Committee.

Excerpt from 1995 Conference Final Report

“Strong suggestion of the Conference (recommendation where the vote was less than 2/3 but more than 1/2 in favor):

- *After reviewing the history of the guidelines for traveling C.P.C. exhibits, the committee suggested that the trustees’ C.P.C. Committee continue to follow these principles:*
 - a) *The C.P.C. exhibit continue to be sent, upon invitation and within budgetary constraints, to such national conventions of professional organizations that may be reasonably presumed to have a significant concern with alcoholics.*
 - b) *The list of exhibits at professional conventions be reviewed by the trustees’ C.P.C. Committee at least twice a year.*
 - c) *Local committees be encouraged to exhibit at local or regional professional conventions, and that such exhibits be supported at the most appropriate local level, i.e., district, intergroup, area.*
 - d) *The C.P.C. staff person continue to facilitate such requests, bearing in mind the principles of attraction, cooperation and self-support.”*

“Strong suggestions of the Conference (recommendation where the vote was less than 2/3, but more than 1/2 in favor):

- *The Conference reaffirm the 1986 recommendations regarding floor actions: ‘With regard to proposing Floor Actions in the final hours of the Conference the 1968 recommendation, which was as follows, be reaffirmed:*

‘That when questions of importance for the Conference could not be sent to the areas in advance, consideration be given to an oral presentation early

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in the Conference sessions, with discussions and voting to be taken at a later date during the Conference.'

And that the 1986 recommendation, as follows, be reaffirmed:

'That when matters of great significance having a long term effect on the Fellowship or of substantial expense are presented to the floor in the waning hour of the Conference, such matters be referred to the appropriate committee at the next Conference in order for the group conscience to be as informed as possible.'

- *The 1987 Conference Action be reaffirmed as follows:*

'While the committee recognizes the need for and encourages the development of area Archives and Archives committees, with the resulting benefit to General Service and the Fellowship as a whole, a Conference Archives Committee should not be formed at this time because the needs of local Archives committees are being well served by the trustees' Archives Committee and the General Service Office Archivist.'

- 5. In 2021, three recommendations passed by simple majority. One concerns the invitation of Appointed Committee Members to the 71st General Service Conference. Another concerns floor action procedures and a third concerns setting quarterly virtual meetings between the GSB and the GSC members.**

"Recommendations Passed by Simple Majority

These recommendations passed on a simple majority vote but did not achieve the two-thirds vote to become a Conference Advisory Action.

POLICY/ADMISSIONS

- *That the General Service Conference invite Appointed Committee Members from trustees' committees to attend the 71st General Service Conference, except sessions designated for delegates or trustees only, on a one-year trial basis, as non-Conference members to share points of information. (Note: This agenda item was considered using the Conference Polling process.)*

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• *That the procedure for floor actions which is currently as follows:
When a floor action is to be heard, its maker will be given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference decline to consider the floor action. A motion to decline to hear a floor action:*

- » *Must be made without comment*
- » *Requires a second*
- » *Is not debatable*
- » *Requires a two-thirds majority*

Be changed to:

When a floor action is to be heard, its maker will be given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference consider the floor action.

A motion to hear a floor action:

- » *Must be made without comment*
- » *Requires a second*
- » *Is not debatable*
- » *Requires a simple majority*

TRUSTEES

• *The General Service Conference charge the General Service Board with the setup of quarterly virtual meetings of Conference Members, to begin following the October 2021 General Service Board Weekend. These meetings would follow several weeks after each Quarterly Board Meeting, to allow Conference Members the opportunity to request additional information, ask clarifying questions, and to secure a greater sense of transparency.”*

Conference Assignment Process: Simple Majority Recommendations

This process is how we will resume the 1986 Advisory Action regarding reporting of a simple majority vote by the full Conference.

1986 Committee on Report and Charter Advisory Action

If a committee recommendation does not receive the two-thirds vote required to become a Conference Advisory Action, but has a majority of votes, it automatically becomes a suggestion and will be duly noted in the Conference Report.

In 2019 the trustees General Service Conference Committee asked the secretary to document an assignment process that details resumption of the 1986 Advisory Action regarding reporting of a simple majority vote by the full Conference and work with Publishing to have reporting in the 70th G.S.C. *Final Report*. There were no recommendations that fell into this category from the 69th G.S.C.

The process when we do have recommendations that do not pass by a Conference but receive a simple majority vote total:

1. Conference Coordinator communicates via memorandum the return of a G.S.C. simple majority Conference committee recommendations to the chair/secretary of the appropriate trustees' Committee, Corporate Board at the July Board weekend. The Trustees committees would be well served by knowing the vote count on these simple majority items that come to them to consider.
 - a. When sending the item to the appropriate trustee's committee or board, we provide context on the process of why they are receiving these recommendations to consider. We will use a standard opening statement in the memorandum that introduces the item as one that is being moved to the committee (or board) as it was passed by simple majority, in accordance with the 1986 advisory action. It is important that we all use the same text for consistency and for future research.

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2. Trustees' Committee or corporate board will review and discuss the G.S.C. simple majority and determine to take action or take no action with a rationale statement and document the outcome in the trustee's Committee or Board report.

Archival examples on past Simple Majority Items and how they were acted on between 1986 to 2022.

Historical information on prior handling of these simple majority items that were called "strong suggestions" in our past Conference Final Reports.

There is limited information about how the General Service Board (via a trustees' Committee) handled these "strong suggestions." Historical examples of how this was recorded will be provided with the memorandum to the trustees' Committee or Board.

The first appearances of this situation were two "strong suggestions" recorded in the 1989 Final Conference Report. The last was recorded in 1995. It has not been a practice for many years to record the count on each vote at the General Service Conference.

Every time a Conference Coordinator is required to complete a memorandum to move a simple majority item to a trustee's Committee or Corporate board, we will use the following simple examples of the outcome:

1. *1993 Final Conference Report – Conference Committee on Trustees*
 - a. Details the simple majority reporting
2. *1994 Final Conference Report – Trustees' Nominating Committee Report*
 - a. Details the action taken by the trustees' Committee
3. *2021 Final Conference Report- Conference Committee on Trustees*
 - a. The General Service Conference charge the General Service Board with the setup of quarterly virtual meetings of Conference Members, to begin following the October 2021 General Service Board Weekend. These meetings would follow several weeks after each Quarterly Board Meeting, to allow Conference Members the opportunity to request additional information, ask clarifying questions, and to secure a greater sense of transparency.

CONFIDENTIAL: 75th General Service Conference Background

b. *Action detailed in 2022 Final Conference report – Trustees Nominating Committee:* The committee reviewed a memo from the Conference coordinator communicating that a committee recommendation that passed by a simple majority would be forwarded to the corresponding trustees' committee as a suggestion. The committee considered a simple majority suggestion that the GSB set up quarterly virtual meetings of Conference members, discussed the feasibility of quarterly videoconference gatherings, noted how U.S./Canada service structure communicates and participates in a year-round process, and took no action. The committee expressed concern about competing with opportunities to communicate between a region and area during General Service Conference committee meetings, Regional Forums, and special events held by service areas or regions. The TNC chairperson also forwarded notes from the 2021 Conference Committee on Trustees that provided feedback about the committee taking no action on their additional considerations. Regarding the request for action related to selecting regional trustees, the committee took no action, noting the current language in the GSB bylaws on filling unexpected trustee vacancies, and felt that a discussion by regional trustees and area delegates is consistent with the GSB bylaws. The committee considered the request for action related to "Virtual meetings to improve communication with Conference members," and took no action, noting that GSB members are invited to address specific questions at meetings between regional trustees and delegates.

4. *2021 Final Conference Report- Conference Committee on Policy & Admissions*

- a. That the General Service Conference invite Appointed Committee Members from trustees' committees to attend the 71st General Service Conference, except sessions designated for delegates or trustees only, on a one-year trial basis, as non-Conference members to share points of information. (Note: This agenda item was considered using the Conference Polling process.)
- b. *Action detailed in 2022 Final Conference report – Trustees GSC Committee*
The committee discussed the 71st GSC item, which did not become an advisory action but gained simple majority, for the General Service Conference to invite appointed committee members from trustees' committees to attend the 71st General Service Conference, except sessions designated for delegates or trustees only, on a one-year trial basis, as non-Conference members to share points of information and took no action. The committee agreed that if the attendance of appointed committee

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members at the Conference on a trial basis is valued then the item may be proposed for a future Conference agenda.

5. *2021 Final Conference Report- Conference Committee on Policy & Admissions*

- a. That the procedure for floor actions which is currently as follows: When a floor action is to be heard, its maker will be given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference decline to consider the floor action. A motion to decline to hear a floor action:
- » Must be made without comment
 - » Requires a second
 - » Is not debatable
 - » Requires a two-thirds majority

Be changed to:

When a floor action is to be heard, its maker will be given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference consider the floor action.

A motion to hear a floor action:

- » Must be made without comment
 - » Requires a second
 - » Is not debatable
 - » Requires a simple majority
- b. *Action detailed in 2022 Final Conference report – Trustees GSC Committee*
The committee discussed the 71st GSC item, which did not become an advisory action but gained simple majority, to revise the floor action process and took no action. The committee expressed appreciation for the Conference process and noted that the item received simple majority but not substantial unanimity.

2025 Conference Committee on Policy/Admissions

ITEM E: Consider request that a Super Majority of voting members be required to change or amend Founders Literature (PAI#36)

Background notes:

Excerpts from the trustees' General Service Conference Committee November 2024 meeting:

The committee reviewed a request to make changes to substantial unanimity when there are changes to the Founders' Writing and agreed to forward to the 2025 Conference Committee on Policy and Admissions and include PAIs 93, and 96 as additional background.

Background:

1. PAI 36 – Consider request that a Super Majority of voting members be required to change or amend Founders Literature
2. PAI 93 – Substantial unanimity to make changes to literature
3. PAI 96 – Protection of Founders Literature from changes
4. History of Advisory Actions Related to changes to the book, *Alcoholics Anonymous*, *Twelve Steps Twelve Traditions* book, and the Concept Eleven Essay.

<p>(1) Submit a clear and concisely worded motion. #PAI 36</p> <p>We propose that an Advisory Action be issued that requires that any future motion voted on by the General Service Conference that would change or amend the Founders Literature (as described in Section 4 below) would require a Super Majority (three-quarters of the voting members) to pass.</p>
<p>(2) What problem does this proposed item address?</p> <p>There is a feeling that the 2021 GSB and GSC did not consider the turmoil that would be created amongst the AA groups when they approved the two changes to the book Twelve Steps and Twelve Traditions. Much of the Fellowship believes that the Founders Literature is historical in nature and should not be changed or amended. Requiring a super majority to pass any future changes to the Founders Literature would ensure that the changes are extremely well supported and necessary.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p><u>Note:</u> While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p> <p>This Proposed Agenda Item is submitted by the Meeting Makers Make It Group of Geneva, Illinois. District 61, Northern Illinois Area 20.</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p> <p>Founders Literature is described as the first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forwards, "The Doctors Opinion", "Dr. Bob's Nightmare" and the Appendices of the book Alcoholics Anonymous, plus the book Twelve Steps and Twelve Traditions.</p>
<p>(5) What are the intended/expected outcomes if this proposed item is approved?</p>

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The two changes that were made to the book Twelve Steps and Twelve Traditions by the 2021 GSC caused much discord amongst the fellowship. While the two changes themselves were not inappropriate, our Group feels that the GSB showed a disregard for “the Fellowship’s feeling that Bill’s writings be retained as originally published” by submitting the agenda items to the 71st GSC. And the GSC showed poor judgement by voting on the proposed agenda items during the Covid period when obtaining collective input from the groups was difficult. Trust between the Fellowship and the GSB and GSC has been affected by their actions to approve the two changes. We think our PAI would heal that discord and restore some trust by letting the Groups know that the threshold to make future changes to the Founders Literature is now higher and changes would only be made if they are well supported throughout AA.

(6) Provide a primary contact for the submission.

James L

(7) Final comments:

Thank you for your consideration.

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NOTE: PAI #93 along with PAI #96 are being forwarded as additional background documents for PAI #36

<p>(1) Submit a clear and concisely worded motion. PAI #93</p> <p>Move to create a policy where the worldwide membership of Alcoholics Anonymous reaches substantial unanimity on any changes to the Twelve Steps and Twelve Traditions and portions of the Big Book of Alcoholics Anonymous including, but not limited to: the first 164 pages, the Preface, the Forwards, “The Doctor’s Opinion,” “Dr. Bob’s Nightmare,” and the Appendix “Spiritual Experience.”</p>
<p>(2) What problem does this proposed item address?</p> <p>Alcoholics Anonymous World Services, Inc. (AAWS) should have a policy protecting the original writings by the founders of AA.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p>
<p>Panel 64 Delegate, Cheryl V</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p>

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See attached

(5) What are the intended/expected outcomes if this proposed item is approved?

This policy should take into consideration that, according to aa.org, “Today, an A.A. presence can be found in approximately 180 nations worldwide, with membership estimated at over two million. There are more than 123,000 A.A. groups around the world and A.A.’s literature has been translated into over 100 languages.” This implies that these two books are translated into multiple languages, for multiple nations. These countries, outside the U.S. and Canada, license our books, which allows them to print and distribute within their countries, which includes the translated versions. It is not the intent of this motion to prevent updating translations, nor the stories included in the books, but to provide guidance to AAWS, the Trustees, and the Delegates to honor the words as written by the founders of AA.

(6) Provide a primary contact for the submission.

Panel 64 Delegate, Cheryl V

(7) Final comments:

This motion was presented at the Northern Illinois Area 20 Fall Assembly. While it achieved simple majority, it did not receive the substantial unanimity required to be supported by NIA. It is being presented for consideration by Panel 64 past Delegate without Assembly support. This motion was presented at the Northern Illinois Area 20 Fall Assembly. While it achieved simple majority, it did not receive the substantial unanimity required to be supported by NIA. It is being presented for consideration by Panel 64 past Delegate without Assembly support.

**Additional Background for Motion to the General Service Board
regarding Founders Literature**

BACKGROUND:

Conference Advisory Actions/Literature

1986: “As the preface to the Big Book clearly states that the text was written in 1939 and that it has not been changed, no further explanation regarding out-of-date phrases and/or gender-oriented pronouns or chapter titles is necessary.”

1993: “Because of strong sentiment against changes in the first 164 pages of the Big Book, the request to rewrite the first three chapters of the Big Book not be implemented.”

1995: “The first 164 pages of the Big Book, *Alcoholics Anonymous*, the Preface, the Forwards, “The Doctor’s Opinion,” “Dr. Bob’s Nightmare” and the Appendices remain as is.” (This Advisory Action was reaffirmed in 1997, 1998, 1999, 2000 and 2001)

2002: “The text in the book, *Twelve Steps and Twelve Traditions*, written by Bill Wilson, remain as is, recognizing the Fellowship’s feeling that Bill’s writings be retained as originally published.”

Summary of Agenda items and actions 2020 through 2023

There were two 2020 Agenda items, one to “form a study committee to audit the first 164 pages of the Big Book with the purpose of identifying changes that can be made to make the Big Book more reflective of the A.A. membership composition.” This request came from one District, although it is unclear if it was from a single person or if there was any voting at the District level. In addition, there was an agenda item to revise the Twelve Steps and Twelve Traditions to make changes to two pages in the book. The background regarding page 117 comes from a member of one group who made the request in July by letter, then a 2nd letter in December. This second letter states that the motion did not receive a 2/3 majority from the Area. The background for the second change, on page 66, is a letter from one Area and a Group within the Area. The Area did have the support of substantial unanimity.

These agenda items were sent back to the Trustees Literature Committee. The same background material was used for the 2021 Conference. Regarding the first item, the Conference Report states: “The committee considered a request to audit the first 164 pages of the book, *Alcoholics Anonymous*, for necessary revisions and took no action. The committee agreed that the first 164 pages of *Alcoholics Anonymous* should remain

unchanged.” The Agenda items for the two pages of the *Twelve Steps and Twelve Traditions* were approved.

This topic of the *Twelve Steps and Twelve Traditions* was again brought up in 2022 by an Agenda item which had several requests to rescind the changes, along with a request to preserve the Big Book and 12 & 12. The Conference Report on this item states: “The committee discussed the changes to the text of the book *Twelve Steps and Twelve Traditions* resulting from advisory actions of the 71st General Service Conference and took no action. The committee noted that there does not appear to be a consensus on the changes among A.A. members at the local level.”

In 2023 the Finance Committee had an Agenda item “Discuss new proposed agenda items (PAI’s) regarding the book *Twelve Steps and Twelve Traditions*.” This item had 92 pages of background and resulted in Conference Report under Committee Considerations: “The committee considered a request to discuss proposed agenda items related to changes to the book *Twelve Steps and Twelve Traditions*. The committee suggested that the Trustees’ Literature Committee seek input from the Fellowship (including but not limited to Area delegate feedback) regarding any possible future changes to literature written by A.A.’s founders. The committee requested that a progress report be brought back to the 2024 Conference Committee on Finance. (Mindful of budgetary restraints, the committee suggests financial prudence when determining how best to obtain Fellowship sharing.)

Questions to be considered might include:

- Should suggested revisions be subjected to a 2-year Conference review process.
- Should any future suggested changes retain the original writing with footnotes for text being updated or should founder’s writings remain unchanged?
- Should there be a threshold for review (group, district, area)?
- Should the changes to the book *Twelve Steps and Twelve Traditions* by 2021 General Service Conference remain?
- Should a new policy regarding Bill W.’s writing be created as a guide to future changes?”

NOTE: PAI #96 along with PAI #93 are being forwarded as additional background documents for PAI #36

(1) Submit a clear and concisely worded motion. PAI #96

In consideration of the intent of recent Advisory Actions to protect from change the Founders Literature (described below), and the Fellowship's feelings that Founders Literature be retained as originally published, it is resolved that in the future, the English language versions of the Founders Literature shall not be changed or amended by the GSC except by first asking the consent of the AA groups of the US and Canada. Those groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any Conference action be taken to change or amend the English language versions of the Founders Literature, there must first be received in writing within the time allotted, the consent of at least three-quarters of those known groups in the US and Canada who respond to such proposal.

(2) What problem does this proposed item address?

While many of the Fellowship feel that the Founders Literature should be retained as originally published, this proposal will provide a mechanism to make changes if future generations believe there is a need to do so, while at the same time ensuring that AA groups have direct input into the approval process of the changes. Note that this PAI does not request the reversal of the two changes made to the book Twelve Steps and Twelve Traditions in 2021. Our feeling is that time will be the arbiter of the wisdom of those changes

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

This PAI is submitted and supported by (46) AA Groups from Area 20, Northern Illinois Area. The names of the groups are listed in Section 4.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

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Founders Literature is described as the first 164 pages of the Big Book Forwards, "The Doctors Opinion", "Dr. Bob's Nightmare" and the Appendix Twelve Traditions.

The AA Groups submitting this PAI are:

District: Meeting:

- 11 Clean Air Group Saturday 10:00am MAC
- 11 Friday Morning Serenity Seekers
- 11 How and Why, Island Lake Wednesday 7pm
- 11 Men's Suggested Step Study Group
- 11 Open Discussion 11:00 am Sunday MAC
- 11 Sunday Night Beginners Card Topic
- 11 Supper Club.
- 40 Men's Group
- 40 Nuts & Cakes
- 40 Satisfied Customers
- 40 Wednesday Night St. Luke
- 40 Women's Choice Friday 10:00AM Group Glen Ellyn, IL
- 40 Women's Group Hope
- 41 Thank God Womens Group
- 42 District 42
- 42 Dr Bob's
- 42 Grateful That It Works.
- 42 Life is Good
- 42 One-Day-at-a-Time
- 42 Thank God Womens Group
- 42 We Are Group
- 43 Living Sober Beginners Meeting (Saturday 6pm Naperville)
- 61 Boat house open group
- 61 Bridge to shore group
- 61 Day Trippers
- 61 Early Birds. Saturday 0900am
- 61 for fun and for free
- 61 Friday serenity group
- 61 Grapevine
- 61 Living Sober
- 61 Meeting Makers Make It. Wednesday 0700pm
- 61 Monday Nights Women's Meeting, Batavia Club
- 61 Prayer and Meditation Group
- 61 Step by Step Group

CONFIDENTIAL: 75th General Service Conference Background

- 61 The Gathering Meeting
- 61 Thurs. 7p Women's Group
- 61 Thursday Big Book 4th Step
- 61 We are not Saints. Thursday 0500pm Geneva
- 61 Women's Happy, Joyous & Free Group
- 90 Henry County Group (Kewanee)
- 90 The Geneseo Group
- 91 Knox County group
- 91 Monmouth Barn Group
- 91 Oquawka New Group
- 91 Primary Purpose Group - Galesburg, IL
- 91 Weinberg Group

(5) What are the intended/expected outcomes if this proposed item is approved?

The two changes that were made to the book Twelve Steps and Twelve Traditions by the 2021 GSC caused much discord amongst the fellowship for several reasons. While the two changes themselves were not inappropriate, our groups feel that the GSB showed a disregard for “the Fellowship’s feeling that Bill’s writings be retained as originally published” by submitting the agenda items to the 71st GSC. And the GSC showed poor judgment by voting on the proposed agenda items during the COVID period when many groups felt that they were not given an opportunity to express their opinion on the action. Trust between the Fellowship and the GSB and GSC has been affected by the changes. We think our PAI would heal that discord by letting the groups know that the threshold to make future changes to the Founders Literature is high and that they would have direct input before any additional changes are made to Founders Literature. We know of groups who say they are going to discontinue contributing to GSB because of the two changes. Hopefully, our proposal will show that the AA groups are at the “top of the pyramid” and compel them to continue contributing to the GSB and restore some lost trust.

(6) Provide a primary contact for the submission.

Katie R

(7) Final comments:

Thank you for your time in considering. Thank you for your time in considering.

History pertaining to removal, changes, or the development of companion literature relating to Co-Founders Writings

From the A.A. Service Manual/Twelve Concepts for World Service 2024-2026 edition.

(aa.org) <https://www.aa.org/aa-service-manualtwelve-concepts-world-services>

Current Conference Charter US/CAN

3. Conference Relation to A.A.: The Conference will act for A.A. in the perpetuation and guidance of its world services, and it will also be the vehicle by which the A.A. movement can express its view upon all matters of vital A.A. policy and all hazardous deviations from A.A. Tradition. Delegates should be free to vote as their conscience dictates; they should also be free to decide what questions should be taken to the group level, whether for information, discussion, or their own direct instruction. But no change in Article 12 of the Charter or in the Twelve Traditions of A.A. or in the Twelve Steps of A.A. may be made with less than the written consent of three-quarters of the A.A. groups, as described in the Resolution adopted by the 1955 Conference and Convention.

2 This applies to the original English version only

Conference Charter:

“That neither the Twelve Traditions of Alcoholics Anonymous nor the warranties of Article XII of the Conference Charter shall ever be changed or amended by the General Service Conference except by first asking the consent of the registered A.A. groups of the world. [This would include all A.A. groups known to the general service offices around the world.]³ These groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any such Conference action can be taken, there must first be received in writing within the time allotted the consent of at least three-quarters of all those registered groups who respond to such proposal.

³Resolution: It was resolved by the 1976 General Service Conference that those instruments requiring consent of three-quarters of the responding groups for change or amendment would include the Twelve Steps of A.A., should any such change or amendment ever be proposed.”

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The Preface to the “Twelve Concepts” makes reference to three Advisory Actions from 1985 that pertain to publishing the original Twelve Concepts in the *A.A. Service Manual* and adding numbered footnotes at the end of each chapter to show factual and statistical information. The pertinent paragraph in the **Preface** (page III *The A.A. Service Manual/ Twelve Concepts for World Service*) reads, “Following the recommendations of an ad hoc committee of the A.A. General Service Board, the 1985 General Service Conference recommended that future publication of the Concepts in ‘The A.A. Service Manual’ and the booklet ‘Twelve Concepts for World Service’ be in the original 1962 version, with required factual changes provided as numbered footnotes at the end of each chapter.”

The 1985 Advisory Actions read, as follows:

1. *The A.A. Service Manual contains the original Twelve Concepts for World Service as adopted by the 12th General Service Conference on April 26, 1962.*
2. *Current factual and statistical information – bracketed, footnoted, asterisked and otherwise referenced – be checked for accuracy and included at the end of each essay in Twelve Concepts for World Service.*
3. *The factual and statistical information in Twelve Concepts for World Service may be updated at the end of each essay whenever practical without having to go through the process of Conference action.*

History regarding the 1985 actions are summarized below. Information presented in this summary was extracted from a 1983 ad hoc committee report on changes in the Twelve Concepts.

In 1983, a subcommittee of the General Service Board was charged with reviewing changes in the wording in the Twelve Concepts. Specifically, the subcommittee was asked to identify wording changes and when each occurred; determine the origin of the changes and reasons, if any; and report to the Board its findings and recommendations.

The subcommittee found that “over the years there have been a large number of changes” and that “in general, it has not proved to be possible to find any record of who was responsible for the changes, or of why they were made.” The subcommittee also presented another interesting observation. The subcommittee noted that in the **Introduction to the Twelve Concepts** (which is found on Pages C1-C2 ENG) in *The A.A. Service Manual/Twelve Concepts for World Service*, Bill suggested that “far-reaching changes, when finally approved, might be

entered into a special section of the manual which might be entitled ‘Amendments’” (Quoted from subcommittee’s report).

Furthermore, Bill wrote in the **Introduction** that “This would leave the original draft of the Twelve Concepts intact as an evidential record of our former experience. Then it could always be clearly seen by our future service workers just what did happen and why.”

The subcommittee proposed several recommendations including printing the original 1962 Twelve Concepts in *The Service Manual* and a suggestion that future changes be guided by Bill’s suggestion in the Introduction.

Report and Charter Advisory Action of the 66th GSC (2016)

That the following text be removed from the Concept Eleven essay on page 58 of Twelve Concepts for World Service:

Women workers present still another problem. Our Headquarters is pretty much a man’s world. Some men are apt to feel, unconsciously, that they are women’s superiors, thus producing a reflex reaction in the gals. Then, too, some of us — of both sexes — have been emotionally damaged in the area of man-woman relations. Our drinking has made us wrongly dependent on our marriage partners. We have turned them into our “moms” and “pops,” and then we have deeply resented that situation. Perhaps maladjustment has taken still other turns which leave us with a hangover of hostility that we are apt to project into any man-woman relatedness that we undertake.

It is possible for these forces to defeat the good working partnerships we would like to have. But if we are fully aware of these tendencies, they can be the more easily overcome and forgiven. We can be aware also that any sound working relation between adult men and women must be in the character of a partnership, a non-competitive one in which each partner complements the other. It is not a question of superiority or inferiority at all. Men, for example, because they are men, are apt to be better at business. But suppose we replaced our six women staff members with six men? In these positions could the men possibly relate themselves so uniquely and so effectively to our Fellowship as the women? Of course not. The women can handle this assignment far better, just because they are women. 10

That endnote 10, on page 59 in Twelve Concepts for World Service in the Concept Eleven essay be revised by the Publishing Department with language noting that two paragraphs have been removed from the Concept Eleven essay and are available upon request from the G.S.O. Archives Department as a reference to A.A. history.

Staff Secretary Note: (*Endnote 10 now appears on P. C-47 of The A.A. Service Manual/Twelve Concepts for World Service 2024-2026 Edition.*)

1986 Literature Advisory Action:

1. As the preface to the Big Book clearly states that the text was written in 1939 and that it has not been changed, no further explanation regarding out-of-date phrases and/or gender-oriented pronouns or chapter titles is necessary.
2. The italicized footnotes regarding Al-Anon at the end of the chapter "To Wives" in the Big Book be retained, as it provides information rather than implying affiliation, but that it be printed in small type as appropriate to a footnote and placed at the bottom of the page.
3. The A.A.W.S. editorial staff continue to degenderize A.A. literature, with the exception of Bill W.'s writings, as the items are reprinted, e.g., "staffing the booth" rather than "manning the booth," etc.

1992 Advisory Action:

It was reaffirmed that:

The 1986 Advisory Actions (listed below) pertaining to sexist language in the Big Book and other Bill W. writings adequately address the issue:

"As the preface to the Big Book clearly states that the text was written in 1939 and that it has not been changed, no further explanation regarding out-of-date phrases and/or gender-oriented pronouns or chapter titles is necessary."

"The A.A.W.S. editorial staff continue to degenderize A.A. literature, with the exception of Bill W.'s writings, as the items are reprinted, e.g. 'staffing the booth' rather than 'manning the booth,' etc."

2021 Advisory Actions:

1. *A Fifth Edition of the Big Book, Alcoholics Anonymous, be developed, including an update of stories to better reflect current membership, keeping in mind the 1995 Advisory Action that: "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," and that a progress report be brought back to the 2022 Conference Committee on Literature.*
2. *Pending its development, the draft Fifth Edition of the Big Book would include a new foreword, an updated preface and updates to expand on existing ideas in Appendices III and V.*

2021 Advisory Actions regarding *Twelve Steps Twelve Traditions* Book

1. A revision be made to page 117 in the book, *Twelve Steps and Twelve Traditions*, replacing the phrase "opposite sex" with the word "partner" as follows, and that a footnote be added to provide context to the change as it relates to inclusivity:

The text on page 117 which currently reads:

"Nearly every sound human being, experiences at some time in life, a compelling desire to find a mate of the opposite sex with whom the fullest possible union can be made – spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us that way. ..."

Be revised to read:

"Nearly every sound human being, experiences at some time in life, a compelling desire to find a partner with whom the fullest possible union can be made – spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that

Page 5 of 9

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deeply influences our lives. God fashioned us that way. ..."

2. The sentence which includes the phrase "lustful enough to rape" in paragraph one on page 66 in the chapter "Step Six" of the book, *Twelve Steps and Twelve Traditions*, be revised to refer to the Seven Deadly Sins without specific mention of examples that are severe in nature as follows, and that a footnote be added to provide context as to the basis for the change:

The text on page 66 which currently reads:

"No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health."

Be revised to read:

"No one wants to commit the deadly sins of anger, lust or gluttony."

GSC Advisory Actions pertaining to "companion" literature

"Twelve Steps Illustrated" pamphlet

<https://www.aa.org/twelve-steps-illustrated> (English)

<https://www.aa.org/fr/les-douze-etapes-illustrees> (French)

<https://www.aa.org/es/los-doce-pasos-ilustrados> (Spanish)

1991 Literature Advisory Action

The proposed Twelve Steps Illustrated pamphlet be published in response to an expressed need for simplified literature. The estimated cost of completion of this project is \$7,000.

2019 Literature Advisory Action

The trustees' Literature Committee update the pamphlet "The Twelve Steps Illustrated" and bring back a progress report or draft pamphlet to the 2020 General Service Conference.

2022 Literature Advisory Action

The trustees' Committee on Literature continue to make edits to the draft pamphlet "The Twelve Steps Illustrated" with a new draft or progress report to be brought back to the 2023 Conference Committee on Literature, keeping in mind: color, diverse expressions of spirituality and accessible interpretation of meaning in the illustrations.

Staff secretary note: This draft pamphlet is still in development with an annual Conference Committee on Literature review annual status review.

"Twelve Traditions Illustrated" pamphlet

(First published in 1971)

<https://www.aa.org/twelve-traditions-illustrated> (ENG)

<https://www.aa.org/fr/les-douze-traditions-illustrees> (FR)

<https://www.aa.org/es/las-doce-tradiciones-ilustradas> (SP)

2023 Literature Advisory Action

The revised draft of the existing version of the pamphlet "The Twelve Traditions Illustrated" be approved.

"Experience has taught us: An Introduction to our Twelve Traditions" pamphlet (Produced 2021)

- <https://www.aa.org/experience-has-taught-us-introduction-our-twelve-traditions> (ENG)
- <https://www.aa.org/fr/l'experience-nous-appris-une-introduction-nos-douze-traditions> (FR)
- <https://www.aa.org/es/la-experiencia-no-has-ensenado-una-introduccion-nuestras-doce-tradiciones> (SP)

2021 Literature Advisory Action

The draft update of the pamphlet “The Twelve Traditions Illustrated” be approved with the working title, “Experience Has Taught Us: Our Twelve Traditions Illustrated’

“Twelve Concepts Illustrated” pamphlet

<https://www.aa.org/twelve-concepts-world-service-illustrated> (ENG)

<https://www.aa.org/fr/les-douze-concepts-des-services-mondiaux-illustres> (FR)

<https://www.aa.org/es/los-doce-conceptos-ilustrados-para-el-servicio-mundial-ilustrados> (SP)

From the introduction to the pamphlet:

...“What follows in this pamphlet is an illustrated introduction to the Twelve Concepts. If it is answers or guidance you are seeking, go to the Concepts themselves. Throughout this pamphlet, wording from the Twelve Concepts themselves (subject to some editing for clarity) is indicated by quotation marks; the rest of the text is either descriptive or explanatory.”

1984 Literature Advisory Action

A "Twelve Concepts Illustrated" pamphlet suggested by the trustees' Literature Committee be developed for consideration by the 1985 General Service Conference.

1986 Literature Advisory Action

A "Twelve Concepts Illustrated" pamphlet suggested by the trustees' Literature Committee be developed for consideration by the 1985 General Service Conference.

Staff secretary note: As a result of a 2019 Advisory Action there is an effort to develop a revision to this pamphlet. A 2022 Advisory Action asked that GSO adapt an animation video, “The Twelve Concepts Illustrated” published by the General Service Board of A.A. Great Britain.

Plain Language Big Book: A Tool for Reading Alcoholics Anonymous

2024 Literature Advisory Action

The draft manuscript Plain Language Big Book: A Tool for Reading Alcoholics Anonymous be approved with minor editorial changes to include:

- » Relocation of the “A.A. Steps Table” to constitute an Appendix (on the Twelve Steps) at the back of the new publication.

- » Replace the references to “addiction” and “addicted” with language related to alcoholism.

2025 Conference Committee on Policy and Admissions

ITEM F Temporary Replacement Delegate Guidelines

Background notes:

Excerpts from the trustees' General Service Conference February 2025 Meeting:

Roles and Responsibilities of Temporary replacement Delegates and Sitting Area Delegates: The committee discussed the videoconference GSC Sharing sessions for Conference Members and other preconference meetings held by videoconference. The committee noted they have introduced some ambiguity to the roles and responsibilities of temporary replacement Delegates and sitting Area Delegates who cannot attend the Conference Week. The committee felt that guidelines on the roles and responsibilities of temporary replacement delegates and sitting delegates would be useful. The committee **agreed to forward** a request to develop guidelines for the roles and responsibilities of temporary replacement delegates to the 2025 Conference Committee on Policy and Admissions.

Background

1. Temporary Replacement Delegate Guidelines

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Guidelines for Temporary Replacement Delegate and Sitting Delegate

- The Sitting Area Delegate will support the temporary replacement delegate's learning of Conference Committee items including not limited to Conference Background.
- The Conference Coordinator will support the temporary replacement delegate's learning of Conference support tools: Communication platform, Conference week orientation.
- The Temporary Replacement Delegate will attend the General Service Conference and participate in Conference Committee meetings, and Conference Floor discussions, and update the sitting delegate following the Conference.

Before Conference

- **GSC Sharing Sessions Meetings** - Both the sitting delegate and the temporary replacement delegate attend the videoconference meetings.
- **Interim GSC Meeting – Voting Occurring** – Both attend but only the sitting delegate can vote.
- **Conference Committee involvement**
 - Housekeeping Meeting, and Joint Committee Meeting - Temporary replacement delegate and the sitting delegate attends
 - 1728 and Remote Communities meetings - Temporary replacement delegate and the sitting delegate attends. Purpose: to collect relevant experiences for their area.

CONFIDENTIAL: 75th General Service Conference Background

During Conference - Temporary replacement delegate only. The sitting Delegate loses access to OnBoard during the week to support conducting confidential Conference business.

After Conference - On or before 60 days at the end of Conference, Conference Coordinator removes temporary replacement delegate's OnBoard access. The Sitting Delegate will advise on the date following their follow-up meeting with the Temporary replacement delegate.

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2025 Conference Committee on Policy and Admissions

ITEM G Consider request to prioritize a list of selection criteria to inform the committee selection process

Background notes:

Excerpts from trustees' General Service Conference February 2025 meeting:

Discuss selection criteria for Conference Committees: The committee discussed the committee selection process and alignment to the related Advisory Actions and recently expressed needs from Conference members to have even rotation of committee members and the broadest participation of Service Areas on Conference committees. The committee noted the recent challenges to reach the widest possible geographical distribution and participation on Conference committees and felt that a list of prioritization criteria could help reach the best committee selection process.

The committee **agreed to forward** a request to prioritize a list of selection criteria to inform the committee selection process to the 2025 Conference Committee on Policy and Admissions.

1970 Advisory Action:

“The procedure for selecting Conference committee members continue to be from the hat; that no area be represented on any standing committee for more than two consecutive years; that when any state or province has more than one area, no standing committee have more than one member from each state or province.”

1989 Advisory Action

“The 1970 Conference Action be reaffirmed: “Conference Committee selection continue to be by lot with the widest possible geographical distribution” It was the sense of the meeting that any other method could erode the confidence of the Conference in the committee system.”

2023 and 2024 improvements to the application

Recent improvements to the application include displaying a service Area’s history on primary committee going back to panel 67; and rebalancing the rotation ratio from 5:3 to 4:4 of committees, except when otherwise prescribed by a committee’s CSP. These

improvements strive to have the broadest geographic representation, and participation from all Areas on all Conference Committees.

Details about these changes are in the annual Trustees' GSC Report, located in the 2023 and 2024 General Service Conference Final reports and below:

2023 <https://www.aa.org/2023-general-service-conference-final-report>

“First term delegate members assigned to Conference Committees: The committee noted in the staff report on activities to assign first term (Panel 73) delegates to committees at the 73rd GSC in cooperation with the software developer. Specifically, five selection rounds were performed and the round with the broadest distribution was selected (Round 3). Additionally, a productive discussion with the TGSCC chair and vice-chair occurred about the tendency for some Areas to be assigned to Conference committees. To address this concern, perhaps software development on distribution constraints for Area, Region, Panel, and Committee could be the Next Step development focus.”

2024 <https://www.aa.org/2024-general-service-conference-final-report>

Excerpt from the 2024 Final Conference Report - Trustees' GSC Report

“Rebalancing first-year and second-year delegates on Conference committees: In response to a consideration from the 2023 Conference Committee on Corrections, the committee adopted a plan that balances the assignment of new delegates to a Conference committee to allow for a more even rotation of panels on each committee and will commence with Panel 75 delegates.”

Secretary's Note:

Recent changes to software application

Currently with all the recent changes, several committees have similar regions on each panel. Multiple regions on committees are not against any previous advisory actions, except for the ICRF Committee who requires 8 regions per their Composition Scope and Procedures (CSP).

With the understanding that current sentiment may have changed, a priority list of criteria could be useful to inform the software used to assign delegates to conference committees, with the goal clear priorities to strive for in addition to comply with advisory actions.

Background:

1. First/Second Year Rebalancing plan

CONFIDENTIAL: 75th General Service Conference Background

POLICY/
ADMISIONS

Conference Committee on Corrections Request

Note: Conference Committee on Trustees must be 9 members as per CSP, Excludes secondary committees

Item G
Doc.1

74th GSC

Committee	Total	Panel 73	Panel 74	Comment
Agenda	8	5	3	
CPC	8	5	3	
Corrections	8	3	5	requested rebalancing of rotation at the 73rd GSC
Finance	8	3	5	
Grapevine	9	4	5	
Literature	9	4	5	
Policy & Admission	9	5	4	
Public Information	9	5	4	
Report & Charter	8	5	3	
Treatment/Accessibilities	8	4	4	
Trustees	9	5	4	no changes, CSP requires 9
Totals	93	48	45	

Recommended adjustments:

75th GSC

Committee	Total	Panel 74	Panel 75	Comment
Agenda	7	3	4	balancing
CPC	7	3	4	balancing
Corrections	9	5	4	
Finance	9	5	4	
Grapevine	9	5	4	
Literature	9	5	4	
Policy & Admission	9	4	5	
Public Information	9	4	5	
Report & Charter	7	3	4	balancing
Treatment/Accessibilities	9	4	5	
Trustees	9	4	5	no changes, CSP requires 9
Totals	93	45	48	

76th GSC

Committee	Total	Panel 75	Panel 76	Comment
Agenda	8	4	4	
CPC	8	4	4	
Corrections	8	4	4	
Finance	8	4	4	
Grapevine	9	4	5	
Literature	9	4	5	
Policy & Admission	9	5	4	
Public Information	9	5	4	
Report & Charter	8	4	4	
Treatment/Accessibilities	8	5	3	balancing
Trustees	9	5	4	no changes, CSP requires 9
Totals	93	48	45	

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CONFIDENTIAL: 75th General Service Conference Background

77th GSC				
Committee	Total	Panel 76	Panel 77	Comment
Agenda	8	4	4	
CPC	8	4	4	
Corrections	8	4	4	
Finance	9	4	5	
Grapevine	9	5	4	
Literature	9	5	4	
Policy & Admission	9	4	5	
Public Information	9	4	5	
Report & Charter	8	4	4	
Treatment/Accessibilities	7	3	4	last balancing
<i>Trustees</i>	9	4	5	<i>no changes, CSP requires 9</i>
Totals	93	45	48	

78th GSC				
Committee	Total	Panel 77	Panel 78	Comment
Agenda	8	4	4	Committee totals will vary between 8-9 with either 4 or 5 new delegates each panel.
CPC	8	4	4	
Corrections	8	4	4	
Finance	9	5	4	
Grapevine	9	4	5	
Literature	8	4	4	
Policy & Admission	9	5	4	
Public Information	9	5	4	
Report & Charter	8	4	4	
Treatment/Accessibilities	8	4	4	
<i>Trustees</i>	9	5	4	<i>no changes, CSP requires 9</i>
Totals	93	48	45	

79th GSC				
Committee	Total	Panel 78	Panel 79	Comment
Agenda	8	4	4	Committee totals will vary between 8-9 with either 4 or 5 new delegates each panel.
CPC	8	4	4	
Corrections	8	4	4	
Finance	9	4	5	
Grapevine	9	5	4	
Literature	9	4	5	
Policy & Admission	8	4	4	
Public Information	9	4	5	
Report & Charter	8	4	4	
Treatment/Accessibilities	8	4	4	
<i>Trustees</i>	9	4	5	<i>no changes, CSP requires 9</i>
Totals	93	45	48	

To maintain the balance, add the following criteria: no committee to have less than 4 new members in any panel

Criteria currently in CSPs: Trustees Committee MUST have 9
 Max 9 on other committees
 Max 5 from any one panel

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VIII. Public Information - EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 08:00 - 2025-04-29 20:00 EDT

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2025 Conference Committee on Public Information

ITEM A: Review the 2025 PI Comprehensive Media Plan

Background notes:

The Comprehensive Media Plan (CMP) has been reviewed by the Conference Committee on Public Information each year since the first CMP was drafted in 2014.

From an interim meeting of the trustees' Public Information Committee held virtually on December 2, 2024:

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the 2025 CMP.

From the July 27, 2024 meeting of the trustees' Public Information Committee:

The committee reviewed the list of the 2024 GSC Advisory Actions related to Public Information and the 2024 Public Information committee considerations.

The committee chair appointed a subcommittee consisting of Teresa Jacks (chair), Morgan Biggs, and Charlie Hanna; the scope of the subcommittee is to review all suggested updates and develop a 2025 CMP for review by the full committee.

The committee requested that the 2024 Public Information committee considerations related to the Comprehensive Media Plan be forwarded to the Comprehensive Media Plan subcommittee.

The committee looks forward to a progress report and a revised Comprehensive Media Plan at the November 2024 meeting.

2024 Additional Committee Consideration of the Conference Committee on Public Information:

The committee reviewed and accepted the 2024 Public Information Comprehensive Media Plan (CMP). The committee expressed continued support for this version of the CMP, but noted that when a major re-write is completed, a coversheet outlining the changes would be useful. The committee expressed appreciation that the plan details useful guardrails and captures the public information work, messaging, and communication channels the General Service Office and AA Grapevine are using to make the Fellowship, general public, media, and professionals aware of Alcoholics

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Anonymous.

The committee offered the following suggestions for the next iteration of the Comprehensive Media Plan to be brought back to the 2025 Conference Committee on Public Information:

- That continued review of the Comprehensive Media Plan focus on ensuring that each section focuses on strategic goal setting versus facts or operational processes.
- That the trustees' committee consider adding Alcoholics Anonymous World Services Inc. brand guidelines to the Comprehensive Media Plan.
- That developing guidelines for using the Comprehensive Media Plan in other parts of the service structure would be useful.
- That consider be given to adding a list of the PSAs and when they were approved to the Comprehensive Media Plan.
- That a more robust analytics section would be a useful addition to the Comprehensive Media Plan.
- That trustees' Public Information collaborate with any other trustees' committee that has responsibility for content areas detailed in the Comprehensive Media Plan and identify ways for the corresponding conference committees to collaborate with one another on the relevant sections of the CMP.
- That consideration be given to accepting user generated content from members who are under the age of 18.

The committee suggested that once a social media policy is completed, a section about the social media policy be added to the Comprehensive Media Plan.

Staff Note:

Changes to the Comprehensive Media Plan implemented for 2025 include:

- Substantially revised descriptions of AA Grapevine and La Viña activities
- Updated sections on the work of the Publishing Department and the Communication Services Departments
- Minor editorial updates throughout to continue to focus on strategic priorities rather than internal operational details.
- The addition of a list of video Public Service Announcements and the dates they were approved.

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It was noted by the trustees' Public Information Committee that while many of the suggestions communicated through the 2024 Additional Committee Considerations were helpful, not all of them could be implemented at this time. Work is ongoing, for instance, on development of an analytics dashboard and an AAWS social media policy.

Background:

1. 2025 Comprehensive Media Plan

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**PUBLIC INFORMATION
ITEM A
DOC. 1**

2025 Comprehensive Media Plan
Trustees' Public Information Committee
November 21, 2024

The Comprehensive Media plan is a tool for tracking ongoing work and serves as a guideline for how the A.A. Offices work together, budget, and plan in order to effectively carry the message to the alcoholic who still suffers. Overall, this document outlines how the General Service Office and the AA Grapevine/ La Viña support A.A. members in carrying the message to all who suffer from alcoholism. The development of this document occurs through close collaboration between the General Service Board, General Service Office, and AA Grapevine Office and is being presented to the Fellowship through the Conference process to better communicate the ongoing work and to capture feedback from the Fellowship on these efforts. The structure of this document and the content will evolve over time. Still, its use will remain critical in our efforts to effectively communicate to the world our message of hope and recovery from alcoholism.

Co-founder Bill W. championed these kinds of public communications, frequently reminding the Fellowship that A.A. members held the key that meant life or death to those who suffered from alcoholism. In the October 1959 AA Grapevine, he wrote,

From AA's very beginning our success with each new prospect has always rested squarely on our ability to identify ...in experience, in language, and especially in feeling--that profound feeling for each other that goes deeper than words. This is what we really mean when we say, "one alcoholic talking to another."

Years ago, however, we found that the kinship of having suffered severe alcoholism was often not enough in itself. To cross all barriers, our channels of communication had to be broadened and deepened.

As we continue to make our message available in traditional and new formats and channels, it is always important to remain true to who we are and what we do. Staying consistent with our principles and identity is critical to clearly communicating our message of hope and recovery from alcoholism, regardless of the format or channel through which we communicate.

Mass media has provided a key avenue for sharing the message of Alcoholics Anonymous since our earliest days. From almost the very beginning, members of our Fellowship grappled with the tension between self-promotion and making sure those who

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needed us had access to our lifesaving message. Over the last few decades, the media and technology landscape has evolved far beyond what our founders would have imagined. Balancing our Traditions with the ways we utilize technology is of critical importance. At the same time, “attraction rather than promotion” cannot be an excuse for failing to carry the message on platforms that members and potential members prefer. It is our responsibility to adapt to new digital opportunities and hold ourselves to the highest standards as a Fellowship.

Regular communication about our lifesaving content is vitally important, whether we do so through our Public Service Announcements (PSAs) and other short videos and printed material, or through shareable content to support recovering alcoholics already carrying the message of hope and recovery.

As we go on learning how to be more effective with this information in a multitude of channels such as our websites, Instagram (GV), YouTube, LinkedIn, Meeting Guide App, GV App, Online Business Profile listings, and podcasts, we will need to allow our employees the flexibility to pilot different approaches that fall within our guiding principles and to measure their effectiveness in carrying the message. For each new experiment, we will want to ask ourselves how to determine if this was effective in carrying the message. We will need to continue to ask ourselves if we are making the most of the strengths that each of our corporations brings. As our Executive Editor recently shared, AAWS publishes the collective voice of A.A., and Grapevine publishes the collected voices of A.A. members. Are we allowing each to shine as brightly as possible in carrying the message?

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Section 1: Introduction

Introduction

The Comprehensive Media Plan is a primary focus of the Trustees' Public Information Committee. It is submitted to the Conference Committee on Public Information annually for review. This document serves as a strategic communications plan and review for Alcoholics Anonymous and its incorporated brands. The following pages document current business standards and serves as a benchmark to build on. These documents are prepared to chart a course for communication strategy, measure effectiveness and accomplishments, and reevaluate their effectiveness as conditions change. The guiding principles for this plan are firmly rooted in the Twelve Steps and the Twelve Traditions of Alcoholics Anonymous.

Key Tenets for Communications Strategy

- Amplify the A.A. message of hope and recovery in traditional and digital media to reach key audiences, especially suffering alcoholics.
- Connect the suffering alcoholic with local resources that can provide immediate help.
- Create content that is inclusive and accessible to all we serve.
- Reach our audiences where they are and where they search for our messages.
- Ensure our message resonates with and is relevant to our key audiences.
- Continuously evaluate and recommend digital platforms that offer opportunities to amplify the A.A. message to our audiences and can be used in keeping with the Twelve Traditions and A.A. principles.
- Practice thoughtful stewardship of our limited financial and employee resources by strategically and carefully planning annual calendars of projects to pursue and determining what projects or functions can be put on hold without jeopardizing our effectiveness.
- Provide consistent/stable anchor points for members and partners to seamlessly connect to, utilize, and engage with our content.

Collaboration, content sharing, and coordination across our boards, committees, and corporations make our message stronger. Our communications to our wider audiences—including members, suffering alcoholics, the professional community, and the media—need to respond to current communications preferences and digital habits:

- Affinity for social media

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- Desire for more concise, engaging, and frequent communications
- Preference for mobile app-like experiences

The still sick and suffering alcoholic (our “intended audience”) is seeking our message online and on mobile apps, and an online visibility strategy is needed to ensure people are able to find us. Our online visibility strategy is based on digital marketing principles and tools.

Key Terms and Definitions

1. **Anonymity/Privacy** – Anonymity and online privacy are very different concepts. Users have control over their own online privacy; Google Safety has a Privacy Controls dashboard that allows users to see, control, and delete the data that Google tracks. Google Ads also has policies that prohibit advertisers from targeting users based on personal hardships or medical conditions, meaning that no one will ever be served an ad for a for-profit recovery center because they clicked one of our ads.
2. **Brand Identity** – This section represents the look and feel of our messaging. While a publication might include different images, depending on the intended audience (for instance teenage alcoholics vs. professionals), it would contain consistent elements that identify it as an A.A. communication.
 - 2.a -- A **brand** includes easily identifiable marks, messaging, and imagery that conveys its identity to its target audience.
 - 2.b -- A **brand voice** is the tone and personality. It conveys the particular vocabulary, attitude, and values of the brand to the external audience. **Brand, brand voice, and communication strategy** should be closely linked.
3. **Budget** - We should be strategic and mindful of utilizing Seventh Tradition contributions, staying mindful of the Board's fiduciary responsibility when embarking on projects.
4. **Information architecture** should define the best path and best content to meet the needs of each user group.
5. **Key Message:** There Is a Solution
6. **KPIs** – Key performance indicators are necessary to show our goals have merit

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and that we are adequately working towards executing them. KPIs are the foundation of accountability and reporting.

7. **Marketing** – The process of making a message or product visible to an intended audience. The General Service Office, the AA Grapevine Office, and the corporate boards use marketing tools not to sell anything but to carry the message of hope and recovery. To be effective, we embrace digital marketing best practices and hold our online presence to the highest possible standards.
8. **Media Objective** – To help the sick and suffering alcoholic and provide accurate information to the media and the public about A.A.
9. **Metatags** – snippets of code on every web page that communicate with search engines. They tell search engines what to display in search results for the page and how web browsers should display the page to visitors.
10. **Recovery Landscape** – A.A. and non-A.A. entities that provide similar or overlapping help to problem drinkers or provide the help that A.A. does *not* provide.
11. **SEO** – Search engine optimization is the practice of improving a website's rankings in search engine organic (unpaid) search results of relevant terms.
12. **Target Audience** – Those seeking help with a drinking problem and those who seek to assist them.

Section 2: Creative & Identity

This section covers the look and feel of the Alcoholics Anonymous brands, including AAWS, Grapevine/La Viña, and its communication assets.

AAWS

The GSO style guide provides internal stakeholders with current versions of our logos, colors, fonts, and other visual elements to aid branding consistency across all our materials and platforms.

The Publishing, Public Information, and Communication Services departments continue to bring older assets into alignment with current standards.

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AA Grapevine/ La Vina

Grapevine and La Viña have a contemporary look and a clear identity. Their assets mirror each other closely and have a visible “voice.” They do not come up in searches under ancillary keywords but do come up with direct keywords. Their consistency across all platforms is stronger than that of AAWS, as there is a clearer understanding of Grapevine and La Viña’s purpose: to gather and share the personal stories of A.A. members recovering from alcoholism.

A.A. members have found that this sharing of personal experience with another alcoholic is critical: it allows one alcoholic to identify with another, and this identification leads to the process of recovery. Grapevine and La Viña’s story-based content, then, makes them powerful tools for communicating the message of hope and recovery that alcoholics find in Alcoholics Anonymous. In addition, as monthly/bimonthly publications, Grapevine and La Viña stay current with the membership as it changes and grows, allowing it to continue functioning as the “mirror of the Fellowship” that Bill W. called it.

Section 3: Websites

The intent of this section is to focus on the primary websites for AAWS and AAGV. This includes the main landing pages, associated subpages, and store websites that sell AAWS or AAGV products.

aa.org

The goal of the A.A. website, aa.org, is to present Alcoholics Anonymous as a credible, relevant resource to new visitors and deliver value to existing members.

Content and Navigation for Key Audiences

- Suffering alcoholics looking for help/potential A.A. members
- Family members and friends of active alcoholics/ potential A.A. members
- Current A.A. members, inside and outside the service structure
- The professional community
- The media

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The landing pages on aa.org are designed to address the needs of each of these audiences. They are continuously evaluated and improved based on user feedback, current analytics, the needs of audiences, and availability of new content.

Advanced search capabilities

Search needs to deliver fast, accurate, easily understood results. In addition, the search functions independently in each language (English Spanish and French).

Connect Users to Their Local A.A. Entities

While AAWS, GSB, and GV/LV serve all members of the Fellowship in the U.S. and Canada, ours are not the only websites serving members. All over the U.S. and Canada, Areas, Districts, Central Offices and Intergroups (as well as other entities like Hospitals and Institutions (H&I) Committees and Bridging the Gap (BTG) committees) set up their own websites, many of which include useful information on local A.A. events and meetings.

Several years ago, we conducted a focus group with local entities, and they were overwhelmingly opposed to adding meeting finder functionality to aa.org. The commonly held belief was that people looking for meetings were a primary source of online traffic and general exposure for local entities and the services they provide for their local communities.

So, instead of providing A.A. meeting information, aa.org links users to local resources where they can access this information. A geographic search using the Find A.A. tool generates a list of local entities, usually a mix of GSOs, Intergroups/ Central Offices, Districts, Areas, and answering services closest to the user's location (see <https://www.aa.org/find-aa>). While many users appreciate this service, others complain about not being able to search directly for a meeting in their chosen location.

Providing accurate meeting information is one of the main responsibilities of local A.A. intergroups, central offices, areas, districts, and answering services. These entities are also local and better equipped to connect individuals with A.A. resources in their local area, and many have 24-hour phone coverage to provide assistance at

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any hour.

Service Materials for trusted servants

A.A. provides a variety of services through a local committee system. These committees are provided with resources by AAWS, Inc., most of which are available on our current website at aa.org/service-committees. Work is ongoing to make these pages more useful.

Optimized performance

AA.org is a heavily trafficked site and needs to deliver industry-standard response times both on desktop and mobile devices. Back-end performance, front-end performance, mobile versus desktop, payload sizes, and the number of assets, as well as time to first byte, should be continuously maintained and improved to meet rising technological standards.

Flexible and easy-to-update

We moved from custom software that required a technician to update to a robust content management solution where the AAWS staff has far more control to create and edit content independently of the web developer, significantly increasing our responsiveness to content changes and updates.

Cookies and Privacy

AA.org is compliant with current national and international privacy laws as they apply to non-profits and continues to work with appropriate parties to review our privacy policies and practices.

Translations

New content is translated and added to the French and Spanish versions of the website as soon as it is available.

Analytics

The General Service Office moved to Google Analytics for aa.org and Meeting Guide

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in 2021 in conjunction with the relaunch of aa.org. This brought our website, online bookstore, app, and Google Ads together under one analytics software for easier comparison and holistic planning. We also successfully updated our implementation of GA4, a newer tool for tracking analytics.

AA Grapevine and La Viña Websites

AA Grapevine maintains two websites: the Grapevine site, which includes the current magazine, archives, store, and other features, and the parallel La Viña site, for Spanish-speaking members.

The goal of Grapevine and La Viña websites is to increase the Fellowship's participation with Grapevine/La Viña—both with respect to consumption of and contribution to its content—and to thereby connect members with each other. We do this by:

1. publishing the magazines' content in digital form;
2. providing access to vast Story Archives;
3. maintaining member-based events calendars for AA events;
4. informing members of current and new Grapevine/La Viña offerings across many platforms; and
5. offering myriad channels and methods whereby users can submit stories, letters, audio stories, events, photos, illustrations, and more.

The home page for AA Grapevine features links to the current magazine and the Story Archive of thousands of Grapevine stories back to 1944. A Digital or Complete (Digital plus print) subscription is required to access the monthly magazine and Story Archive on aagrapevine.org (and the Grapevine app).

The home page also contains: a "Get Involved" page with links for Grapevine Reps (GVRs), an events calendar, including a link to submit events; the Carry the Message Project, which encourages A.A. members to purchase gift subscriptions for alcoholics in need; the Grapevine podcast; links to submit content of all kinds; the online store for Grapevine books, subscriptions, and other products; and more. External links take users to aalavina.org, aa.org, the GV/LV YouTube channel, the GV Instagram feed, and more. The site is a "one-stop shop" for users to access all things Grapevine, including subscriptions and purchases of GV products.

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Meanwhile, aalavina.org parallels aagrapevine.org but with unique content by and for Spanish-speaking members. As with aagrapevine.org, a Digital (includes app) or a Complete (Digital/app plus print) subscription is required to access the bimonthly magazine and La Viña Story Archive, which dates back to 1996.

AAGV Search capabilities

Search functions deliver fast, accurate, easily understood results. Stories (both current and in the archive) are searchable across five filters and three formats, as well as by general search. The search functions operate in the language native (English/Spanish) to each website.

AAGV Service Materials for trusted servants

The websites' "Get Involved"/"Servicio" landing pages offer myriad resources for members interested in participating with GV/LV, as well as specific landing pages for materials specific to GVRs, GV Area chairs, and other trusted servants.

Site Updates and Content Managed in House

All content is managed in-house by AAGV digital publishing, enabling AAGV to add/update content frequently on the two websites as necessitated by the publication of two periodicals, a weekly podcast, and much more. The team also manages both e-commerce sites. This model enables AAGV to keep the sites current and accurate while realizing efficiencies with respect to both time and costs. A third-party web developer is under contract.

Cookies and Privacy

Both websites including their e-commerce sites are compliant with current national and international privacy laws as they apply to non-profits. AAGV continues to work with appropriate parties to review our privacy policies and practices. Our web policy (including privacy/security, copyright, cookies and more) is easily found on the sites' home pages.

Translations

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It is important to note that content on the two websites, while largely parallel, is not identical; with the exception of some very early La Viña stories that were translated from the English, La Viña content is Spanish in origin. In addition, the editors for each magazine write webpage language specifically for their audience. In cases where new content that is relevant to both audiences must be posted on both websites, that language is translated, adapted, and formatted to be appropriate for their respective audiences.

AAGV Analytics

AA Grapevine uses Google Analytics (GA4) for both websites. Data is sent to a digital marketing firm (under contract) that handles reporting for both websites (including e-commerce sites). As with AAWS, our sites reflect best cookie opt-out and online privacy standards.

Online Business Profiles

Online business “profiles” are pages that display an organization’s information on directory websites, search engine result pages, social media, and business reviews. We currently have business listings on Google, Bing, and Yelp. The individual search platforms automatically generate these with our publicly available company contact information. In 2019 the office began to actively manage these in order to correct inaccuracies and improve public relations.

While the public reviews, comments, and questions features on these listings that cannot be turned off or removed, it is possible to respond to the comments to provide assistance and correct inaccuracies.

Google Ads

Participation in the Google Ads for Nonprofits program is the result of a 2017 Conference Advisory Action. The Google Ads grant gives us an opportunity to be visible where we otherwise would not have been able to reach our audiences online—especially suffering alcoholics. This is particularly useful because Google’s organic (non-paid) and paid search results are dominated by for-profit recovery centers that can afford to spend thousands of dollars per month on search engine optimization and ads.

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While this is a Conference-approved project, there have been questions about how our participation adheres to the Seventh, Eleventh, and Twelfth traditions. The Seventh tradition states that A.A. groups should be fully self-supporting, declining outside contributions.

After careful review, the A.A. General Service Conference agreed that the Google Ads grant program could be understood as similar to participation in the no-cost airing of non-profit public service announcements (PSAs) which has been a longstanding practice for A.A..

It was noted that just as broadcast of A.A.'s PSAs does not imply affiliation with the television networks that air them, participation in the Google Ad grant program does not imply affiliation with a search engine or any other entity.

Some members have voiced concerns about anonymity and Google Ads because of things like cookies and data tracking. Anonymity and online privacy are very different concepts. Users have control over their own online privacy; Google Safety has a Privacy Controls dashboard that allows users to see, control, and delete the data that Google tracks. Google Ads also has policies that prohibit advertisers from targeting users based on personal hardships or medical conditions.

Under this program, nonprofits have up to \$10,000 per month in ad placement value available. The GSO Communication Services Department is currently responsible for managing and updating Google Ads campaigns. This includes:

- Evaluating and experimenting with ad targeting
- A/B testing ad copy and design
- Adding/removing keywords and negative keywords
- Changing keyword match type
- Testing multiple landing page options
- Approving/denying basic campaign suggestions provided by Google Ads
- Generating quarterly reports

Three Google Search Ads campaigns are currently running: "Find a Meeting," "Get Help," and "For Professionals." For each of these campaigns, we assign keywords that, when searched for, may prompt our ad to appear in the Google search results. Our ads will never be shown unless someone searches for keywords and phrases directly related to our ads, restricting our potential audience to those actively seeking our message.

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Key points:

- All links in the ads lead back to aa.org, as required by the Google grant program.
- The highest click-through rates continue to relate to finding a meeting.

The Communication Services Department regularly evaluates the effectiveness of our campaigns, and the resources required to optimize our ads and fully take advantage of this program.

QR Codes and UTM Codes

QR codes are machine-readable codes consisting of an array of black and white squares, typically used for storing URLs or other information for reading by the camera on a Smartphone. GSO strives to adhere to best practices in its use of QR codes. The Publishing Department has begun adding QR codes to pamphlets and other publications. The office will continue to gauge usefulness and efficacy before making decisions on further usage.

At Grapevine and La Viña, QR codes are employed in much of the collateral material, especially postcards and display flyers, and their use will increase over time.

The AAWS 2025 *Catalog of Conference-approved literature and other Items* features QR codes, which link to aa.org the AA Grapevine and the AAWS webstore.

Implementation has begun on embedding UTM codes to links and QR codes to track engagement. A UTM code is a basic snippet of code added to the end of a URL to assist with tracking the performance of content campaigns.

UTM codes are in use at the Grapevine and GSO in various applications, including Meeting Guide news items, and Grapevine newsletters. GSO and Grapevine will continue to deploy UTM codes when appropriate and explore further applications.

Section 4: Public Relations

“We are trying our best to reach more of those 25 million alcoholics who today inhabit the world. We have to reach them directly and indirectly. In order to accomplish this, it will be necessary that understanding of A.A. and public goodwill towards A.A. go on growing everywhere. We need to be on even better terms with

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medicine, religion, employers, governments, courts, prisons, mental hospitals, and all those conducting enterprises in the alcohol field. We need the increasing goodwill of editors, writers, television, and radio channels. These publicity outlets—local, national, and international—should be opened wider and wider, always forgoing, however, high-pressure promotion tactics. It is to, and through, all these resources that we must try to carry A.A.'s message to those who suffer alcoholism and its consequences."

--Bill W. Concept XI, page C38 Twelve Concepts for World Service 1962

Strategy

Public Information staff work to convey information about A.A. to the general public. Key tactics include:

- Annually communicating to the media about our principle of anonymity.
- Identify representatives to speak about A.A. to the public, professionals, and the press.
- Working with an external vendor to ensure that our press releases are distributed to the best possible outlets.
- Reviewing media requests for information and interviews and looking for opportunities to dispel myths and carry the message about what A.A. is and how it works.
- Plan and track public communications, including press releases and other announcements.

Our Talking Points:

- *No matter what your age, no matter what your gender, or background, if you are drinking too much, A.A. offers a solution.*
- *Our competence to speak about alcoholism is limited in subject matter to Alcoholics Anonymous and its recovery program.*
- *Alcoholics Anonymous is a fellowship of people who share their experience, strength, and hope with each other that they may solve their common problem and help others to recover from alcoholism. The only requirement for membership is a desire to stop drinking.*

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Work with the Media

The General Service Office distributes up to six press releases annually. Releases are generated and coordinated through the Public Information assignment. Press release content creation is the responsibility of Public Information, and the Communication Services Department. All releases are made available in English, French, and Spanish. A recent list of press releases may be found on the [Press and Media page](#).

The Communication Services Department continues to evaluate the usefulness of press releases as a communications tool.

Other useful resources for communicating with the media and the general public include the electronic press kit (available online) and the FAQ page.

Grapevine and La Viña have their own processes for external communication. They don't issue press releases, rather they communicate with the Fellowship through email blasts, web posting, and notifications from the Grapevine app.

Direct Communications

Direct Communications include announcements sent to members, staff, board members, Delegates, Districts, Areas, and local Intergroup/Central offices.

Types of announcements include messages from the General Manager on any number of topics, including but certainly not limited to 7th Tradition updates and news about GSO of interest to the Fellowship. Announcements are sent out using the e-mail marketing platform Campaign Monitor, using the available data in the GSO NetSuite software. These messages are also shared via Meeting Guide app news and What's New?

Quarterly Reports are sent out from the General Service Board to all Conference members, and AAWS sends out AAWS Highlights on a Quarterly basis. These are also posted to What's New and Meeting Guide app.

AAGV sends the Grapevine and La Viña daily quotes to those who request them.

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Emails notifying readers of online “web exclusives” are sent weekly. On the apps, users are sent push notifications of the daily quote as well as their sobriety day count. Very occasional marketing pushes are sent via the app to subscribers regarding Carry the Message, new YouTube playlists, et al. Monthly newsletters are also sent (see below).

Newsletters

Box 4-5-9 is the Fellowship newsletter that publishes four times a year (Winter, Spring, Summer, Fall). The newsletter is published electronically and posted on aa.org. The electronic version is emailed to 60k+ members of the Fellowship, including those in the service structure and others who subscribe via aa.org.

AAGV sends the monthly Grapevine and bimonthly La Viña News, which contain news and information about the current magazines as well as other products and services, these are sent both as emails to those who request and/or have opted into it, and as PDFs to staff, board members, and appropriate trusted servants. AAGV also participates in GSO publications *Box 4-5-9* and Activity Updates from Group Services.

Section 5: Content Creation

TV PSAs

Public Service Announcements (PSAs) have long been recognized and used as PI tools for many non-profit organizations, including Alcoholics Anonymous. The first mention in the History & Actions of the Trustees’ Committee on Public Information is 1966, with the production of 15-second, 30-second, and 60-second television PSAs in the decades that followed.

Television stations air public service announcements in unsold commercial airtime. Whenever a station has a commercial break, if the ads during that break are not entirely sold out, stations will turn to PSAs to fill that gap. A.A. makes an investment in the production of the content, distribution, and tracking, and the stations provide the airtime. Therefore, PSAs fill a content need for the stations. The commercial value of the airtime provided to A.A. (as well as other nonprofits) over the years is in the hundreds of millions of dollars.

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The professional production quality of our PSAs is key to the success of the campaigns over the years. The better the quality of a PSA and the messaging, the more stations will play them. While it used to be that stations were mandated to provide airtime, that is no longer true. With the vast numbers of PSAs that come to the stations, high production values are essential for successful placement.

Local Public Information Committees also use PSAs within their committees and at information sessions. The PSAs are available on the aa.org website and on the AAWS YouTube channel for viewing by the public and by A.A. members. Local committees are also very helpful in getting broadcast quality PSAs to their local television stations and outlets that may not have been covered by GSO's initial distribution or providing an extra push to elevate the playing of our PSAs by building cooperative relationships.

Each year through the General Service Conference process, the trustees' Public Information Committee and Conference Committee on Public Information, in partnership with the Public Information Coordinator at GSO, work with the Fellowship to review the usefulness and relevance of the PSAs developed for Alcoholics Anonymous through this process:

- Existing PSAs are reviewed, and each is assigned a status: continue their distribution in their present form, perform select edits or retire the PSA.
- New PSAs may be requested for development.
- New distribution channels may be considered.

The GSO Staff on the PI Assignment leads any project to produce new PSAs, whether they are for broadcast television or radio placement, as well as to edit any existing PSAs. The production process includes our Communication Services Department and third-party service providers to create or edit a PSA. All new creative content is sent through the committee process to Conference for approval. Once approved, a service provider is engaged to ensure that the broadest possible distribution occurs throughout the U.S. and Canada service structure. Analytics and tracking data are provided to the committees for review.

The freshness of content is also important. At about the six-month mark of distribution for newly developed TV-PSAs, we typically start to see a dip in usage over time. Often, stations start to focus on newer campaigns, and airings start to decline. So, we re-distribute or "refresh" the PSAs to give the campaign a second wind and keep the results

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momentum. This gives stations another shot at airing the PSAs if they did not run them the first time. For stations that aired the spots and have taken them out of rotation, this also helps generate new airings. We use new station airings as the primary benchmark for refresh increases because growth in airings, impressions, and media value can come from existing stations.

Strategy

- Create high-quality content to ensure the broadest possible distribution
- Refresh content as needed
- Track performance to measure the impact of various executions and the overall success of the program
- The continued effective use of resources such as our PI Appointed Committee members, who are professionals in the field, is essential in terms of keeping an active eye on the ever-changing media landscape, ensuring we do not miss new opportunities.

Current PSAs

PSA Nickname	PSA Name (English)	Spanish	French	Advisory Action to Create	Advisory Action to Accept Final draft of PSA
"Hope"	Since Getting Sober I Have Hope	<u>Desde que logré mi sobriedad, tengo esperanza</u>	<u>« Depuis que je ne bois plus, j'ai de l'espoir. »</u>	2011	2012 (Tengo Esperanza approved. English and French were approved in 2016)
"Doors"	<u>Opening doors to a life without drinking</u>	<u>Abriendo las puertas a una vida sin beber</u>	<u>« Ouvrir les portes vers une vie sans alcool »</u>	2013	2015
"Changes"	<u>We made changes to stop drinking</u>	<u>Hicimos los cambios para dejar de beber</u>	<u>« Des changements pour arrêter de boire »</u>	2017	2018

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"Wall"	My Drinking Built a Wall	Mi forma de beber creó un muro a mi alrededor	« Ma consommation formait un mur autour de moi »	2019	2021
"Party"	When Drinking is No Longer a Party	Cuando beber deja de ser una fiesta	« Quand la boisson n'est plus un plaisir »	2019	2021

Radio PSAs

As with the television PSAs, A.A. has long found radio PSAs to be very effective tools. Currently, this is especially true in small, under-served, and remote locations, where local radio stations play a large part in service to those communities. In parts of the US and Canada, where infrastructure does not support more complex technologies, radio is a true lifeline. Therefore, the importance of providing content about A.A., such as our PSAs for those stations, becomes clear. In 2021 tag lines at the end of our PSAs were updated to reflect the latest contact information for A.A. Broadcast-quality PSAs are available on the website for direct download.

While radio might at first glance appear to be an older, less effective technology in terms of comparative reach, it is, in practice, one of our most valuable tools for local committees.

We do not directly distribute any radio PSAs. We're not currently tracking downloads from our websites, but this would be useful to implement in the future for tracking usefulness and distribution. Radio PSAs are regularly reviewed for effectiveness.

Podcasts

GSO Podcast

The goal of GSO Podcast is to be a powerful platform to reach members wanting to know more about GSO and the A.A. service structure while expanding the public's understanding of A.A. as an organization and demystifying the Fellowship and dispelling misconceptions.

History

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The 2022 Conference Committee on Public Information supported the development of a GSO podcast. Work on the podcast began in 2022. Launch of the first season is expected in early 2025.

Strategy

Each episode will invite listeners to visit aa.org to learn more about A.A. and will direct them to Meeting Guide app to find a meeting near them.

AAGV Podcast

The Grapevine podcast typically consists of candid and entertaining conversation between hosts (all longtime A.A. members) and guests (either a member or a friend of A.A.) sharing their experience, strength, and hope with each other in a light-hearted setting akin to “the meeting after the meeting.” Like the magazine, each episode offers both humor and inspiration while tackling the very serious topic of recovery from alcoholism. This past year the podcast added an additional host.

The podcast also shares information about Grapevine products and services; refers listeners to the Instagram page; and encourages listeners to participate in AA and Grapevine-related events and programs such as Carry the Message.

History

Grapevine released the first episode of “The AA Grapevine Half-Hour Variety Hour on October 4, 2021. As of November 2024, the weekly podcast has 162 episodes, with close to a million downloads. The podcast is available on the AA Grapevine app, all popular podcast platforms (Apple podcasts, Spotify, etc.) and via Grapevine’s podcast player at <https://www.aagrapevine.org/podcast>. Currently the podcast ranks among the top 1.5% of podcasts worldwide.

Goals

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- To enrich members' sobriety and attract alcoholics to A.A.
- To build community with and between other A.A. members
- To provide accessible content to A.A. members, available anytime and anywhere
- To raise awareness about Grapevine/La Viña magazines, the GV/LV apps, digital subscriptions, books, and other GV/LV products, and to encourage their use as Twelfth Step tools

Strategy

- Personal narrative/story invites identification (critical to recovery)
- Casual "Fellowship-style" atmosphere and encouragement of audience participation build feelings of community and inclusion among A.A. members
- Regular features such as "Ask the Oldtimer," "What's in a Name," "Stump the Thumper" (Big Book trivia), and humor from Grapevine keep the podcast entertaining and lively, much like the magazine
- Podcast's availability through multiple outlets and channels ensures its accessibility to potential listeners
- Interviews with Grapevine/La Viña staff and board members educate listeners about GV/LV products, including their effectiveness as Twelfth Step tools

User-generated Content

While sharing individual stories of hope and recovery from alcoholism have long been a key part of how we carry the message, more recently AAWS has begun to more systematically collect and distribute content that is created and/or curated by members themselves. One example is the Young People's video project (in which young people are encouraged to create, and upload anonymized short videos of their own experience with sobriety). For revisions to the pamphlets "A.A. for the Black and African American Alcoholic" and "A.A. for the Native North American," A.A. members from those communities have been invited onto working groups to collect, select and edit stories.

We seek user-generated content when:

1. When we believe that our message will be most effective if members of the target audience help craft the message

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2. We believe that user-generated content will provide perspectives or insights that are different from those that might be crafted through more conventional content development mechanisms
3. User-generated content will be more engaging
4. User-generated content will be more cost-effective

What kinds of guidelines do we provide content creators?

- 1 Technical requirements (varies by project)
- 2 Creator(s) must be AA members
- 3 Content must be original (may not appear on other platforms)
- 4 Content must adhere to AA's anonymity traditions
- 5 Focus on stories that will help alcoholics identify
- 6 Content creators must be at least 18 years of age
- 7 Content creators must be within the boundaries of the U.S. and Canada A.A. General Service Structure
- 8 Submissions should be in English, Spanish or French
- 9 By submitting their content, content creators agree to assign copyright and editorial control to AAWS. Public Information staff work with GSO's legal staff to formalize this process with permission/ consent forms.

Section 6: Literature

AAWS Publishing Department

Very early in our history, A.A. made the decision to be its own publisher, a decision that has meant a great deal to the unity, growth, and financial health of the movement.

Starting with the Big Book, A.A. has developed a broad range of materials designed to carry the A.A. message of recovery and articulate the principles of the A.A. program.

The Publishing department coordinates all aspects of creating, printing, and revising these materials, including all books, pamphlets, CDs, DVDs, e-books, audiobooks, and other formats. In addition to Conference-approved materials, AAWS publishes service materials such as guidelines and bulletins, and much of the material published by AAWS is also available in different formats, including large print editions, braille, and ASL.

The Publishing department manages the AAWS webstore and collaborates with member

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services and the finance department (and with input and approvals by the AAWS board, as needed) on managing inventory, reprints, list prices, new formats, and special offers.

The Language Services department is responsible for translating literature into French and Spanish for A.A. members in the U.S. and Canada.

The Legal, Licensing and Intellectual Property department is responsible for working with other countries to have A.A. materials translated into multiple languages as requested by those countries. This department also keeps track of all copyrights and permissions.

The Conference Approval Process

The addition of a new book or pamphlet is not approached lightly. Here is an outline of the process:

- Usually, the expressed need is well-researched by Conference and trustees' committees, which move the idea forward. If the need does not appear to be urgent or broad enough to justify a new publication, the project is abandoned or deferred; if the need is clear, work is started.
- From the first draft to the last, committee and staff members — and occasionally a broadly representative special panel, subcommittee or workgroup, — are free to criticize and to suggest, underlining what they feel will best express the A.A. point of view. This process takes time — months or even years.
- When all the preparation work is completed, a manuscript is forwarded to the appropriate Conference committee for discussion. If the committee recommends approval, it moves to the Conference as a whole. If not, it returns to the appropriate trustees' committee or the Publishing department for further review, revision, and discussion.
- If two-thirds of Conference members approve publishing the manuscript as presented or with specific edits approved by the body, the new piece of literature is entitled to bear the designation, "This is A.A. General Service Conference-approved literature." The same process is used for developing audiovisual and digital materials.

For AA Grapevine and La Viña, the Conference reviews proposed topics for every Grapevine and La Viña book as well as Grapevine policies. The Conference does not

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review material in advance of publication in the Grapevine or La Viña magazines; to attempt this as a matter of procedure or policy would be impractical for a monthly or bimonthly magazine, and the Conference Charter notes that “nothing herein shall compromise the Grapevine editor’s right to accept or reject material for publication.”

Books & Pamphlets

“Today, as in the early days of Alcoholics Anonymous, the A.A. message of recovery from alcoholism is carried by one alcoholic talking to another. However, since the publication of the first edition of the Big Book in 1939, literature has played an important role in spreading the A.A. message and imparting information about the A.A. Twelve Step program of recovery. A.A. co-founder Bill W., who often called the influence of A.A. literature ‘incalculable,’ wrote in the May 1964 issue of the Grapevine, ‘Suppose, for instance, that during the last twenty-five years, A.A. had never published any standard literature...no books, no pamphlets. We need little imagination to see that by now, our message would be hopelessly garbled. Our relations with medicine and religion would have become a shambles. To alcoholics, generally, we would today be a joke and the public would have thought us a riddle. Without its literature, A.A. would certainly have bogged down in a welter of controversy and disunity.’”

(The Language of the Heart, p.348)

The cornerstone of our program and A.A. literature is the book titled *Alcoholics Anonymous* generally known as “the Big Book,” which was first published in 1939. More than 40 million copies of the title have been sold across 75 different languages, with 28 translations pending in various stages of development. Today the title is available in a range of formats, including print, digital, audio, braille, large print, and ASL.

A.A. World Services Inc. (AAWS), one of the two service corporations of A.A. (the other being AA Grapevine, Inc. or AAGV), publishes not only the Big Book but additional book titles, including “Twelve Steps and Twelve Traditions,” “Daily Reflections,” “Came to Believe,” “As Bill Sees It,” “Living Sober” “Our Great Responsibility” the newly released “Plain Language Big Book, a tool for reading Alcoholics Anonymous” and more. Each title is available in a variety of formats and a number of different languages as well. In addition, AAWS publishes more than 60 pamphlets on a wide range of topics.

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In addition to the monthly and bimonthly magazines, Grapevine publishes books and related items in English and Spanish, as well as a smaller number in French. Books consist of selected stories, articles, and jokes taken from the magazines. *Language of the Heart*, which contains all of Bill W.'s 150-plus Grapevine articles, is consistently Grapevine's best seller. All titles are also available as eBooks, and some are available as audiobooks as well. AAGV generally publishes one to two new Grapevine titles and one La Viña title each year. AAGV has a robust multimedia presence, with mobile device apps, a website featuring the Grapevine archives, as well as a podcast, Instagram and YouTube channel, and a daily quote email.

AAWS Publishing Strategy

Develop a broad range of materials designed to carry the message of recovery and articulate the principles of the A.A. program.

Publish the historical and contemporary experiences of recovering members of A.A. through their personal stories.

Ensure A.A. content reaches the broadest possible audience through a variety of strategies and AAWS board-approved initiatives:

- Translate materials into a variety of languages, with Spanish and French being primary “domestic languages”
- Create a wide range of formats so the message of recovery can be carried to the Fellowship in whatever forms they prefer to consume content.
- Develop a variety of accessible formats to ensure the message can reach those with various accessibility challenges. And complement that format strategy with distribution strategies to reach audiences such as incarcerated persons.
- Develop targeted content to reach the broad scope of the fellowship and enable our diverse members to see themselves easily in the program. Ranging from Black and Hispanic members to the young and LGBT to those of various faiths and many more.
- Develop targeted content to reach those outside the fellowship who serve as important referrals of the still sick and suffering alcoholic to the program, including medical, human resources, legal, and corrections professionals as well as faith leaders and educators.

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- Bring forward new and emerging trends, technologies, and publishing-industry best practices to achieve the most favorable costs of goods, meet the “reading” public where they are, and achieve the widest audience for our items of literature.

Top Selling AAWS Titles in 2024

Books

English	Spanish	French
Alcoholics Anonymous , hardcover Alcoholics Anonymous, softcover Twelve & Twelve, softcover Twelve & Twelve, hardcover	Twelve & Twelve, softcover Alcoholics Anonymous, hardcover Living Sober Alcoholics Anonymous, softcover	Daily Reflections Alcoholics Anonymous, hardcover Alcoholics Anonymous, softcover As Bill Sees It

Pamphlets

English	Spanish	French
A Newcomer Asks	¿Es AA para usted?	Notre Méthode
Is A.A. for You?	¿Es A.A. Para Mi?	Voici les AA
Questions & Answers on Sponsorship (Glued)	Esto es A.A.	Les AA sont-ils pour vous?
This is A.A. (Glued)	Preguntas Frecuentes Acerca de A.A.	Différentes avenues la spiritualité
Frequently Asked Questions about A.A.	Un Principiante Pregunta	Un Nouveau Veut Savoir
A Brief Guide to A.A. (glued)	Preguntas y Respuestas Sobre el Apadrinamiento	Questions et Réponses sur le Parrainage
Is A.A. For Me? (Glued)	Los Jóvenes en A.A.	Le Sens De L'anonymat
Problems Other Than Alcohol	Los Doce Pasos Ilustrados	Sondage Sur Les Membres des AA
Do You Think You're Different?	Una Breve Guía a A.A.	Les Jeunes et les AA
Young People in A.A.	Problemas Diferentes del Alcohol	Ya-t-il un Alcoolique dans votre Vie?
The A.A. Group	Mejor que Estar Sentado en Celda	Le mot « Dieu » — Membres agnostiques et athées chez les AA
Women in A. A.	El Grupo de A.A.	Petit Guide Pratique Sur Les AA

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Top Selling AAGV Titles in 2024 (English, Spanish and French)

1. *Our Twelve Steps*
2. *Emotional Sobriety: The Next Frontier*
3. *Spiritual Awakenings*
4. *Language of the Heart (softcover)*
5. *Emotional Sobriety II*
6. *Voices of Women in AA*
7. *Prayer and Meditation*
8. *Oración y Meditación*
9. *El Lenguaje del Corazón*
10. *The Grapevine Daily Quote Book*

The Magazines: Grapevine and La Viña

AA Grapevine is the international journal of Alcoholics Anonymous. Written, edited, illustrated, and read by A.A. members and others interested in the A.A. program of recovery from alcoholism, Grapevine is a lifeline linking one alcoholic to another. Often referred to as “our meeting in print,” AA Grapevine communicates the experience, strength, and hope of its contributors and reflects a broad spectrum of current A.A. experience with recovery, unity, and service—making it a highly effective Twelfth Step Tool.

The awareness that every A.A. member has an individual way of working the program permeates the pages of the Grapevine. Throughout its history, the magazine has been a forum for the varied and often divergent opinions of A.A.s around the world. As such, articles are not intended to be statements of A.A. policy, nor does publication of any article imply endorsement by either A.A. or the Grapevine.

Each month’s issue spotlights a particular theme, for example “Remote Communities,” “Dating & Relationships,” “Spiritual Awakenings,” “AA Around the World,” “Atheist & Agnostic in AA,” and so on. Sections in every issue include “Steps & Traditions,” “Young & Sober,” “AA News,” “Dear Grapevine” (letters), and “At Wit’s End” (jokes). La Viña follows a similar structure, with bimonthly spotlights and regular features.

La Viña History

In 1995, the General Service Conference addressed the expressed need within the

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United States and Canada for a Spanish-language edition of the Grapevine and gave its approval to the idea. In July 1995, a special edition of the Grapevine in Spanish was produced, containing articles that had already appeared in the English magazine. La Viña launched as a bimonthly publication for Spanish-speaking members of A.A. in June 1996.

Grapevine and La Viña Story Archives

Almost every Grapevine article and letter ever published has been preserved online; items available number in the thousands and continue to increase with stories printed in the magazines as well as online exclusives. With articles written by A.A. members from June 1944 to the present, Grapevine's Story Archive offers a vivid account of A.A. history (including every article published in Grapevine by co-founder Bill W.) as well as a view of the Fellowship today. La Viña's archive reaches back to its founding in 1996.

Full access to the vast Grapevine and the La Viña Archives is available with the purchase of the respective Digital/App or Complete subscription. Visitors can search it by location, author, or subject to find the first version of the Traditions, to learn what A.A.s have said about such topics as sponsorship and self-support, and to explore how much—and how little—A.A. has changed. Readers may also browse through the collection by department, topic, or date to find hundreds of jokes and cartoons, along with thousands of articles.

GSO Newsletters and Bulletins

In 2023, an internal working group comprising CSD, Staff, Operations, and Publishing began to take a deeper look at newsletters produced by GSO and how they might be updated/redesigned in look and content to better serve members.

- *Box 4-5-9*: quarterly; special articles cover public information, cooperation with the professional community, and correctional and treatment facilities activities; English, French and Spanish editions. Free digital subscriptions are available through aa.org.
- *About A.A.*: published semiannually; designed to inform professionals interested in alcoholism (the only bulletin aimed primarily at non-A.A.s). English, French and Spanish editions. Free digital subscriptions are available through aa.org.
- *Quarterly Report*: covers activities of the General Service Board, including A.A. World Services Inc., and A.A. Grapevine, Inc. English, French and Spanish

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editions.

- Sharing from Behind the Walls: four issues a year; contains excerpts from letters received at GSO from people in custody; distributed by local correctional facilities committees to A.A. groups behind the walls. English, French and Spanish editions.

Literature in Corrections Settings

Conference-approved AAWS and Grapevine copyrighted eBooks and audiobooks are available on tablets and desktops in corrections venues, prisons, and jails. They can now be accessed by people in custody and by the professionals who serve them.

Strategy

Grapevine and AAWS continue to work to contract key vendors who supply tablets in correctional facilities in the United States. The plan is to continue to enlarge the number of vendors we have contracts with and increase the range of items of A.A. literature available. The Canadian Corrections Working Group has been appointed to help get literature on tablets in Canada and to increase awareness and participation in the Corrections Correspondence Service.

Progress report

The current number of tablets managed is approximately 317,000, but it will soon increase to more than 400,000 throughout the United States.

Current Statistics

- GTL & Edovo (These vendors share content)
 - Tablets – a total of 117,100 in 209 facilities across 44 Areas.
 - E-Books – 12 English titles, 9 French & Spanish titles.
 - For the period March-November there have been 4,855 new starts, and 694 completes.
 - Audio Books – 3 titles in English, French, & Spanish. 13,892 total starts, 9,724 completes.
 - The Big Book and *Living Sober* are the most downloaded audiobooks. We are currently in the finishing stages of producing an audiobook for *Daily Reflections (first quarter 2023 release)*.

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- Securus Jpay – (Lantern educational portal)
 - Tablets – a total of 200,000+ in 240 facilities
 - Same ebooks (no audiobooks) as on GTL/Edovo
 - Reporting yet to be accessed
- Ingram CoreSource – OverDrive (Libraries and Institutions)
 - Same selection on ebooks and audiobooks are available for access via institutional Libraries and venues that use this vendor hub (primarily jails).
 - Reporting is yet to be accessed – vendor dashboard is being redesigned

Section 7: Social Media

AAWS YouTube Channel

The current AAWS YouTube channel was launched in 2017. There are over 10,000 subscribers to the channel as of October 2024. The videos include informational videos for members of the Fellowship, professionals, and all of the current video PSAs. Through YouTube analytics, we can gain insights about visitors to our channel to help us understand our audiences.

Goals

- To create an online video channel for access to online videos developed by Alcoholics Anonymous with a clean, attractive design.
- To provide public AAWS video content, offering local service structures and Inter-groups the ability to embed video content directly into their local websites.
- To share AAWS video content more broadly in a contemporary medium while significantly improving the ability to find videos online.

GV YouTube

As of November 2024, the AA Grapevine /La Viña YouTube channel offered 325 videos and had more than 14.3k subscribers. In an average month, 7k videos are viewed. The most popular videos on the channel receive between 100 and 700 monthly views each. In a typical month, one to three of the top 10 most-viewed videos are in Spanish. Most videos feature stories recorded by members of the Fellowship and are presented in an

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audio-only format to protect anonymity. AAGV also produces videos and video “shorts” that provide information about Grapevine and La Viña products, especially the apps. Episodes of the podcast are also available on YouTube.

In 2024, AAGV helped to facilitate and later posted a playlist of member story videos in American Sign Language (ASL) that received several thousand views within the first month. (Videos feature non-members copy signing members’ stories in ASL.) Launched later in the year were playlists featuring stories by YPAA (Young People in AA) members. In addition, in part because the use of playlists on YouTube can enhance user engagement and increase channel views, AAGV launched several Grapevine (English-language) and La Viña (Spanish-language) playlists of members’ stories on a particular theme.

AAWS LinkedIn

LinkedIn is a professional social networking platform that hosts more than 600 million professional profiles along with 55 million companies listed on the site. AAWS’s presence on LinkedIn allows us to communicate and share our mission with the professional community by providing relevant and informative content.

Approved by the General Service Conference in 2018, the AAWS LinkedIn channel has the following goals:

- Offer another digital resource, in addition to www.aa.org, where professionals can find accurate information about A.A.
- Broaden the reach of the *About A.A.* newsletter for professionals.
- Provide a platform where our professional friends may recommend A.A.
- Raise awareness of exhibits staffed by local CPC committees at national and local professional conferences.
- Expand the network of our professional friends and perhaps deepen the pool of Class A Trustee candidates.
- Reinforce the continuing relevance and efficacy of A.A. to professionals.

Instagram

Currently, AAGV Instagram has more than 13k followers on GV and 1.8k on LV, increasing daily. For Grapevine, posts generally receive 100 likes on average. GV posts typically twice per day, and La Viña slightly less frequently. Posts and reels include the

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daily reflection, “overheard at A.A.,” photo contest entries, notices of new magazines and books, upcoming events, cartoons/jokes, photos of Grapevine/La Viña displays at A.A. events, and more. For the most part, top posts for the year consisted of “Overheard at A.A.” posts, and photos from popular events. The posts with the least likes were often those more directly related to sales or products on the website and encouragements to sign up for the newsletter or to subscribe to the magazine. For La Viña, the most popular posts were inspirational quotes, calls for photo submissions, and photos of events. A typical La Viña post receives around 30 likes.

In keeping with AAGV’s mission, posts on both accounts are primarily directed at alcoholics “inside and outside the rooms.” GV/LV also seeks to communicate with professionals who could be instrumental in helping A.A. to reach alcoholics. For both Instagram accounts, comments are disabled. Of note: Several Instagram accounts are impersonating AAWS, which could confuse members or potential members trying to find us on Instagram.

The Grapevine Instagram account has been quite successful in terms of the number of subscribers and engagement, indicating an audience. An AAWS account and the GV account could work in tandem, each increasing the reach of the other through linking and tagging while providing useful content to our audience.

Comments

As a result of a 2017 Advisory Action, comments are disabled wherever possible on our social media accounts, namely on the YouTube channels, LinkedIn, and GV Instagram. This decision was made partly to restrict members’ ability to break their own anonymity in comments on our content and to avoid disparaging or inaccurate comments about A.A. getting associated with our content.

Some members have expressed concern about this decision, suggesting that because comments and engagement are key factors in social media visibility algorithms, by turning off comments, we may inadvertently harm our visibility and engagement on these platforms and hinder our ability to carry the message.

Section 8: Apps

Meeting Guide App

Purpose

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- Connect people with the A.A. message of recovery by connecting them with local A.A. meetings.

Strategy

The App Support team holds regular strategy meetings where the team reviews the project backlog which includes client outreach, entity feature requests, bugs, user feature requests, entity outreach, distribution/channel improvements, backend improvements, improved entity access, and data improvements.

Highlights

- Accurate, credible list of A.A. meetings
- Links to purchase literature and read Daily Reflections
- Announcements from GSO and AA Grapevine

Analytics

The primary use of analytics is to gather data on what and how features are being used, and to help us determine the App roadmap.

GV LV App Release

Goals

- To enhance members' sobriety
- To provide highly accessible content
- To build GV/LV subscriptions
- To expand awareness of the GV/LV brand and its range of products
- To increase participation in the GV/LV community among A.A. members
- To introduce new ways of interacting with the Fellowship

The Grapevine and La Viña apps officially launched on Friday, September 1, 2023. Members can download the apps for free from the Apple App Store for iPhone, or from Google Play for Android. Certain features such as the daily quote and Sobriety Calculator are free to all; however, users must have or purchase a Digital subscription to access the monthly magazines, the Story Archives, and other content via the apps and the websites are priced at \$2.99 per month or \$29.99 per year for Grapevine and \$1.49 per month or

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\$14.99 per year for La Viña. Complete (print plus Digital) subscriptions also available. Subscriptions may be purchased through the app or on the website. With the advent of the apps, the Grapevine and La Viña ePub were discontinued. The apps are available exclusively in the U.S. and Canada at this time.

As of November 2024, there have been about 48k Grapevine and 1.7k La Viña app downloads. About 14k and 400 individuals have digital/app subscriptions to GV and LV respectively.

Highlights

- Daily sobriety calculator and spiritual practices checklist (free)
- Easy access to magazine content and Story Archives (with subscription)
- Direct links to all website features, including calendar of events, GVR/RLV resources, Meeting Guide app, and so on
- External links to the GV/LV YouTube channel, GV and LV Instagrams, and the Meeting Guide app,
- Two free stories for non-subscribers (new in 2024).
- Biometric log-in (new in 2024).

Attraction efforts include email blasts, presentations at events, Instagram videos, website notices, Meeting Guide app news, and a FAQs page on aagrapevine.org and aalavina.org. App subscriptions peak on weekends when Grapevine staff and directors are travelling to events and present the apps to the Fellowship. Outreach (both virtual and in person) to raise awareness about the apps and encourage subscriptions remains a high priority.

Subscriptions to and download of the apps continue to grow. Since launch, the Grapevine app has consistently ranked among the top 40 magazine and newspaper app downloads in the Apple App Store. Users can now share two stories a month with non-subscribers and post events on Grapevine's calendar. Push notifications inform subscribers of their daily sobriety count, the Grapevine daily quote, and, occasionally, current news and offerings. Special features focused on the International Convention, sobriety milestones, and more are in discussion. Necessary updates and bug fixes continue apace.

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Section 9: Next Steps for the CMP

The CMP is a living document that is meant to be improved, updated and reviewed regularly. The goal of the 2025 CMP is to create a strategic roadmap and a set of shared resources.

This document offers key stakeholders the opportunity to review our efforts in light of industry standards and provide guidance where necessary.

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2025 Conference Committee on Public Information

ITEM B: Public Service Announcements (PSAs):

Background notes:

Secretary's Note:

PSAs have been created and made available for radio and television broadcast since 1966. Over the years, new PSAs were regularly developed, including some focused on young people and PSAs in Spanish and French.

Background:

1. 2025 Reporting on the "Relevance and Usefulness of Audio and Video PSAs."
2. Progress report on the Mesmerize Point PSA distribution channel.
3. Suggestion to develop new video PSA
4. 2024 Report on distribution and tracking of PSAs

2025 Conference Committee on Public Information

ITEM B: Public Service Announcements (PSAs):

1. Reviewing PSAs for Usefulness and Relevance

Background notes:

Secretary's Note:

Beginning in 1999, the trustees' Public Information Committee began to conduct annual reviews of all TV PSAs. The resulting reports have been subsequently reviewed each year by the Conference Committee on Public Information.

In 2023, the trustees' PI Committee agreed to add an annual review of the radio PSAs to their agenda.

From the February 1, 2025 meeting of the trustees' Public Information Committee:

The Committee reviewed the 2025 Annual Review of PSAs for Usefulness and Relevance report and **agreed to forward** the report to the 2025 Conference Committee on Public Information.

From a January 20, 2024 interim meeting of the trustees' Public Information Committee, held virtually:

The chair asked committee members to share their observations about the English language radio Public Service Announcements (PSAs), which each member had listened to prior to the meeting. The comments from the committee members were captured by the staff secretary for inclusion in the Annual Report on Relevance and Usefulness of PSAs, which is forwarded to the Conference Committee on Public Information each year.

While the overall comments from the committee about the radio PSAs were positive, there was a consensus that as a group, the radio PSAs did not reflect the kind of diverse voices and diverse perspectives that would help ensure that the message of A.A. is reaching the widest possible audience of still suffering alcoholics.

The committee agreed that while some radio PSAs might be a little dated, they hoped to gather more information before making any formal recommendations about retiring or re-recording them to the Conference Committee on PI. The committee asked the staff secretary to investigate when the radio PSAs were produced and, if possible, to report back on any available data that would inform the committee about how these are being used by trusted servants and if they are being listened to on aa.org. The committee looks forward to an update at the July 2025 meeting.

From a September 5, 2024, interim meeting of the trustees' Public Information Committee:

The committee reviewed the three 2024 GSC Advisory Actions that were related to the relevance and usefulness of Public Service Announcements, noting that implementation of these advisory actions was already underway.

The committee discussed the 2024 Public Information committee considerations related to the annual review of video and audio PSAs for relevance and usefulness.

The committee noted that while the reports historically generated by external partners on the distribution of video PSAs are useful, those reports have not provided information that would make it possible to gauge the impact of individual PSAs, nor to compare the impact of one PSA to another. The committee agreed that future discussions of PSA usefulness and relevance might be improved with comparative data from AAWS YouTube channel.

The committee discussed various methods of evaluating Spanish-language and French-language PSAs for usefulness and relevance and agreed to create a pilot evaluation plan for Spanish and French PSAs. The pilot will consist of a short survey, based on the evaluation tool questions that have historically been used to review English language PSAs for usefulness and relevance.

The committee agreed that the French and Spanish translations of the survey should be sent to all delegates, asking them to forward to a few members in their Areas who spoke those languages.

The committee agreed that for the purpose of the pilot, the Year 1 survey would focus on video PSAs and the Year 2 survey would focus on radio PSAs.

The committee asked the staff secretary to create the draft survey and looks forward to a progress report at the November 2024 meeting.

From the 2024 Additional Committee Considerations from the Conference Committee on Public Information:

The committee reviewed the 2023 report on the "Relevance and Usefulness of Video Public Service Announcements." Committee members noted that the membership survey seems to indicate that members are not finding AA through the media. The committee expressed general criticism about the tone and communication style of the current PSAs.

The committee suggested that the annual report on "Relevance and Usefulness of Video Public Service Announcements" be revised to more clearly articulate the process for suggesting changes or retirement of any PSAs.

The committee requested that any suggestions to retire Public Service Announcements be communicated as agenda items.

The committee suggested that the trustees' Public Information Committee reimagine the overall strategy for Public Service Announcements (PSAs) and offered the following suggestions:

- Noting the challenge of balancing budget constraints and the need to update our PSAs, that the trustees' PI Committee consider less expensive methods of creating and modifying content.
- That shorter PSAs are more useful (:60 is too long)
- The committee suggested that consideration be given to working with Australia's service structure to use the Australian Public Service Announcements in the U.S. and Canada.

The committee also suggested that the staff secretary continue to encourage local Public Information committees to distribute Public Service Announcements (PSAs) in their local areas.

Secretary's note:

The trustees' PI Committee reviewed all suggestions related to the development of new PSAs. It was noted that the reports we have received from Connect360 (the external vendor that distributes our PSAs) indicates that 60 second PSAs are still being selected and aired by stations.

Background:

1. 2025 report on the "Relevance and Usefulness of Audio and Video PSAs."
2. Plan for evaluating Spanish and French language PSAs

2025 Report on the Relevance and Usefulness of
Audio/Video Public Service Announcements

At the July 2024 meeting of the trustees' PI Committee, Robert L., the committee chair, requested that the full trustees' Public Information Committee review the video and audio PSAs currently in circulation.

At a September 2024 interim meeting, the committee discussed the 2024 Public Information committee considerations related to the annual review of video and audio PSAs for relevance and usefulness.

The committee discussed the lack of comparative data about each of the video PSAs, noting that while the reports historically generated by external partners on the distribution of video PSAs are useful, those reports have not provided information that would make it possible to gauge the impact of individual PSAs, nor to compare the impact of one PSA to another. The committee agreed that future discussions of PSA usefulness and relevance might be improved with comparative data from AAWS YouTube channel.

At the November 2024 meeting, the committee watched five of the English language PSAs and provided the following feedback to the staff secretary, which will be incorporated into the Annual Report on Usefulness and Relevance and forwarded to the 2025 Conference Committee on Public.

The committee expressed appreciation for the themes of the videos, especially "hope" and asked for consideration to include these ideas and messages in future videos.

The committee agreed to offer a suggestion to the Conference Committee on Public Information that the reference to a phone book in the video "*Since Getting Sober I have Hope*" be removed.

The committee agreed that it would be advantageous to create new PSAs, but given the current budget constraints, offered a suggestion that one video at a time be developed.

The committee agreed to forward a suggestion to the 2025 Conference Committee on Public Information that a new video PSA be developed.

Note: The suggestion to the 2025 Conference Committee on Public Information that a new video PSA be developed was added as a separate item to the 2025 Conference Committee on PI agenda.

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At a January 20, 2025, interim meeting, the committee chair asked committee members to share their observations about the English language radio Public Service Announcements (PSAs).

While the overall comments from the committee were positive, there was a consensus that taken as a group, the radio PSAs did not reflect the kind of diverse voices and diverse perspectives that would help ensure that the message of A.A. is reaching the widest possible audience of still suffering alcoholics.

The committee also noted that some radio PSAs, particularly the shorter ones, seemed to lack a message with depth and weight. (See for example “I could feel the happiness”)

A concern was expressed about the PSA “We’re all in this together” that to some listeners it might sound like A.A. is “for white people.” Other committee members noted that this PSA does have a powerful message.

The committee noted that while they appreciated the inclusion of closing “bumpers” featuring Meeting Guide app, someone unfamiliar with Alcoholics Anonymous might find this message confusing. The committee agreed that for future PSAs, consideration might be given to developing “bumpers” with a call to action more closely tied to the content or message of the PSA.

The committee agreed that while some radio PSAs might be a little dated, they hoped to gather more information before making any formal recommendations about retiring or re-recording them to the conference committee on PI. The committee asked the staff secretary to investigate when the radio PSAs were produced and, if possible, to report back on any available data that would inform the committee about how these are being used by trusted servants and if they are being listened to on aa.org.

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2025 trustees' Committee on Public Information
Draft Plan for Evaluating Spanish and French language
Audio/Video Public Service Announcements

The committee discussed a variety of options for reviewing Public Service Announcements in French and Spanish. The committee agreed that for future review of PSAs, they would like to invite feedback from Hispanophone and Francophone Area Delegates (and possibly, past Area Delegates) on the PSAs, using the review grid provided by the staff secretary.

The committee agreed that it might not be necessary to review every PSA every year and asked the staff secretary to draft a review schedule for the committee to consider at the July 2025 meeting.

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2025 Conference Committee on Public Information

ITEM B: Public Service Announcements (PSAs):

2. Report on Mesmerize Point Distribution of PSAs

Secretary's note:

At the February 1, 2025 meeting of the trustees' Public Information Committee, the staff secretary reported that despite repeated requests in 2024, Mesmerize Point had neither provided written reports on their distribution of AAWS Public Service Announcements (PSAs) on their "Point of Care" video screens, nor were they available to execute an updated Statement of Work. However, in conversations Mesmerize Point did express willingness to continue the relationship, renew a contract and provide future reporting.

Background notes:

From the February 1, 2025 meeting of the trustees' Public Information Committee:

The committee reviewed the staff secretary's report on the Mesmerize Point PSA distribution project. After a wide-ranging discussion, the committee agreed that it would be beneficial to continue utilizing this distribution if the option continues to be available. The staff secretary will research the current status of our agreement with Mesmerize Point.

The committee also suggested that it would be useful to explore whether other "Point of Care" vendors, similar to Mesmerize Point, offer non-profits free of charge opportunities for running PSA spots on their video terminals, and if they would be willing to include AAWS Public Service Announcement videos on their platforms.

From the November 2, 2024 meeting of the trustees' Public Information Committee:

The committee agreed to table discussion of the Mesmerize Point PSA distribution project to the February 2025 meeting.

The staff secretary reported that one company with "point of care" video screens in

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medical and pharmacy settings in Canada had been contacted. The company shared that the free-of-charge spots in their inventory had been allocated to other non-profits. The committee accepted the report and asked the staff secretary to occasionally stay in contact with the organization to check to see if there would be availability for A.A. PSAs in their content stream.

From the July 27, 2024 meeting of the trustees' Public Information Committee:

The committee discussed the staff report on Mesmerize Point PSA distribution channel and the 2024 Public Information committee considerations related to Mesmerize Point.

The committee agreed that it is important to receive regular reporting from PSA distribution partners, and suggested that the staff secretary approach Mesmerize Point to inquire about whether the current practice could be modified so that quarterly reports could be provided to the committee in the future.

The committee suggested that the staff secretary outline an approach to vendors working in Canada who might wish to include AAWS PSAs on video platforms in medical or pharmaceutical settings. It was noted that any agreement would have to include provisions to ensure that placement of AA PSAs is done in such a way that avoids implied affiliation. The committee looks forward to a progress report at the November meeting.

2024 Additional Committee Considerations from the Conference Committee on Public Information:

The committee discussed the progress report on the Mesmerize Point Public Service Announcement (PSA) distribution channel and was pleased to see the ongoing opportunity to reach a large audience at no cost. The committee suggested that the trustees' Public Information Committee renew the annual contract with Mesmerize Point for the 2024-25 year, providing it could be done so at no cost. The committee suggested that the trustees' PI Committee research whether there are opportunities like Mesmerize Point available in Canada.

The committee expressed support for requesting more data about the impact and reach the PSAs have through Mesmerize Point. The committee looks forward to a report to be brought to the 2025 Conference Committee on Public Information.

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The committee expressed support for adding QR codes to our Public Service Announcements (PSAs) as soon as possible and requested that the Communication Services Department provide estimates for the cost of doing so and suggested the work be done if it could be completed for less than \$5,000.

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2025 Conference Committee on Public Information

ITEM B: Public Service Announcements (PSAs):

3. Develop a new PSA

Background notes:

Secretary's Note:

PSAs have been created and made available for radio and television broadcast since 1966. Over the years, new PSAs were regularly developed, including some focused on young people and PSAs in Spanish and French.

Advisory Actions for the most recently produced Public Service Announcements suggested a maximum budget for each of \$50,000 (in 2019).

Historically the General Service Conference has recommended that new public service announcements be developed on a regular schedule. For example, in 2002:

Advisory Action of the 52nd General Service Conference:

It was recommended that: A four-year replacement schedule for television public service announcements (P.S.A.s) be implemented to replace one television P.S.A. each year over the next four years, with an estimated production budget for each P.S.A. of \$30,000, not including inflationary increases.

Note: After the initial four years, this cycle would continue, with the oldest P.S.A. being replaced each year, and the budget reviewed annually. Proposed new P.S.A.s require Conference approval before distribution.

From a September 5, 2024 interim meeting of the trustees' Public Information Committee:

The committee agreed that at a future meeting, it would be useful to discuss the creative process for developing PSAs, and how cultural relevance for French language communities and Spanish language communities could be explicitly built into the process.

From the November 2, 2024 meeting of the trustees' Public Information Committee

The committee **agreed to forward** a suggestion to the 2025 Conference Committee on Public Information that a new video PSA be developed.

Secretary's note:

The staff secretary has been asked to add the suggested discussion topic of how to create PSAs that are culturally relevant to the draft agenda for the July 2025 meeting of the trustees' Public Information Committee.

Background:

1. Grid of PSAs 2002-2024

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PUBLIC INFORMATION
ITEM B.3
DOC. 1

Year	PSA name (EN)	SP	FR	Production Budget	Distribution and Tracking Budget	When PSA was Retired
2002	Reach Out			\$30,000	\$30,000	
2003	We Know what it's like			\$30,000	\$30,000	2014
2005	Living in Chaos			\$30,000	\$40,000	2014
2006	Testimonials			\$30,000	\$31,000	2015
2007	A Force of Nature			\$30,000	\$30,000	2015
2008	I thought			\$30,000	\$35,000	2016
2010	My World			\$40,000	\$35,000	2019
2012	Tengo Esperanza	Tengo Esperanza	J'ai de l'espoir	\$40,000	\$40,000	
2015	Opening doors to a life without drinking	Abriendo las puertas a una vida sin beber	Ouvrir les portes vers une vie sans alcool	\$30,000	\$40,000	
2016	Since getting sober, I have hope (EN and FR version of Tengo Esperanza)	Tengo Esperanza	J'ai de l'espoir	\$24,000	\$40,000	
2018	We made changes to stop drinking (Changes)	Hicimos los cambios para dejar de beber	Des changements pour arrêter de boire	\$40,000	\$42,000	
2019/ 2021	When Drinking is no longer a Party (Party)	Cuando beber deja de ser una fiesta	Quand la boisson n'est plus un plaisir	\$50,000	\$30,000	
2019/ 2021	My Drinking Built a Wall (Wall)	Mi forma de beber creó un muro a mi alrededor	Ma consommation formait un mur autour de moi	\$50,000	\$30,000	
2024-5	Party and Wall (re-distribution and tracking)	Fiesta y Pared	Plaisir et mur		\$65,000 (Note, this includes \$48K for tracking and \$17K for distribution)	

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CONFIDENTIAL: 75th General Service Conference Background

2025 Conference Committee on Public Information

ITEM B: Public Service Announcements (PSAs):

4. Report on tracking and distribution of PSAs

Background notes:

Staff note:

During the second half of 2024, in accordance with the Advisory Action of the 74th General Service Conference, the PI desk launched a new campaign with external vendor Connect360 to distribute and track two PSAs (in English, Spanish and French) to broadcast TV stations in the U.S. and Canada. In the first quarter of distribution, the campaign has resulted in more than 6,500 airings with a value of more than \$2.6 million.

The attached reporting does not yet reflect Canadian distribution. In Canada, PSAs cannot be broadcast until given a “telecaster number.” As of November 15, 2024, these numbers had been secured and distribution to Canadian stations (in English and French) had begun. Reporting on those efforts will be provided to us in January 2025.

From the December 2, 2024 interim meeting of the trustees’ Public Information Committee:

The committee agreed to forward to the Conference Committee on Public Information the October 2024 Connect360 report on distribution of PSAs.

From the November 2, 2024 meeting of the trustees’ Public Information Committee:

The committee reviewed the report from external vendor Connect360 detailing the distribution of PSAs. It was reported that in October English-language PSAs aired on 42 stations in the U.S. for a value of \$999,404 in donated media. During that same time, Spanish-language PSAs aired on twelve unique stations in the U.S. for a value of \$73,636 in donated media. Canadian distribution of the same PSAs during this time was paused, pending the assignment of Canadian telecaster numbers and the inclusion of that data in the digital broadcast files.

The committee looks forward to a progress report at the February 2025 meeting

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Advisory Action of the 74th General Service Conference:

It was recommended that in addition to the work of local committees, that two Public Service Announcements be distributed on broadcast media, tracked and evaluated at a cost of \$17,000 which would be in addition to the \$48,000 that is planned to be spent to track the Value of Donated airtime on PSAs in 2024 per the audit requirement. The total expenditure should not exceed \$65,000 and that the information gathered from the process be brought back to the 2025 Conference Committee on Public Information.

2024 Additional Committee Considerations from the Conference Committee on Public Information:

The committee reviewed the memo from the General Service Office Chief Financial Officer related to tracking Public Service Announcements. In addition, the committee reviewed background addendum on both distribution and tracking of TV PSAs, noting that \$48,000 to track PSAs has been accepted as an audit requirement. The committee requested that this expense be allocated to the trustees' Finance and Budgetary Committee budget. The committee suggested that for the tracking of PSAs more cost-effective means of tracking be researched.

The committee also suggested that the staff secretary continue to encourage local Public Information committees to distribute Public Service Announcements (PSAs) in their local areas.

Staff note:

There is a long history of using external vendors to distribute and track PSAs, starting with an Advisory Action of the 52nd General Service Conference (*This was the first Advisory Action to professionally distribute, track, and evaluate PSAs. This has become the practice when a new PSA is produced, with Conference-approval.*)

Note: 2024 and 2025 expenses related to tracking and reporting on the media value of PSA broadcasts were not allocated to the trustees' Public Information budget.

Background:

1. Connect360 Report, October 2024

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Connect360 – PSA Distribution Reports

U.S. English and Spanish TV PSA Reports – 8/27/24-10/31/24

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TV PSA - Executive Summary

8/27/2024 - 10/31/2024

Project Number: 37782

Title: Alcoholics Anonymous 2024 English TV PSA Distribution

Client:
Alcoholics Anonymous

Release Date: 08/27/2024

Report Date: 11/18/2024

of Stations: 1,900

Party :60

Party :30

Party :15

Wall :60

Wall :30

Wall :15

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CONFIDENTIAL: 75th General Service Conference

TV PSA - Executive Summary

Station Results

Title	This Month				Total			
	Number of Stations	Number of Airings	Number of Impressions	Media Value	Number of Stations	Number of Airings	Number of Impressions	Media Value
Party :60	21	634	4,019,829	\$490,023	21	1,129	7,553,716	\$905,567
Party :30	25	680	3,840,075	\$195,953	27	1,092	6,074,812	\$317,662
Party :15	14	134	3,009,049	\$93,447	16	245	5,757,863	\$173,189
Wall :60	25	1,252	3,581,479	\$387,830	26	2,054	5,175,770	\$621,135
Wall :30	31	907	3,698,578	\$218,096	33	1,509	5,713,485	\$322,866
Wall :15	15	348	2,274,306	\$74,049	18	552	3,443,216	\$118,383
Grand Totals =	55 *	3,955	20,423,316	\$1,459,398	57 *	6,581	33,718,862	\$2,458,802

* Total Unique Stations

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Campaign Daypart Results

		Number of Stations	% Total	Number of Airings	% Total	Audience Impressions	% Total	Media Value	% Total
Early Morning:	5 AM - 9 AM	43	75%	1,097	17%	2,330,531	7%	\$154,141	6%
Daytime:	9 AM - 4 PM	43	75%	1,187	18%	10,561,583	31%	\$528,785	22%
Early Fringe:	4 PM - 8 PM	43	75%	870	13%	7,872,916	23%	\$603,215	25%
Primetime:	8 PM - 10 PM	30	53%	373	6%	2,845,579	8%	\$392,037	16%
Late Evening:	10 PM - 1 AM	43	75%	1,001	15%	6,022,945	18%	\$559,854	23%
Late Night:	1 AM - 5 AM	55	96%	2,053	31%	4,085,308	12%	\$220,770	9%
Grand Totals =				6,581	100%	33,718,862	100%	\$2,458,802	100%

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Campaign DMA Market Penetration

Rank	Number of Stations	% Total	Number of Airings	% Total	Audience Impressions	% Total	Media Value	% Total
National/Cable	6	11%	730	11%	23,820,257	71%	\$1,408,118	57%
1 - 10	4	7%	223	3%	1,495,313	4%	\$65,445	3%
11 - 25	3	5%	135	2%	850,706	3%	\$25,117	1%
26 - 50	9	16%	470	7%	1,181,986	4%	\$47,536	2%
51 - 75	1	2%	17	0%	9,832	0%	\$239	0%
76 - 100	2	4%	534	8%	2,138,721	6%	\$106,620	4%
101 - 150	8	14%	709	11%	776,287	2%	\$81,887	3%
151 - 210	24	42%	3,763	57%	3,445,760	10%	\$723,840	29%
210 +								
Grand Totals =	57	100%	6,581	100%	33,718,862	100%	\$2,458,802	100%

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Campaign Demographic Results

	Audience Impressions	% Total
Persons 12+	33,718,862	100%
Adults 18+	31,177,326	92%
Adults 18-34	7,026,441	21%
Adults 25-54	15,029,729	45%
Adults 55+	21,771,309	65%
Teens 12-17	2,541,490	8%
Men 18+	17,406,490	52%
Men 18-34	4,077,145	12%
Men 25-54	8,553,311	25%
Women 18+	13,770,836	41%
Women 18-34	2,949,296	9%
Women 25-54	6,476,418	19%

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C360 PSA Highlights Report

Project Number: 37782
Project Name: Alcoholics Anonymous 2024 English TV PSA Distribution
Release Date: 08/27/2024
Reporting Period: 08/27/2024 - 10/31/2024

MONTHLY RESULTS HIGHLIGHTS:

Monthly Airings: 3,955
Monthly Impressions: 20,423,316
Monthly Media Value: \$1,459,398

National /Regional Placements: AT&T Sports Net Pittsburgh 2, AT&T SportsNet Pittsburgh, FSN SportsTime Ohio-BSN Great Lakes, FSN-BSN Ohio, NESN Plus HD, NESN/New England Sports Network

Top 25 Markets Reached: PHILADELPHIA, PA, ATLANTA, GA, BOSTON (MANCHESTER), MA-NH, INDIANAPOLIS, IN

New Markets Reached: ATLANTA, GA, ERIE, PA, GRAND RAPIDS-KALAMAZOO-BATTLE CREEK, MI, IDAHO FALLS-POCATELLO, ID, INDIANAPOLIS, IN, KANSAS CITY, MO

TOTAL RESULTS HIGHLIGHTS:

Cumulative Airings: 6,581
Cumulative Impressions: 33,718,862
Cumulative Media Value: \$2,458,802
Total Number of Markets Reached: 34

Percentage of Airings in Non-Overnight Hours (TV Only): 69%
Top PSA Performers (By Airings):
Wall :60 - 2,054 airings
Wall :30 - 1,509 airings

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TV PSA - Station Airing Detail

8/27/2024 - 10/31/2024

Project Number: 37782 **Release Date:** 08/27/2024
Title: Alcoholics Anonymous 2024 English TV PSA Distribution **Report Date:** 11/18/2024
Client: Alcoholics Anonymous **# of Stations:** 1,900

Party :60	Party :30	Party :15	Wall :60
Wall :30	Wall :15		

TV PSA - Station Airing Detail

Station	Affiliation	City	State	This Month			Total			
				Airings	Audience Impressions	Media Value	Airings	Audience Impressions	Media Value	
DMA - National / Regional				Totals =	391	13,785,091	\$855,216	730	23,820,257	\$1,408,118
AT&T Sports Net Pittsburgh 2				126	784,133	\$55,278	222	1,478,810	\$104,632	
AT&T SportsNet Pittsburgh				106	8,119,576	\$423,673	169	12,045,959	\$588,627	
FSN SportsTime Ohio-BSN Great Lakes				51	103,140	\$6,544	85	148,220	\$8,266	
FSN-BSN Ohio				51	2,341,985	\$236,330	104	4,953,615	\$472,643	
NESN Plus HD				40	32,530	\$1,451	97	93,377	\$4,373	
NESN/New England Sports Network				17	2,403,727	\$131,940	53	5,100,276	\$229,577	
DMA - 5 PHILADELPHIA, PA				Totals =	2	13,152	\$413	3	20,040	\$637
WPSG-TV	Independent	Philadelphia	PA	2	13,152	\$413	3	20,040	\$637	
DMA - 7 ATLANTA, GA				Totals =	217	1,442,096	\$63,917	217	1,442,096	\$63,917
WATC-TV	Independent	Norcross	GA	217	1,442,096	\$63,917	217	1,442,096	\$63,917	

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TV PSA - Station Airing Detail

Station	Affiliation	City	State	This Month			Total			
				Airings	Audience Impressions	Media Value	Airings	Audience Impressions	Media Value	
DMA - 9 BOSTON (MANCHESTER), MA-NH				Totals =			3	33,177	\$891	
WHDH-TV	Independent, ThisTV	Boston	MA				1	25,081	\$676	
WLVI-TV	CW Television Network	Boston	MA				2	8,096	\$215	
DMA - 25 INDIANAPOLIS, IN				Totals =	135	850,706	\$25,117	135	850,706	\$25,117
WTTK-TV	ABC Television Network, CBS Television	Indianapolis	IN	42	39,660	\$1,162	42	39,660	\$1,162	
WTTV-TV	CBS Television Network, Independent	Indianapolis	IN	42	39,660	\$1,162	42	39,660	\$1,162	
WXIN-TV	FOX Broadcasting Company	Indianapolis	IN	51	771,386	\$22,793	51	771,386	\$22,793	
DMA - 26 NASHVILLE, TN				Totals =	55	255,756	\$7,177	99	519,718	\$14,346
WTVF-TV	CBS Television Network, Independent	Nashville	TN	55	255,756	\$7,177	99	519,718	\$14,346	
DMA - 33 KANSAS CITY, MO				Totals =	1	3,425	\$81	1	3,425	\$81
KMCI-TV	Bounce TV, Grit, Independent	Kansas City	MO	1	3,425	\$81	1	3,425	\$81	
DMA - 34 AUSTIN, TX				Totals =	5	13,348	\$338	14	56,963	\$1,818
KTBC-TV	FOX Broadcasting Company	Austin	TX	5	13,348	\$338	14	56,963	\$1,818	
DMA - 38 MILWAUKEE, WI				Totals =	4	23,909	\$970	5	32,425	\$1,090
WITI-TV	FOX Broadcasting Company	Milwaukee	WI	4	23,909	\$970	5	32,425	\$1,090	
DMA - 41 JACKSONVILLE, FL				Totals =	33	74,417	\$2,984	56	127,565	\$5,006
WJXX-TV	ABC Television Network, ThisTV	Jacksonville	FL	29	46,648	\$2,295	47	79,796	\$3,797	
WTLV-TV	Antenna TV, NBC Television Network	Jacksonville	FL	4	27,769	\$689	9	47,769	\$1,209	
DMA - 43 GRAND RAPIDS-KALAMAZOO-BATTLE CREEK, MI				Totals =	295	441,890	\$25,195	295	441,890	\$25,195
WOOD-TV	Bounce TV, NBC Television Network	Grand Rapids	MI	24	154,620	\$9,415	24	154,620	\$9,415	
WOTV-TV	ABC Television Network, Grit	Grand Rapids	MI	119	161,707	\$8,102	119	161,707	\$8,102	
WXSP-TV	Cozi TV, MyNetworkTV	Grand Rapids	MI	152	125,563	\$7,678	152	125,563	\$7,678	
DMA - 66 SPOKANE, WA				Totals =	6	3,698	\$90	17	9,832	\$239

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TV PSA - Station Airing Detail

Station	Affiliation	City	State	This Month			Total			
				Airings	Audience Impressions	Media Value	Airings	Audience Impressions	Media Value	
KLEW-TV	CBS Television Network, Grit	Lewiston	ID	6	3,698	\$90	17	9,832	\$239	
DMA - 87 COLORADO SPRINGS-PUEBLO, CO				Totals =	10	17,616	\$617	23	63,127	\$2,355
KKTV-TV	CBS Television Network, MyNetworkTV	Colorado Springs	CO	10	17,616	\$617	23	63,127	\$2,355	
DMA - 97 MYRTLE BEACH-FLORENCE, SC				Totals =	299	1,149,073	\$57,473	511	2,075,594	\$104,265
WBTW-TV	Antenna TV, CBS Television Network	Myrtle Beach	SC	299	1,149,073	\$57,473	511	2,075,594	\$104,265	
DMA - 110 FT. WAYNE, IN				Totals =	338	253,496	\$37,682	549	432,376	\$61,818
WISE-TV	CW Television Network	Fort Wayne	IN	121	75,959	\$10,981	160	94,930	\$13,484	
WPTA-TV	ABC Television Network, NBC Television	Fort Wayne	IN	217	177,537	\$26,701	389	337,446	\$48,334	
DMA - 133 WAUSAU-RHINELANDER, WI				Totals =	48	38,257	\$1,234	61	46,243	\$1,576
WAOW-TV	ABC Television Network	Wausau	WI	11	4,425	\$202	24	12,411	\$544	
WSAW-TV	CBS Television Network, MyNetworkTV	Wausau	WI	4	9,357	\$323	4	9,357	\$323	
WYOW-TV	ABC Television Network, CBS Television	Wausau	WI	9	1,887	\$84	9	1,887	\$84	
WZAW-TV	FOX Broadcasting Company	Wausau	WI	24	22,588	\$625	24	22,588	\$625	
DMA - 134 COLUMBUS-TUPELO-WEST POINT, MS				Totals =	26	116,815	\$5,217	42	172,031	\$7,731
WTVA-TV	ABC Television Network, NBC Television	Tupelo	MS	26	116,815	\$5,217	42	172,031	\$7,731	
DMA - 141 TOPEKA, KS				Totals =	25	66,159	\$6,047	57	125,637	\$10,762
WIBW-TV	CBS Television Network, MyNetworkTV	Topeka	KS	25	66,159	\$6,047	57	125,637	\$10,762	
DMA - 153 ROCHESTER-MASON CITY-AUSTIN, MN				Totals =	308	195,394	\$17,767	648	376,426	\$34,739
KIMT-TV	CBS Television Network, MyNetworkTV	Mason City	IA	308	195,394	\$17,767	648	376,426	\$34,739	
DMA - 154 ERIE, PA				Totals =	99	212,792	\$25,278	99	212,792	\$25,278
WFXP-TV	FOX Broadcasting Company	Erie	PA	82	151,394	\$19,533	82	151,394	\$19,533	
WJET-TV	ABC Television Network, Independent	Erie	PA	17	61,398	\$5,745	17	61,398	\$5,745	
DMA - 155 IDAHO FALLS-POCATELLO, ID				Totals =	69	39,881	\$4,940	69	39,881	\$4,940

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TV PSA - Station Airing Detail

Station	Affiliation	City	State	This Month			Total			
				Airings	Audience Impressions	Media Value	Airings	Audience Impressions	Media Value	
KIDK-TV	FOX Broadcasting Company	Idaho Falls	ID	32	10,786	\$1,253	32	10,786	\$1,253	
KIFI-TV	ABC Television Network, CBS Television	Idaho Falls	ID	37	29,095	\$3,687	37	29,095	\$3,687	
DMA - 168 HATTIESBURG-LAUREL, MS				Totals =	32	12,717	\$757	46	21,260	\$1,425
WHPM-TV	FOX Broadcasting Company	Meridian	MS	32	12,717	\$757	46	21,260	\$1,425	
DMA - 173 HARRISONBURG, VA				Totals =	36	43,877	\$4,537	83	87,216	\$9,129
WSVW-TV	CW Television Network	Harrisburg	VA	36	43,877	\$4,537	83	87,216	\$9,129	
DMA - 174 JACKSON, TN				Totals =	48	14,051	\$2,711	86	22,323	\$4,273
WNBK-TV	NBC Television Network	Meridian	MS	48	14,051	\$2,711	86	22,323	\$4,273	
DMA - 176 CHARLOTTESVILLE, VA				Totals =	42	77,598	\$5,870	97	189,264	\$14,154
WVIR-TV	NBC Television Network	Charlottesville	VA	42	77,598	\$5,870	97	189,264	\$14,154	
DMA - 178 ELMIRA (CORNING), NY				Totals =	1	231	\$36	6	4,556	\$457
WETM-TV	Independent, NBC Television Network	Elmira	NY	1	231	\$36	6	4,556	\$457	
DMA - 182 JONESBORO, AR				Totals =	341	158,184	\$47,702	667	333,881	\$111,431
KJNB-TV	FOX Broadcasting Company	Meridian	MS	341	158,184	\$47,702	667	333,881	\$111,431	
DMA - 183 ALEXANDRIA, LA				Totals =	283	322,161	\$46,346	449	556,852	\$82,287
KALB-TV	CBS Television Network, NBC Television	Alexandria	LA	192	244,112	\$34,561	268	376,780	\$57,029	
KLAX-TV	ABC Television Network, ME TV	Alexandria	LA	91	78,049	\$11,785	181	180,072	\$25,258	
DMA - 184 LAREDO, TX				Totals =	113	46,432	\$9,611	236	113,102	\$23,989
KXOF-TV	FOX Broadcasting Company	Laredo	TX	113	46,432	\$9,611	236	113,102	\$23,989	
DMA - 189 LAFAYETTE, IN				Totals =	4	581	\$130	6	913	\$246
WPBY-TV	ABC Television Network, ME TV, PBS	Lafayette	IN	4	581	\$130	6	913	\$246	
DMA - 190 LIMA, OH				Totals =	241	509,905	\$108,797	505	1,027,994	\$226,702
WLIO-TV	FOX Broadcasting Company	Lima	OH	137	372,005	\$81,280	303	767,744	\$172,846	

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TV PSA - Station Airing Detail

Station	Affiliation	City	State	This Month			Total			
				Airings	Audience Impressions	Media Value	Airings	Audience Impressions	Media Value	
WOHL-TV	FOX Broadcasting Company	Lima	OH	104	137,900	\$27,517	202	260,250	\$53,856	
DMA - 191 GREAT FALLS, MT				Totals =	279	32,093	\$8,364	465	51,838	\$13,299
KRTV-TV	CBS Television Network, Independent, M Great Falls		MT	279	32,093	\$8,364	465	51,838	\$13,299	
DMA - 192 MERIDIAN, MS				Totals =	34	12,136	\$1,840	47	15,600	\$2,212
WGBC-TV	FOX Broadcasting Company	Meridian	MS	15	7,429	\$1,086	22	9,800	\$1,305	
WMDN-TV	Bounce TV, CBS Television Network	Meridian	MS	19	4,707	\$754	25	5,800	\$907	
DMA - 195 GREENWOOD-GREENVILLE, MS				Totals =	108	194,858	\$84,196	213	389,599	\$168,179
WABG-TV	FOX Broadcasting Company	Greenville	MS	56	120,165	\$53,165	115	249,909	\$108,335	
WNBD-TV	NBC Television Network	Greenville	MS	27	20,700	\$6,378	52	33,296	\$10,361	
WXVT-TV	CBS Television Network	Greenville	MS	25	53,993	\$24,653	46	106,394	\$49,483	
DMA - 203 HELENA, MT				Totals =	27	1,521	\$748	41	2,263	\$1,100
KXLH-TV	CBS Television Network	Helena	MT	27	1,521	\$748	41	2,263	\$1,100	
Grand Totals =				3,955	20,423,316	\$1,459,398	6,581	33,718,862	\$2,458,802	

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TV PSA - Executive Summary

8/27/2024 - 10/31/2024

Project Number: 37783

Release Date: 08/27/2024

Title: Alcoholics Anonymous 2024 Spanish TV PSA Distribution

Report Date: 11/18/2024

Client:
Alcoholics Anonymous

of Stations: 280

La fiesta :60	La fiesta :30	La fiesta :15	El muro :60
El muro :30	El muro :15		

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TV PSA - Executive Summary

Station Results

Title	This Month				Total			
	Number of Stations	Number of Airings	Number of Impressions	Media Value	Number of Stations	Number of Airings	Number of Impressions	Media Value
La fiesta :60	10	208	135,851	\$15,988	11	413	232,026	\$29,593
La fiesta :30	12	261	194,830	\$11,568	13	559	506,380	\$27,868
La fiesta :15	8	158	322,864	\$13,075	11	357	499,752	\$19,064
El muro :60	8	128	115,385	\$10,655	9	276	189,509	\$20,730
El muro :30	11	228	133,535	\$8,193	12	521	475,227	\$26,386
El muro :15	11	137	244,143	\$9,929	12	345	526,535	\$19,403
Grand Totals =	16 *	1,120	1,146,608	\$69,408	19 *	2,471	2,429,429	\$143,044

* Total Unique Stations

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Campaign Daypart Results

		Number of Stations	% Total	Number of Airings	% Total	Audience Impressions	% Total	Media Value	% Total
Early Morning:	5 AM - 9 AM	12	63%	425	17%	229,373	9%	\$12,365	9%
Daytime:	9 AM - 4 PM	16	84%	714	29%	673,838	28%	\$26,057	18%
Early Fringe:	4 PM - 8 PM	15	79%	472	19%	570,026	23%	\$33,858	24%
Primetime:	8 PM - 10 PM	13	68%	205	8%	316,559	13%	\$31,142	22%
Late Evening:	10 PM - 1 AM	14	74%	298	12%	340,796	14%	\$27,708	19%
Late Night:	1 AM - 5 AM	16	84%	357	14%	298,837	12%	\$11,914	8%
Grand Totals =				2,471	100%	2,429,429	100%	\$143,044	100%

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Campaign DMA Market Penetration

Rank	Number of Stations	% Total	Number of Airings	% Total	Audience Impressions	% Total	Media Value	% Total
National/Cable	1	5%	63	3%	85,440	4%	\$4,562	3%
1 - 10	1	5%	1	0%	15,082	1%	\$288	0%
11 - 25	6	32%	236	10%	1,197,112	49%	\$58,835	41%
26 - 50	1	5%	161	7%	420,152	17%	\$16,900	12%
51 - 75	2	11%	1,267	51%	334,855	14%	\$23,201	16%
76 - 100	4	21%	203	8%	58,054	2%	\$3,353	2%
101 - 150	1	5%	528	21%	311,047	13%	\$31,593	22%
151 - 210	3	16%	12	0%	7,687	0%	\$4,312	3%
210 +								
Grand Totals =	19	100%	2,471	100%	2,429,429	100%	\$143,044	100%

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Campaign Demographic Results

	Audience Impressions	% Total
Persons 12+	2,429,429	100%
Adults 18+	2,138,822	88%
Adults 18-34	740,231	30%
Adults 25-54	1,547,330	64%
Adults 55+	1,492,006	61%
Teens 12-17	290,452	12%
Men 18+	911,164	38%
Men 18-34	387,643	16%
Men 25-54	492,057	20%
Women 18+	1,227,658	51%
Women 18-34	352,588	15%
Women 25-54	1,055,273	43%

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C360 PSA Highlights Report

Project Number: 37783
Project Name: Alcoholics Anonymous 2024 Spanish TV PSA Distribution
Release Date: 08/27/2024
Reporting Period: 08/27/2024 - 10/31/2024

MONTHLY RESULTS HIGHLIGHTS:

Monthly Airings: 1,120
Monthly Impressions: 1,146,608
Monthly Media Value: \$69,408

National /Regional Placements: Mexicalan

Top 25 Markets Reached: LOS ANGELES, CA, PHOENIX (PRESCOTT), AZ, ORLANDO-DAYTONA BEACH-MELBOURNE, FL, DENVER, CO, MIAMI-FT. LAUDERDALE, FL, CHARLOTTE, NC

New Markets Reached: IDAHO FALLS-POCATELLO, ID, ORLANDO-DAYTONA BEACH-MELBOURNE, FL, PHOENIX (PRESCOTT), AZ

TOTAL RESULTS HIGHLIGHTS:

Cumulative Airings: 2,471
Cumulative Impressions: 2,429,429
Cumulative Media Value: \$143,044
Total Number of Markets Reached: 13

Percentage of Airings in Non-Overnight Hours (TV Only): 86%
Top PSA Performers (By Airings): La fiesta :30 - 559 airings
El muro :30 - 521 airings

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TV PSA - Station Airing Detail

8/27/2024 - 10/31/2024

Project Number: 37783 **Release Date:** 08/27/2024
Title: Alcoholics Anonymous 2024 Spanish TV PSA Distribution **Report Date:** 11/18/2024
Client: Alcoholics Anonymous **# of Stations:** 280

La fiesta :60 La fiesta :30 La fiesta :15 El muro :60
 El muro :30 El muro :15

TV PSA - Station Airing Detail

Station	Affiliation	City	State	This Month			Total		
				Airings	Audience Impressions	Media Value	Airings	Audience Impressions	Media Value
DMA - National / Regional			Totals =	55	75,260	\$4,018	63	85,440	\$4,562
Mexicanal				55	75,260	\$4,018	63	85,440	\$4,562
DMA - 2 LOS ANGELES, CA			Totals =				1	15,082	\$288
KRCA-TV	Estrella TV, Independent	Burbank	CA				1	15,082	\$288
DMA - 12 PHOENIX (PRESCOTT), AZ			Totals =	1	5,987	\$204	1	5,987	\$204
KVPA-TV	Estrella TV, Independent	Cadillac	MI	1	5,987	\$204	1	5,987	\$204
DMA - 15 ORLANDO-DAYTONA BEACH-MELBOURNE, FL			Totals =	26	171,096	\$10,883	26	171,096	\$10,883
WTMO-TV	Telemundo	Orlando	FL	26	171,096	\$10,883	26	171,096	\$10,883
DMA - 17 DENVER, CO			Totals =	20	155,193	\$10,121	26	216,725	\$12,646
KCEC-TV	Bounce TV, Univision Television	Denver	CO	12	102,113	\$7,286	18	163,645	\$9,811

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TV PSA - Station Airing Detail

Station	Affiliation	City	State	This Month			Total			
				Airings	Audience Impressions	Media Value	Airings	Audience Impressions	Media Value	
KTFD-TV	Independent, LATV, UniMas	Denver	CO	8	53,080	\$2,835	8	53,080	\$2,835	
DMA - 18 MIAMI-FT. LAUDERDALE, FL				Totals =	19	88,064	\$6,521	45	192,247	\$16,712
WJAN-TV	Independent	Hialeah Gardens	FL	19	88,064	\$6,521	45	192,247	\$16,712	
DMA - 21 CHARLOTTE, NC				Totals =	74	318,222	\$9,170	138	611,057	\$18,390
WSOC-TV	ABC Television Network, Independent	Charlotte	NC	74	318,222	\$9,170	138	611,057	\$18,390	
DMA - 26 NASHVILLE, TN				Totals =				161	420,152	\$16,900
WLLC-TV	Independent, UniMas, Univision Televisio	Franklin	TN				161	420,152	\$16,900	
DMA - 65 TUCSON (SIERRA VISTA), AZ				Totals =	535	138,211	\$10,222	1,249	326,912	\$22,975
KUDF-TV	Azteca America, Estrella TV, Independen	Tucson	AZ	535	138,211	\$10,222	1,249	326,912	\$22,975	
DMA - 71 WICHITA-HUTCHINSON PLUS, KS				Totals =	4	944	\$24	18	7,943	\$226
KDCU-TV	Independent, Univision Television	Denver	CO	4	944	\$24	18	7,943	\$226	
DMA - 87 COLORADO SPRINGS-PUEBLO, CO				Totals =	112	37,042	\$2,324	203	58,054	\$3,353
KGHB-TV	UniMas, Univision Television	Colorado Springs	CO	38	20,316	\$1,622	69	30,248	\$2,002	
KRDO-TV	ABC Television Network, Telemundo	Colorado Springs	CO	15	1,473	\$62	15	1,473	\$62	
KTLO-TV	Independent, Telemundo	Colorado Springs	CO	15	8,558	\$338	15	8,558	\$338	
KVSN-TV	Independent, Univision Television	Colorado Springs	CO	44	6,695	\$302	104	17,775	\$951	
DMA - 125 BAKERSFIELD, CA				Totals =	268	154,234	\$15,671	528	311,047	\$31,593
KBBV-TV	Estrella TV	Bakersfield	CA	268	154,234	\$15,671	528	311,047	\$31,593	
DMA - 155 IDAHO FALLS-POCATELLO, ID				Totals =	5	2,317	\$238	5	2,317	\$238
KIFI-TV	ABC Television Network, CBS Television	Idaho Falls	ID	5	2,317	\$238	5	2,317	\$238	
DMA - 164 YUMA-EL CENTRO, AZ-CA				Totals =	1	38	\$12	7	5,370	\$4,074
KAJB-TV	Independent, LATV, UniMas	El Centro	CA	1	38	\$12	1	38	\$12	
KVYE-TV	Azteca America, ME TV, Univision Televi	El Centro	CA				6	5,332	\$4,062	

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TV PSA - Station Airing Detail

Station	Affiliation	City	State	Airings	This Month		Total		
					Audience Impressions	Media Value	Airings	Audience Impressions	Media Value
Grand Totals =				1,120	1,146,608	\$69,408	2,471	2,429,429	\$143,044

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2025 Conference Committee on Public Information

ITEM C: Review progress report on the development of a GSO Podcast

Background Note:

From an interim meeting of trustees' Committee on Public Information, held virtually December 2, 2024:

The committee discussed revisions to the PI Media Platform reports. The revised reporting of a set of annual reports on each media platform reflects an update to the previous practice of forwarding four quarterly reports for each platform.

It was noted that the 2024 reports, covering the period Q4 2023 to Q3 2024, now also include additional narrative description to provide context for the analytics.

The committee suggested that the discussion of these revised these reports, as well as the Comprehensive Media Plan might be useful for the ongoing General Service Board work on communications. It was also noted that at the November 2024 TPIC meeting, the committee had agreed to place a greater focus on matters related to their Comp, Scope and Procedure and that more discussion on the topic of reporting was needed so that feedback on reporting priorities could be shared with the Staff Secretary, the GSO Communication Services Department and AAWS. The committee suggested that this matter be added to the agenda for the next meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the following reports:

- 2024 Report on GSO Podcast

From 2024 Additional Committee Consideration of the Conference Committee on Public Information:

The committee reviewed and accepted a progress report on the development of a General Service Office podcast. The committee noted the planning, development, and production of episodes on many service-related discussion topics and looks forward

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to a progress report with analytics data on the first season of this audio service material to be brought back to the 2025 Conference Committee on Public Information.

Secretary's note:

Work on the GSO Podcast began with a 2020 Conference Committee on Public Information agenda item followed by an Advisory Action of the 71st General Service Conference. It was suggested that the podcast would serve as a new format for service material, similar to *Box 4-5-9*.

Background:

1. 2024 GSO Podcast Summary report

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PUBLIC INFORMATION
ITEM C
DOC.1

Podcast: 2024 Annual summary
Q4 2023 (October) – Q3 2024 (September)

OVERVIEW OF PROJECT:

<https://www.youtube.com/c/AlcoholicsAnonymousWorldServicesInc>

1. HISTORY OF THE GSO PODCAST, “Our Primary Purpose”

The podcast began with a 2021 General Service Conference Advisory Action which recommended that the General Service Office begin work on a podcast that would serve “as a new format to produce ‘service material’ to communicate on topics with similar sharing that can be found in *Box 4-5-9, About AA, aa.org* and sharing from AA Grapevine and La Viña.”

2. PLATFORM GOAL(S)

The primary goals of the GSO Podcast are:

- To communicate to Fellowship and external audience about the General Service Office and how it supports A.A. members to carry the message of Alcoholics Anonymous
- To inform A.A. members and the general public about A.A.’s Service Structure, it’s history and how the General Service Office supports the work of the General Service Conference
- To improve GSO's connection to the Fellowship
- To engage listeners and provide accurate, compelling stories about Alcoholics Anonymous.

3. INTENDED AUDIENCE(S)

- Members of Alcoholics Anonymous
- The non-A.A. public, including professionals who may come into contact with problem drinkers.

4. KEY MESSAGE(S)

- Alcoholics Anonymous members have found a solution to help problem drinkers stop drinking and stay stopped one day at a time.
- The A.A. program is free and welcomes anyone who has a desire to stop drinking.
- A.A. is a diverse Fellowship, filled with members from all walks of life. What they share is a common solution.

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- A.A. members are uniquely qualified to help other problem drinkers
- The General Service Office provides the A.A. members with tools and resources to help them stay sober and carry the message to other problem drinkers.
- After almost 90 years of helping alcoholics, Alcoholics Anonymous continues to provide a solution that works

5. CURRENT STATUS

The podcast team is on track to produce a compelling, engaging podcast that invites members and the general public to learn more about GSO and A.A.

Season 1 launch is set for January 2025.

Activities this period included:

- Recording, review, and editing of Season 1 episodes
- Creation of podcast logo
- Working with GSO's Legal, Licensing & IP Department to trademark podcast name and logo.
- Finalizing communications roll-out plan
- Planning for podcast webpage on aa.org
- Selection of all podcast elements: including music
- Researched and purchased podcast equipment
- Ongoing planning for podcasting from IC2025 in Vancouver
- Ongoing planning for Season 2

6. NEXT STEPS:

- Wrap up Season 1
- Launch Season 1 using the Captivate hosting which pushes content with the following platforms:

Spotify	Gaana	PocketCasts
Amazon Music	Deezer	Stitcher
Google Podcasts	TuneIn Radio	Podcast Index
Apple Podcasts	Player FM	JioSaavn
		& more

- Plan and record Season 2.

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7. Analytics

Captivate will provide the following analytics to help track podcast performance:

- Where, when, and how listeners tune-in
- Trend analysis
- Deep-dive episode analysis
- Multi-episode performance comparison
- Cumulative download progress data
- Unique listener analysis
- Quick-glance averages
- Hour-by-hour breakdown
- Web-player listener statistics and drop-off data

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2025 Conference Committee on Public Information

ITEM D: Review report on AAWS YouTube Channel

Background note:

From an interim meeting of trustees' Committee on Public Information, held virtually December 2, 2024:

The committee discussed revisions to the PI Media Platform reports. The revised reporting of a set of annual reports on each media platform reflects an update to the previous practice of forwarding four quarterly reports for each platform.

It was noted that the 2024 reports, covering the period Q4 2023 to Q3 2024, now also include additional narrative description to provide context for the analytics.

The committee suggested that the discussion of these revised reports, as well as the Comprehensive Media Plan, might be useful for the ongoing General Service Board work on communications. It was also noted that at the November 2024 TPIC meeting, the committee had agreed to place a greater focus on matters related to their Comp, Scope and Procedure and that more discussion on the topic of reporting was needed so that feedback on reporting priorities could be shared with the Staff Secretary, the GSO Communication Services Department and AAWS. The committee suggested that this matter be added to the agenda for the next meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the following reports:

- 2024 Report on AAWS YouTube Channel

From the July 27, 2024 Meeting of the trustees' Committee on Public Information:

The committee reviewed and discussed the 2024 Public Information committee considerations related to AAWS YouTube channel.

The committee noted that the Communication Services Department has been doing excellent work to reorganize the AAWS YouTube channel as well as work to improve Search Engine Optimization. The committee acknowledged that some ongoing challenges with Search Engine Optimization are to be expected given AAWS policies and GSO practices (for instance, not allowing commenting) that impact search rankings.

The committee looks forward to a progress report at the November 2024 meeting.

2024 Additional Committee Consideration of the Conference Committee on Public Information

The committee reviewed and accepted the 2023 Report on the Alcoholics Anonymous World Services YouTube account.

The committee noted that the PSA playlist on Alcoholics Anonymous World Services (AAWS) YouTube page only includes two videos, suggesting that the tool would be more useful if all PSAs were included in the playlist.

The committee offered the following suggestions regarding the AAWS YouTube page and looks forward to a report to be brought to the 2025 Conference Committee on Public Information.

- The committee suggested that the trustees' Public Information Committee consider organizing the YouTube page more effectively.
- The committee pointed out that the YouTube page is not intuitive to navigate and suggested that efforts be made to change how translations of videos get displayed.
- Noting the Search Engine Optimization (SEO) challenges, the committee reported that a search of YouTube using keywords like AA or Alcoholics Anonymous did not bring users to the AAWS page and suggested that additional work on SEO be considered.

For future reporting to this committee, the committee requested that trustees' Public Information Committee consider tracking the impact of outreach efforts (for instance an email blast) and whether those efforts impact the traffic on YouTube.

The committee questioned whether YouTube and Vimeo are both needed.

Background:

1. 2024 Report on A.A.W.S. YouTube Channel 2023 Q4 - 2024 Q3



YouTube: 2024 Annual summary

Q4 2023 (October) – Q3 2024 (September)

OVERVIEW OF PROJECT: <https://www.youtube.com/c/AlcoholicsAnonymousWorldServicesInc>

1. HISTORY

The current AAWS YouTube channel was launched in 2017.

2. PLATFORM GOAL(S)

The primary goals of the AAWS YouTube Channel are:

- To share our video content more broadly in a contemporary medium while also meaningfully improving our search engine optimization.
- To create an online video channel for access to online videos developed by Alcoholics Anonymous with a clean, attractive design.
- To provide public AAWS video content, offering local service structures and Inter-groups the ability to embed video content directly into their local websites.

3. INTENDED AUDIENCES & HOW WE SERVE THEM

The key audiences for the AAWS YouTube channel are:

- A.A. members, particularly those who are more comfortable with a social media experience. This may include members who prefer videos to written (text-based) content and others (like those in the deaf and hard of hearing community) who rely on video communications.
- Problem drinkers who may be interested in getting help.
- Professionals and other members of the public who may interact with those who need help with a drinking problem.

4. KEY MESSAGE(S)

There is a solution

5. SUCCESSES AND MILESTONES

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There are over 10,000 subscribers to the channel as of October 2024. The videos include informational videos for members of the Fellowship, professionals, and all of the current video PSAs. Through YouTube analytics, we gain insights about visitors to our channel to help us understand our audiences

As of October 31, 2024, we have posted 24 videos. And 6 PSAs in English, Spanish, and French. Most of the new content published were military audios recordings. In the coming year, we have some subject matter variation planned to keep viewers more engaged, including Young People in A.A. videos, QSL videos, and the GSO podcast.

6. SITE IMPROVEMENTS

Recent efforts by the Communication Services Department have focused on changes that will:

- Improve the experience of watching AAWS videos
- Improve the ranking of the AAWS content in searches (through search engine optimization or SEO)

To improve the user experience, full review of channel features, playlists and visual presentation was completed in May 2024. As result of the review, new content options were created for returning and new users.

Other improvements include creation of a system to “recommend” videos after a visitor has watched one. New playlists were created (including playlists for ASL videos and interviews with members of the military). Existing playlists were updated with new content

To improve the user experience, hashtags were added to all English and ASL videos. Note: The project to add hashtags to French and Spanish videos is on hold as we determine a process for research on French and Spanish hashtags.

To improve search engine optimization, we have we have added new content on a regular cadence

The ASL *Alcoholics Anonymous* (Big Book) videos were updated with timestamps to reference important moments that a sponsor may want to highlight.

7. CHALLENGES

Watch time and total views both decreased in 2024 (see below). We have not identified a specific reason for this change but do see a marked decrease in traffic from external search and YouTube search.

Some visitors are having issues switching the closed captioning from English to Spanish or French on videos that were produced in English where we are providing Spanish or French captions as the translation element. This impacts the Archives video, Military audios, and new Young People

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videos. We are exploring options and have prepared guidance on how to change the caption language manually for any visitors that experience the issue in the future. Affected videos were removed from French and Spanish playlists to avoid further confusion.

One recent project has included the addition of updated thumbnails, however older videos will not be given the newly formatted thumbnails. Optimal image quality requires hi-res thumbnails, which may not be available for some of our older videos.

Similarly, older videos on the channel will not have new end cards added or other adjustments applied. YouTube does not allow this kind of edit to content that has been already posted.

8. NEXT STEPS/ PLANNED IMPROVEMENTS:

- As of February 2024, updated all video settings to remove ability to remix our content into “shorts”. This was added by YouTube as a default.
- Added Grapevine/La Vina; YouTube as a featured channel. It is another opportunity to raise awareness of the resources they offer.
- In Q1 of 2025, we will review the YouTube for Nonprofits program to ensure we are making the most of the opportunities offered.

ANALYTICS:

- Channel statistics: lifetime - August 25, 2017, through September 30, 2024:
 - Total views: 498,611
 - Total watch time: 18,823.5 hours
- Channel statistics: October 2023 – September 2024:
 - Total views: 69,205 (28% decrease from last year: 95,791)
 - Total watch time: 3,216.8 hours (19% decrease from last year: 3,957.5)
 - Total subscribers: 10,355 (14% increase from last year: 9,102)
 - Top 20 videos:

Video title	Views	Watch time (hours)	Average percentage viewed (%)	Impressions	Impressions CTR (%)
Esperanza: Alcohólicos Anónimos	10,411	620	21%	15,299	5%
Hope: Alcoholics Anonymous	5,664	482	30%	22,932	7%
Sobriety in A.A.: Opening doors to a life without drinking (Public Service Announcement)	3,251	38	55%	13,097	5%
Les Alcooliques anonymes: un espoir	1,839	132	26%	16,889	6%
Sobriety in A.A.: We made changes to stop drinking (Public Service Announcement)	1,531	17	50%	9,353	6%
Your A.A. General Service Office, the Grapevine and the General Service Structure	1,519	98	29%	10,294	6%
Sobriety in AA: My Drinking Built A Wall	1,343	15	63%	2,579	8%

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A New Freedom	1,303	126	19%	3,746	6%
A.A. Video for Employment/Human Resources Professionals	873	18	21%	1,904	5%
A.A. Twelve and Twelve in ASL: Step One	787	42	27%	3,379	7%
A.A. Big Book in ASL: Chapter 5 - How It Works	738	85	19%	3,377	6%
A.A. Video for Healthcare Professionals	683	29	41%	1,881	6%
A.A. Big Book in ASL: Chapter 1 - Bill's Story	464	54	11%	2,998	6%
La sobriedad en A.A.: Hicimos los cambios para dejar de beber (Anuncio de Servicio Público)	448	6	67%	1,866	6%
Sobriety in AA: When drinking is no longer a party	425	4	60%	1,873	7%
Why Anonymous?	358	7	50%	2,606	5%
A.A. Twelve and Twelve in ASL: Step Three	244	27	28%	2,140	5%
Una nueva libertad	226	11	9%	1,142	6%
Military Audio - Lieutenant Sam, United States Navy	155	6	26%	1,620	5%
Pourquoi l'anonymat ?	99	1	25%	1,081	6%

How did viewers find our content?

Traffic source Q4 2023 – Q3 2024	Views	Traffic source Q4 2022 – Q3 2023	Views
External	42,765	External	64,000
YouTube search	6,748	YouTube search	12,666
Channel pages	5,724	Channel pages	5,554
Direct or unknown	3,889	Direct or unknown	5,550
Playlists	3,451	Suggested videos	3,888
Suggested videos	2,849	Playlists	1,803
Browse features	1,872	Browse features	1,588
Notifications	1,212	Notifications	701
Other YouTube features	628		
End screens	47		
Hashtag pages	20		

GLOSSARY:

- **Views** – The number of times a video was started.
- **Impressions** - The number of times a video's thumbnail is shown to viewers on YouTube.
- **Impressions CTR (Click Through Rate)** – The percentage of times a thumbnail was shown to viewers in YouTube followed by them clicking to view the video.
- **Traffic source** - the platform or method that a viewer uses to find and watch a YouTube video.

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2025 Conference Committee on Public Information

ITEM E: Review 2024 Report on Google Ads

Background Notes:

From an interim meeting of trustees' Committee on Public Information, held virtually December 2, 2024:

The committee discussed revisions to the PI Media Platform reports. The revised reporting of a set of annual reports on each media platform reflects an update to the previous practice of forwarding four quarterly reports for each platform.

It was noted that the 2024 reports, covering the period Q4 2023 to Q3 2024, now also include additional narrative description to provide context for the analytics.

The committee suggested that the discussion of these revised these reports, as well as the Comprehensive Media Plan might be useful for the ongoing General Service Board work on communications. It was also noted that at the November 2024 TPIC meeting, the committee had agreed to place a greater focus on matters related to their Comp, Scope and Procedure and that more discussion on the topic of reporting was needed so that feedback on reporting priorities could be shared with the Staff Secretary, the GSO Communication Services Department and AAWS. The committee suggested that this matter be added to the agenda for the next meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the following reports:

- 2024 Report on Google Ads

From the July 27, 2024, meeting of the trustees' Committee on Public Information:

The committee reviewed and discussed 2024 Public Information committee considerations related to Google Ads.

The committee also discussed the current status of our participation in the Google Ads for nonprofits program and noted that while there are challenges, we continue to experience significant benefits from participation in the program.

The committee looks forward to a progress report at the November 2024 meeting.

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2024 Additional Committee Consideration of the Conference Committee on Public Information

The committee reviewed and accepted the 2023 Report on Google Ads. The committee noted appreciation for the formatting of the report and made the following suggestions:

- That efforts should be made to maximize our use of the Google Ad grant each month.
- That staff continue to look at whether search terms (like aa org) used with Google ad groups are the best use of the Google Ad Grant program.

The committee looks forward to a report to be brought to the 2025 Conference Committee on Public Information.

Background:

1. 2024 Google Ads report

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Google Ads: Annual summary Q4 2023 (October) – Q3 2024 (September)

OVERVIEW OF PROJECT:

1. About Google Ads

When a search engine (like Google, Safari or Bing) is used, it produces:

1. **A ranked list** of web content (the ranking is determined using a combination of factors including location, relevance, quality of content, etc.)
2. **Ads** – Often paid for, these show up alongside the ranked list

When Google (and other search engines) started selling ads some companies quickly figured out that they could drive traffic to their sites by purchasing particular “key words.” Not surprisingly, for-profit companies and larger organizations had much more ability to spend large sums on these key word ads. Ads are priced based on two variables: the Click-through Rate (CTR) and the Cost per Click (CPC).

In 2003, Google started providing some free search ads to non-profit organizations. Today, the Google Ads Grants programs offers *all* non-profits the opportunity to receive up to \$10,000 a month in “in-kind” media value. The grant is “up to \$10,000 per month” of ad space whether the full amount is used or not. If the full amount is not used, there is no payment or credit.

The 69th General Service Conference approved the use of Google Ads and later emphasized, in 2021 and 2022 Committee Considerations, management of the Google Ads account by General Service Office staff.

All ads link back to aa.org to provide specific information on resources for alcoholics, finding a meeting or how to learn more about A.A.

Based on the number of Clicks on our content from Google ads (see the chart below), we can see that our ads were clicked and brought visitors to aa.org more than 56,000 times. This visibility is the foundation of the opportunity offered by Google Ads and the grant.

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How do we track our use of Google Ads and what kinds of information gets included in this report?

Each quarter, the Communication Services Department reports on how much of the Google Ads Grant has been used, and specifically which ads and which search terms have generated the most “clicks” and “impressions.” Staff also track search terms and regularly make adjustments to search terms that are not widely used.

In addition, there is regular maintenance and updating of ads and keywords, as well as responding when content gets “flagged.”

2. Primary Goal for the platform:

The primary goal of GSO’s participation in the Google Ad program is to improve reach of AA.org by using Google Ads to better reach our intended audiences:

- Suffering alcoholics looking for help
- Family members and friends of alcoholics/ potential A.A. members
- A.A. members, inside and outside the service structure
- The professional community
- The media

3. Usage rate of Google Ad grant:

We are utilizing nearly the entire \$10,000 monthly placement value with around \$300 unused each month.

In the past year, our number of clicks increased around 50%. At the same time, the “cost” of each click increased. So while we are getting more click-through traffic, each click is using a larger percentage of the Grant than in the past.

4. Status of flags and disconnections (if any)

1. Why would A.A. ads get “flagged”?

Google prevents advertising on certain keywords or topics. Some of these are easy to avoid, such as those involving copyrighted terms or illegal activities. However, since the “flagging” process is mostly automated by Google, sometimes content that seems innocuous will get “flagged.”

Beginning in May 2023, GSO was informed that Google’s automated tracking system had categorized Alcoholics Anonymous as a “mutual support group,” which they said was not eligible to participate in the Google Ads grant program. We were subsequently informed that Google would no longer allow certain kinds of ads, including those with key terms related to alcoholism and help for a drinking problem. Google categorizes these under the umbrella of “Addiction Services.”

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Although these policies had been in place since May 2018, they had not been applied to our account until May 2023. Google gave no additional explanation for their action.

As of June 2024, two-thirds of our content is disapproved or flagged for “Addiction Services” policy issues, limiting the engagement potential of our ads. Despite this, our account continues to use nearly the entire grant with the remaining one-third of active ads.

Given the importance of making A.A. information available to those who might not find it otherwise in search results, continued engagement and investigation is underway.

An initial no-cost consultation (in 2023) by members of the Communications Department with professional agencies to learn more and explore help in managing the account did not yield insights into the temporary disconnection and suggested that vendor management of the ad program is likely to be cost-prohibitive.

2. Which Ad groups are being utilized?

The Find a Meeting ad group continues to receive greater engagement than any of our other content. This has been consistent for the life of the account.

3. Which keywords are being used?

While regularly refreshing content is a best practice, without the “Addiction Services” certification, submitting new ad content is not feasible currently.

In every quarter, keywords are adjusted as recommended by the keyword tool on the platform.

Recent improvements include the use of Responsive Ads. With the adaptability and additional content options offered by the responsive ads, the volume of search terms (keywords) that led visitors to our ads has increased significantly. The top 50 terms (by click volume) are included in this report, out of over 23,000. Nearly all the top 100 terms relate to finding meetings.

4. Next steps

The account will continue to be monitored and all relevant findings will be reported through the AAWS TCS Committee and the trustees’ Committee on PI.

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ANALYTICS:

Clicks	Impressions	Avg CPC	Cost
140K	718K	\$0.83	\$116K

Ad Group	Ad	Ad type	Clicks	Impressions	CTR	Avg CPC	Cost
FindMtg							\$106,828.14
	FindAA	Responsive	82748	346159	23.90%	\$0.82	\$68,029.41
	MeetingGuide	Responsive	42023	214957	19.55%	\$0.85	\$35,612.03
	AANearYou	Expanded text	1807	10302	17.54%	\$0.84	\$1,516.87
	MeetingGuide	Expanded text	1042	6471	16.10%	\$0.85	\$881.31
	MeetingGuide	Expanded text	926	6246	14.83%	\$0.85	\$788.52
Get Help							\$9,565.52
	GetHelp	Responsive	11202	131059	8.55%	\$0.84	\$9,371.01
	GetHelp	Expanded text	180	1014	17.75%	\$0.76	\$137.49
	GetHelp	Expanded text	63	391	16.11%	\$0.78	\$49.38
	GetHelp	Expanded text	10	96	10.42%	\$0.76	\$7.64
CPCHealth							\$72.77
	Treatment	Responsive	70	729	9.60%	\$0.90	63.08
	Healthcare	Responsive	11	100	11%	\$0.88	9.69
CPCLegal							\$8.82
	ArmedForces	Responsive	7	109	6.42%	\$0.89	6.26
	Legal	Responsive	2	83	2.41%	\$0.86	1.72
	Corrections	Responsive	1	49	2.04%	\$0.84	0.84
CPCCommunity							\$18.87
	HumanResources	Responsive	13	193	6.74%	\$0.89	11.56
	Education	Responsive	8	207	3.86%	\$0.91	7.31
	Faith Leaders	Responsive	0	2	0%	0	0
Total							\$116,494.12

With the adaptability and additional content options offered by the responsive ads, the volume of search terms (keywords) that led visitors to our ads has increased significantly. The top 50 terms (by click volume) are included in this report, out of over 23,000. Nearly all the top 100 terms relate to finding meetings.

Search term	Ad group	Cost	Clicks	Click Through Rate
aa meetings near me	FindMtg	\$9913.64	11289	26.42%
aa meetings	FindMtg	\$8301.71	9444	31.67%

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online aa meetings	FindMtg	\$4630.46	5369	36.93%
aa online meetings	FindMtg	\$4247.57	5006	39.76%
aa meetings online	FindMtg	\$3397.69	3874	30.89%
aa zoom meetings	FindMtg	\$1577.02	1778	24.44%
aa	FindMtg	\$1398.77	1771	18.32%
aa org*	FindMtg	\$1180.35	4609	54.16%
virtual aa meetings	FindMtg	\$1100.01	1297	44.09%
meeting guide	FindMtg	\$1075.28	1485	46.39%
zoom aa meetings	FindMtg	\$1030.45	1171	33.22%
online aa meetings zoom	FindMtg	\$941.66	1072	42.73%
aa near me	FindMtg	\$891.72	1010	26.45%
am i an alcoholic quiz	GetHelp	\$818.00	998	34.97%
aa virtual meetings	FindMtg	\$640.50	785	54.03%
aa	GetHelp	\$577.27	743	16.77%
aa online	FindMtg	\$463.81	538	25.7%
aa org*	FindMtg	\$443.25	2436	54.47%
meeting guide app	FindMtg	\$425.61	605	40.82%
aa zoom meetings now	FindMtg	\$402.31	450	35.05%
aa meetings zoom	FindMtg	\$397.59	457	35.07%
online aa	FindMtg	\$287.57	333	31.06%
aa intergroup	FindMtg	\$280.42	318	19.06%
aa meetings online zoom	FindMtg	\$278.48	317	35.7%
local aa meetings	FindMtg	\$265.78	305	33.96%
meeting guide aa	FindMtg	\$248.06	314	50.65%
find aa meetings near me	FindMtg	\$227.45	261	36.97%
open aa meetings near me	FindMtg	\$226.97	257	30.82%
aa org meetings	FindMtg	\$223.55	288	58.06%
everything aa	FindMtg	\$219.16	249	14.49%
aa world service	FindMtg	\$209.32	283	45.21%
aa groups near me	FindMtg	\$196.77	226	29.01%
aa online zoom meetings	FindMtg	\$188.13	219	26.51%
am i an alcoholic	GetHelp	\$180.59	212	21.92%
alcoholic test	GetHelp	\$180.03	228	36.66%
aa meetings on zoom	FindMtg	\$179.81	207	40.43%
aa meetings toronto	FindMtg	\$179.49	207	26.78%
a a meetings near me	FindMtg	\$177.13	200	23.39%
aa website	GetHelp	\$176.22	211	36.07%
aa find a meeting	FindMtg	\$152.51	180	59.41%
aa meetings edmonton	FindMtg	\$150.52	170	26.98%

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aa meetings virtual	FindMtg	\$145.65	172	50.59%
www aa org*	FindMtg	\$140.50	226	41.47%
meeting finder aa	FindMtg	\$131.87	157	47.29%
alcoholic quiz	GetHelp	\$128.32	164	34.67%
aa intergroup online meetings	FindMtg	\$117.32	135	24.73%
aa meetings winnipeg	FindMtg	\$115.89	129	30.71%
online aa meetings 24 7	FindMtg	\$115.61	134	31.38%
alcoholic definition	GetHelp	\$114.70	129	10.22%
aa online meeting	FindMtg	\$114.62	134	36.22%

Any duplicates in the above list can be attributed to the same keyword relating to different ads or ad groups.

*The Conference Public Information committee suggested in 2024: “continue to look at whether search terms (like aa org) used with Google ad groups are the best use of the Google Ad Grant program.” This keyword, along with some of the other aa.org related terms, are not assigned to our ads or account specifically, but recognized by Google in their search algorithm as relating to our ad and website content.

GLOSSARY:

- **Impression** - each time an ad appears on a search result page.
- **AVG CPC (Average Cost Per Click)** - The average amount charged for a click on your ad. Calculated by dividing the total cost of your clicks by the total number of clicks.
- **CTR (Click through rate)** - a ratio that measures how often people click on a Google Ad after seeing it. Calculated as clicks divided by impressions.
- **Search term** – Can relate to the keywords we’ve assigned to our ads or other terms that people are searching that also brought up our ads, determined by Google.

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2025 Conference Committee on Public Information

ITEM F: Review report on “Meeting Guide app.”

Background note:

From an interim meeting of the trustees’ Public Information Committee, held virtually December 2, 2024:

The committee discussed revisions to the PI Media Platform reports. The revised reporting of a set of annual reports on each media platform reflects an update to the previous practice of forwarding four quarterly reports for each platform.

It was noted that the 2024 reports, covering the period Q4 2023 to Q3 2024, now also include additional narrative description to provide context for the analytics.

The committee suggested that the discussion of these revised reports, as well as the Comprehensive Media Plan might be useful for the ongoing General Service Board work on communications. It was also noted that at the November 2024 TPIC meeting, the committee had agreed to place a greater focus on matters related to their Comp, Scope and Procedure and that more discussion on the topic of reporting was needed so that feedback on reporting priorities could be shared with the Staff Secretary, the GSO Communication Services Department and AAWS. The committee suggested that this matter be added to the agenda for the next meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the following reports:

- 2024 Report on Meeting Guide App

From the July 27, 2024 meeting of the trustees’ Public Information Committee:

The committee reviewed the 1st quarter Meeting Guide app report. The committee also reviewed and discussed the 2024 Public Information committee considerations related to the Meeting Guide app.

The committee observed that requests for functionality improvements from the Fellowship (i.e., to add a new feature to the Meeting Guide app or aa.org) can be best handled when they are submitted as user requests to the Communication Services Department. Requests received through these channels are tracked, evaluated and prioritized based on expressed need from the Fellowship.

The digital strategist in the Communication Services Department reported on ongoing work on the Meeting Guide app that will lead to additional options for finding

online meetings.

2024 Conference Committee on Public Information Additional Committee Consideration:

The committee reviewed and accepted the 2023 Report on the Alcoholics Anonymous World Services, Inc. Meeting Guide app. The committee offered the following suggestions and looks forward to a report to be brought to the 2025 Conference Committee on Public Information:

- Consider a suggestion to add AA literature to the Meeting Guide app.
- Consider creating a mechanism for listing online meetings on the Meeting Guide app without tying them to particular locations.
- Consider adding a clarification to the location information on the Meeting Guide app to specify that locations (like churches) do not imply affiliation.
- Consider adding an option to make 7th tradition contributions possible through the Meeting Guide app.

Background:

1. 2024 Report on AAWS Meetings Guide app



Meeting Guide: Annual summary

Q4 2023 (October) – Q3 2024 (September)

OVERVIEW OF PROJECT: www.aa.org/meeting-guide-app

1. HISTORY

The Meeting Guide app was acquired by AAWS and launched in August 2019.

Since then, Meeting Guide has shown a steady increase in users, entities, meetings listed and “sessions.” In the last year (Q4 (October) 2023 – Q3 (September) 2024:

- There were more than 1.6 million active users
- Meeting Guide users initiated more than 35.7 million sessions in this time period.
- 545 connected A.A .Entities
- 152,508 Meetings listed

2. PLATFORM GOALS

- To serve the Fellowship of Alcoholics Anonymous in the United States and Canada by providing accurate, easy-to-access information about A.A. meetings.
- To facilitate communication from GSO to the Fellowship using the “Meeting Guide News” feature.

3. SUCCESSES AND MILESTONES

- A new project to create a separate pathway for finding Online Meetings was initiated as a result of much feedback from the Fellowship. The new Online Meetings view design was completed and moved to development phase.
- The entity dashboard now has more than 100 entities actively engaged.

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- The team is reviewing “Meeting Types” in the app (e.g. Big Book, Men’s, etc.) and developing a strategy and data-gathering process to review the many types that are in use.

4. DESIGN AND DEVELOPMENT HIGHLIGHTS:

- App releases
 - 4.1.39 - minor bug fix and feature improvement release.
 - 4.2 – Maps feature released publicly.
 - 4.2.2 Expo upgrade
 - 4.2.50 – “Share the App” feature

5. COMMUNICATIONS AND OUTREACH:

- Collaboration with Code for Recovery (CFR) Monthly meetings were held with the team that supports the TSML plug-in to exchange updates and ideas.
- App-related newsletters were distributed two times to a wide audience including entities, conference delegates, and area chairs.
- At the annual NAATW presentation in September 2024, an online meeting view design prototype was presented for discussion and feedback.
- Regional support: Kansai Central office, which supports Japanese language meetings, is now connected. There have been no related app-user support tickets, and the pilot project is now successfully concluded and moving into a maintenance phase.

6. ANALYTICS:

HelpDocs:

- Serves as a critical resource for entities and users alike. This repository of knowledge ensures that the majority of questions or concerns have clear, standard answers and helps the app team to manage the volume of correspondence. (support analytics below)

Support Highlights:

- Support Analytics held no surprises the last 4 quarters, showing spikes in expected areas when there were releases. The team’s average reply time remains in the 1-2 day range.

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- The top tag remains HelpDocs, showing the hoped for use of our knowledge base for self-service and to contact App Support. This is followed by the tag related to questions from entities about their meeting listings.

HelpDocs:

Support site Article Views increased from 12,017 to 20,772 during this time period

Meeting Guide Support analytics	Q4	Q1	Q2	Q3
Active conversations	843	951	688	650
New conversations	697	764	622	627
Archived conversations	741	856	656	605
Top 3 tags				
HelpDocs referral	256	304	279	252
Add/Update (local entity)	168	127	69	83
Education needed	145	154	183	135
Top 3 HelpDocs articles				
How to Find an A.A. Meeting	2507	3609	4129	4494
What is Meeting Guide	951	1266	1279	1009
How to Connect to Meeting Guide	826	920	844	759

General use analytics from Google Analytics (GA4) are attached.

7. GLOSSARY:

- Total vs active vs new users
 - **Total users** - Overall number of users who interacted with an app during a specific time period. Active and New users" are a subset of "total users."
 - **Active users** - The number of users who interacted with an app by starting at least one session. Multiple sessions count as a single user.
 - **New users** - Only counts the number of users who accessed your app for the very first time within that timeframe.
- **Sessions** - Initiates when a user either opens an app or views a page or screen and no session is currently active, or their previous session has timed out. By default, a session ends or times out after 30 minutes of inactivity. There is no limit to how long a session can last.
- **%Δ (Percentage change)** – The percentage difference between the number for the current time period and the number for the previous equal time period. For example, 2024 vs 2023.

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2024 Conference Committee on Public Information

ITEM G: Review the 2024 Report on the website aa.org

Background Notes:

From an interim meeting of trustees' Committee on Public Information, held virtually December 2, 2024:

The committee discussed revisions to the PI Media Platform reports. The revised reporting of a set of annual reports on each media platform reflects an update to the previous practice of forwarding four quarterly reports for each platform.

It was noted that the 2024 reports, covering the period Q4 2023 to Q3 2024, now also include additional narrative description to provide context for the analytics.

The committee suggested that the discussion of these revised these reports, as well as the Comprehensive Media Plan might be useful for the ongoing General Service Board work on communications. It was also noted that at the November 2024 TPIC meeting, the committee had agreed to place a greater focus on matters related to their Comp, Scope and Procedure and that more discussion on the topic of reporting was needed so that feedback on reporting priorities could be shared with the Staff Secretary, the GSO Communication Services Department and AAWS. The committee suggested that this matter be added to the agenda for the next meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the following reports:

- 2024 Report on GSO's AA Website

From the July 27, 2024, meeting of the trustees' Public Information Committee:

The committee reviewed and accepted the 2024 first quarter GSO A.A. Website report.

The committee also reviewed and discussed the 2024 Public Information committee considerations related to GSO's A.A. Website.

2024 Additional Committee Consideration of the Conference Committee on Public Information:

The committee reviewed and accepted the 2023 Reports on aa.org. The committee made the following suggestions and looks forward to a report being brought back to the 2025 Conference Committee on Public Information.

- The committee suggested that the trustees' Public Information Committee explore adding chat functionality to the aa.org website, noting that the General Service Offices of Australia and Great Britain have already adopted this feature on their websites.
- The committee suggested that the trustees' Public Information Committee explore adding meeting information feature to aa.org by connecting to the local feeds that populate Meeting Guide.

Background:

1. 2024 Report on the website aa.org
2. 2024 Website analytics report aa.org



aa.org: Annual summary

Q4 2023 (October) – Q3 2024 (September)

OVERVIEW OF PROJECT: www.aa.org

1. HISTORY

The aa.org website was completely redesigned and relaunched in 2021. The focus of the redesign included technical, visual, and structural improvements.

2. PLATFORM GOAL(s)

- To present Alcoholics Anonymous as a credible, relevant resource to new visitors and deliver value to existing members.
- To share A.A.'s message of hope and recovery through literature, multimedia resources and information about how to find A.A. locally.
- To serve as repository and archive for AA content, including conference-approved publications and service materials
- To serve as a communication hub for the Fellowship
- To serve as a repository of tools for Service Committees

3. INTENDED AUDIENCES & HOW WE SERVE THEM

One way that aa.org attempts to serve its key audiences is through a series of "landing pages" designed to address the needs of each of these audiences. They are continuously evaluated and improved based on user feedback, current analytics, the needs of audiences, and availability of new content.

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Audience	Landing page(s)
Still suffering alcoholic/ problem drinker	Need help with a drinking problem?
Professionals	A.A. can support professionals
Media/ Journalists	Press and Media
A.A. Members	Ready to get involved in A.A.?
Service Committees/ trusted servants	Service Committees Information for New Trusted Servants
Students/ researchers	Frequently Asked Questions Alcoholics Anonymous History of A.A. Alcoholics Anonymous
Concerned family members and friends	Is there an alcoholic in your life?

Additional landing pages serve those looking for specific resources, including:

- [Find A.A. Near You](#)
- [Make a Contribution](#)
- [Online Bookstore](#)
- [Daily Reflections](#)
- [Literature Listing](#)
- [Media Library](#)
- [Meeting Guide](#)
- [International Convention](#)
- [Resouces \(including audio interviews\) for members in the Military](#)

4. KEY MESSAGE(S)

There is a solution. If you or a loved one has a drinking problem, A.A. can help.

5. SUCCESSES AND MILESTONES

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Efforts in the past year have been focused on modernization and dynamic content delivery. Along with an improved experience for visitors, these have also led to improved processes and flexibility for maintaining the website.

Traffic levels remain steady with slight increases, partially from International Convention registration, which began in September 2024. 94% of our traffic is from organic search and direct traffic. 79% of our traffic is from mobile devices.

Daily Reflections continues to be the top item for our visitors in all three languages.

The Communication Services team has also focused on content enhancements, including:

- [Membership Survey page](#)
- Dynamic [Calendar of Events Landing](#) page live along with dynamic events calendar items embedded on [Regional Forums](#), [Visiting GSO](#), and [Board Calendar](#). Improved [“What’s New” landing page](#)
- A reorganized [Archives Committee page](#). New [“Proposed Agenda Item” page](#)

6. CHALLENGES

We’ve had a few issues with gaps in analytics collection, generally occurring after new code is deployed to aa.org. To mitigate these issues, the analytics are checked every workday morning. Any significant drops in reporting (November, February, May, and July) are the result of this issue.

7. NEXT STEPS/ PLANNED IMPROVEMENTS:

- Accessibility review and improvement is an on-going project as the team looks at ways to move forward while leveraging current resources and vendors.
- An improved digital Box 459 newsletter is in the development stage. Specific attention is being paid to make this publication more mobile friendly, sharable, and searchable.
- The effort to improve our digital publishing is planned to move forward in 2025. Top goals include diversifying literature presentation away from PDF-focused solutions and more mobile-friendly content.
- Development in 2025 will continue to focus on improvements to existing features and bug fixes.

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8. **ANALYTICS:** See attached report for an overview

9. **GLOSSARY:**

- **Audience at a glance:**

- **Active users** - How many people have visited your website. To be considered active, a user needs to have an engaged session or be reported as a new user.
- **New users** - The number of people that visit your website for the first time in the selected date range. Since most users are based on the Google Analytics tracking code and browser cookies, it's important to highlight that people who cleared their cookies or accessed your website using a different device will be reported as a new user.
- **Sessions** - A single visit to your website, consisting of one or more events, including page views, purchases, or other events.
- **Views** - The total number of times events have been collected.
- **Engagement rate** - Calculated by dividing the number of engaged sessions by the total number of sessions.
- **Event** - Includes page views and other automatically collected interactions.
- **Event count** - Total number of times events have been collected by Google Analytics.

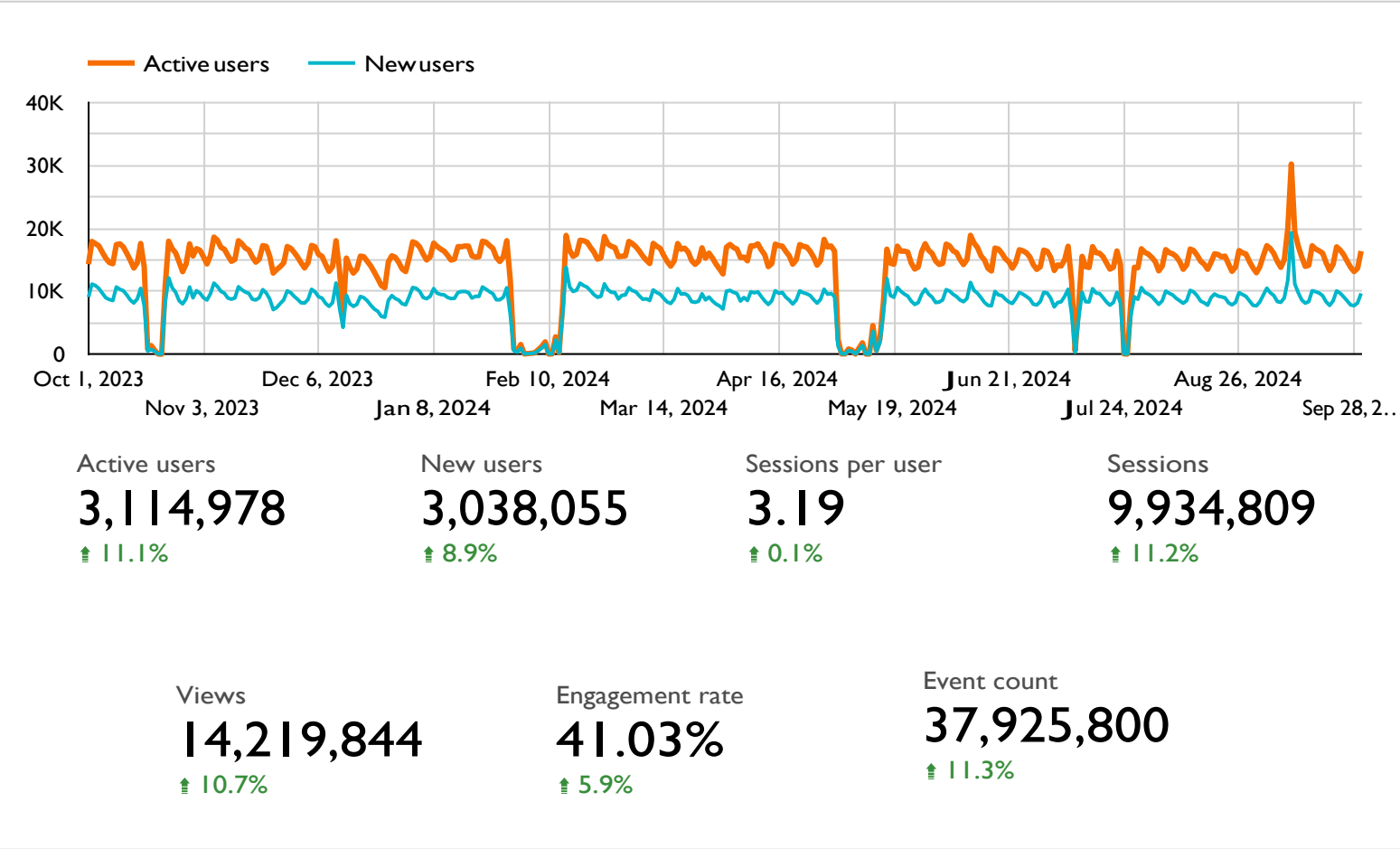
- **How do visitors find aa.org:**

- **Session default channel** - The channels by which users arrived at your site/app when they initiated new sessions.
- **Direct** - Direct traffic includes people who typed a website's URL into their browser or clicked a link in an email application (that didn't include campaign tags). Direct sessions also include other cases where Google Analytics cannot identify the source of the click.
- **Referral** - When a user clicks through to your website from another website.
- **Paid search** – Users arrive at your site via ads on search-engines.
- **Organic /Organic Social /Organic Video** - Organic refers to people clicking on a free link to your website. For example, people clicking through to your website from a free result on a Google search results page.
- **Unassigned** - Traffic that is not attributed to any one of the other default channel groups.

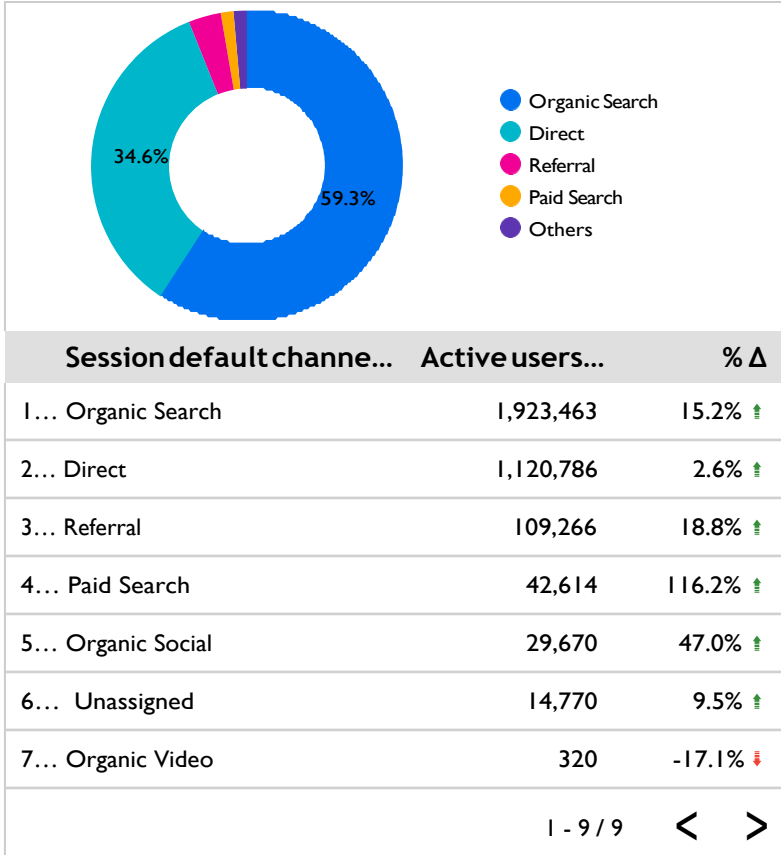
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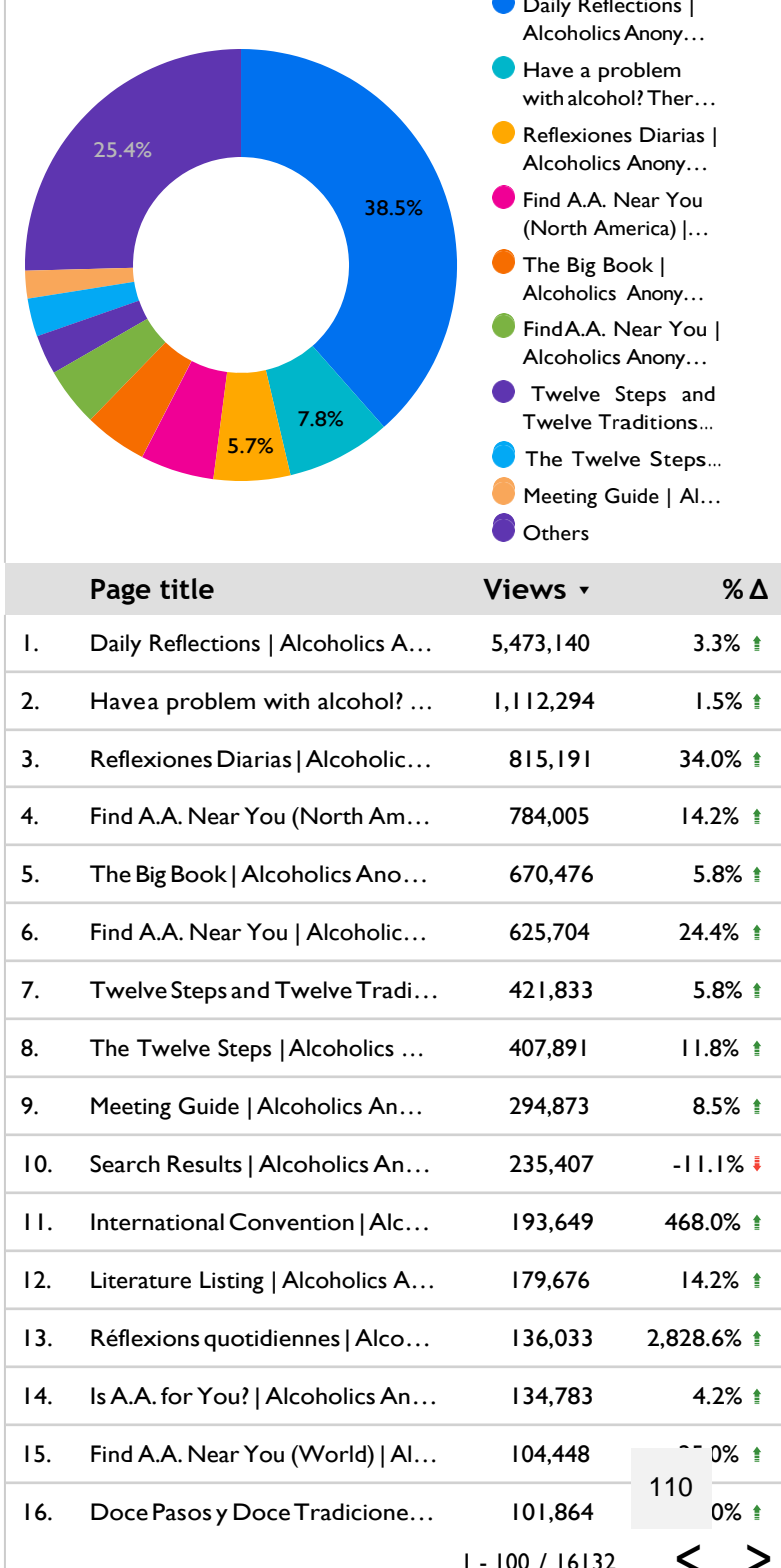
Audience at a glance



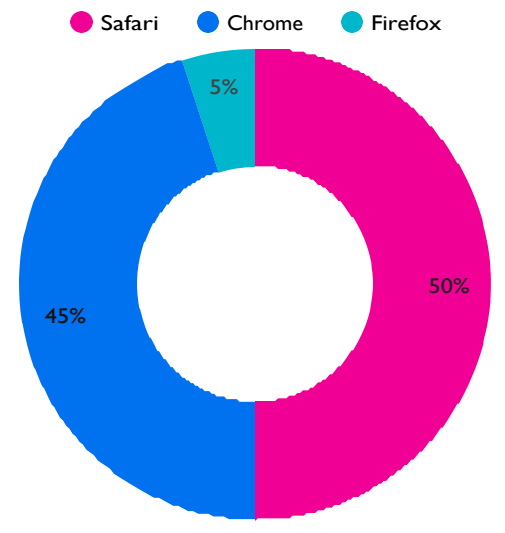
How do visitors find aa.org?



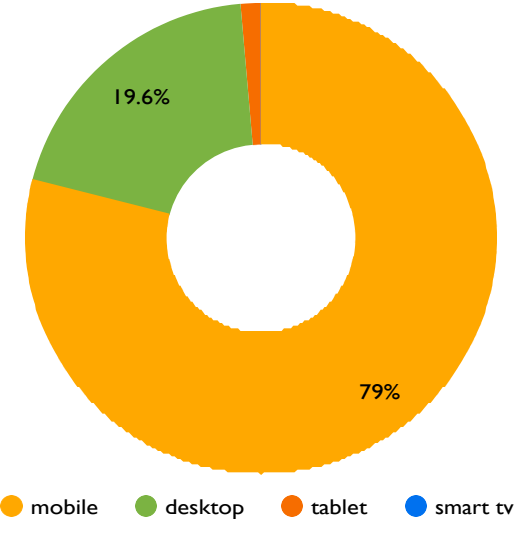
Top pages



What browser are visitors using?



What device are visitors using?



Country breakdown

Country	Active users	% Δ
1. United States	2,321,407	7.9% ↑
2. Canada	218,631	26.9% ↑
3. Mexico	180,084	27.5% ↑
4. United Kingdom	108,862	13.0% ↑
5. Australia	25,882	18.0% ↑
6. India	24,651	71.2% ↑
7. Spain	23,107	3.4% ↑
8. France	21,151	27.2% ↑
9. Colombia	19,653	45.3% ↑
10. Ireland	12,920	8.7% ↑

Language breakdown

Language	Active users	% Δ
1. English	2,734,223	9.1% ↑
2. Spanish	287,704	24.1% ↑
3. French	55,310	32.1% ↑
4. German	5,150	40.2% ↑
5. Dutch	3,749	25.9% ↑
6. Swedish	3,127	11.1% ↑
7. Portuguese	2,712	16.1% ↑
8. Russian	2,557	20.7% ↑
9. Polish	2,173	28.4% ↑
10. Italian	1,569	26.9% ↑

2025 Conference Committee on Public Information

ITEM I: Review report for “Online Business Profiles”

Background Notes:

From an interim meeting of trustees’ Committee on Public Information, held virtually December 2, 2024:

The committee discussed revisions to the PI Media Platform reports. The revised reporting of a set of annual reports on each media platform reflects an update to the previous practice of forwarding four quarterly reports for each platform.

It was noted that the 2024 reports, covering the period Q4 2023 to Q3 2024, now also include additional narrative description to provide context for the analytics.

The committee suggested that the discussion of these revised these reports, as well as the Comprehensive Media Plan might be useful for the ongoing General Service Board work on communications. It was also noted that at the November 2024 TPIC meeting, the committee had agreed to place a greater focus on matters related to their Comp, Scope and Procedure and that more discussion on the topic of reporting was needed so that feedback on reporting priorities could be shared with the Staff Secretary, the GSO Communication Services Department and AAWS. The committee suggested that this matter be added to the agenda for the next meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the following reports:

- 2024 Report on Online Business Profiles

From the July 27, 2024, meeting of the trustees’ Public Information Committee:

The committee reviewed and accepted the GSO 2024 first quarter AAWS Online Business Profiles report.

The committee also reviewed and discussed the 2024 Public Information committee considerations related to Online Business Profiles.

The committee confirmed that the Communication Services Department is authorized to crosslink any AAWS platform with any other AAWS platform or other sites or pages managed by AAWS.

2024 Conference Committee on Public Information Committee Consideration:

The committee reviewed and accepted the 2023 Report on Online Business Profiles (OBP). The committee offered the following suggestions for Online Business Profiles and looks forward to a report to be brought to the 2025 Conference Committee on Public Information.

- that Online Business Profile analytics reporting be more consistent with quarterly reporting of activity per quarter.
- that Online Business Profile responses be provided as background each year.
- that Online Business Profiles cross link with other sites managed by AAWS.

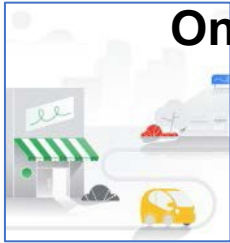
Staff note:

The 2024 Online Business Profile report format was revised, taking into consideration the suggestions outlined in the 2024 Additional Committee Considerations.

In addition, it was noted that at the request of the AAWS board, work had already begun to “cross link” various pages that AAWS has oversight of, including the Online Business Profile pages and those for YouTube and LinkedIn.

Background:

1. Online Business Profiles - 2022 Q4 - 2023 Q3



Online Business Profiles: Annual summary

Q4 2023 (October) – Q3 2024 (September)

OVERVIEW OF PROJECT:

Google/Bing <https://g.co/kgs/eLZbzUN>

Yelp www.yelp.com/biz/alcoholics-anonymous-world-services-new-york

1. ABOUT ONLINE BUSINESS PROFILES

Online business “profiles” are pages that display an organization’s information on directory websites, search engine result pages, social media, and business reviews. We currently have business listings on Google, Bing, and Yelp. The individual search platforms automatically generate these with our publicly available company contact information.

2. HISTORY

In 2019 the office began to actively manage business listings on Google, Bing, and Yelp in order to correct inaccuracies and improve public relations.

3. PRIMARY GOAL(S) FOR THE PLATFORM

The primary goal for managing Online Business Profiles is to ensure that accurate information about Alcoholics Anonymous, GSO, the General Service Board and Alcoholics Anonymous World Services is provided online.

4. INTENDED AUDIENCE AND HOW WE SERVE THAT AUDIENCE

The intended audience for Online Business Profile is two-fold: online visitors who have posted questions or misinformation about GSO or AAWS on a search engine and

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anyone who might encounter that question or misinformation when they search for the General Service Office using a search engine.

5. KEY MESSAGES

GSO's Online Business Profiles focus on providing factual information and communicating about how members of Alcoholic Anonymous stay sober and help other problem drinkers one day at a time.

6. CURRENT STATUS

The Communication Services Department and Public Information have been monitoring comments/questions received and continue responding

A total of 43 Google comments have been responded to and 90 Google questions answered since project commencement.

In 2024, crosslinks were added to connect the Online Business Profiles to AAWS YouTube channel and LinkedIn profiles.

Our continued efforts to respond to all questions and comments increases not only ranking of accurate information in search engines, but also engagement with the public.

7. ANALYTICS

The analytics (below) show that our profile views have decreased on all platforms except Google maps for desktop, but our overall interactions have increased. The information is being presented to fewer people, but a greater percentage of those that see our listing interact with it.

ANALYTICS:

	Total 2023	Total 2024	Percentage change
Total interactions (next 3 lines combined)	11627	13343	15% increase
Calls from profile	2194	2499	14% increase
Direction requests	1973	2202	12% increase
Website clicks	7460	8642	16% increase
Total Views (next 4 lines combined)	221855	152069	31% decrease

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Views - Google Search Mobile	121504	100945	17% decrease
Views - Google Search desktop	93747	43985	53% decrease
Views - Google maps mobile	6390	6386	less than 1% decrease
Views Google maps desktop	214	753	252% increase

Our Yelp profile received less than 200 visits in 2023-2024 and 23 total interactions. This is in line with average traffic for our profile on Yelp.

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Sample of Questions and Comments from 2023-2024

Selected Questions/ Comments posted to the AAWS Google profile in 2023-2024	Responses
<p>Why is the main offices for Alcohol Anonymous in New York city? You know some of the most expensive real estate in the country, and as far way from most of the rest of the country.</p>	<p>Thank you for the question. The decision about the location for the General Service Office of Alcoholics Anonymous is the responsibility of the General Service Board, in consultation with the A.A. General Service Conference.</p> <p>Approximately every 10 years, the board conducts a careful review of location, taking into consideration the price of rent, along with a great many other variables. The most recent review was completed in 2024. A.A. members who want to know more about this process are encouraged to reach out to their General Service Representatives.</p>
<p>Should addicts be allowed to join an AA groups</p>	<p>A.A. experience suggests that sobriety — freedom from alcohol — through the teaching and practice of the Twelve Steps, is the sole purpose of an A.A. group</p> <p>One of Alcoholics Anonymous’ traditions (Tradition Three) states that “the only requirement for A.A. membership is a desire to stop drinking.” At the same time, we know that many people have multiple problem areas in their lives. For instance, some people identify as both alcoholics and something else (addict, gambler, debtor, etc.).</p> <p>If they have a problem with drinking and want to stop, they are welcome in A.A.</p> <p>Individuals who are nonalcoholic addicts may attend open A.A. meetings, which are available to anyone interested in the A.A. program of recovery. A great resource of information on this topic is the pamphlet, “Problems other than Alcohol.”</p>

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<p>What is required to start a new meeting ?</p>	<p>Thank you for the question. Any two or three alcoholics gathered together for sobriety may call themselves an A.A. group, provided that as a group they have no other affiliation.</p> <p>Some other useful things to consider: Where will the group meet? How will the group pay its way? What will the format of meetings be?</p> <p>Many new groups find it helpful to provide some A.A. literature (for example, A.A. books and/or A.A. pamphlets).</p> <p>Once the group is off to a good start, it would be helpful to announce its presence to neighboring groups — your local intergroup (central) office, if there is one, your district and area committees, and the General Service Office (GSO). They can provide support to your group. The New Group Form can be completed and returned to the General Service Office.</p> <p>For more information, please visit the A.A. Group page: https://www.aa.org/the-aa-group</p>
<p>What is AA's position on what constitutes sobriety? I have been hearing lately of people at meetings who think they're sober but still smoke weed.</p>	<p>The closest definition of sobriety in A.A. is “freedom from alcohol.” In keeping with our Tenth Tradition which states that Alcoholics Anonymous has no opinion on outside issues, A.A. as an organization has no opinion about marijuana, just as A.A. has no opinion about nicotine or compulsive eating disorders.</p> <p>In A.A., each person gets to decide what sobriety means for them. Some members, but not all, may expand this definition of sobriety for themselves, however the experience is wide and fluid. We have found that we are unable to drink safely.</p> <p>In A.A. we have discovered a way to stay sober that works for us, one day at a time.</p>

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<p>(Original) ,Cuál es el correos electrónico para poder programar una visita guida a la oficina,? Like</p>	<p>Para información sobre una visita, envíenos un correo electrónico a gsotours@aa.org o bien llame al 212-870-3430.</p>
<p>Be careful who get personally involved with at AA, even through the service center. They are not there for being saints. Some havn't gotten any better. There are a few who who are looking to exploit the vulnerable for any number of reasons imcluding money, or are malicious actors. I know from experience wth a rotten long term member working their help line.</p>	<p>Groups and members strive to share in a safe environment, so that alcoholics can focus on maintaining sobriety and the group can fulfill its primary purpose — to carry the A.A. message to alcoholics.</p> <p>Alcoholics Anonymous is a microcosm of the larger society within which we live. We're sorry that you had a bad experience with someone who answered a local hotline. All groups and entities in A.A. are autonomous. For anyone with questions about safety and A.A., we encourage you to reach out to your local A.A. entities. Materials on the general topic of safety and A.A. are available on aa.org.</p>

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2025 Conference Committee on Public Information

ITEM J: Review progress report on communications to address anonymity and social media

Background Notes:

From a September 5, 2024, interim meeting of the trustees' Public Information Committee:

The committee discussed the results of the survey on Anonymity and social media.

The committee agreed that the results of the survey indicated a great deal of interest from the Fellowship on this topic but noted a lack of consensus indicated by the responses. The committee suggested that the discussion of Anonymity and social media might be best conducted at the local or area level. It was also suggested that this topic might be a productive workshop topic for Regional Forums or the General Service Conference.

The committee agreed that some of the shares provided as part of the survey could be used to update service material, such as A.A. Guidelines for Internet and/ or SMF 197 Anonymity Online and Digital Media.

The committee requested that the staff secretary send a memo to the AA Grapevine inviting Grapevine and La Vina to consider publishing an issue on the topic of anonymity and social media.

The committee requested that the staff secretary send a memo to the GSO Communication Services Department suggesting that anonymity might be a welcome topic for a future podcast.

Committee Consideration of the 2024 Public Information Conference Committee:

- The committee reviewed and accepted the progress report on the request to create a new form of communication to address anonymity on social media and understands that responses to questionnaire were collected during a one-month period in March and April 2024. The committee looks forward to a progress report to be brought to the 2025 Conference Committee on Public Information and offered the following suggestions:

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- that future surveys have fewer questions and those efforts be made to communicate clearly with delegates about future requests for sharing from the Fellowship.
- that future staff reports to the Conference Committee on Public Information include information about anonymity and social media work by the Public Information Desk.
- that findings from the questionnaire on social media and anonymity be incorporated into the pending social media policy.
- that future surveys of this type be shared more broadly with the Fellowship and understands that large-scale requests for sharing from the Fellowship may incur additional expense.

Committee Consideration of the 2022 Public Information Conference Committee:

The committee considered the request to create a new form of communication to address anonymity on social media by reviewing a draft survey developed to gather shared experience from the Fellowship. The committee requested the trustees' Public Information Committee and staff secretary focus on distributing the survey to all age demographics, particularly a young population, and obtain results that will inform decisions on any future new form of communication. The committee looks forward to a progress report to be brought back to the 2023 Conference Committee on Public Information.

Background:

1. Summary report on questionnaire on anonymity and social media

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Summary Report – Questionnaire on Anonymity and Social Media

The survey was taken in 2024 by 8045 A.A. Members in English, 311 A.A Members in French and 98 A.A. Members in Spanish. (Those who did not answer the question “Are you a member of Alcoholics Anonymous?” were disqualified from responding).

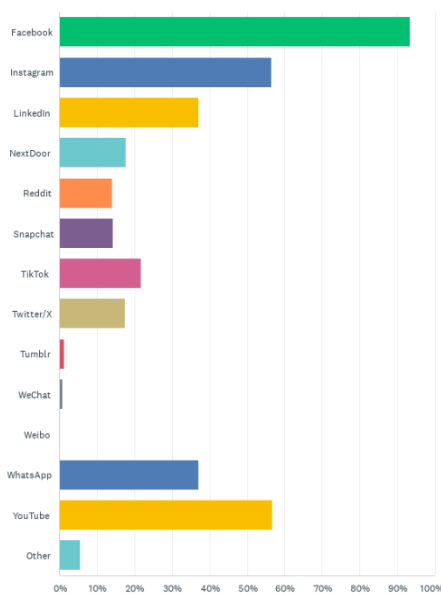
Q1. Just 7.5 % of survey takers were under the age of 35 for the English and French. For Spanish respondents 11.25% were under the age of 35.

Q2. Of those who answered the question about length of sobriety, the average was 18 years (EN, FR SP)

Q3. Of English and French speakers those who answered the question about what kinds of meeting they attend, 92% said in-person, 38% said virtual and 19% hybrid (EN)
Note: Spanish respondents report attending fewer hybrid and virtual meetings.

Q4. 83% of English speakers are on social media. (Note: this number was somewhat lower in French (78%) and Spanish (72%)

Q6. Please check any of the following social media platforms you use:



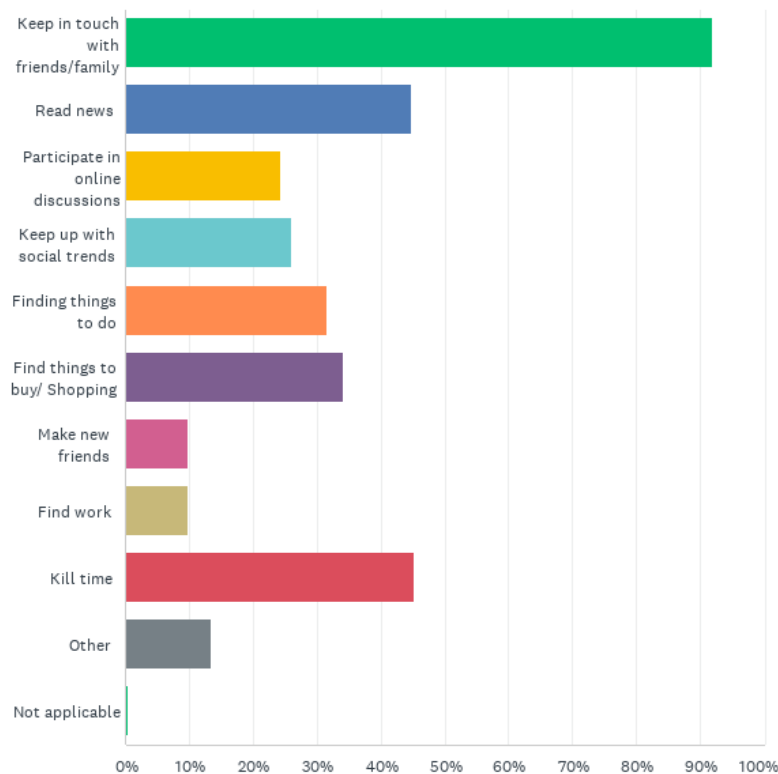
Note: 81.5 % of Spanish speakers report using WhatsApp (along with Facebook, Instagram and YouTube).

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Q7. Of those who responded, 44% of English speakers said they use privacy settings on social media. (Note: this was slightly higher in French 48%, and much higher in Spanish with 67%)

Q8. Of those who responded, 87% of English speakers, 90% of French speakers and 89% of Spanish speakers said they do not break their anonymity online

Q9. When asked what they thought social media was for:



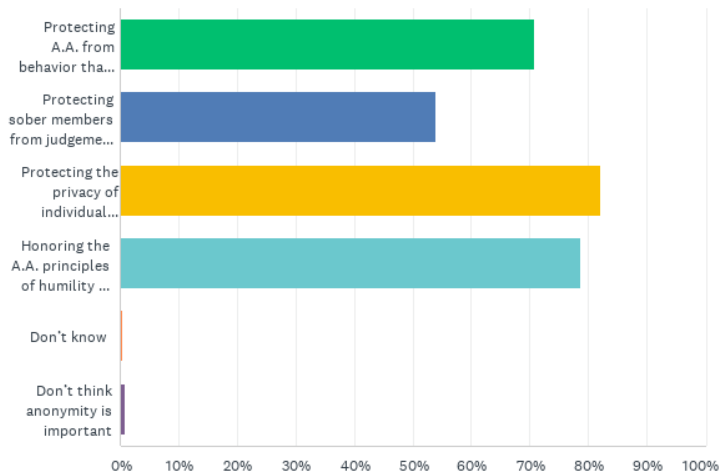
Q10. Of those who responded in French and English, almost 87% said they are on social media daily. (Note: for Spanish speakers, this number was 98%)

Q11. Most agreed that social media sites are essentially public in nature, but 26% suggested that it depends on the privacy settings selected.

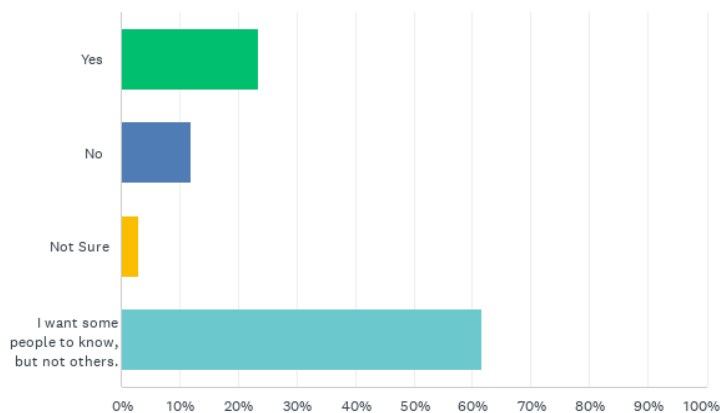
Q12. Ninety-seven percent of respondents agreed that anonymity is an important principle.

Q13. Eighty-five percent of respondents agreed that there is a problem with A.A. members violating the principles of anonymity on social media.

Q 14 What are the most important reasons for protecting anonymity? (check up to three)

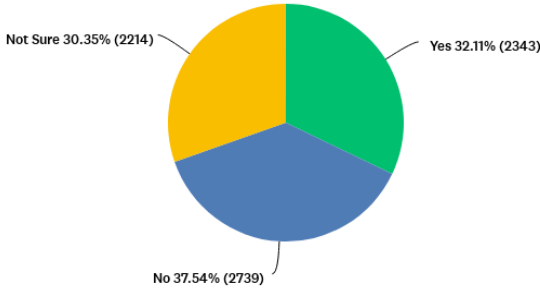
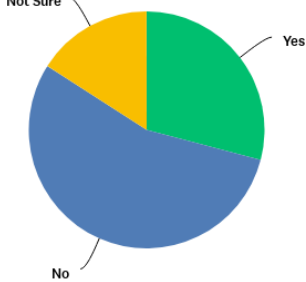
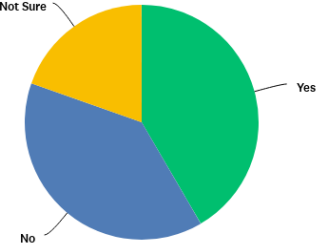
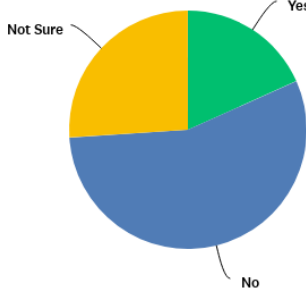
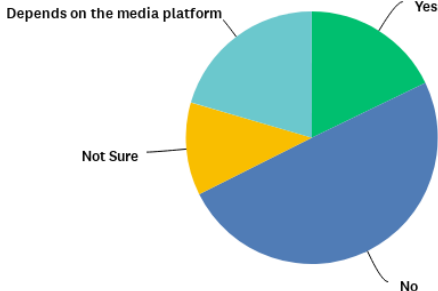


Q15. Do you want people who are not in A.A. to know that you are sober/ in recovery?



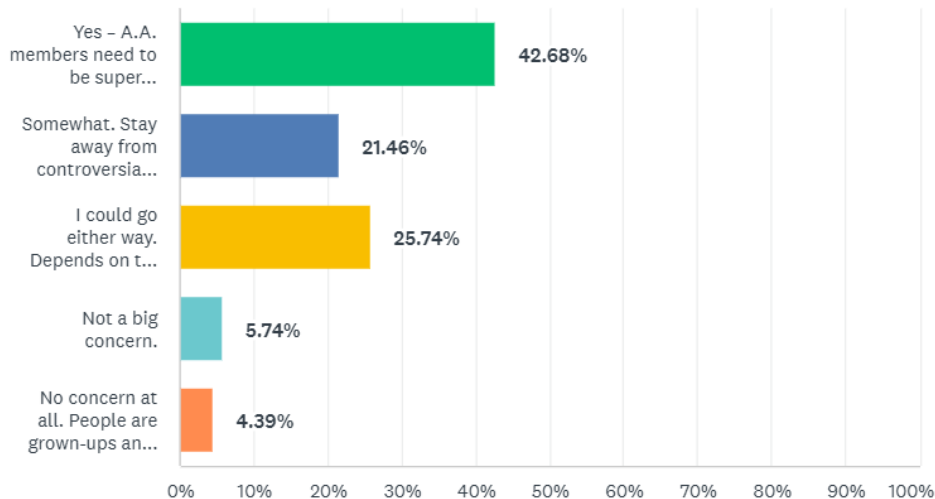
Q16. 73% of English language respondents, 80% of French language respondents and 68% of Spanish language respondents agree that it is important to “avoid identifying oneself or others as members of A.A. if full face and last name is visible when posting on “public” social media settings? (for example, on non-private Facebook, Twitter or Instagram, YouTube, public website, etc.).” Twenty-two percent said they would feel comfortable posting about themselves but not others.

Q17-21 -- Is it an anonymity break if....

<p>You comment on a posting/story/ anniversary celebration or sober meme?</p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>32.11%</td> <td>2343</td> </tr> <tr> <td>No</td> <td>37.54%</td> <td>2739</td> </tr> <tr> <td>Not Sure</td> <td>30.35%</td> <td>2214</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	32.11%	2343	No	37.54%	2739	Not Sure	30.35%	2214			
Response	Percentage	Count														
Yes	32.11%	2343														
No	37.54%	2739														
Not Sure	30.35%	2214														
<p>Someone shares on social media that they are celebrating an A.A. anniversary if they do not actually refer to A.A.? (e.g., “Mary has 4 years today!” “Rafael hasn’t had a drink One Day at a Time for 5 years”)</p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>~25%</td> <td>~1800</td> </tr> <tr> <td>No</td> <td>~45%</td> <td>~3300</td> </tr> <tr> <td>Not Sure</td> <td>~30%</td> <td>~2200</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	~25%	~1800	No	~45%	~3300	Not Sure	~30%	~2200			
Response	Percentage	Count														
Yes	~25%	~1800														
No	~45%	~3300														
Not Sure	~30%	~2200														
<p>You post a picture of a sober medallion/chip on a public social media page?</p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>~25%</td> <td>~1800</td> </tr> <tr> <td>No</td> <td>~45%</td> <td>~3300</td> </tr> <tr> <td>Not Sure</td> <td>~30%</td> <td>~2200</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	~25%	~1800	No	~45%	~3300	Not Sure	~30%	~2200			
Response	Percentage	Count														
Yes	~25%	~1800														
No	~45%	~3300														
Not Sure	~30%	~2200														
<p>You post “XXI” or “21” for a sober anniversary?</p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>~15%</td> <td>~1100</td> </tr> <tr> <td>No</td> <td>~55%</td> <td>~4000</td> </tr> <tr> <td>Not Sure</td> <td>~30%</td> <td>~2200</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	~15%	~1100	No	~55%	~4000	Not Sure	~30%	~2200			
Response	Percentage	Count														
Yes	~15%	~1100														
No	~55%	~4000														
Not Sure	~30%	~2200														
<p>“Liking,” commenting or subscribing to a Public Information A.A. page?</p>	 <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>~15%</td> <td>~1100</td> </tr> <tr> <td>No</td> <td>~45%</td> <td>~3300</td> </tr> <tr> <td>Not Sure</td> <td>~15%</td> <td>~1100</td> </tr> <tr> <td>Depends on the media platform</td> <td>~25%</td> <td>~1800</td> </tr> </tbody> </table>	Response	Percentage	Count	Yes	~15%	~1100	No	~45%	~3300	Not Sure	~15%	~1100	Depends on the media platform	~25%	~1800
Response	Percentage	Count														
Yes	~15%	~1100														
No	~45%	~3300														
Not Sure	~15%	~1100														
Depends on the media platform	~25%	~1800														

Q 22 Is there a danger that revealing A.A. membership or perceived A.A. membership on public social media posts could make it seem like A.A. is affiliated with or

endorses with outside organizations, controversial subjects and opinions that might divert or push away A.A. members or potential A.A. members?



Questions about Anonymity and social media in Local communities (Q23 – Q28)

Q23 – Forty-two percent of EN and FR users think local A.A. members regularly break anonymity on social media. Fifty-six percent of Spanish respondents agreed.

Q24. Twenty-four percent report that their local service entities have social media accounts. (61% for Spanish respondents)

Q25. Of those local entities using social media, 27% report that there is a Technology Advisory Committee (or some similar body) to help trusted servants stay within A.A. Twelve Traditions. (Note 55% said they were not sure if there is such a committee in their local area).

Q26. Seventy-three percent of English language speakers, 67 percent of French language speakers and 31% of Spanish language respondents thought said that A.A. entities should not be on social media. Of those who approve of A.A. entities being on social media, the largest number thought Facebook (followed by Instagram) would be good.

Q27. Fifty two percent of English language speakers, 34 percent of French language speakers and 31% of Spanish language respondents thought A.A. entities should not have social media platforms that allow posting/ commenting. Of those who think commenting and posting should be allowed, Facebook and Instagram (followed by YouTube and Twitter) were the two perceived that received the most yes votes for allowing posting.

Q28. Twenty-three percent of respondents (EN) (and 33% FR, 60% SP) said they supported the decision by local service entities to start using social media

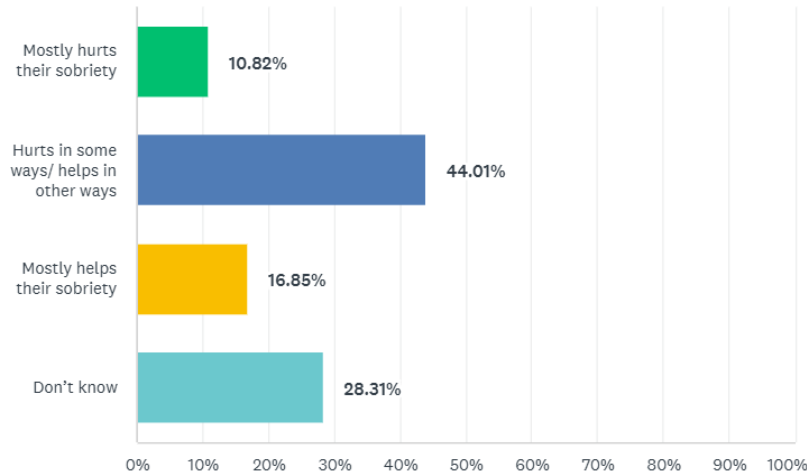
“Sober” social media

Q29. Half of the respondents in English are not part of private Facebook groups. (This number was a little higher for French speakers and lot higher (77%) for Spanish speakers.

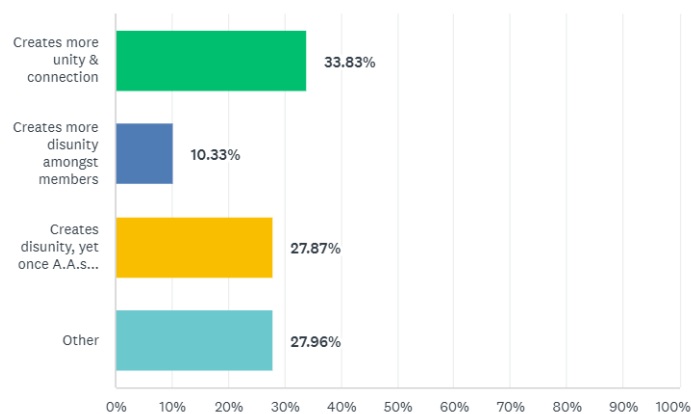
Q30. Most respondents do not think participating in private Facebook groups would break one's anonymity.

Q31-33 Members are unsure about whether what gets posted on private Facebook groups stays private, and most did not think that the privacy settings offered by social media platforms are enough to really protect them.

Q34 Do you think social media hurts people's sobriety/serenity or helps it?



Q35. A.A. members are "citizens of the world" with diverse opinions and ways they live their life outside of A.A. settings. Has social media changed how A.A. members interact with each other in their everyday lives?

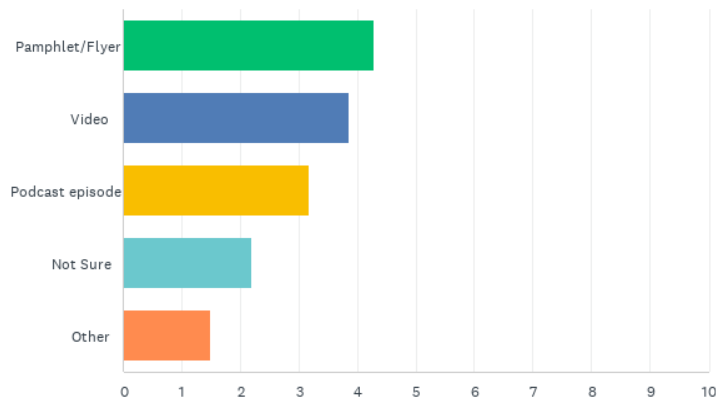


Q36. Most respondents think that it is easy for people who need help to find out about A.A.

Q37. A little more than half of the English and French language respondents said that they think those who need help with a drinking problem will look for information on social media. Seventy five percent of Spanish language respondents agreed.

Q42. Most members think that the Fellowship should be provided with more experience, strength, and hope on how to practice the Twelve Traditions on social media.

Q44 If a new service piece were developed on the subject of anonymity and social media, which format would be most helpful? (please rank in order of usefulness)



2025 Conference Committee on Public Information

ITEM K: Review report on Analytics

Background Notes:

From an interim meeting of the trustees' Public Information Committee, held virtually on December 2, 2024:

The committee reviewed and **agreed to forward** to the 2025 Conference Committee on Public Information the 2024 Analytics Working Group progress report.

From the July 27, 2024, Meeting of the trustees' Public Information Committee:

The committee reviewed the Working Group on Analytics report.

The chair appointed analytics working group composed of Kirk H. (chair), Morgan B. and John W. (with staff support from Julie Gonzalez and Misha Q.) to work with the Communication Services Department on the analytics reporting dashboard and other analytics projects as they evolve. The committee looks forward to a progress report at the November 2024 meeting.

From the 2024 Committee Consideration of the Conference Committee on Public Information:

The committee reviewed and accepted the 2023 Analytics Working Group Report and noted all the work that had gone into laying out a framework for improving analytics reporting in the future and looks forward to a report to be brought to the 2025 Conference Committee on Public Information.

Background:

1. 2024 Analytics working group progress report

2024 Analytics Working Group Progress Report
November 2, 2024

The Analytics Working Group met once since it was reconvened at the July 2024 meeting of the trustees committee on Public Information. In that meeting, the Working Group:

- Reviewed work completed by the previous Working Group including progress documentation, RFP/wireframes, and questions to guide future discussions about reporting.
- Stressed the importance of reevaluating current reporting before recreating it.
- Encouraged reaching out to TCS, AAWS, GSB, and trustees PI chairs to discuss what these committees need for discussion and decision-making. Discussions continue with these Board chairs and GSO management.

The restructured RFP, including a dashboard, data warehouse, and improvements to the Google Tag Manager implementation, was sent to four potential vendors.

Submissions were due October 23 and included estimates to support the planning and design of this project and implementation. As of October 22, 2024, we have received two proposals and granted extensions to two vendors to submit by Friday October 25, 2024.

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2025 Conference Committee on Public Information

ITEM L: Review report on survey of Area Delegates on best practices for communicating with young people

Background Notes:

From the February 1, 2025, meeting of the *trustees' Public Information Committee*:

The committee discussed the report on the survey of Area Delegates regarding communications with Young People. The committee **agreed to forward** the report to the 2025 Conference Committee on Public Information

From the July 27, 2024, report of the trustees' Public Information Committee:

The committee discussed the 2024 Public Information committee consideration requesting that the Staff secretary ask that delegates gather feedback on how young people would like to be communicated with and requested that the Staff secretary proceed with the survey. The committee looks forward to a follow-up report at the November meeting.

From the 2024 Additional Committee Consideration of the Conference Committee on Public Information:

The committee suggested that the staff secretary ask that delegates gather feedback on how young people would like to be communicated with and submit the shared experience back to the staff secretary before October 1, 2024, using an online survey tool. The committee requested that a report be brought back to the 2025 Conference Committee on Public Information

Background:

1. Report on survey of Area Delegates on best practices for communicating with young people

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**Report on Survey of Area Delegates regarding Communications
with Young People
February 1, 2025**

In September 2024 the staff secretary on the Public Information assignment sent a survey to Area Delegates using the OnBoard platform.

This survey had been suggested as part of an Additional Committee Consideration from the 2024 Conference Committee on Public Information:

The committee suggested that the staff secretary ask that delegates gather feedback on how young people would like to be communicated with and submit the shared experience back to the staff secretary before October 1, 2024, using an online survey tool. The committee requested that a report be brought back to the 2025 Conference Committee on Public Information.

The Survey was posted on September 15, 2024 and Area Delegates were given until October 18, 2024 to complete the survey.

The survey was structured so that only Area Delegates could respond, ideally with a summary of what they learned from Young People in their areas.

Forty- eight Area Delegates responded fully, four reported that they could not complete the survey because they did not have time or because they did not have young people groups in their areas. Forty-one Areas Delegates did not respond.

Note: there were some complaints from Area Delegate that one month was not enough time to complete the survey.

Results:

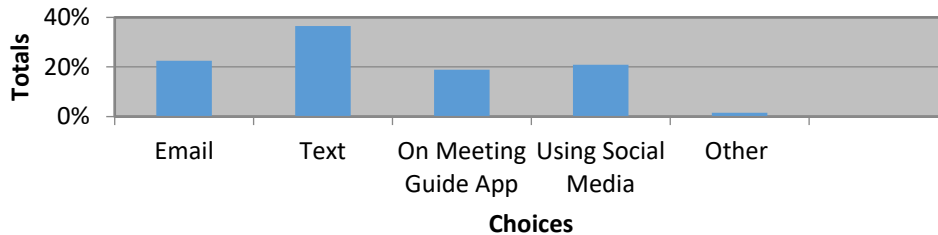
Perhaps not surprisingly, Young People are not a monolith, the responses to questions about preferences for communications and media platforms reveal a diversity of experiences and preferences.

Some areas suggested that Young People would prefer not to be treated differently than other Members of A.A. At the same time, some Delegates reported that Young People do prefer shorter form content and more video- and graphics- based content.

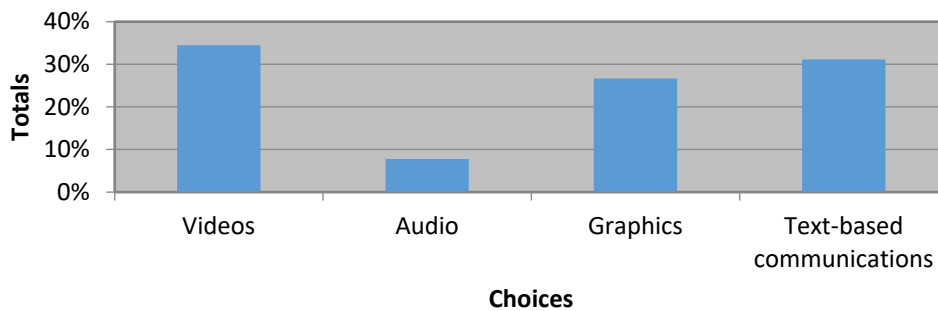
Aggregated responses, as well as selected sharing is provided in the pages that follow.

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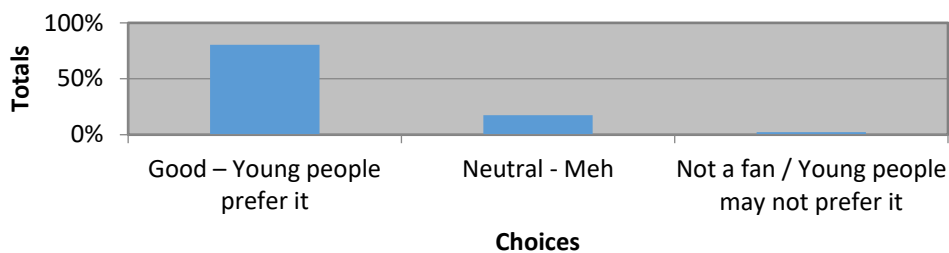
In your Area, how would young people in A.A. like to hear from Alcoholics Anonymous/ the General Service Office (GSO)?

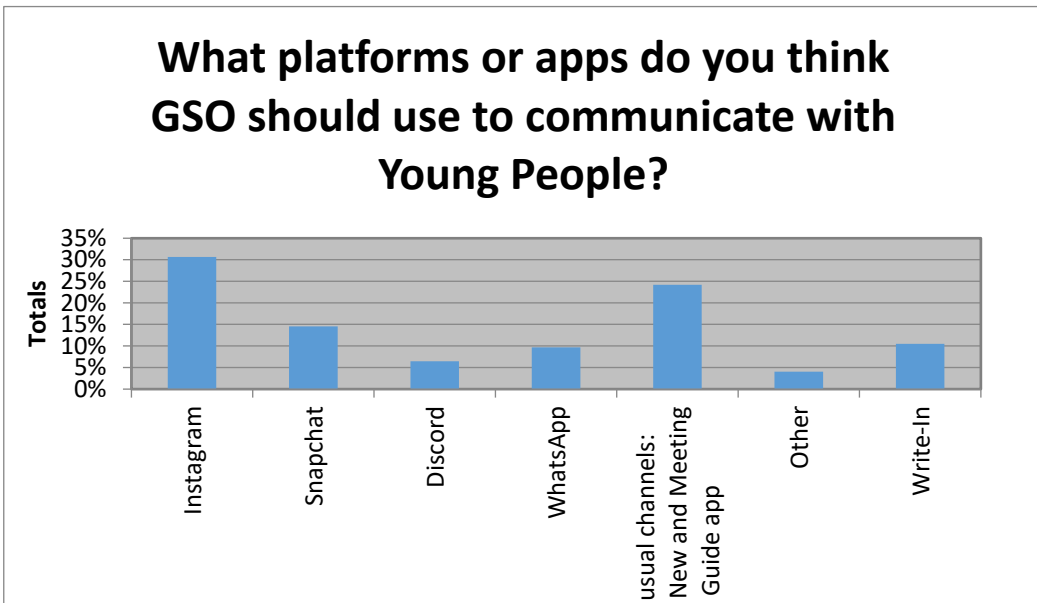
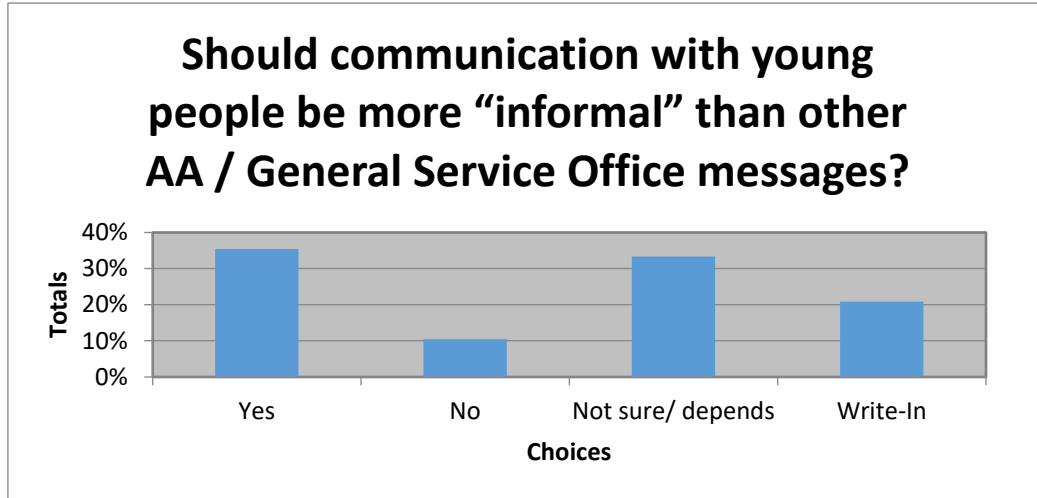
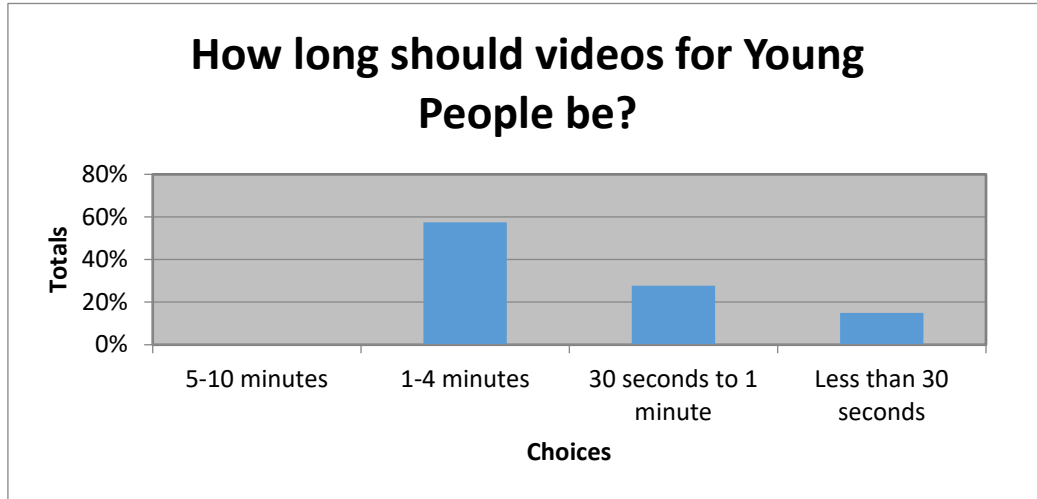


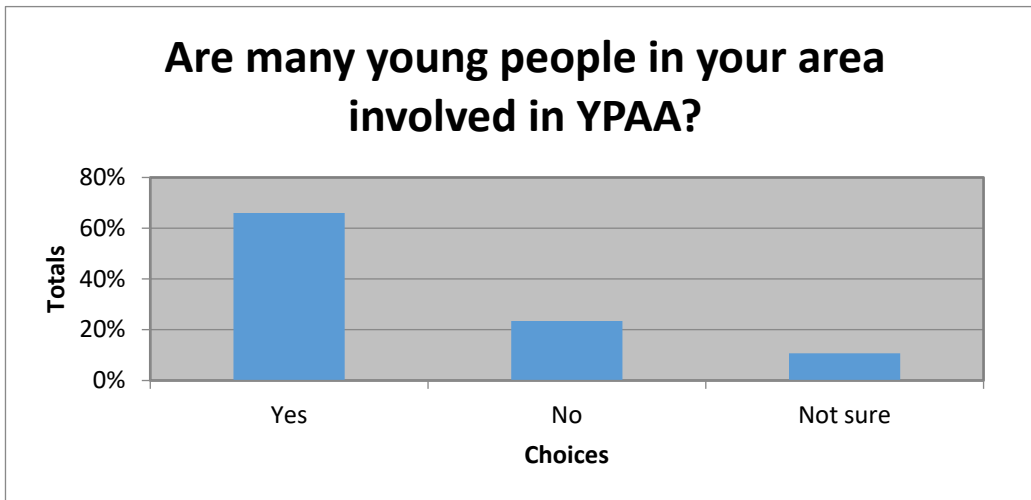
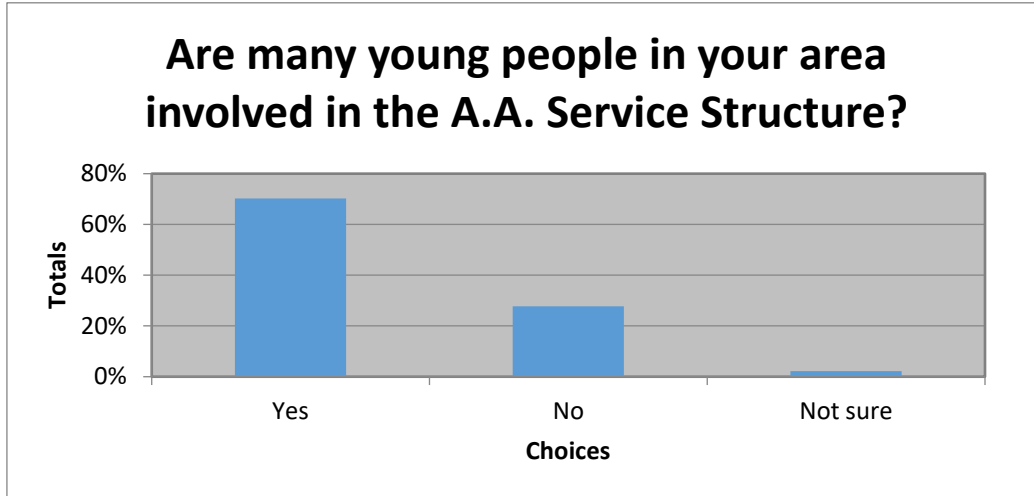
Would young people who are A.A. members prefer:



What do young people think about shorter "bite-sized" or "snackable" content?







How do you think Alcoholics Anonymous /GSO should communicate with young people who might need or want help with their drinking?

(Summary of responses)

- Social media/ digital media
- Instagram, TikTok
- Meeting Guide app
- Intergroups, sponsorship, home groups, Twelve Step work and one-on-one conversations work best
- Short videos/ short text messages (many areas have had a positive response to new Young People videos)
- YP should be treated like everyone else. Don't talk down to them
- Use texting, memes and chat features on our websites
- Short printed material and literature that addresses young people
- Focus message more broadly on recovery and less emphasis on alcohol, since some young people use multiple substances
- Being careful with social media algorithms that might make people think AA is tracking them
- Signs on billboards, transit etc, add QR codes
- Bring more young people into service to help make decisions.
- Focus on asking young people to create content.
- Use plain and simple language/ brief language
- Create liaison positions for young people to carry the message to other young people
- Improve user interface on aa.org
- Focus on improving SEO, so AA pops up first when people search for help online

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2025 Conference Committee on Public Information

ITEM M Discuss Public Information pamphlets and other publications

Background Note:

Provided for the committee’s information, a grid of Conference-approved publications under the purview of Public Information. Also included here for informational purposes is service material

Background:

Conference-approved P.I. literature

	English	French	Spanish
1	A.A. At a Glance (F-1) (Revised in 2024)	Aperçu sur les A.A. (Révisé 2024 but revised version not on aa.org as of 11-7-24)	A.A. de un Vistazo (Revisada en 2024)
2	A.A. Membership Survey (P-48) (Revised in 2023)	Les Alcooliques Anonymes Sondage 2022 Sur Les Membres (Révisé 2023)	Alcoholicos Anonimos 2022 Encuesta de los miembros (Revisada en 2023)
3	Speaking at Meetings Outside of A.A. (P-40) (Revised in 2024)	Causeries à l’extérieur des A.A (Révisé 2024 – but revised version not on aa.org as of 11-7-24)	Hablando en Reuniones no-A.A. (Revisada en 2024 but revised version not on aa.org as of 11-7-24)
4	Understanding Anonymity (P-47) (minor revisions in 2023)	Le sens de l’anonymat (Révisé 2022)	Comprendiendo el Anonimato (Revisada en 2022)
5	A Brief Guide to A.A. (P-42) (revised in 2018)	Petit guide pratique sur les AA (Révisé 2018)	Breve Guía a A.A. (Revisada en 2018)
6	Wallet Card “What Does Anonymity Mean to A.A.?” (M-22) (Conference-approved -1971 Advisory Action)	Available in English only	Available in English only

P.I. Service Material

	English	French	Spanish
1	PI Service Cards (Created in 2023, currently available for download only)	« Cartes de Services d’IP »	Tarjetas de servicio de IP

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2	A.A. Guidelines on Public Information (MG-07)	Ligne de conduite des AA sur les Information publique	Guías de A.A. acerca de Información Pública
3	Anonymity and Digital Media (SMF-197) (GSO Staff revising)	L'anonymat en Ligne et les Médias Numériques	El Anonimato en Línea y Los Medios Digitales
4	A.A. Guidelines on Internet (MG-18) (GSO Staff revising)	Ligne de conduite des AA sur L'Internet	Guías de A.A. acerca de Internet
5	Anonymity Statement Card (Announcement for reading at meetings open to the public) (F-20) (service material)	Carte De L'Anonymat chez les AA (FF-20)	Tarjetas de Anonimato en A.A. (SF-20)

Non - P.I. Anonymity Service Pieces

English	French	Spanish
"Anonymity in the Digital Age" placard (two sizes M-77 and M-78) (service material falls under AAWS – needs revision)	L'anonymat à l'ère du numérique Alcoholics Anonymous	El anonimato en la era digital Alcoholics Anonymous
"Anonymity Statement" Tent fold Display Card for Groups" (M-61) (Conference-approved). (Last reviewed 1993)	Affichette Sur L'anonymat (FM-61) (tent fold display card)	Tarjeta de Declaración de Anonimato (SM-61) (tent fold display card)

PI Video (Service Material)

Why Anonymous? (PI Video)	Pourquoi l'anonymat ? (In English with subtitles)	¿Por qué Anónimos? (In English with subtitles)
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Young People videos

2024 videos:

- [Young and Sober in A.A.: It Could Save Your Life](#)
- [Young and Sober in A.A.: I Thought Drinking Made Me an Artist](#)

Previously produced young people videos

- [Young and Sober in A.A.: From Drinking to Recovery](#)
- [A Group of People Just Like Me](#)
- [Getting Sober Young in AA: Alcoholics Anonymous](#)
- [Young People's Animation Video](#)
- [25 and Under](#)
- [On the Beach](#)

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Other PI-related Resources on aa.org:

- [What is A.A.?](#)
- [Press and Media Page](#)
- [FAQs](#)
- [2022 Membership Survey page with infographics](#)
- [Public Information Committee page](#)

Note:

Another Anonymity resource is the [“Anonymity in Alcoholics Anonymous” song](#) (AAGV/LV - from ICYPAA – In English only, but you can set the closed captions to Spanish)

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2025 Conference Committee on Public Information

ITEM N: Review report of the 2024 Membership Survey Working Group.

Background Notes:

From a December 2, 2024 interim meeting of the trustees' Public Information Committee:

The committee heard a verbal report from the chair of the Membership Survey Working Group. The committee reviewed the three documents that had been circulated: the final report of the 2024 Membership Survey Working Group, the final report from Dr. Alexandra Cooper on the findings from the 2023 Membership Survey Convenience Sample Pilot and a document from the Working Group that compared Membership Survey results from 2011-2022.

The committee discussed the final report of the Working Group, which included the following suggestions:

- That future membership surveys retain the data collection methodology based on a random sampling of groups.
- That the Membership Survey be conducted at five-year intervals, rather than three.
- That future membership survey planners consider the Fellowship as the primary audience for the survey results.
- That it should be a priority to communicate with Area Delegates about the Membership Survey data collection process.

The committee agreed to forward to the 2025 Conference Committee on Public Information the Final Report of the Membership Survey Working Group, the Final Report on the 2023 Membership Survey Convenience Sample Pilot from Dr Cooper and the report "Comparison of Membership Survey Data from 2011-2022."

Excerpt from 2024 Additional Committee Considerations of the Conference Committee on Public Information:

The committee reviewed the progress report on the A.A. Membership Survey Convenience Sample Pilot and looks forward to a report being brought back to the 2025 Conference Committee on Public Information. The committee requested that staff provide more clear and timely communications about Membership Survey processes that impact delegates and their areas.

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Advisory Actions of the 73rd General Service Conference:

It was recommended that the Membership Survey pamphlet be updated to reflect the findings from the 2022 Alcoholics Anonymous Membership Survey with minor editorial changes.

Excerpt from 2023 Additional Committee Considerations of the Conference Committee on Public Information:

The committee reviewed the report on the 2022 A.A. Membership Survey process and offered the following suggestions for improvement for future surveys.

- Provide the survey method process, including the timeframes and actions that delegates will need to perform, to the Conference Committee on Public Information each year that a triennial membership survey is requested to be considered.
- Encourage all the delegates who participated in this 2022 A.A. Membership Survey to complete the process evaluation to inform process improvements as needed.
- Design a pilot study to complete two surveys using convenience sampling, which focuses on gaining information from participants (the sample) who are “convenient” to access. These samples could be collected using the A.A. website, and the A.A. Meeting Guide app, and the same questions as the 2022 A.A. Membership Survey.

The goal is to examine any potential differences in data patterns across the three different collection methodologies, the traditional A.A. survey process and the two channels listed above. Ideally, collection of this type of data would follow the collection of the traditional A.A. Membership Survey data within 1-2 years from 2022, so that no portion becomes dated. The committee requested that the trustees’ Public Information Committee design a pilot study and that it be brought back to the 2024 Conference Committee on Public Information.

The committee reviewed the report titled “2022 A.A. Membership Survey Results Reporting” and agreed with the development of a dynamic A.A. web page to disseminate the complete results of the 2022 A.A. Membership Survey. The committee appreciates that each infographic developed to reflect the survey results is designed to be a part of a library of results and will be made available for use by A.A. members, the professional community, and the media. The committee liked the concept that local A.A. members

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and service committees will be able to share direct experience with GSO regarding how they are using these tools, via the web page “how are you using this information?” on aa.org.

Background:

1. 2024 Report of the 2024 Membership Survey Working Group
2. Final Report of the 2023 Membership Survey Convenience Sample Pilot
3. Comparison of Membership Survey Data 2011-2014-2022

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Report of the 2024 Membership Survey Working Group

In July 2024, the chair of the trustees' PI Committee, Robert L. invited Reilly K.(chair); Deb K.; Sister Judith Karam and Joyce S. to form a Membership Survey Working Group, to be supported by GSO staff member Misha Q.

The Working Group met twice virtually and subsequently shared suggestions and drafts via email.

At the first meeting, the Working Group reviewed the Comp, Scope and Procedure: *the scope of the Working Group is to review research related to the Membership Survey Pilot and develop a plan for the next Membership Survey*

The Working Group also reviewed the history and actions related to the Membership Survey (including the 2024 additional committee considerations from the Conference Committee on Public Information)

The Working Group reviewed the *Final report on the 2023 Membership Survey* provided by survey methodologist Dr. Alexandra Cooper (attached as background).

The Working Group also reviewed previous reporting related to the Membership Survey, including:

- Delegate evaluations of the 2022 Membership Survey process
- 2022 Analysis Report on the membership Survey
- 2022 Membership Survey Process Report
- Final report and recommendations from the 2020 Membership Survey Working Group
- 2020 Membership Survey Methodology Report (provided by survey methodologist Dr. Alexandra Cooper)
- 2020 TPIC Report on meeting with Dr Cooper
-

The Working Group agreed to consider some preliminary questions:

1. How frequently should the Membership Survey be conducted? (historically, it has been every three years, with some gaps/ exceptions).

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2. What are the goals of the Membership Survey? What do we want to learn? Note: historically, the main goal of the Membership Survey was to provide information about A.A. to professionals. However, a recent (1/10/22) report from Dr. Cooper confirmed that professionals do not find the Membership Survey useful.
3. What survey methods make the most sense to meet the goals of the survey?
4. Do the survey questions need to be revised to help meet these goals? They noted: If survey questions are substantially changed, future efforts to track changes (trends) over time may prove difficult. Can we consider designing a new direction and pull the old data along in such a way that it retains a general idea of where we've been?
5. What information about the Fellowship would be useful for trusted servants and other members? What is the story we want to tell in the next pamphlet/webpage?

As a result of all of the above, the Membership Survey Working Group suggests that the Membership Survey be reconsidered and revised. More specifically, the Working Group suggests the adoption of a plan that includes the following:

1) Survey Methodology

A) Most importantly, the Working Group suggests that future Membership Surveys continue to utilize random sampling methodology. This has repeatedly been confirmed as the most scientifically sound method of collecting accurate data about the membership. This methodology, also known as “probability sampling”, is highly effective, efficient, and is best practice to sample a population to characterize it. Groups are selected randomly, without bias, with each group having an equal probability of being selected. Multiple reviews have confirmed that the percentage of groups selected yields an adequate sample size. Finally, our surveys correctly use stratification, where we sample a percent of groups from each area. This stratification ensures that areas with fewer groups are not left out and those with many do not dominate.

The random sample is based on a percentage of all groups listed with GSO from each Area.

It has been suggested that future Membership Survey planners could consider a revised methodology based on random samples of both groups

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and meetings but note that this would entail developing a significantly different methodology and process.

- B) The 2023 Convenience Sample Membership Survey Pilot analysis revealed that a convenience sampling method, using the Meeting Guide App and aa.org website, (in which individual members self-select and decide whether or not to participate) does not result in a representative snapshot of the Fellowship, and thus, should not be used for future Membership Surveys. However, there may be other uses for this method when a representative sample is not needed.
- C) Future Membership Survey planners should be aware that there is a need to consider subgroups of responders in the dataset (ie, members attending AA meetings in-person versus virtually), and are encouraged to work with a professional methodologist to ensure design and analysis methods to capture this. This is particularly important because our analysis has revealed that the members sampled in virtual online groups and those sampled from in-person groups are distinctly different: most notably, we found that more women, as well as more older members are attending virtual groups.

2) Survey Process with Area Delegates

- A) Taking into consideration the results of the survey of Area Delegates about the 2022 Membership Survey process, as well as discussions of the trustees' Public Information Committee and the related Advisory Actions of 72nd General Service Conference, future Membership Survey planners may want to consider how to best communicate about the survey process. A sound communications plan might include:
 - (a) communications which emphasizes the importance of the random selection process to avoid bias and other errors. Better communication might help explain why it is important to have a consistent process across all 93 Areas.
 - (b) communication should also indicate any other significant recommendations made by the survey methodologist (for instance if over-sampling of some groups will be required, and why).
 - (c) a workshop or similar event for Area Delegates might be convened to provide space for-two way communication about the group selection

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process. This might also include an opportunity to discuss how Areas might work with GSO to update the list of groups registered in their Areas.

- (d) in 2022 some delegates indicated that the six-month time frame was too short; it might be useful to ask delegates how much time they think would ideal for conducting the survey.
- (e) A training video or webinar about administering the survey might also include suggestions for ways that the membership survey data collection process might be delegated (for instance by working with DCMs, which may be especially useful for geographically large Areas)
- (f) communication to Area Delegates, DCMs and groups should, whenever possible, indicate the timeline for administering surveys (in particular, the requirement that they be taken at the time of the meeting)

3) Survey Purpose – who is the survey for?

- A) If a key audience for the survey is the Fellowship, what information does the Fellowship want/ need? This warrants further discussion early, so that survey content and design changes could be carefully considered well in advance of the next survey.

Note: some Area Delegates have indicated that they wished that the Membership Survey would detail the number of groups and/or the number of A.A. members there are in the U.S. and Canada. Others hoped they could gather this information about their own areas.

- B) We have been told that the Membership Survey, as currently designed and reported, is not a useful tool for Professionals. Future investigation may want to confirm this finding with CPC Professionals with close proximity to AA, and at the same time identify whether other membership survey data might be more useful to such professionals, journalists or other external audiences.
- C) Survey Questions – The Working Group suggests that future Membership Survey planners carefully consider the questions that will be asked, noting that some questions from past surveys may no longer provide useful or accurate information, while other may need some additional “set up” to gain A.A. member respondents’ trust or buy-in.
- D) Questions for the Conference Committee on Public Information:

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- (a) What additional questions/ topics, if any, should be considered for future surveys?
- (b) If there is a shift to make the Membership Survey more explicitly for A.A. members, what information would be most useful for the Fellowship?

4) Survey Frequency

- A) After a review of Membership Survey responses from 1968, 1971, 2004, 2007, 2011, 2014, and 2022 (with a particular focus on data from 2011, 2014 and 2022) it was clear that A.A.'s demographic characteristics are relatively stable over time (with the obvious exception of the changes wrought by the Covid-19 pandemic and the proliferation of virtual meetings). As a result, the Working Group suggests that a five-year survey interval be considered. If accepted, the next Membership Survey would be conducted in 2027. See "Membership Survey Comparison 2011-2014-2022" (attached).

5) Lessons learned from the Convenience Sample Pilot

- A) **About the survey** -The Membership Survey Convenience Sample Pilot was run for three weeks in November- December 2023. It included all the questions from the 2024 survey as well as a couple of additional questions about the respondent's home group. The purpose of a pilot study is to explore a new method or procedure.
- B) **What did we learn from the pilot?**
 - (a) There is a huge appetite for participating in these kinds of surveys. In this case, more than 32,000 individuals took part in the 2023 Membership Survey Convenience Sample pilot.
 - (b) Convenience sampling cannot replace random sampling for the Membership Survey. What we learned is that while similar groups of individuals responded to the two surveys, they are not precisely the same. We found for example, that those who are earlier in sobriety were less likely to participate in the Convenience Sample. As a result, a survey that relied on this methodology would undercount the numbers of newly sober members.
 - (c) There was robust engagement from the fellowship in responding to the surveys when they were posted. This reflects the true response to the 'convenience' methodology, where people are invited to the survey as a

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function of finding it in a setting where they naturally come (to Meeting Guide app or website), without external direction. A second step, where delegates were encouraged to notify their areas of the website link to the survey, resulted in an increase in participation. Together, these results show strong results in true convenience sampling without intervention, as well as enhanced engagement with communication from the area delegates.

C) Other key takeaways:

(a) As the Working Group compared the data from the 2022 Membership Survey and the Convenience Sample, we found that there are two important differences between members who took the survey online and those who took it in person:

- (i) Women and men responded to the convenience sample survey at close to equal rates. This reflects who responded, but not who attends what type of meeting.
- (ii) Both men and women responding to the online convenience sample indicated a preference for in-person meetings.

(iii) Women are significantly more likely to be in online meetings. This was seen in reviewing the gender of people sampled in the triennial probability sample, (see table 16, Dr. Cooper Final report). Members surveyed in virtual meetings were more frequently female (59% female to 41% male), whereas members surveyed from in-person meetings were majority male (64% male to 35% female). This data shows who is actually in these settings, in contrast to who took the surveys or what preferences they endorsed.

Table 13: Gender of Members

Gender of Members	Online sample	Probability sample
Male	47%	64%
Female	52%	35%
Non-binary, neither, both, gender fluid, non-conforming	1%	1%

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Table 16: Triennial Survey Respondent Gender by Sub-Sample

Triennial Survey Respondent Gender by Subsample	In-person	Virtual
Male	64%	41%
Female	35%	59%
Non-binary, neither, both, gender fluid, non-conforming	0%	1%

(iv) Online meetings also attract more members who are older, more likely to be retired and those with long-term sobriety.

Table 4: Age of Membership

Age of Membership	Online sample	Probability sample
under 21	0.3%	0.2%
21-30	3%	9%
31-40	11%	16%
41-50	15%	20%
51-60	24%	25%
61-70	32%	19%
71+	15%	11%

(v) As a result of these findings, future analysis and reporting (including future Membership Survey Pamphlets) should consider virtual meetings and in-person meetings separately.

D) Next Steps/ Other outstanding questions

As noted above, we recommend commencing planning for the next membership survey inclusive of the following considerations:

- (a) Discussion of purpose/audience for the survey
- (b) In light of this discussion, review of survey content, with caution that question revisions should be minimized in order to optimize the ability to consider results longitudinally (over-time).
- (c) Careful consideration to supporting the area delegates in the data collection process through workshops and discussion.
- (d) Consideration of questions that have been raised, such as surveying groups versus meetings, and counting members, to consider value and possible design impacts.

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- E) Website- infographics – for the 2022 Membership Survey, a decision was made to create a webpage with downloadable infographics that could be used by local A.A. members to create local resources they could use to communicate about A.A. in their areas.

Before repeating this effort for the next Membership Survey, it may be useful to ask trusted servants (especially in Public Information and Cooperation with the Professional Community roles) whether these infographics have been useful.

- F) Future Membership Survey planning should include a formal debrief about the survey results from the trustees' Public Information Committee to the Conference Committee.
- G) Future Membership Survey planning may want to consider how the survey might be used to address outstanding questions including:
- (a) How do we make sense of ongoing gendered differences in meeting attendance?
 - (b) Why has A.A. failed to make meaningful progress on attracting and retaining a more racially/ ethnically diverse Fellowship?
 - (c) The most recent survey indicated that the Fellowship is aging, and not attracting as many young members. How should we understand and respond to this shift?

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Review of the 2023 online A. A. Membership Survey Questionnaire and Results Reporting A Report to
the Trustees Public Information Committee
prepared by Alexandra Cooper, Ph.D. submitted October 25th, 2024

Executive Summary

This report responds to a request by the General Services Board (GSB) of Alcoholics Anonymous (A.A.), Inc. for an assessment of the online Convenience Sample Survey Pilot it introduced in 2023. With this new online survey, the organization sought to ascertain how similar or different data collected from an online sample (comprised of members who accessed the survey via a link on the A.A. Meeting Guide App, on the aa.org website, or through an email) are to those the organization has for many years collected using the scientific probability sample it employs to conduct its triennial survey, and to examine what it can learn from the data collected using this online survey. This report is based on its author's review of those data, informed by an understanding of the questionnaire employed for both surveys, as well as of the protocols used to compile and clean the data once they had been collected online.

The report notes that differences between the online and triennial survey data are generally small. However, there are key patterns in those differences that suggest that the online convenience sample may underrepresent a key subgroup of those A.A. serves. Specifically, newer and/or less invested members are fewer in number in the convenience sample than in the triennial sample. This omission seems problematic for A.A. because one way in which A.A. uses the survey data it collects is to identify, in A.A. parlance, 'who is and who is not in the rooms.' This may enable A.A. members to show prospective members that other people with experiences and attributes like their own are likely to be at meetings they might attend. Undercounting those most likely to need such a message – prospective members – would make the survey a less effective tool.

This report details the various measures and discrepancies between the two surveys results that reflect this undercount of new and/or less invested members. It then examines other data collected noting that on several measures there really are no differences or only negligible differences between the online survey sample and the triennial survey sample.

However, the report also notes that there is another big difference between the online survey results and the triennial survey results, the gender of respondents. Although the data from the 2022 triennial survey and past triennial surveys have consistently found the A.A. membership to be disproportionately male – typically with about two male respondents for every female respondent – the 2023 online survey sample reflects a very different gender balance, one very close to the same proportion as that of the adult population of the US and Canada.

Having identified this difference in gender ratios, the report explores whether differences in preferences between virtual and in-person environments might account for it. In the online survey data it finds relatively small differences by gender in terms of respondents' expressed preferences for virtual versus in-person meetings.

However, the report conducts a further exploration of possible gender differences by comparing the gender ratio of respondents to the in-person meeting 2022 triennial survey sample to that of respondents to the virtual meeting 2022 triennial survey sample. Here it uncovers a startling difference, namely that women comprise 59% of virtual meeting respondents but only 35% of in-person meeting respondents.

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Based on these comparisons between the online and triennial survey results, the report concludes with a discussion of the pros and cons of each of these two approaches to sampling and issues recommendations regarding their use, basically noting that there are important reasons to use the scientific sampling approach that

A.A. employs with its triennial survey, but that there may also be reasons to collect survey data using a convenience sample and an online questionnaire. A convenience sample lacks important features that are central to what A.A. seeks to achieve with its membership survey, but does have some features that may make it a useful supplement in the organization's data collection strategies.

1. Overview

The General Services Board (GSB) of Alcoholics Anonymous, Inc. is exploring the use of an online survey tool using convenience sampling, piloted in 2023, as a straightforward and efficient means of collecting information from and about its members in order to be able to ensure that it has as much knowledge as practical to inform its structure and approach to communicating with and about and serving its membership. Online surveys, which can be distributed very readily and inexpensively, have become a common tool for collecting data but – to the extent that (as in this case) they do not employ probability sampling, it can be difficult to know what the data they are used to collect mean, beyond providing a snapshot of the individuals who responded to the survey. This is true because without a scientific probability sample, it is impossible to create accurate estimates reflecting the attributes and experiences of a larger population from the data provided by survey respondents.¹

To explore the findings of this online survey pilot, I compared its results to those of the most recent iteration of the traditional triennial survey, conducted in 2023. Interestingly, despite the very different nature of these two samples, the results of the two surveys were quite similar across most dimensions. However, while the differences between the online and triennial survey findings are not large across most measures, some of the patterns in the data suggest that more established and longer-term members of A.A. may be overrepresented in the online survey data, while newer and less engaged members may be underrepresented. This discrepancy between the attributes of the online survey respondents and those who responded to the 2022 triennial survey suggests that relying exclusively on convenience sampling would likely undercount a key subset of A.A. members – those who are new to the organization and/or less connected to it. In addition, there is one key and substantively important exception to the general pattern of only modest differences, which appears for gender – women comprise a much larger proportion of the online survey respondents than they do for the triennial survey (52% versus 35%).

Below, I first discuss the measures through which the online survey data suggest that a subset of the A.A. membership may be less likely to respond to this sampling strategy. Next, I explore other differences and similarities between the 2022 Membership Survey and the 2023 Convenience Sample Pilot. The final difference I focus on is the difference in the gender distribution of respondents between the 2022 and 2023 survey data. This difference is so striking that I drill down into possible explanations, examining gender ratio differences between the 2022 in-person and virtual meeting subsamples for the triennial survey, and looking at other differences by gender in preference for and use of virtual meetings. Having explored these, I conclude with a call for further research, and recommendations regarding the use of both probability and convenience sampling.

¹ As described in Section 5 of the report I provided to the Trustees Public Information Committee on January 9th, 2020, contemporary scientific sampling is probability-based. Such sampling is conceptually straightforward and guided by mathematical principles that make it possible to generate

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estimates for a large population from a fairly small sample. Importantly, the precision (or more accurately, imprecision) of the estimates developed from surveys administered to probability samples can itself be precisely quantified, so that based on the sample size and the population size, we can know approximately what the data show us, and can know exactly how close “approximately” is – or is not – likely to be to the true population values. This precision is true only for probability samples, other – often easier to employ – sampling techniques such as quota samples (which seek to craft a sample that “looks like” the population of interest on key variables, such as gender, age, race, and ethnicity) and convenience samples (which typically cast a wide net and invite a diverse range of individuals to reply to a survey) do not provide this accuracy. Non-probability samples offer useful information about the individuals who provided the data they contain, but do not make it possible to generalize reliably from that sample to a larger population.

2. Differences between Online and Probability Survey Respondents and Their Relationship to A.A.

Although the differences in responses to the two surveys are generally small, key differences in five measures – the duration of respondents’ membership, the length of their sobriety, the frequency with which they attend meetings, their age, and their employment status – all reveal ways in which the online survey sample respondents differ consistently from the probability sample employed for the triennial survey. These differences consistently suggest that online respondents have stronger and longer connections to A.A. – they have been members longer, stayed sober longer, attend meetings more frequently, and are older. They are also more likely to be retired, a difference that doesn't reflect the difference in their relationship with A.A. but that presumably facilitates greater participation and a stronger relationship. Tables 1 through 5, below, show the details of each of these measures in turn, with key differences highlighted in yellow.

Table 1: Length of Membership

When did you first come to A.A.?	Online sample	Probability sample
less than a year	8%	13%
1-5 years	16%	15%
11-20 years	12%	12%
6-10 years	19%	19%
20 or more years	45%	41%

Table 2: Duration of Sobriety

When did you have your last drink?	Online sample	Probability sample
less than a year	14%	23%
1-5 years	21%	20%
6-10 years	13%	13%
11-20 years	17%	16%
20 or more years	35%	28%

Table 3: Frequency of meeting attendance

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Average weekly meeting attendance	Online sample	Probability sample
average attendance	4	2

Table 4: Age of Membership

Age of Membership	Online sample	Probability sample
under 21	0.3%	0.2%
21-30	3%	9%
31-40	11%	16%
41-50	15%	20%
51-60	24%	25%
61-70	32%	19%
71+	15%	11%

Table 5: Employment Status

Employment	Online sample	Probability sample
Employed full time	48%	51%
Employed part time	9%	10%
Unemployed and looking for work	3%	4%
Unemployed, not currently looking for work	1%	2%
Not working due to disability	4%	4%
Student	1%	1%
Retired	32%	27%
Homemaker or stay-at-home parent	2%	1%

None of these differences is huge, but taken together they show that newer and younger members of A.A. and those possibly less invested in their identity as members of A.A. or in participating in A.A. are less likely to have responded to the online survey than is true for members of the same groups in the triennial survey. These newer, less connected members may be less likely to access information about A.A. online through the Meeting Guide App or the aa.org website, and thus not as likely to have seen the invitation to take the survey, or they may use A.A.’s online tools just as much but be less inclined than are longer-term or more invested members to click through to a survey they see on those sites. It is impossible to know for sure, but their underrepresentation suggests that relying on a convenience sample may result in undercounting a key group of members.

Undercounting them may make the organization seem less welcoming or less relevant to prospective members, an outcome that is surely inconsistent with A.A.’s objectives.

3. Further Differences that May Relate to Respondents’ Relationship to A.A.

In addition to the differences highlighted above, online survey respondents’ answers to several other

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questions also hint at differences between them and the probability survey respondents. These include first their links to sponsorship and home groups, and also the way in which their use of health care, treatment, and/or counseling do or do not relate to their membership in A.A. Looking first at sponsorship and home groups, although the differences are very small – no more than a 3% difference between the 2 samples – online respondents are consistently more likely to report that they have these types of connections – more likely to have a sponsor, to have connected with a sponsor promptly, and more likely to belong to a home group. In contrast, turning to health care and treatment, online respondents are less likely to report that their doctors referred them to A.A., perhaps implying that it is something they sought out more independently (and perhaps more eagerly), and similarly less likely to report that they used or are using additional help – treatment or counseling – or have found it helpful in finding A.A. or achieving sobriety (it may be that older members would be less likely to have been referred by a treatment professional, because widespread access to treatment may be more available today). However, online respondents are more likely to report that their doctors know about their A.A. membership, consistent with it being something they are committed to and willing to speak about. Tables 6 through 8, below, show the details of respondents’ answers to these items across both samples.

Table 6: Sponsorship and Home Groups

Sponsorship and Home Groups	Online sample	Probability sample
got sponsor within 90 days	76%	73%
have sponsor now	83%	81%
belong to home group	91%	89%

Table 7: Relationship with Health Care Professionals

Relationship with Health Care Professionals	Online sample	Probability sample
referred to A.A. by counselor, mental or medical professional	47%	53%
members’ doctors know they are in A.A.	81%	77%

Table 8: Use of Additional Help

Additional Help	Online sample	Probability sample
received treatment or counseling before coming to A.A.	55%	60%
% of those receiving treatment who said it played role in directing them to A.A.	73%	79%
received treatment or counseling after coming to A.A.	54%	56%
% of those receiving treatment who said it played role in recovery from alcoholism	82%	86%

4. Additional Differences between the Online and Triennial Samples

In addition to the differences discussed above, there are a few other measures where differences between the two samples arise, although the implications of these differences are less clear. They include the factors shaping respondents’ decision to attend their first meeting, members’ preferences for in-person versus virtual meetings, their relationship status, and their racial and ethnic identities.

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Below, I look at each of these in turn.

Looking at the factors that influenced respondents’ decision to attend their first meeting, although the question wording in both surveys invited respondents to provide up to two answers, online respondents were more likely to select just one option (60%, versus just 37% of respondents sampled in the 2022 triennial survey), and thus, are slightly less likely to name many of the influences listed – indeed, there is no influence they are *more* likely to name than triennial respondents. And of the influences respondents do name, a few differences stand out – in particular, members who responded online are noticeably less likely to name family or the judicial system. Table 9 shows these responses.

Table 9: What Brings Members to A.A.?

What brings members to A.A.?	Online sample	Probability sample
A.A. member	36%	38%
On my own	28%	30%
Treatment facility	26%	29%
Family	19%	25%
Counselor or mental health professional	11%	12%
Judicial system	6%	11%
Medical professional	3%	4%
Employer or fellow worker	3%	3%
non-A.A. friend or neighbor	2%	3%
Alanon or Alateen	2%	1%
A.A. literature	2%	2%
Newspaper, magazine, radio, or TV	1%	1%
Internet or social media	1%	1%
Member of clergy	1%	1%
Other	1%	2%

Online and triennial survey respondents also differ in their attendance at and preference for virtual meetings, a difference that is not surprising. Respondents to the online survey are noticeably more likely to have attended virtual meetings, and also more likely to express a preference for virtual meetings – and less likely to express a preference for in-person meetings. Individuals responding to an online survey clearly have access to and comfort with using online tools, so this difference may explain the greater preference of online respondents for virtual meetings. It is also possible that individuals with a longer relationship with A.A., which as we have seen the online survey respondents have may be more likely to know of virtual meetings. Still, it merits noting that large majorities of both samples – 71% of online and 79% of probability – report that they prefer in-person meetings. Table 10 shows these differences.

Table 10: In-person and Virtual Meetings

Types of Meetings	Online sample	Probability sample
have attended virtually	88%	75%
like in-person and virtual meetings equally	24%	19%
prefer in-person	71%	79%
prefer virtual	6%	2%

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Another metric where some differences arise is in relationship status, where online survey respondents are more likely to report being married or having a life partner, while triennial survey respondents are more likely to report being partnered, in a relationship, or engaged. The reasons for and the implications of these differences are unclear, although they may reflect in part the different ages of the two groups with respondents more likely to have gotten married or formed a life partnership as they get older. Table 11 provides the details of the data on relationship status.

Table 11: Relationship Status

Relationship Status of Members	Online sample	Probability sample
Divorced	21%	23%
Married or Life partner	53%	43%
Prefer to describe	2%	1%
Separated	2%	4%
Partnered, in a Relationship, Engaged	16%	24%
Widowed	5%	5%

A final metric with differences between the two samples that are only very few and very small is racial and ethnic identity of the membership. Here, the two samples look almost identical, with the only noticeable differences being slightly fewer members among the online sample identifying as Hispanic, Latino, or Spanish origin and slightly more identifying as White or as Multi-racial. Table 12 provides details.

Table 12: Racial and Ethnic Identification of Members

Composition of Membership	Online sample	Probability sample
Asian	1%	1%
Black, African American, or African Canadian	3%	4%
Hispanic, Latino, or Spanish origin	4%	7%
Native American, Alaska Native, First Nations, Indigenous, Metis or Inuk (Inuit)	1%	3%
Pacific Islander or Hawaiian Native	0.1%	0.3%
White, Caucasian, or European American	90%	88%
Multi-racial	4%	0.3%
Other	1%	1%

Though the differences in this section of the report are small and seem largely unimportant, there is one measure where the difference between the two samples is strikingly large, that of gender; I turn to that next.

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5. Differences in the Gender Ratio of the Online and Triennial Samples

Up until this point the size of the differences between the two samples have largely been small, even though collectively a subset of them suggest key substantive differences between the two samples in their connectedness to A.A. Yet of all the data collected across these two groups, one variable jumps out as very different. On gender, slightly more than half of respondents to the online survey are female. This is surprising because it is so different from the pattern typically found in the triennial survey where roughly two-thirds of respondents are male, yet this ratio’s proximity to the general population is consistent with the general understanding that alcoholism does not discriminate on the basis of gender. Table 13 shows the gender differences across the two samples.

Table 13: Gender of Members

Gender of Members	Online sample	Probability sample
Male	47%	64%
Female	52%	35%
Non-binary, neither, both, gender fluid, non-conforming	1%	1%

The implications of the very different gender ratio in the online survey sample is difficult to interpret because unfortunately, the non-scientific nature of the sample makes it impossible to know – beyond the fact that the data represent those who responded to the survey – how these data might reflect the target population more generally. We do know that women are generally more likely to respond to surveys, particularly online and mail surveys than are men (see e.g. Green, 1996: 176; Becker & Glauser, 2018), so this may contribute to the difference. It is also possible to imagine that when the triennial survey is administered to members at in-person meetings, more women than men feel they must leave the meeting immediately upon its conclusion – without completing the survey – because of factors such as childcare. Still, neither of these possible explanations seems adequate to fully explain the large difference between these two samples.

Perhaps women in A.A. prefer to participate via online modes (perhaps because of scheduling difficulties related to childcare, or to avoid harassment at or around in-person meetings). To explore this possibility, I ran two cross-tabulations, one looking at gender differences in whether respondents to the online survey had ever attended a virtual meeting and the other looking at meeting type preferences by gender. Tables 14 and 15 contain the results, and show that there are no differences whatsoever between males and females on these dimensions. There are differences for members whose gender identity is Non-binary, Neither, Both, Gender Fluid, or Non-conforming, perhaps reflecting a greater comfort (or reduced fear of harassment) among members with these identities in virtual settings, but this group comprises only 1% of A.A., as measured both by the online and the triennial survey.

Table 14: Member Gender and Preferred Meeting Type among Online Survey Respondents

Gender of Members by Meeting Type Preference	In-person	Virtual	Both equally
Male	72%	6%	23%

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Female	70%	6%	25%
Non-binary, neither, both, genderfluid, non-conforming	69%	8%	22%

Table 15: Member Gender and Meeting Type Attendance among Online Survey Respondents

Gender of Members by Have Attended Virtual Meeting	No	Yes
Male	12%	88%
Female	12%	88%
Non-binary, neither, both, gender fluid, non-conforming	3%	97%

Having uncovered no differences in virtual meeting attendance or preference between male and female online survey respondents, I also examined differences within the triennial survey sample, which was in 2022 comprised for the first time of two subsamples, the traditional in-person meeting sample and an additional sample of members sampled in attendance at virtual meetings registered with the General Service Office. The report generated from the 2022 triennial survey data did not distinguish between these two subsamples but instead aggregated them, so exploring differences between them seemed a worthwhile task. Here, the differences are striking and even more pronounced than for the online sample. Fully 59% of respondents in virtual meetings were female, as compared to only 35% of in-person meeting respondents. This finding is particularly striking given that online survey respondents do not express a difference in meeting type preference by gender. Table 16 contains the detailed data for this comparison.

Table 16: Triennial Survey Respondent Gender by Sub-Sample

Triennial Survey Respondent Gender by Subsample	In-person	Virtual
Male	64%	41%
Female	35%	59%
Non-binary, neither, both, gender fluid, non-conforming	0%	1%

To further examine differences in in-person and virtual meeting respondents to the triennial survey, I examined their meeting preferences broken down by gender across these two subsamples. Clear differences emerged – though women responding in person are not more likely to indicate a preference for virtual meetings, they are somewhat *less* likely than men to prefer in-person, instead reporting a moderate preference for “both equally” relative to male respondents (19% of women versus 10% of men). In contrast, the virtual meeting subsample members show noticeable more marked gender differences, with fully 22% of women preferring virtual meetings (compared to 9% of men) and only 40% of women preferring in-person (compared to 58% of men). As before, members who identify as Non-binary, Neither, Both, Gender Fluid, or Non-conforming are more likely than men to prefer virtual meetings, but here are actually slightly less likely among the virtual meeting subsample to prefer virtual meetings, as compared to women. Table 17 provides the detailed proportions for each subgroup. Note that the differences reflected in Tables 16 and 17

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reflect data collected with the maximum scientific rigor; probability sampling increases the likelihood that the observed differences reflect the actual preferences and behavior of the membership.

Table 17: Triennial Survey Respondent Gender and Meeting Preference by Sub-Sample

Triennial Survey Respondent Gender and Meeting Preference by Subsample	In-person subsample			Virtual subsample		
	Both equally	In-person	Virtual	Both equally	In-person	Virtual
Male	10%	89%	1%	33%	58%	9%
Female	19%	80%	1%	38%	40%	22%
Non-binary, neither, both, gender fluid, non-conforming	27%	71%	2%	50%	30%	20%

Further exploring differences between the two subsamples that comprise the triennial survey data is beyond the scope of this report. However, this newly uncovered gender difference – and the differences in meeting preferences that link to gender differences among the triennial survey respondents – suggests that doing so would be worthwhile.

6. Concluding Reflections

A.A. warrants praise for its efforts to understand its membership and to share aggregated information about that membership in ways that increase awareness and understanding of the organization, and that contribute to its goal of “carrying the A.A. message.” Its triennial survey is a long-standing project that employs a number of best practices in its methodology and has long been used to communicate information about the organization with members, prospective members, professionals and others who may interact with still-suffering alcoholics who might benefit from joining A.A. It is also an important source of information for current members to know about the stable or changing elements of its members. The organization's recent pilot of an online survey relying on a convenience sample reflects an appropriate and timely exploration of a newer and now widely used strategy commonly used to collect information.

Unfortunately, their time- and cost-efficient nature notwithstanding, convenience samples are often problematic. Because it is not possible to generate accurate estimates of a larger population from a convenience sample in the way that it is for a probability sample, the uses of data collected through convenience sampling are limited. As the above report details, comparing the recent convenience sample survey data with those collected through the 2022 triennial survey suggests that relying on the convenience sample could result in undercounting newer members and those less connected to A.A., a shortcoming that misses or undercounts an essential portion of the A.A. membership.

On the other hand, this pilot convenience sample did uncover one striking difference between the gender difference in its data and that in the triennial survey. While the causes and meanings of this difference are unclear and relying on the convenience sample to illustrate the attributes of A.A.’s membership is ill-advised, this surprising finding did prompt further exploration of the data, including the differences between the subsamples that comprise the triennial survey data, thereby uncovering important information, most notably illustrated in findings related to gender.

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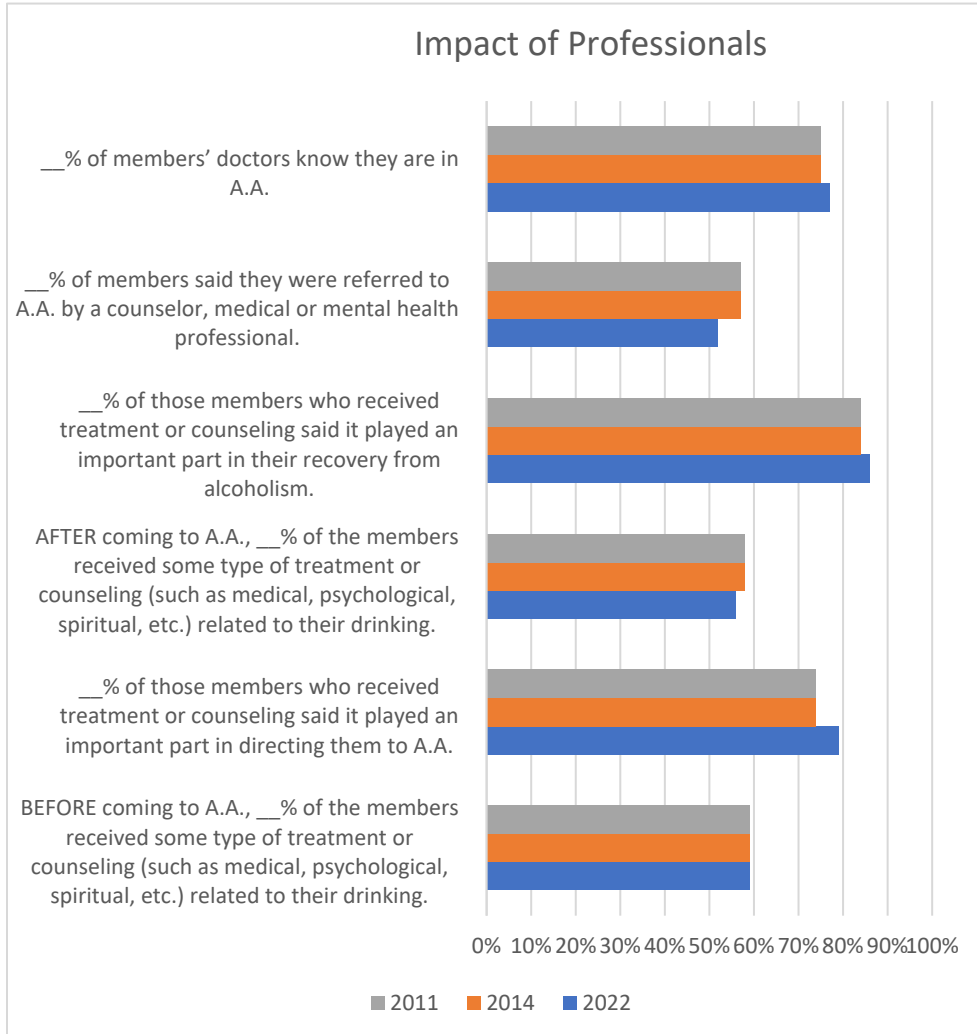
It also merits acknowledging that while filling out a questionnaire can be inconvenient and annoying, many people justifiably like having a sense that they are known and their attributes and experiences counted. Ironically, although scientific probability samples are the best strategy for achieving this because of the ways in which they make accurate generalization to a large population from a remarkably small sample possible, people often feel that such surveys cannot be accurate because they themselves were not included in the sample (and likely do not personally know anyone who was). For this reason, convenience samples can be useful by allowing those who want to participate to do so. Such surveys can also provide valuable opportunities to pilot new questions or to tweak wording on existing questions using so called A/B tests that use random assignment *within* the convenience sample to examine, scientifically, the impacts of such changes. Given these positives and the low costs associated with convenience samples and online surveys, employing them may increase members' sense of connection to, and confidence in, A.A. and may therefore well be worth doing provided that the purposes of such surveys is stated explicitly to avoid confusion.

Recognizing the value that understanding and being able to describe its membership accurately provides to A.A. and those interested in the organization's work, I hope that this report proves useful. As it considers the findings and recommendations the report contains, the GSB will need to consider their implications and may want to consider further analyses, for example between the two subsamples collected for the 2022 triennial survey. If I can provide useful insights into next steps, or into the report itself, I would be pleased to have the opportunity to meet with you to do so.

Works Cited

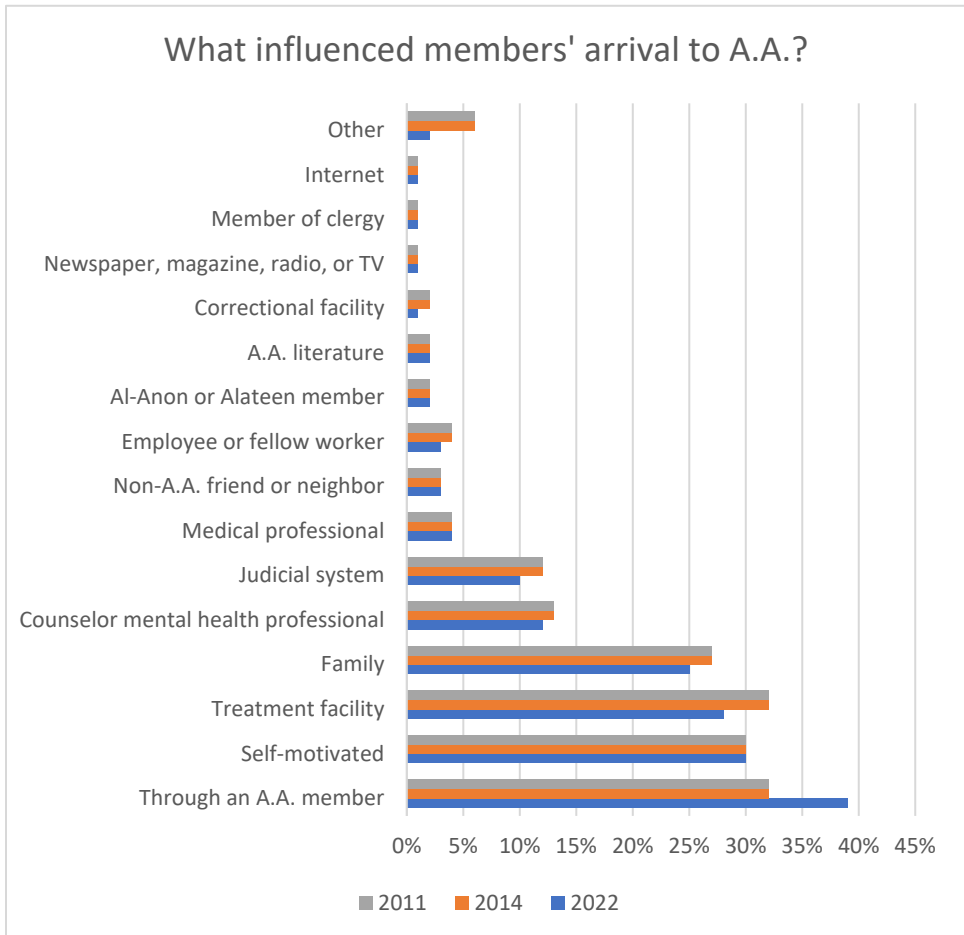
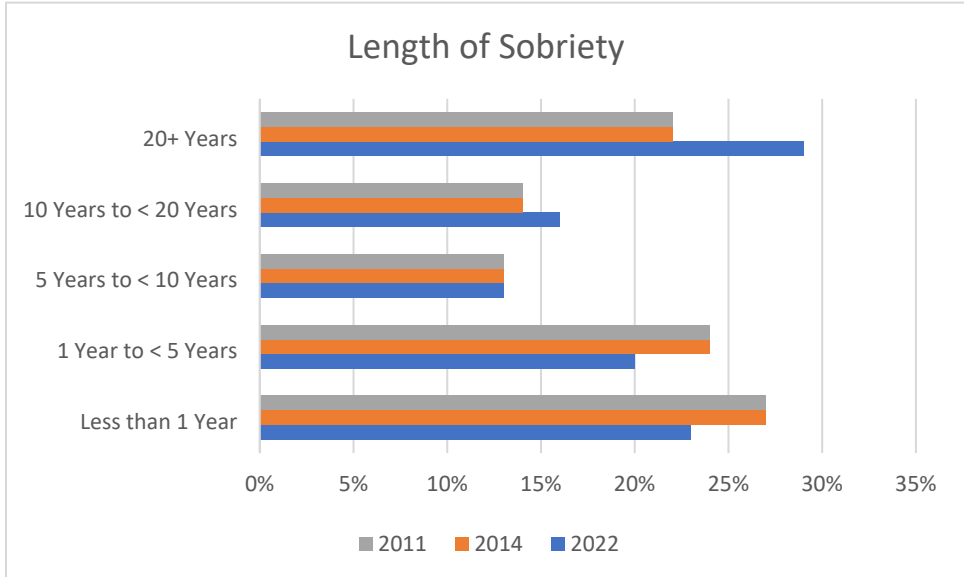
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Comparison of Membership Survey Data 2011-2014-2022



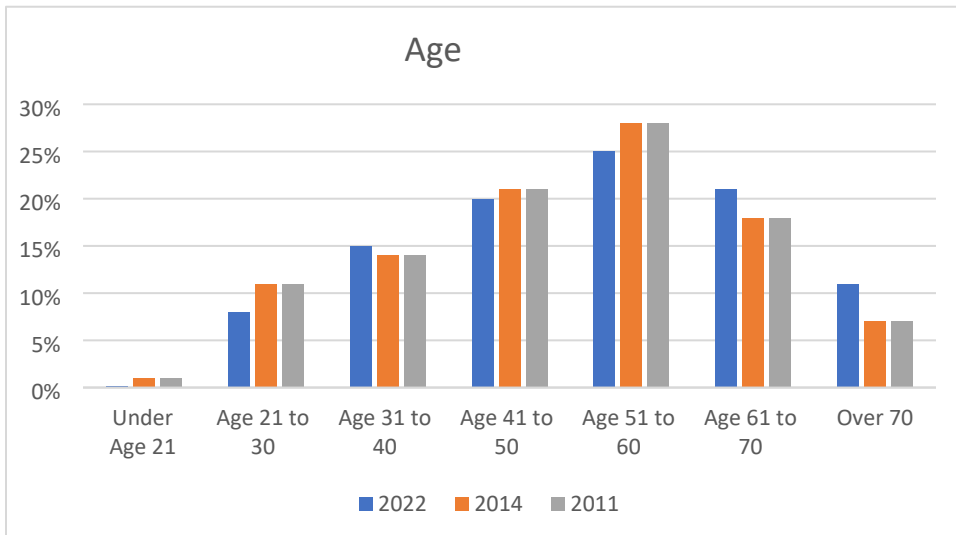
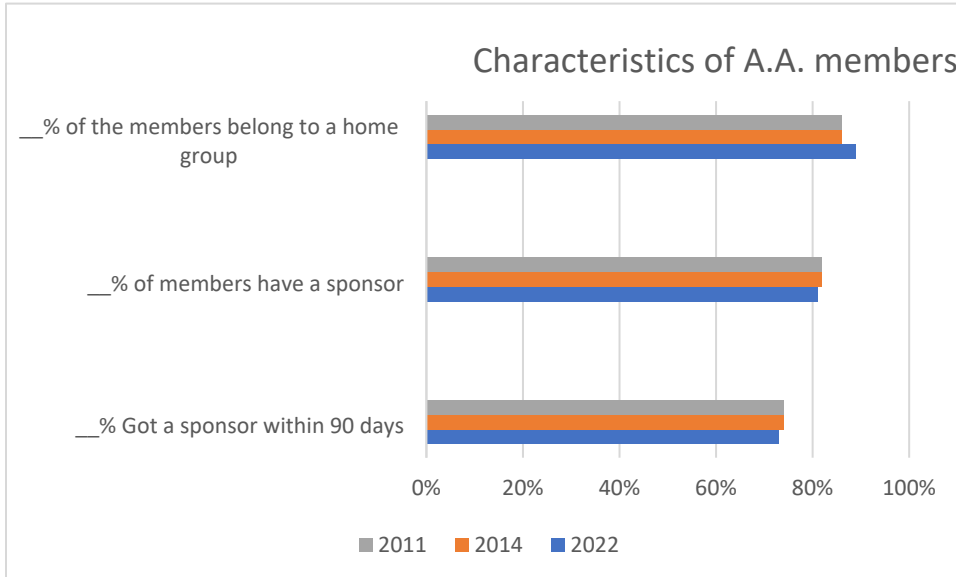
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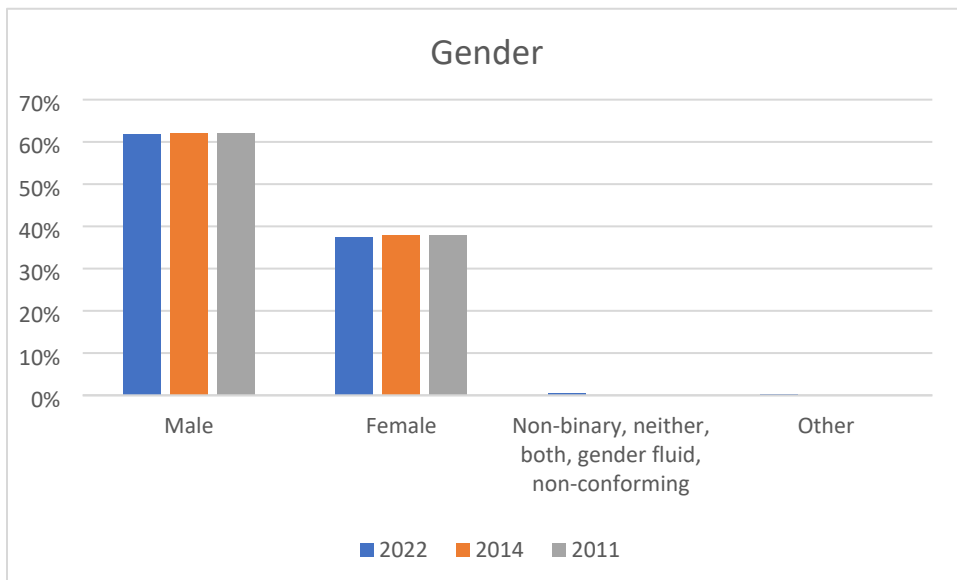
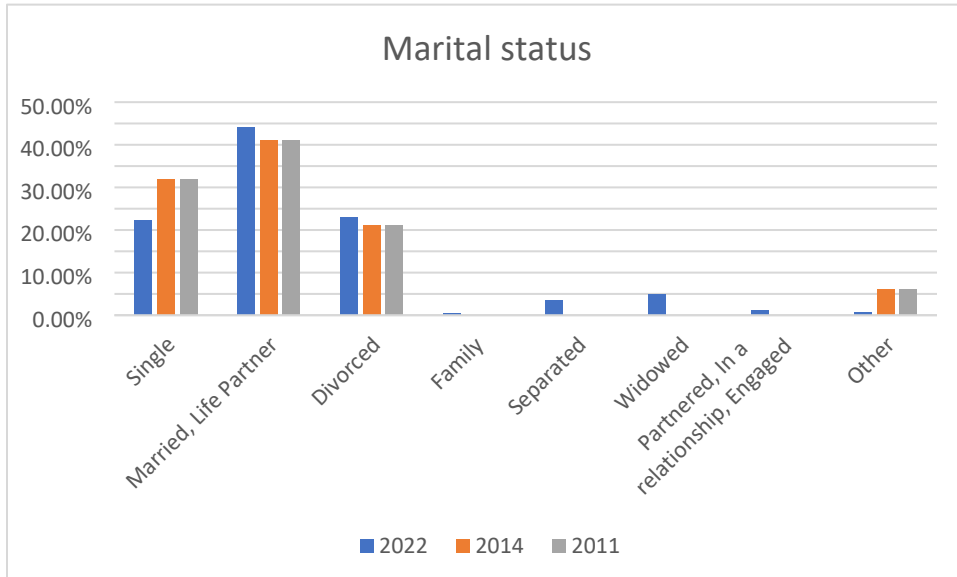
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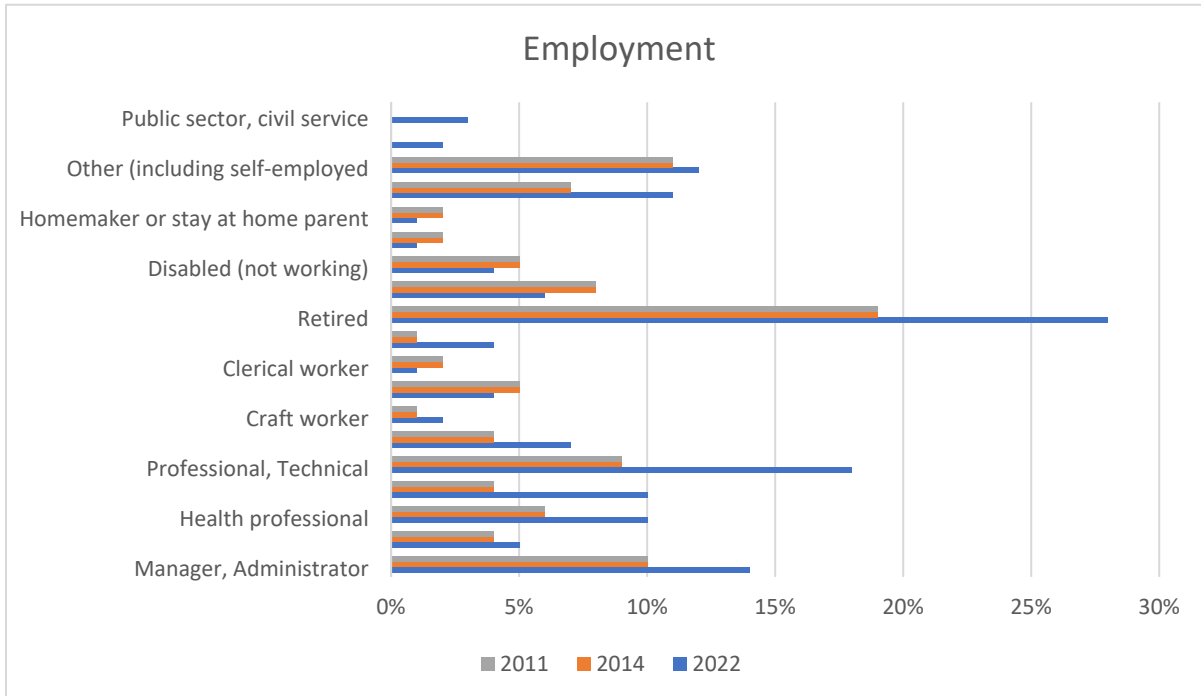
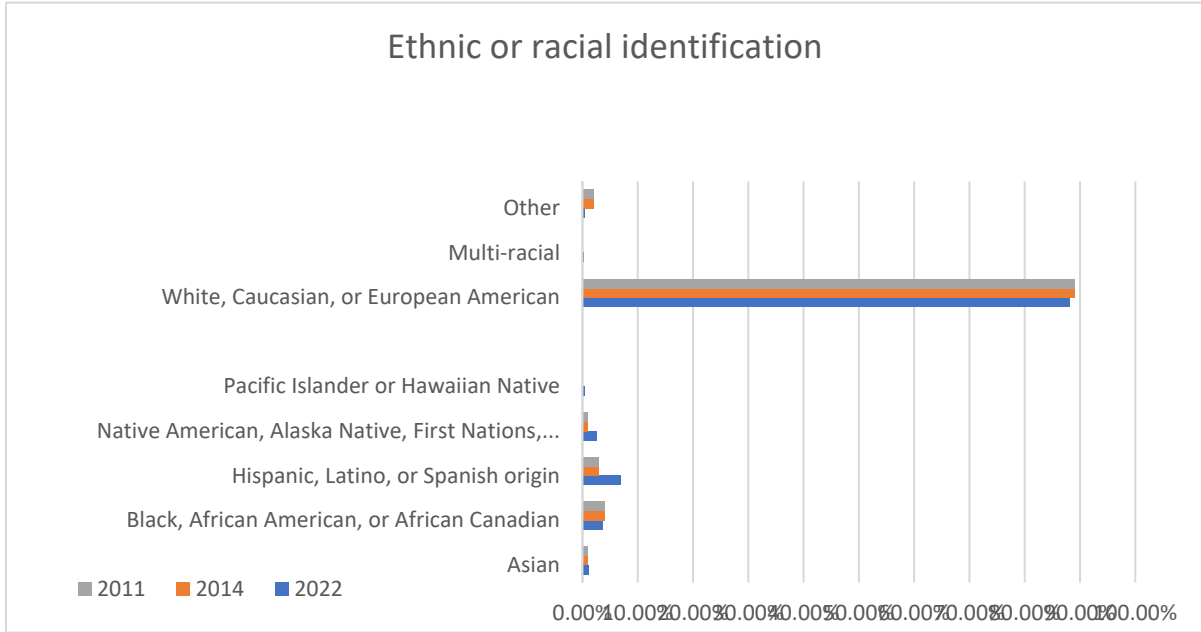
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2025 Conference Committee on Public Information

ITEM O: Review progress report on the Young People’s Video project

Background notes:

From the February 1, 2025 meeting of the trustees’ Public Information Committee:

The committee accepted the report on the Young People’s Video project and expressed appreciation for the ongoing work, especially efforts to create videos in French and Spanish. The committee reviewed previous discussions by the trustees’ Public Information Committee about the 2024 Additional Committee Considerations related to Young People videos from the Conference Committee on Public Information. The committee looks forward to a progress report at the August 2025 meeting.

From the November 2, 2024 meeting of the trustees’ Public Information Committee:

The staff secretary reported that work on five new young people videos is ongoing. The staff secretary also reported that fifteen new “user-generated” young people videos have been submitted by members of the Fellowship and that it might be useful to develop a new process for evaluating them. The committee asked the staff secretary to draft suggestions for such a process. The committee accepted the report on the Young People video project and looks forward to a progress report at the February 2025 meeting.

Advisory Action of the 74th General Service Conference:

It was recommended that:

The 18 interviews recorded to date as part of the project¹ be approved, giving the General Service Office (GSO) the latitude to edit and distribute the videos in the style of “I Thought Drinking Made Me an Artist (working title)” and “The World Has Color Now (working title).” The videos can be produced in various formats and made available on our communication channel platforms. The committee requested that an update report be provided to the 2025 Conference Committee on Public Information.

From the 2024 Additional Committee Consideration of the Conference Committee on Public Information:

¹ Young Peoples Video Project.

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The committee suggested that efforts to collect user-generated young people videos be permanently suspended and that the web page and portal for these submissions be taken down.

Background:

1. Progress Report on Young People's Video Project

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Report on Young People’s Video Project

In response to the 2024 Advisory Action, five additional videos were selected for post-production with our external vendor.

Among these, one video is in French and one is in Spanish. Four of the five have been completed, and the fifth is in progress.

Because most of the video interviews were conducted in English, the staff secretary has asked the Communication Services Department to consider various methods for providing French and Spanish translations of the video transcripts on aa.org.

In July 2024, the Public Information Coordinator received 30 additional young people videos from the Fellowship. At the November 2024, the trustees’ PI Committee asked the staff secretary to develop a process for reviewing these.

To facilitate communications with young people and to better share these videos, the Communication Services Department has agreed to create a dedicated page for young people on aa.org. Planning is underway and we anticipate that the page will be live later in 2025.

Plans are also underway for recording additional young people videos at the International Convention in Vancouver, with a focus on gathering additional stories from Francophone and Hispanophone young members.

1. “New” young people videos
 - a. Rock Bottom Was Made of Sand (English)
 - b. The More I Drank, the Worse Everything Got (English)
 - c. Tenía Mucho Miedo Pedir Ayuda – I was very afraid to ask for help (Spanish)
 - d. Est-ce que tu es tanné de souffrir? – Are you tired of suffering? (French)
 - e. [I Thought Drinking Made Me an Artist](#)
 - f. [It Could Save Your Life](#)

2. “Older” young people videos
 - a. [A Group of People Just Like Me](#)
 - b. [Alcoholics Anonymous: Getting Sober Young in A.A.](#)
 - c. [On the Beach](#)
 - d. [Young People’s Animation Video](#)
 - e. [25 and Under](#)

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2025 Conference Committee on Public Information

ITEM P: Review content and format of PI Kit and Workbook.

Background notes:

Kits and workbooks for CPC, Corrections, Public Information, Treatment and Accessibilities are reviewed by the corresponding trustee and Conference Committees.

Workbooks and kits are service pieces.

Between Conferences, suggestions for changes to the kit and workbook can be moved forward by the staff secretary.

From 2024 Committee Consideration of the Conference Committee on Public Information:

The committee discussed the content and format of the Public Information Kit and Workbook and noted contents of the kit are useful to local Public Information Committees.

Noting that a Public Information Workbook revision is underway, the committee agreed to provide emailed suggestions for the workbook to the staff secretary

Background:

1. Public Information Workbook and Kit Content Lists available to view at the links below:

Workbook:

- [ENG](#)
- [FR](#)
- [SP](#)

Kit Content Lists

- [ENG](#)
- [FR](#)
- [SP](#)



VIII IX-Report & Charter - EN

General Service Conference - Conférence des Services généraux -
 Conferencia de Servicios Generales

2025-04-28 08:00 - 2025-04-29 12:00 EDT

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2025 Conference Committee on Report and Charter

ITEM A: *The A.A. Service Manual, 2026-2028 Edition*

1. Review list of editorial updates.*
2. Review progress report on the development of a new section “Amendments” to be added to the Twelve Concepts for World Service.
3. Consider a request to remove the word “woman” from the Concept IV essay.

Background Note:

Items A.1, A.2, and A.3 are included under separate covers with their respective background material.

2025 Conference Committee on Report and Charter

ITEM A.1: Review list of editorial updates.

Background Note:

From the 2024 Additional Committee Consideration:

*The committee underwent a multi-year process of assessing the accuracy and effectiveness of the redesigned 2021-2023 edition of *The A.A. Service Manual/Twelve Concepts for World Service*. While further functional clarity is needed, in order to prevent a further delay in printing, a significant number of revisions were identified and corrected. The committee requests that the General Service Board assign a dedicated trustee liaison to the Report and Charter conference committee to ensure the accurate implementation of those revisions to the 2024-2026 *The A.A. Service Manual/Twelve Concepts for World Service* for printing in 2024.*

Following the Additional Committee Consideration suggesting that a trustee liaison be assigned to ensure the accurate implementation of Report and Charter conference committee revisions to *The A.A. Service Manual*, a trustees' Literature Subcommittee was formed to review the changes, as well as the draft of the Amendments section, for which a progress report has been provided, under separate cover.

The subcommittee forwarded suggestions for the next printing to be considered by the Report and Charter conference committee, noted in the background as "Memo from Trustees' Literature."

Background:

1. Editorial Grid*
2. Memo from Trustees' Literature*
3. Overview of revisions for the 2024-2026 edition of *The A.A. Service Manual*

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REPORT AND CHARTER
ITEM A1
Doc. 3

Given the quantity of revisions for this edition, the vertical margin change bars were not used, as was the case with the previous edition. However, a full grid of all editorial changes will be provided to the Report and Charter Conference Committee. In the interim, the following report lists the major changes for the English edition, as well as major changes and corrections particular to the French and Spanish editions.

Overview of revisions for the 2024-2026 edition of *The A.A. Service Manual*

A total of 488 tracked edits include:

- 2023 edits
- 2024 editorial changes
- 2024 rewriting

For 2024, the main areas of revision (aside from minor editorial changes) were:

1. All references should follow a consistent format:
(See Appendix X, pg. XX, title of section)
2. Consistency of punctuation for abbreviations: GSB, GSO, AA, etc.
3. Chapter 2, language around the topic of redistricting
4. Methods of support
5. Addition of “committee considerations” to the processes and procedures in how the Conference operates
6. Text describing path of agenda items
7. Special forums
8. Chapter 10 – GSO
9. AAWS chapter (currently 11) completely revised order and rewording of descriptions
10. AAGV chapter, revision of descriptions and archives section
11. Area Maps – Area 78 and Area 90 incorrect name (also similar corrections in Appendix M conference panels)
 - a. 78: Northwest Territories and Western Nunavut
 - b. 90: Northwestern Quebec
12. Appendix N – added text to trademarks, logos and copyrights
13. Updates to the Appendices for group forms and IGCO (per update to MG-02)
14. Footnote in Article 9 of current Conference Charter

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15. Concepts:

- a. Adding footnote to Concepts VI & VIII

Design changes

These include:

- Hyperlinking TOC
- Changes in chapter order
- Removal of the amendments section
- Adjustments to the infographic
- Creation of text box for Conference approval process
- Inclusion of organizational charts

Changes in the French version of the *Service Manual*:

The French editor and a freelancer had worked on the revision about two years ago. The changes detailed here include the suggestions received from the French-speaking Fellowship, but are not separate, as some fall in the editing category and some overlapped with the English changes (references to the AA Directories, etc.).

The following changes are particular to the French translation:

- A lot of work of editing work to improve consistency and follow the style guide and glossary we've been putting together: capital letters, use of French-Canadian punctuation, title of GSRs ("représentant auprès des Services généraux), DCMs ("représentant du District auprès de la Région"), name of committees, italics, etc.
- Change to the copyright page for consistent use (© XX, year of publication)
- On the U.S./Canada General Service Conference maps (pages 92 and 93), delete all the remaining English names and have them in French.
- Fixing the names of committees in Appendix C (Structure with Conference & Trustee Committees) for consistency.
- Updating Appendices H, I and J as they had not been in the 2021 French *Service Manual*.
- Fixing the names of states, provinces and areas represented in Appendix M.
- Delete the second and third to last paragraphs of Concept XI ("Women workers present still another problem") to match the English. Those paragraphs were removed after the 2015-2016 edition in the English version.

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Changes in the Spanish version of the *Service Manual*:

Aside from updating the service manual to match the new English version, fixing a couple of typos found in the earlier edition, and the name of Area 78 on Map A on page 92, the Spanish translation and editing contractor revised the manual to reflect the glossary and style that the Language Services department has been refining for the last few years, based on international Spanish academy rules used by printing houses throughout the Spanish-speaking world. Notably, Spanish capitalization and typography were consistently implemented (as is being done also with revisions and new texts in Spanish).

Also, the editor and a freelancer thoroughly revised the Spanish translation of AA's *Legacy of Service*—which is also published by AAWS as a separate pamphlet—and the translation of *The Twelve Concepts for World Service* (over 1300 edits were implemented). While a couple of changes had already been made to the translation of Concepts VIII and XII in 2021, the Spanish translation of the essays needed much improvement, as there were many inconsistencies, literal and unidiomatic expressions, and inaccurate renderings that interfered with clarity. Particularly, the expressions used to describe “trust,” “trustees” and “trusteeship” had to be fixed and descriptions about how the structure, the office and the boards operate had to be adjusted to match the actual workings of these entities and the historical context.

An interesting discovery was the way Bill W. used “world service” as a catch-all term that sometimes refers to the office, sometimes to the structure, sometimes to international AA activity, or to all of the above. Based on the context, we worked on understanding and naming the specific references so that the resulting Spanish text could become much clearer.

In the original translation, there was much confusion about the important distinction between the “legal” and “traditional” aspects of our rights. We improved the syntax and wording to clarify the meanings in Spanish.

Derecho de participación tradicional → *derecho tradicional de participación*

Derecho de decisión tradicional → *derecho tradicional de decisión*

Derecho de apelación tradicional → *derecho tradicional de apelación*

CONFIDENTIAL: 75th General Service Conference Background

The wording before seemed to imply that the rights outlined by Bill W. stemmed from our Traditions, rather than they being fundamentally different from rights derived from laws (this is clearly explained when referring to the Conference Charter as not being “a legal document”, but rather being part of the “spiritual handshake” that imbues our relations).

2025 Conference Committee on Report and Charter

ITEM A.2: Progress report on the development of a new section “Amendments” to be added to the Twelve Concepts for World Service.

Background Note:

Excerpt from the February 1, 2025, trustees’ Literature Committee meeting report:

The committee reviewed a report of work on the design and format of the “Amendments” section and agreed to forward to the 2025 Report & Charter Conference Committee. The committee requested that relevant materials and past samples be included.

From the 2024 Additional Committee Consideration:

The committee reviewed the draft of the new section “Amendments” to be added to the Twelve Concepts for World Service. The committee agreed that a full re-examination is needed to achieve the intent of this section, to be of benefit to the Fellowship as a clear source of reference. The committee requests that the General Service Board review the draft along with the committee’s feedback and provide an updated draft or progress report to the 2025 Conference Committee on Report and Charter.

Secretary’s Note:

Following the Additional Committee Consideration suggesting that a trustee liaison be assigned to ensure the accurate implementation of Report and Charter Conference Committee revisions to *The A.A. Service Manual*, a trustees’ Literature Subcommittee was formed to review the changes, as well as the draft of the Amendments section, for which a progress report has been provided.

Background:

1. Progress Report
2. Design Samples*

***For members of this Conference committee only and are not available for duplication or distribution beyond the committee.**

CONFIDENTIAL: 75th General Service Conference Background

**REPORT AND CHARTER
ITEM A2
DOC 1**

General Service Board
Trustees' Literature Committee
Service Manual Review Subcommittee
February 2025

The subcommittee continues to work with the Publishing Department to assess and provide feedback on the background and design options for the Amendments section of the Twelve Concepts for World Service.

Several publication timelines in the last quarter required pressing attention. This year is a non-printing year for *The A.A. Service Manual* and *Twelve Concepts for World Service*. Reconvening the subcommittee would allow for the needed recommendations in the 2025-2026 conference cycle.

###

2025 Conference Committee on Report and Charter

ITEM A.3: Consider a request to remove the word “woman” from the Concept IV essay.

Background Note:

Excerpts from the trustees’ General Service Conference Committee November 2024 meeting:

The committee reviewed a request to remove the word “woman” from the Concept IV, Right of Participation, essay and agreed to forward to the 2025 Conference Committee on Report and Charter and include PAI 124, which proposes a similar request, as additional background information.

Background:

1. PAI 75
2. PAI 124

PAI 75

(1) Submit a clear and concisely worded motion.

Remove the word “woman” from the following sentence of the Concept IV, Right of Participation, essay in the Twelve Concepts for World Service portion of the Service Manual: New volunteer corporate directors will ask why any paid woman staff member should also be a corporate director and thereby have a vote as good as their own.

(2) What problem does this proposed item address?

Date: Feb. 18th, 2024 DISCUSSION: The inclusion of the word “woman” in this sentence is based on the historical perspective from a time when all the staff members at GSO were women. This is no longer true making this statement inaccurate and seemingly chauvinistic. It appears that Bill W.'s intent was that new Directors and Trustees would want to change the right of staff members to participate in the Conference

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

Item # 2024-06, Passed on the floor by Area 03 at the August Assembly on August 17/2024 by All panels.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

BACKGROUND: There is precedence for changing the Concept essays in the Twelve Concepts for World Service book. Currently, the essay on Concept XI is being re-written due to the information being woefully out-of-date. The Concept XI essay describes the Trustee committees, the General Service office, the Grapevine office and the staff as these entities existed in the late 50s and early 60s when Bill W. drafted the Concepts. With the changes in these aspects of the organization since that time, statements like the Trustee Policy committee is the most important (this Trustee committee no longer exists) and AAWS and the Grapevine have part-time executives (both have full-time executives) are no longer accurate. As a result, in a Report & Charter Advisory Action from 2021, the Conference requested “an updated version of the Concept XI essay,” which the GSO staff has been working on for the past 3 years. Similarly, in a 2016 Report & Charter Advisory Action, the two paragraphs at the end of Concept XI essay were removed. These two paragraphs contained phrases like “Our Headquarters is pretty much a man's world. Some men are apt to feel, unconsciously, that they are women's superiors...” and “Men, for example, because they are men, are apt to be better at business.” and “But suppose we replaced our six women staff members with six men? In these positions could the men possibly relate themselves so uniquely and so effectively to our Fellowship as the women?” Today, the people serving the Fellowship at GSO are not all women.

(5) What are the intended/expected outcomes if this proposed item is approved?

to be equal for all members in A.A.

(6) Provide a primary contact for the submission.

Blas A.
A3/P74 Delegate

(7) Final comments:

PAI 124

<p>(1) Submit a clear and concisely worded motion.</p> <p>A change is being proposed to a sentence in the Concept IV (Right of Participation) essay on pg. C13 in the second full paragraph which currently reads: New corporate directors will ask why any paid woman staff workers should also be a director and thereby have a vote as good as their own... The change would be to eliminate the word "woman" in this sentence.</p>
<p>(2) What problem does this proposed item address?</p> <p>When Concept IV was written, the paid staff members were all women. In the years since, the staff members are no longer all women and, therefore, it is inaccurate to use the phrase "woman staff members." This can be easily corrected by removing the word "woman" and referring to these paid workers simply as "staff members."</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p><u>Note:</u> While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p>
<p>This is being submitted by Jim L, DCM of District 35 in Area 44, on behalf of the groups in District 35.</p> <p>During the district committee meeting on February 13th, this agenda item was proposed. The district committee decided, by substantial unanimity, to refer this matter. The GSRs were asked to bring this to their groups for consideration and to report back at the May 14th district committee meeting.</p> <p>At the May 14th district committee meeting, the GSRs reported back their respective group consciences.</p> <p>This proposed agenda item was adopted unanimously by District 35.</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p> <p>The thought being expressed in this sentence relates to how new Delegates and Trustees will try to make changes to the service structure which "try to weaken, modify, or toss out our principle of corporate 'participation'" When this concept was written the staff members were all women which is no longer true, making the inclusion of the sex of the staff members inaccurate.</p>

CONFIDENTIAL: 75th General Service Conference Background

A change similar to the one proposed for this change to the Concept IV essay was made previously to the Concept XI essay. In a 2016 Conference Advisory Action, the Report & Charter Conference committee brought to the floor a motion to remove the two paragraphs at the end of Concept XI. These two paragraphs contained phrases like "Our Headquarters is pretty much a man's world. Some men are apt to feel, unconsciously, that they are women's superiors..." and "Men, for example, because they are men, are apt to be better at business." and "But suppose we replaced our six women staff members with six men? In these positions could the men possibly relate themselves so uniquely and so effectively to our Fellowship as the women?" The motion became an Advisory Action and these two paragraphs were removed.

While these statements reflect the time of the late 50s when the Concepts were written, they are still disparaging and demeaning towards the women who serve in various roles at GSO, as trustees on the General Service Board and as corporate directors on the corporate service boards of AAWS Inc. and the AA Grapevine Inc,

Fortunately, the change being proposed is much less extensive and can be made by removing one word as opposed to the more extensive change of removing two whole paragraphs.

(5) What are the intended/expected outcomes if this proposed item is approved?

The change would be to eliminate the word "woman" in this sentence in concept IV. "New corporate directors will ask why any paid woman staff workers should also be a director and thereby have a vote as good as their own..."

(6) Provide a primary contact for the submission.

Jim L.
Area 44 District 35 DCM

(7) Final comments:

2025 Conference Committee on Report and Charter

ITEM B: Consider a request to expand Article Three in the Conference Charter to protect the co-Founders' writings.

Background notes:

Excerpt from the November 2, 2024 trustee's General Service Conference committee meeting report:

The committee reviewed a request to expand Article Three in the Conference Charter to protect the Co-Founders' writings and agreed to forward to the 2025 Conference Committee on Report and Charter and include PAIs 15, 26 and 109 as additional background.

Background:

1. PAI 81
2. PAI 15
3. PAI 26
4. PAI 109

PAI 81

(1) Submit a clear and concisely worded motion.

Area 35, Northern Minnesota, would like to add to AA's Current Conference Charter under article #3, that A.A.W.S. and Grapevine publications of pre-1972 "Founders Writings" have no contextual changes to their writings without a supermajority of ¾ approval from the full General Service Conference. This includes but is not limited to AAWS publications of the books: Alcoholics Anonymous (Big Book) specifically the The Doctor's Opinion, the first 164 pages two stories Dr. Bobs Nightmare along with AA Number Three and Appendix II Spiritual Experience, Twelve Steps and Twelve Traditions, As Bill Sees It, Alcoholics Anonymous Comes of Age, Our Great Responsibility, and the Twelve Concepts essays currently in the Service Manual. AAWS pamphlets: Problems other than Alcohol and Let's be Friendly with Our Friends etc. Including Grapevine publications, Language of the Heart and Best of Bill along with any archival articles pre-1972 written by our Founders both Alcoholic: Bill W., Dr. Bob S., Hank P., Bobbie B., etc., and non-alcoholic: Dr. Silkworth, Father Dowling, Dr. Harry Tiebout, Bernard Smith, Frank Amos, etc. These writings should be left intact.

(2) What problem does this proposed item address?

It gives a precise policy on what literature is considered Founders' writings and what level of approval/rejection needs to be done to have any changes made to our Founders' writings.

A policy was requested by the Trustees Literature Committee in 2023 on how and whether to edit A.A. founder's words in our current literature. The 2024 Conference Finance Committee (was assigned this because of EDW) recommended that nothing be done, that our current way of doing things was satisfactory. This addition to the current AA Charter is needed because one General Service Conference is not binding on another Conference.

Recent history shows us that the changes to the Twelve Steps and Twelve Traditions in 2021 created an uproar and caused disunity in the fellowship. The status quo on preserving Founders' writings needs to be reexamined.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

Unanimous support by the Biwabik Sunday Night Group (District 8 in Area 35)
Unanimous support by District 8 in Area 35
Over 3/4 substantial unanimity for supporting this PAI by Area 35 Assembly

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

We have had previous stating policies passed from previous General Service Conferences advisory actions (which were ignored) on changing the text of the book *Twelve Steps and Twelve Traditions*.

The first policy was from the 2002 General Service Conference which discussed changing language in book *Twelve Steps and Twelve Traditions* the Conference took this stance.

It was UNANIMOUSLY recommended that the text in the book, *Twelve Steps and Twelve Traditions*, written by Bill W., remain as is, recognizing the Fellowship's feeling that Bill's writings be retained as originally published.

This advisory action was reaffirmed in 2003 and 2005. In 2005, the advisory action added an introduction to the front of the *Twelve Steps and Twelve Traditions* to appease members and friends of A.A. who asked to update the language, idioms, and historical references to present a more contemporary image of the Fellowship (see reference at the end of this letter for its full contents). I've also included the past advisory actions at the end of this letter.

Then in 2003 the General Service Conference recommended that.

A draft Introduction to be added to the front matter of the *Twelve Steps and Twelve Traditions* be developed by the General Service Office's Publications Department reviewed by the Trustees' Literature Committee and brought back to the 2004 Conference Literature Committee for their consideration.

Note: The purpose of adding an Introduction would be to explain the language in *Twelve Steps and Twelve Traditions* and would include the following information:

- Time and era of publication
- Language as a reflection of the time period
- Reference to the 2002 Conference Advisory Action.

"It was unanimously recommended that the text in the book, *Twelve Steps and Twelve Traditions*, written by Bill Wilson remain as is recognizing the Fellowship's feeling that Bill's writings be retained as originally published."

This Introduction is to create a unified response to questions regarding specific language, idioms, and historical figures or events from A.A. members, newcomers, and non-alcoholics.

The 2004 General Service Conference consideration stated;

After lengthy discussion, the committee requested that the Publications Department rewrite the draft introduction to be added to the front matter of the *Twelve Steps and Twelve Traditions*, as recommended by the 2003 General Service Conference, taking into consideration suggestions from the committee, and present it to the 2005 Conference Literature Committee following review by the Trustees' Literature Committee.

The Advisory Action in 2005 rewrote the 2004 introduction to this.

The following introduction be added to the front matter of *Twelve Steps and Twelve Traditions* Introduction Alcoholics Anonymous first published this book, *Twelve Steps and Twelve Traditions*, in 1953. Bill W., who, along with Dr. Bob S., founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions. In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists a strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service conference discussed this issue, and "it was unanimously recommended that the text in the book *Twelve Steps and Twelve Traditions*, written by Bill W, remain as is, recognizing the Fellowship's feeling that Bill's writing be retained as originally published." We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.

During the 71st General Service Conference in 2021, there were two Advisory Actions that ignored four previous years of General Service Conference actions and considerations. That's 279 voting Delegates'. The background information for the 70th and 71st Conference did not include information from the 2002, 2003, 2004 and 2005. That stated the Fellowship's feeling that Bill's writings be retained as originally published.

Advisory Action 18 for changes to page 117 phrase "opposite sex" with the word "partner"

And

Advisory Action 19 changes to page 66, "No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health. Changed to "no one wants to commit the deadly sins of anger, lust or gluttony."

These two actions were passed at the 71st conference in 2021.

Agenda Item F from the 2023 73rd General Service Conference was worded as follows.

Discuss proposed agenda items related to changes to the book *Twelve Steps and Twelve Traditions* approved by the 2021 General Service Conference

The Background information started with this excerpt from the October 29, 2022 Trustees' Literature Committee report:

The Trustees' Literature Committee reviewed proposed agenda items related to the changes approved by the 2021 General Service Conference to the book *Twelve Steps and Twelve Traditions* and noted the importance and interest of the Advisory Action to

the Fellowship. *Twelve Steps and Twelve Traditions* PAIs. The Trustees' Literature Committee agreed to forward to the 2023 Conference Literature Committee all proposed agenda items related to the changes in the book *Twelve Steps and Twelve Traditions* as one grouped item with the suggestion that the Conference Literature Committee consider forwarding the item to the general service areas for wider discussion looking toward setting a policy on how and whether to edit A.A. founder's words in our current literature.

The agenda item would be discussed by the Fellowship during the 2023-2024 Conference year and considered by the Conference Committee on Literature at the 2024 General Service Conference.

2024 Finance Committee Considerations (because of EDW)

The committee reviewed the progress report reflecting shared experience from the Fellowship on possible future changes to literature written by A.A.'s founders and took no action. After thorough consideration and mindful reflection of the comments received from Founders' Writings sharing sessions, as well as the valuable input received from the Fellowship via Area Delegates, the committee agreed that current Conference procedures provide a process wherein future proposals for changes can be considered by the group conscience of each Conference, negating the need for a mandated policy.

(5) What are the intended/expected outcomes if this proposed item is approved?

With this embedded into the Current Conference Charter under article #3, the Fellowship would have a policy in place. With this policy in place, our Founders' writings are safer and harder to change, based on inconsiderate decisions by a majority or hasty impulses.

(6) Provide a primary contact for the submission.

Steven L. P72/A35 Delegate
Diane R. P74/A35 Delegate

(7) Final comments:

The wording of our Founders has a special meaning that no other writings bring to the fellowship. Founders' writings also bring important context and charm in the way that explains our illness and recovery. We cannot afford to make hasty decisions changing the important basic text of our recovery program based on generational and social differences in the misunderstanding of the founders' writings. If the Fellowship thinks information needs to be changed, new pieces of literature can be published like we have done in the past. For instance, the booklet Living Sober and the new Plain and Simple Translation of the BB "A Tool for Reading Alcoholics Anonymous". These two books are new writings and can be easily changed to fit generational and social differences. Hence, we can leave the Founders writings alone.

Updated 7/22

PAI 15

<p>(1) Submit a clear and concisely worded motion.</p> <p>Whenever any changes are brought to the Conference floor to the Founders' writings, considered by this motion to be:</p> <ol style="list-style-type: none"> 1. The book Alcoholics Anonymous — specifically, the first 164 pages, the chapter "The Doctor's Opinion," Forewords to the first and second editions, the Appendices on Spiritual Awakening and the Traditions, and Dr. Bob's Nightmare 2. The book Twelve Steps and Twelve Traditions the Conference must achieve a super-majority of 75% in order for the General Service Board to act upon it. However, the General Service Board shall not immediately act upon the Conference's directions, and instead, shall request all Area Delegates to conduct further discussions in their respective Areas. Area delegates' report backs will be conducted the second following General Service Conference at which the Conference may amend or change the previously approved change to the Founders' writings described above. For final action by the General Service Board, the Conference must achieve substantial unanimity 67%).
<p>(2) What problem does this proposed item address?</p> <p>The controversy, dis-unity and distrust across the fellowship resulting from the rapid changes to pages 66 & 117 originating from Advisory Actions at the 2021 GSC. Changes to our "common solution" as referenced on page 17 of the book Alcoholics Anonymous.</p> <p>Correct any errors in decision by the Finance Committee at the 2024 GSC when a 7-1 vote was taken to NOT protect the AA Message.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p><u>Note:</u> While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p> <p>Area 12, District 13: 07/10/2024 Voted on and approved unanimously by GSR's and District Committee at monthly district meeting. Current & Past Delegates and a former GSO employee were present for discussion prior the vote. This PAI was sent to all District 13 GSR's on June 16 for review, weeks prior to the monthly District Meeting. THIS PAI IS BEING SUBMITTED BY THE DCM OF DISTRICT 13 in AREA 12 on behalf of this District's 13's group conscience and vote.</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p>

Reasoning for this proposal:

1. Begin to restore trust in our trusted servants and processes. This includes Delegates, Trustees, the General Service Conference, Committees and Chairs.
2. Protect the AA Message per these words from the inside flap of Editions two and three of the AA Big Book, "But the basic text (pages 1 through 164) remains unchanged. This is the A.A. message, just as it was introduced in the 1939 'Alcoholics Anonymous'".

(5) What are the intended/expected outcomes if this proposed item is approved?

Preservation of our upside-down-triangle, where the groups/group-conscience drive what the General Service Conference advises.

Prevent another rogue GSC from creating Advisory Actions that can change our core message without being adequately vetted by our fellowship.

(6) Provide a primary contact for the submission.

DCM 13 Area 12

(7) Final comments:

If this PAI does not make it to the 2025 Conference Floor for discussion, please provide a better reason or evidence supporting this decision. A statement like this response from the Trustees Literature Committee From 11/08/2023 seems weak: "it is not in alignment with the Fellowship".

Consider adding these two sections to the co-founder's writing description, from Section 1 of this document:

- a. The "Preface" in the 4th edition of the Book Alcoholic's Anonymous.
- b. The Story 'Alcoholics Anonymous Number Three' from the 4th edition of the Book Alcoholics Anonymous.

III. Trusted Servants (trustees, Delegates...) PLEASE PROTECT our AA Message as defined on the dust jacket of the 3rd edition our basic text. Specifically, please protect the first 164 pages of the Book Alcoholics Anonymous - as this is the AA message.

PAI 26

<p>(1) Submit a clear and concisely worded motion.</p>
<p>Change the wording of "The Current Conference Charter" in Appendix K of the "The A.A. Service Manual", 2021-2023 Edition (p. 119), Revised May 2021, Section 3 -- suggested change in UPPERCASE below. Additionally update the Bylaws to give the essays in the 12&12 and the sections of the big book described below the same protection as the short form of the steps and traditions. "THE CONTENT AND WORDS OF THE BOOK ALCHOLICS ANONYMOUS INCLUDING: THE FIRST 164 PAGES, THE PREFACE, THE FORWARDS, THE DOCTOR'S OPINION, DR. BOB'S NIGHTMARE, AA NUMBER 3 AND THE APPENDIXES ALL REMAIN AS THEY APPEAR IN SEPTEMBER 2022 AND WILL NOT CHANGE EVEN WITH THE WRITTEN CONSENT OF ANY PERCENTAGE OF THE AA GROUPS, THE GENERAL SERVICE CONFERNCE, A PUBLISHING COMPANY OR ANYOTHER PERSON OR ENTITY. ADDITIONALLY, no change in Article 12 of the Charter or in A.A. Tradition or in the Twelve Steps of A.A. may be made with less than a written consent of three-quarters of the A.A. groups, as described in the resolution adopted by the 1955 Conference and Convention."</p>
<p>(2) What problem does this proposed item address?</p>
<p>Prevent changes, like the ones on Pages 66 and 117 of the 12&12 originating from Advisory Actions from the 2021 GSC. In response to the numerous proposed changes to the text that has already helped two million alcoholics get sober.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p>
<p><u>Note:</u> While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p>
<p>This item was discussed over the last 3 years at Area 12 District 13 meetings. In June 2024 it was emailed to the District GSR's to discuss with their groups. On August 14, 2024 at the Area 12 District 13 meeting it was discussed, voted on and approved unanimously to be sent as a PAI to for the 2025 GSC.</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p>
<p> </p>

CONFIDENTIAL: 75th General Service Conference Background

Reasoning for this proposal:

1. Based on feedback from the 2024 GSC, many delegates and areas want our core writings protected from future advisory actions from future General Service Conferences.
2. The intent of the wording in section (1) above is to make it binding on future Assemblies, Conferences and more that the AA message in the our 'basic text', pages 1-164 of the AA big book will not change.
3. Section K of the "The A.A. Service Manual", 2021-2023 Edition, Revised May 2021, Section 3, https://www.aa.org/sites/default/files/literature/en_bm-31_3.pdf
4. This paragraph from the inside flap of Editions two and three of the AA Big Book, 'But the basic text (pages 1 through 164) remains unchanged. This is the A.A. message, just as it was introduced in the 1939 "Alcoholics Anonymous"'.
5. This is a motion to reaffirm and MAKE BINDING to the Assembly & Conference and reaffirm that the book Alcoholics Anonymous will never be changed except for Footnotes, Stories after Dr. Bob's Nightmare, New Forwards, and Appendices.

(5) What are the intended/expected outcomes if this proposed item is approved?

No additional changes to our basic text and core literature as described in Section 1 (above),

(6) Provide a primary contact for the submission.

DCM 13 Area 12

(7) Final comments:

Consider restoring the following text from Big Book Editions 2 & 3 (found on the Front flap of the book cover), 'But the basic text (pages 1 through 164) remains unchanged. This is the A.A. message, just as it was introduced in the 1939 "Alcoholics Anonymous," the book that gave the young Fellowship its name. '

The above text was changed on the book-cover (front flap) of the 4th Edition of the Big Book.

PAI 109

(1) Submit a clear and concisely worded motion.

In accordance with Appendix L: Resolution authorizing the general service conference, our motion would include all registered A.A. worldwide groups. Our request is that the explanations of the Twelve Steps, Twelve Traditions, and Twelve Concepts from the Appendices in the book; Plain Language Big Book: A Tool for Reading Alcoholics Anonymous, be sent to all the registered A.A. groups worldwide so they are suitably notified of modifications and would have the right to vote on them.

(2) What problem does this proposed item address?

These explanations violate our Current Conference Charter, Appendix O: Bylaws of the General Service Board of Alcoholics Anonymous, Inc., and Appendix L: Resolution Authorizing the General Service Conference from *The A.A. Service Manual combined with Twelve Concepts for World Service, 2021-2023 Edition*.

The General Service Conference and General Service Board of Alcoholics Anonymous are the guardians and custodians of these 36 spiritual principles. What does that mean? Guardian means: a defender, protector, or keeper. Custodian means: one that guards and protects or maintains. We want to be Guardians and Custodians to the Twelve Steps, Twelve Traditions, Twelve Concepts. The General Service Conference and the General Service Board of Alcoholics Anonymous must protect our 36 Spiritual Principles from any modification, alteration, amplification, or extension.

Please refer to: The Current Conference Charter, Appendix O: Bylaws of the General Service Board of Alcoholics Anonymous, Inc., Appendix L: Resolution Authorizing the General Service Conference from *The A.A. Service Manual combined with Twelve Concepts for World Service, 2021-2023 Edition*. The explanations are modifications, alterations, amplifications, and extensions of the Twelve Steps, Twelve Traditions, and Twelve Concepts. The belief that it has been done previously as in the pamphlet, *The Twelve Steps Illustrated*, does not justify continuing this practice.

It is easy to understand that the decision about this book does affect the long-term unity of A.A. worldwide where English is not the primary language. Please think about the many other decisions made by the U.S./Canada Conference that will carry around the world.

As you consider presenting this Floor Motion, please frame it in this excerpt from Concept XII, that is also Article 12. of the Conference Charter. Please ask yourself if the U.S./Canada Conference is exemplifying Traditions One and Four to the highest degree when it overlooks how its decisions affect A.A. worldwide?

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

This proposal passed in District 9 Area 35 with a unanimous vote.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

Current Conference Charter, PP119-122; Appendix L: Resolution Authorizing the General Service Conference PP123-124, Appendix O: Bylaws of the General Service Board of Alcoholics Anonymous, Inc. PP 129-138; all from *The A.A. Service Manual combined with Twelve Concepts for World Service, 2021-2023 Edition*.

(5) What are the intended/expected outcomes if this proposed item is approved?

To get a ¾ vote from the worldwide groups if they chose to do that, so we can save Bill Wilson's writings.

With this proposal, we would be in keeping with Charter of the General Service Conference of Alcoholics Anonymous.

Current Conference Charter, PP119-122; Appendix L: Resolution Authorizing the General Service Conference PP123-124, AND IT IS UNDERSTOOD: That neither the Twelve Traditions of Alcoholics Anonymous nor the warranties of Article XII of the Conference Charter shall ever be changed or amended by the General Service Conference except by first asking the consent of the registered A.A. groups of the world. [This would include all A.A. groups known to the general service offices around the world.] These groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any such Conference action can be taken, there must first be received in writing within the time allotted the consent of at least three-quarters of all those registered groups who respond to such proposal. Resolution: It was resolved by the 1976 General Service Conference that those instruments requiring consent of three-quarters of the responding groups for change or amendment would include the Twelve Steps of A.A., should any such change or amendment ever be proposed. Bill uses the term "registered." A.A.W.S. neither monitors nor oversees the activities or practices of any A.A. group. Groups are listed solely for purposes of accurate communications.

(6) Provide a primary contact for the submission.

Ricco R., District 9 Corrections Chair
Tom T., District 9 Area 35 DCM
Chuck R., District 9 Area 35 Alt DCM

(7) Final comments:

Let us do the right thing. If it is believed that these explanations are worthy explanations, let us send them to the groups worldwide and see if we can get 3/4 of responding groups to agree to them.

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2025 Conference Committee on Report and Charter

ITEM C: Review progress report on exploring the creation of a corresponding trustees' Committee for Report and Charter

Background notes:

From the 2024 Additional Committee Consideration:

The committee discussed the current process for reviewing substantial updates to The A.A. Service Manual/Twelve Concepts for World Service and agreed that it lacks cohesiveness and accountability. The committee expressed their concerns to the board chairs and general manager and suggest that the General Service Board explore the creation of a corresponding trustees' Committee for Report and Charter comprised of members of all three boards and the General Service Office and that a progress report be brought back to the 2025 Conference Committee on Report and Charter.

Following the Additional Committee Consideration suggesting that the General Service Board explore the creation of a corresponding trustees' Committee for Report and Charter comprised of members of all three boards and the General Service Office, a trustees' Literature Subcommittee was formed to review and provide a recommendation to the General Service Board.

Background:

1. Progress Report

I. Suggestion to Create a trustees' Ad Hoc Report and Charter Committee.

The trustees' Literature Committee suggests that the chair of the General Service Board of Alcoholics Anonymous, Inc. form an ad hoc committee of the corporation to support the Conference Committee on Report and Charter between conferences.

II. Suggestion to use the following Composition, Scope, and Procedure for the trustees' Ad Hoc Report and Charter Committee.

The trustees' Literature Committee offers the following CSP as a starting point for implementing a new trustees' ad hoc Report and Charter Committee.

Trustees' Ad Hoc Report and Charter Committee**Composition, Scope, and Procedure**

"Trustees serving on General Service Board committees, as part of their custodial and fiduciary responsibilities, provide oversight for the development of policies and projects and are the principal strategic planners responsible for keeping the organization on firm footing well into the future."

– General Service Board Report 02/02/09

COMPOSITION

The chair of the General Service Board appoints the trustee members of the trustees' Ad Hoc Report and Charter Committee ("Committee") of the General Service Board of Alcoholics Anonymous, Inc. ("GSB") and the Committee's chairperson annually. The Committee is composed of the following:

- At least three (3) trustee members
 - The chair or alternate chair of the trustees' Conference Committee
 - The chair or alternate chair of the trustees' Literature Committee
 - One or two additional trustees as needed to ensure at least one trustee represents each of the three boards
- A member of AAWS Publishing Department
- A non-voting secretary – GSO staff, Group Services / Conference Committee on Report and Charter ("CCRC") assignment.

The chair of the GSB is an ex officio member of the committee.

SCOPE

1. A.A. Service Manual Review Process

The Committee oversees the biannual updates and/or revisions to the *A. A. Service Manual and Twelve Concepts for World Service* by the General Service Conference.

Biannually, the committee requests that the three boards review the *A.A. Service Manual* for differences between how the boards operate and what is written in the manual and asks for proposed changes. The committee then reviews proposed changes for accuracy and consistency before changes are included in a draft that is posted as General Service Conference background.

Following the annual General Service Conference, the committee is available to the CRCC as needed during their review of all editorial updates and revisions to the *A.A. Service Manual*. The committee oversees the updates/revisions reflected in the “page proofs” of the *A.A. Service Manual* provided by the AAWS Publishing Department, being particularly watchful for unintentional shifts in policy.

2. Final Conference Report Review Process

Following the annual Conference, the committee is available to the CCRC as needed during their review of the *Final Conference Report*. The committee oversees the possible updates/revisions reflected in the “page-proofs” of the *Final Conference Report* provided by the AAWS Publishing Department.

PROCEDURE

The committee meets either in person or via a virtual platform (teleconference or videoconference) or a combination of in-person and virtual platforms. The chair may invite guests to the committee meetings to provide information or answer questions for the committee.

The committee is available to assist with the work of the CCRC throughout the year, whether as a follow-up to the General Service Conference or to preview background information as needed for upcoming Conference activities.

The committee chair communicates with the chair of the CCRC throughout the year. Phone conversations prior to and after each quarterly board weekend are especially helpful to both committees.

The committee chair reports on the proceedings of this committee at meetings of the General Service Board.

The minutes of the Committee remain within the committee and are not circulated.

2025 Conference Committee on Committee on Report and Charter

ITEM D: Discuss General Service Conference Final Report.

Background Note:

Excerpted from the Report and Charter Conference Committee Composition, Scope and Procedure, the Conference committee is responsible for:

Proposing any change considered desirable for changing and improving the format, method of reporting, style or content of the Conference Final Report.

Background:

1. [2024 General Service Conference Final Report](#)

Note: The electronic anonymity-protected version that is available on aa.org is linked above.



X.Treatment and Accessibilities: Monday-Tuesday - EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 08:00 - 2025-04-29 12:00 EDT

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2025 Conference Committee on Treatment and Accessibilities

Item A: Review progress report on Military Outreach Project.

Background notes:

Excerpt from the November 3, 2024 trustees' CPC/Treatment and Accessibilities Committee meeting report:

The committee reviewed the staff's progress report on the military outreach project and **agreed to forward** the report to the 2025 Conference Committee on Treatment and Accessibilities. The committee looks forward to a progress report at the February 2025 meeting.

The committee received an update from the subcommittee and discussed the next steps for veteran outreach.

Excerpt from the July 28, 2024 trustees' CPC/Treatment and Accessibilities Committee meeting report:

The chair appointed Morgan B. (chair), Gerry C., Tom P., Dawn Klug (Class A trustee), and Teddy B.W. as members of the Military Outreach Project subcommittee.

The committee provided the Staff secretary with suggestions to continue the Military Outreach project including expanding the project to interviews with veterans and looks forward to a progress report from the subcommittee at the November 2024 meeting.

Committee Consideration of the 2024 Conference Committee on Treatment and Accessibilities:

The committee reviewed and accepted the progress report on the Military Outreach Project noting the importance of adding interviews with A.A. members who are veterans. The committee forwarded to the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee the following suggestions:

- Focus on creating a landing page for the military audio interviews on General Service Office's website aa.org.
- Prioritize an interview with a Canadian Francophone A.A. member in the military.

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- Include the military audio interviews on A.A.'s YouTube page using a simple image.

The committee requested that a progress report on the Military Outreach Project be brought back to the 2025 Conference Committee on Treatment and Accessibilities.

Secretary's note: The current iteration of the Military Outreach project (the military audio interviews) began in 2021 and has been guided by the Advisory Action of the 2023 General Service Conference, requesting *"The 22 interviews recorded to date as part of the Military Audio project be approved, giving the General Service Office (GSO) the latitude to distribute the audio interviews in various formats and on various platforms, and that an update report be provided to the 2024 Conference Committee on Treatment and Accessibilities."*

Background:

1. Progress report on the Military Outreach project

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Progress report Military Outreach project

Since the 2024 General Service Conference, the following progress has been made on the Military Outreach Project:

- Posting Military Members in A.A. to landing page on aa.org: <https://www.aa.org/military-members-in-aa>
- Adding Military Audio Interviews to YouTube playlist: https://www.youtube.com/playlist?list=PL6Ke-nL58u6kCSr6e1ljV-dd7_YhSoKaT
- Interview with a Canadian Francophone member — The Military Outreach Project subcommittee connected with trustee at-large/Canada, Robert L., who put the call out for French-speaking military members. Recording will be scheduled after a member is identified.
- Expanding the project to include military veterans:

The following parameters were identified for the candidates of veteran audio interviews:

- Completed military training to initial qualification and employment
- Experience in the military played a part in their problems with drinking (during active duty and/or later in life)
- Recovery continues to this point within the context of A.A.'s suggested program of recovery.

The staff secretary will coordinate with the ACMs and the Public Information desk to plan recording time for interviews of military veterans in summer of 2025 and at the 2025 International Convention.

###

2025 Conference Committee on Treatment and Accessibilities

ITEM B: Review progress report on shared experience from Fellowship on outreach efforts to A.A. members in the military.

Background notes:

Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities:

The committee requested that the Staff on the Accessibilities desk solicit current shared experience from the Fellowship on outreach efforts to Veteran Affairs (VA) and active military in the U.S. and Canada to be utilized in service material. The committee looks forward to a progress report at the 2025 General Service Conference.

Background:

1. Shared Experience from the Fellowship on Outreach to Military
2. GSO UK A.A. Veterans Flyer

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TREATMENT/
ACCESSIBILITIES
Item B
Doc. 1

Shared Experience from the Fellowship on Outreach to Military

Secretary's Note: The Accessibilities desk requested shared experience from the Fellowship on outreach efforts to veterans and active military in the U.S. and Canada in a September 2024 activity update. Due to lack of responses, the Staff researched area websites, past correspondence and international GSO websites to gather background on how committees are currently reaching out to military for discussion.

Initial Outreach Efforts:

- *Find out if your area has meetings on any military bases.*
- *Find where the addiction treatment centers are located on military institutions and contact head medical personal to find out what their aftercare requirements are and if they include going to A.A. meetings.*

From past A.A. Guidelines Armed Services (1968-1993):

- *Find an off-base group for military members to attend nearby. This can be helpful for newcomers to mingle with alcoholics of every type and not feel "special."*

To quote directly from a group that holds meetings off base:

"The present arrangement is civilian accommodation close to the base (but out of military jurisdiction) where civilians and service people get the benefit jointly of variety in thinking, continuity of A.A. therapy, a place away from the service atmosphere to relax, and the opportunity of meeting people who provide a special outlet locally. Since most service canteens, clubs and messes are 'wet', this is a distinct advantage in getting away from the alcoholic atmosphere."

- *Stress the absence of rank consideration. One meeting has a sign that says "Abandon rank, all ye who enter here." Some suggestions are first name only, attending meetings in civilian clothes, and support of informal mingling before/after meeting. If this is not possible, you can have a meeting for officers and one for enlisted persons.*
- *Place notices of meetings nearby in base newsletters.*

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- *Thorough communication with a CPC committee to medical officers or chaplains are of utmost importance, as this is where most people will learn about A.A. and meetings.*

Local Outreach Examples:

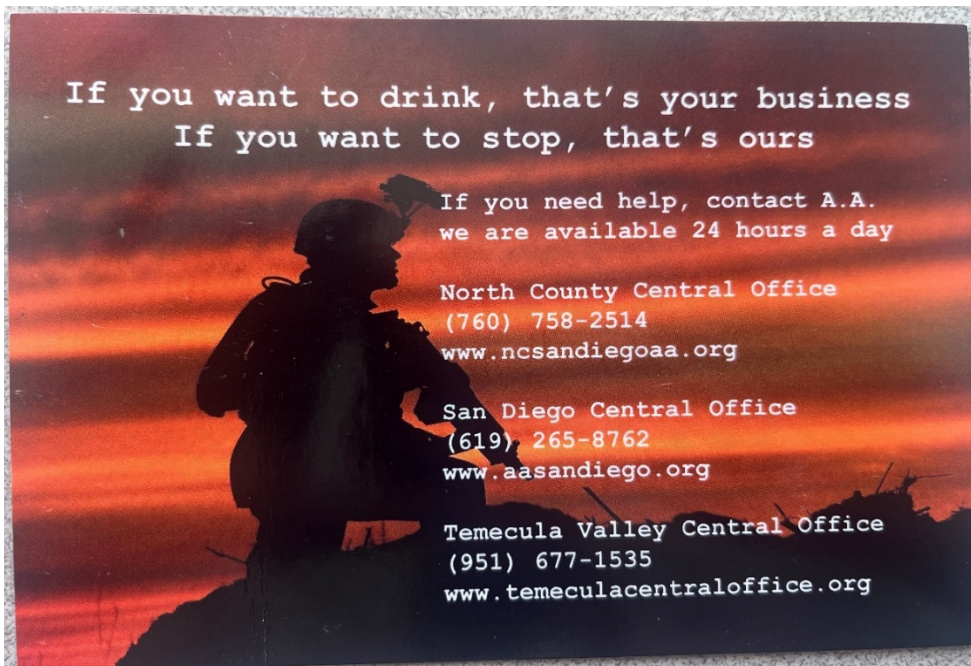
Portland Area Intergroup Veterans Outreach Committee ([link](#)):

The Veterans Outreach Committee is veterans reaching out to veterans to carry the A.A. message of hope and recovery. We are concentrating our efforts at Veterans Administration facilities; most of our presence currently is literature on display at table boards or racks. Our goal is to be in every VA facility in the Portland Metro and Vancouver area and help facilitate veterans to get a start in the A.A. program.

Currently we serve in-person at 2 facilities, each once a month. This is when we introduce a potential alcoholic to the meeting schedule and the Meeting Guide app. We answer any questions they may have and ensure that they have a way of contacting us directly or through the Portland Intergroup.

VA regulations have changed and a less stringent clearance is needed. Ward 5C has opened its doors to us. This is a lock down facility and only veterans are allowed in and only with an escort. A volunteer clearance is required to attend. Clearance forms are available through AmericanVeteranAA@gmail.com.

Outreach in San Diego Area, Front of postcard:






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Back of postcard:

Scan the appropriate code to take you to the Meeting Guide App

You may also visit the Alcoholics Anonymous website <aa.org> and click "Find A.A. Near You" for local meetings and services



Meeting Guide Android Apple

A.A. Meetings on Camp Pendleton

MONDAY	Building 210568 PFC Krause Training Facility 1830 - 1930 At 3rd AA BN School on Camp Del Mar area (by the boat basin)
TUESDAY	Building 53311 53 Area Chapel 1800 - 1900 At the intersection of 3rd Street and B Street in Camp Horno
WEDNESDAY	Building 2220 CNATT in 22 Area (across from MCAS) 1130 - 1230 In the 1st Floor Auditorium of the MARDET building on 10th Street
WEDNESDAY	Building 16105 S.A.C.C. (Prevention Building) 1830 - 1930 (Up the hill on 11th St. from the main S.A.C.C. building 16105 follow the signs to 11th & A St.)
THURSDAY	Building H200T (S.A.R.P) 1430 - 1530 Behind Thrift Shop - (near the Wounded Warrior BN and Lake O'Neal - on the Old Hospital grounds)
FRIDAY	Building 62440 - 62 Area Chapel 1130 - 1230 At 7th Street and E Street in San Mateo area

Flyer from GSO Great Britain (next doc)

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A question to veterans —and their families from Alcoholics Anonymous (AA)

Is drinking costing you more than money?

Alcoholism is not determined by where, how long, how much, or what you drink.
A good test lies in the answer to this question: what has drinking done to you?

Has your drinking affected your relationships
with your family, friends, or former or present employer?
Has your drinking affected your health?
Has your drinking affected your state of mind?
Have you become preoccupied with drinking?

If so, you are not alone: AA helps millions of people, **including veterans, and their families.**

Any kind of man or woman can be a member of AA—alcoholism can strike a person of any rank, any age, any ethnicity, any social, religious, or educational background, or any field of skill.

The blackouts and the shakes, the loneliness, and the fears are the same for a private, a corporal, a sergeant, a captain, a major, a reservist, a veteran, or members of their families.

What is AA?

Alcoholics Anonymous is a fellowship of men and women who share their experience, strength, and hope with each other that they may solve their common problem and help others to recover from alcoholism.

The only requirement for membership is a desire to stop drinking. There are no dues or fees for AA membership; we are self-supporting through our own contributions.

AA is not allied with any sect, denomination, politics, organisation, or institution; does not wish to engage in any controversy; neither endorses nor opposes any causes. Our primary purpose is to stay sober and help other alcoholics to achieve sobriety.

All meetings are completely confidential, and personal anonymity is assured.

How can I contact AA?

- (1) Call 0800 9177 650 (free; hours vary)
- (2) Email help@aamail.org
- (3) Go to <https://www.alcoholics-anonymous.org.uk/About-AA/Newcomers/Get-help-now> and click on the yellow 'Alcoholics Anonymous Chat' box. If you are using the mobile version of the website, click on the 'hamburger signs' on the top right (☰), click newcomers, and the chat option will appear.

If you call, email, or chat, you will be able to talk in confidence not to a professional but to another alcoholic who has found a solution in AA. AA helplines typically offer a 'twelfth-step call'. This is where an AA member or two can arrange to meet you to take you to your first AA meeting. AA can also arrange for this person to be an AA member with armed services experience. If you would like this, ask if there is someone available from the 'armed services twelfth-stepper list'.

Some people may prefer to discreetly attend an open AA meeting ('open' meaning *open to visitors*). If you would like to 'check out' AA by attending a meeting and seeing what it is all about, you can go to <http://www.alcoholics-anonymous.org.uk/> and use the 'Find a Meeting' function (on the top right of the screen). Type in the town, district, or postcode you are in, and a map will show you the details of local meetings. This information is available also from the above helplines.

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2025 Conference Committee on Treatment and Accessibilities

ITEM C: Review progress report on the Accessibilities Resources flyer made available on aa.org.

Background notes:

From the November 3, 2024 meeting of the trustees' CPC/Treatment and Accessibilities Committee:

The committee accepted the updated flyer of Accessibilities Resources published on aa.org and **agreed to forward** to the 2025 Conference Committee on Treatment and Accessibilities.

From the July 28, 2024 meeting of the trustees' CPC/Treatment and Accessibilities Committee:

The committee reviewed the Accessibilities inventory revised by the 2024 Conference Committee on Treatment and Accessibilities and requested that Staff secretary (1) run an accessibility check on the inventory and (2) make the inventory available to the Fellowship and professionals. The committee looks forward to a progress report on making this resource available to the Fellowship at the November 2024 meeting.

Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities:

The committee reviewed the accessibilities inventory provided by the trustees' CPC/Treatment and Accessibilities committee and suggested minor edits. The committee asked that the staff coordinator on the Accessibilities desk make the list available to download from the Accessibilities Committee's page on aa.org and share the link with the staff coordinator on the Cooperation with the Professional Community desk for potential distribution among professionals and inclusion on the A.A. LinkedIn page. The committee also asked the staff coordinator on the Accessibilities desk to share the list periodically in activity updates.

The committee requested that a progress report be brought back to the 2025 committee on how useful this list has been to local accessibilities committees.

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Committee Consideration from the 2023 Conference Committee on Treatment and Accessibilities:

The committee discussed the suggestion that an Accessibility Inventory be conducted throughout A.A.'s services and structure and suggested that the trustees' CPC/Treatment and Accessibilities Committee take an inventory of what resources are currently available from the General Service Office and the AA Grapevine to meet accessibility related challenges and consider the best methods for communicating about those resources to the Fellowship.

Secretary's Note: The Accessibilities Resources flyer was added to aa.org in English, French and Spanish. This was communicated to the Fellowship through an activity update in September 2024; and announced on LinkedIn in October 2024.

Background:

1. Accessibilities Resources Flyer on aa.org ([link](#))
2. Accessibilities Resources Flyer on LinkedIn ([link](#))

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2025 Conference Committee on Treatment and Accessibilities

ITEM D: Review progress report on the update of service material with shared experience from neurodivergent alcoholics.

Background Notes:

Excerpt from the November 3, 2024 trustees' CPC/Treatment and Accessibilities Committee meeting report:

The committee reviewed the flyer "Making the A.A. Message Accessible" (F-107) and agreed to provide any further suggestions to the staff secretary. The committee looks forward to an updated flyer at the 2025 February meeting.

Excerpt from the July 28, 2024 trustees' CPC/Treatment and Accessibilities Committee meeting report:

The committee reviewed the progress report on collected shared experience from neurodivergent alcoholics and requested the staff secretary update the flyer "Serving All Alcoholics — Making the A.A. Message Accessible (F-107)" with highlights from the shared experience. The committee looks forward to an updated service piece or progress report at the November 2024 meeting. The committee noted that the sharing from neurodivergent alcoholics could be helpful in the development of the pamphlet on Mental Health Professionals.

Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities:

The committee reviewed the progress report on updating A.A. service material to better carry the message to alcoholics with intellectual or information-processing challenges, communication challenges and diverse neurological abilities and noted that much of the service material is not relevant to the subject. The committee asked the staff coordinator on the Accessibilities desk to follow up on the 2023 General Service Conference considerations related to the revisions to the pamphlet "Questions and Answers on Sponsorship" and the publication of an issue of AA Grapevine magazine with stories from neurodiverse alcoholics.

The committee forwarded a list of service material that could be updated to the trustees' CPC/Treatment and Accessibilities Committee.

The committee looks forward to a progress report to be brought back to the 2025 Conference Committee on Treatment and Accessibilities with shared experience from

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the Fellowship on neurodivergence and alcoholism to inform service material updates.

Secretary's Note: An issue of the AA Grapevine magazine highlighting stories from neurodivergent alcoholics was published in November 2024. Also, on a parallel track, a subcommittee of the trustee's Literature committee is currently working on updating the pamphlet "Questions and Answers on Sponsorship" with the shared experience from neurodivergent members.

Background:

1. Draft of "Making the A.A. Message Accessible (F-107)"* with addition of sharing from neurodivergent alcoholics

**This title was recently renamed from the former "Serving All Alcoholics — Making the A.A. Message Accessible."*

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Making the A.A. Message Accessible

The AAWS AA Grapevine literature catalog has a separate section for Accessibilities materials. You can order this catalog from GSO at Box 459, Grand Central Station, New York, NY 10163; 212-870-3400; www.aa.org. Resources are also available from local and area Accessibilities Committees.

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www.aa.org.



While there are no special alcoholics, there are alcoholics who experience barriers to accessing the A.A. message. For some, a six-inch step can be an insurmountable obstacle. A locked access door, blocked ramp or parking problem can make it impossible to get to a meeting. Some members are ill, homebound or living in retirement or convalescent homes; others are Deaf or blind; have hearing or vision loss, learning, reading or information-processing challenges; and still others are elderly, use wheelchairs or canes, or have other mobility concerns. Literature may be hard to understand especially for those who experience reading difficulties or who are trying to access the A.A. message in a second language. Childcare issues may make it impossible to attend regular meetings. Remote geography or cultural differences may hinder contact with other members.

A local intergroup/central office can often provide information about the accessibility of meetings, and whether organized Accessibility efforts exist in particular areas. This information is often included in local meeting lists and events flyers. When preparing these listings, it can be helpful to use appropriate symbols and to include a name and number to contact for additional accessibility-related information.

If we can do a better job of reaching out to alcoholics who face access barriers in receiving the A.A. message, we help them to carry the message to other alcoholics they may already know or will come into contact with, providing a powerful example that it's possible to achieve sobriety despite perceived barriers.

Available for Accessibilities Committees:

- Accessibilities Kit — a three-ring binder with material to help A.A. members and committees carry A.A.'s message of recovery to those with accessibility challenges. See complete kit contents on www.aa.org.
- Accessibilities Workbook — A resource information on forming Accessibilities Committees, presentations to professionals and working with American Sign Language (ASL) interpreters.
- Accessibilities checklist (SMF-208)
- A.A. Guidelines on Accessibility for All Alcoholics (MG-16).

THE ALCOHOLIC WHO IS DEAF OR HARD-OF-HEARING

"I wonder in meetings if people are saying out loud what appears on their faces," writes one A.A. member who is Deaf. "Are they expressing the sadness or anger I sense in their bodies or behind their eyes? Is this real or in my mind? I wish I could hear this meeting with all its noise, all the feelings! What's the laughter about? Who's speaking now? How are the newcomers doing?"

An A.A. who signs for his home group worries about the communication gap: "When hearing alcoholics join A.A., we listen to the message of sobriety over and over, and ultimately it can penetrate our fog. But most Deaf alcoholics in the Fellowship are denied the benefits of repetition."

The challenge of serving the alcoholic who is Deaf or Hard-of-Hearing goes beyond that of simple "hearing." For Deaf people who use ASL, for example, English is a second language. Idioms and colloquialisms are difficult to sign, and some phrases used in A.A. — such as "Rarely have we seen a person fail" — do not have comparable signs. ASL is a complete language, with its own unique grammar and sentence structure, and, likewise, the Deaf community is a unique culture, with unique customs, norms, and regional variations. So, working with the Deaf community can be similar to working with any group that has a separate language and culture.

A growing number of groups are providing signers to interpret for their members who are Deaf. Additionally, interpreters allow Deaf and hearing members to *share* experience, strength and hope with each other, as communication with the Deaf is not a one-way street. Most groups will agree to having a non-A.A. interpreter attend its closed meetings in such cases, recognizing that professional interpreters adhere to a strict code of ethics that assures the confidentiality of the A.A. meeting.

Accessibilities Committees, central offices and intergroups often maintain lists of qualified interpreters available for hire who are willing and able to sign for A.A. meetings and events. Providing a signer takes money, and if the group cannot afford the cost, there are other sources of help. Some local intergroup/central offices have provided resources in their annual budgets for helping groups hire interpreters, and some area committees have set up special funds. Some agencies provide interpreters for people who are Deaf, or the alcoholic may bring his or her own interpreter to a meeting.

It is important, however, not to let fears about money become the focus. Our primary purpose is to carry the

message and, as the A.A. Responsibility Declaration indicates, "When anyone, anywhere, reaches out for help, I want the hand of A.A. always to be there." And for that, each one of us is responsible.

One area's Accessibilities Committee offers the following suggestions for groups interested in starting an interpreted meeting — as either a brand new meeting or part of an established group: (1) *Determine the need.* Do some research to find out if there are any interpreted meetings available in your neighborhood, and whether there is a need for such a meeting at the time or times that your group meets. (2) *If there is, make a commitment.* Is the group willing to pay for an interpreter week in and week out, even if sometimes no Deaf or Hard-of-Hearing people show up? Remember that the meeting will be listed in the meeting book as interpreted. (3) *Designate a group member* to coordinate all the work related to an interpreted meeting, and if you plan to provide interpreter services at specific meetings and events, be sure to include that information on all flyers, published meeting lists and websites. (4) *Reach out to the Deaf community in your area.* Make up flyers; give them out at other interpreted meetings, and send them to local professionals who work with Deaf alcoholics. Notify your local intergroup/central office and Accessibilities Committees, in writing. (5) *Be patient.* It takes time to get a signed group going. And be aware that not all Hard-of-Hearing people want to identify themselves as such, and they may be sitting somewhere other than in the designated area. It may be helpful for A.A. members in your community to learn about A.A. meetings in ASL run by and for Deaf members on virtual platforms. One source for information about these is the Online Intergroup of Alcoholics Anonymous (www.aa-intergroup.org). Another resource to find ASL meetings is www.deafaa.org. Local Deaf Access Committees have useful information about resources for A.A. members who are Deaf, Deaf-Blind or Hard-of-Hearing. Contact the Accessibility Desk at GSO for more information: access@aa.org.

Some A.A. members learn some sign language in order to communicate with Deaf members. Even learning enough to greet Deaf or Hard-of-Hearing newcomers and encourage them to keep coming back can make a difference. Of course, like any other language, there is a vast difference between one who may have reached a basic level of proficiency and one who is a professionally trained interpreter. Nevertheless, A.A.s should not let a lack of ASL skills prevent them from reaching out to Deaf

alcoholics. Pen and paper, as well as text messaging, are excellent tools for starting up a conversation.

Visual communication is important, and a wave of the hand or a tap on the shoulder can signal that you want the person's attention. Meeting facilities that provide microphones often provide assistive listening devices (ALDs) as part of their audio service. ALDs are used to improve hearing ability for people when they are unable to distinguish speech in ambient noise within a variety of meeting environments. Often in a noisy or crowded room it is almost impossible for an individual who is Hard-of-Hearing to distinguish one voice among many. ALDs are devices that help a person to hear and understand what is being said more clearly or to express thoughts more easily and can help Hard-of-Hearing members participate in the meeting. Several types of ALDs are available to improve sound transmission for people with hearing loss. Some are designed for large facilities such as classrooms, theaters, places of worship, and airports. Other types are intended for personal use in small settings and for one-on-one conversations; all can be used with or without hearing aids or a cochlear implant.

It is important also to invite Deaf and Hard-of-Hearing members to participate in every aspect of service within the group or at an A.A. event. Communication works both ways, and groups can ask Deaf members if they would like to give A.A. talks, with the interpreter switching gears and translating for the benefit of hearing members.

Resources available: The Big Book and *Twelve Steps and Twelve Traditions* in ASL are available for free online (aa.org and GSO's YouTube channel) and for purchase in DVD formats. The pamphlet "Access to A.A." is also available in ASL on DVD and online at aa.org. The AA Grapevine YouTube channel has a playlist of Deaf alcoholic stories at www.youtube.com/@AAGrapevine. In addition to the online meetings mentioned above, some A.A.s who are Deaf or Hard-of-Hearing participate in the *Loners-Internationalists Meeting (LIM)*. The Accessibilities Coordinator at GSO can also provide an Accessibilities Checklist to help groups assess their own levels of accessibility.

ALCOHOLICS WHO ARE BLIND OR WHO HAVE VISION LOSS

Simply getting to a meeting can be the biggest problem for the alcoholic who is blind or whose eyesight is compromised. Intergroup/central offices and Accessibilities Committees often maintain lists of members who are

willing to provide transportation to and from meetings and other A.A. functions. Some groups have asked their local intergroup/central offices to identify such members on Twelfth Step lists.

The members who are blind or have low vision may ask for assistance in orienting to the surrounding of the A.A. meeting room.

One group's experience illustrates what can be done to help any alcoholic not only get to meetings regularly but also to become a full participant in the group. The chairperson asked for volunteers to take a young blind man to meetings once a month; the volunteers were assigned specific dates, and if they couldn't take their turn, they were responsible for finding a substitute. The response was immediate and generous, and the young man is now able to attend all group meetings and participate fully in group activities.

Other A.A. members who are blind find that online meetings provide the opportunity to both participate in their own recovery and to carry the message to others.

Resources available: GSO has a list of A.A. books and pamphlets available in braille and large-print editions, as well as on audio formats: online, as audio-books, cassettes, and CDs. Audio versions of the Big Book and Twelve Steps and Twelve Traditions may be accessed free of charge on aa.org. Braille material, audiobooks, cassettes and CDs can be purchased online www.aa.org or by contacting GSO directly at 212-870-3312. AA Grapevine and La Viña produces weekly podcast and makes audio of most magazine features available on the website. www.aagrapevine.org and www.aalavina.org.

THE ALCOHOLIC WHO IS NEURODIVERGENT:

Neurodivergence is a term that describes people whose brains process information differently than most people. Neurodivergent people may have different strengths and challenges than people whose brains develop more typically. The term "neurodivergence" can include those with Autism, ADHD, Dyslexia, OCD, Down Syndrome and Tourette syndrome to name a few.

One neurodivergent member shares:

"Even though ADHD is considered a disorder by medical professionals at this time, a lot of neurodivergent people, including myself, don't like the use of that word when it applies to brain differences from birth. *My brain is different, but it's not broken.* I need professional help and medication so I can navigate in a world built on the social norms and expectations of neurotypical brains.

The analogy I like in this case is that I am 5'0" tall. I need a step stool to reach most things in my cabinets or to close the blinds at work. My height is not a disorder. It's not something I can change with diet or exercise — it's just the way I was built, how my genes expressed themselves. That step stool is a tool so I can cook in a kitchen that was built for the average westerner."

Some A.A. members who are neurodivergent shared their experience strength and hope with us, including these suggestions for meetings and sponsorship (noting that solutions that work for some members will not work for everyone):

Suggestions for Meetings:

- There is safety/comfort in the structure of a meeting — i.e. sticking to script, banners and slogans, starting and ending on time, time-keeping shares. One member shared the slogans were extremely helpful in keeping the program accessible with simple wording.
- Space between chairs and rows for fidgeting/movement. (sometimes called "stimming"). —Allow hand-crafts or hand-fidget activities.
- Statement about the need for some members to move freely (explicit statement in the script).
- Take a break halfway through meeting.
- Visible clocks can be helpful for setting "guideposts".
- Online meetings are essential as in-person meetings can be really taxing on some neurodivergent individuals due to "masking". Allowing a member's video to be off can help with this too. Masking takes up a lot of energy both in-person and online.

One neurodivergent member shares:

"I have to spend so much energy that I don't have masking my autism on camera and pretending at great personal cost to myself to be neurotypical by not stimming, wearing uncomfortable clothing, having the right facial expressions, posture, focus (some of the things that make in person meetings difficult in the first place) ...it is much more effective for me pay attention and not burn out if I can keep my camera off."

- Allow for shares to be prepared in advance.
- **For online meetings** — Making sure documents/literature online can be used with screen readers.
- **For in-person meetings**— Provide some of the discussed literature in large print or allow members to follow along with the audio version of the literature in headphones.

Suggestions for Sponsorship:

- Be open to text communication instead of strictly phone calls or face to face meetings.
- Allow people to be responsible for their own program and set their own boundaries — the “always say yes to service and fellowship” mentality can be damaging to health and ostracize people with neurodivergence. The ability to say no is important.
- Consider working step four together with your sponsee. Sometimes it helps to have someone there while writing or work is being done (some call this “body doubling”).
- Provide sponsees with options like video or audio resources (podcasts, speaker recordings, audio versions of A.A. literature).
- It might be helpful to have an emergency contact, in the case of mental health emergency.
- Many neurodivergent people take things very literally. It might be helpful to make things more explicit i.e. make it a point to explain the “God of your own understanding” concept when the word God is used throughout the book.

***Stimming** — Stimming, or self-stimulatory behavior, is a coping mechanism that people with autism use to manage their emotions, sensory experiences, and overwhelming situations. It can include repetitive body movements, noises, or use of objects.

****Masking** — a strategy that some people with autism spectrum disorder (ASD) use to appear non-autistic and blend in with their peers. It can involve consciously or unconsciously hiding or suppressing autistic characteristics and imitating neurotypical behaviors.

A.A.S WITH PHYSICAL CONSTRAINTS OR WHO ARE HOMEBOUND

Some A.A.s with physical constraints can get to meetings; others cannot. Many who have difficulty walking or who use wheelchairs use public transportation to get to meetings. Other members with mobility problems rely on fellow members to drive them to and from meetings. A.A. members wishing to make their meeting spaces accessible have installed wheelchair ramps over steps to the meeting room, and arranged seating to create ample space for wheelchairs or walkers. Members have checked that nearby parking is available and verified that rest rooms are truly accessible, with ample room to maneuver within the confines of the room or stall. Many

local meeting lists are coded to indicate meetings that are held in wheelchair accessible facilities.

Taking a meeting to an ill, homebound member can make a tremendous difference to them. The experience of one area’s Accessibilities Committee tells the story well: “In the front of the meeting schedules, we enclose a notice headed, We Are Not Alone Anymore group: ‘This group is for homebound members. We would like to bring a meeting to you. While there are no special alcoholics, there are alcoholics who experience access barriers to receiving the A.A. message. The We Are Not Alone Anymore group believes that when anyone, anywhere, reaches out for help, the hand of A.A. will be there.’ We list our phone number and encourage homebound members to call for help. We also ask A.A.s who are not living with disabilities to volunteer their services.”

Another area set up a “mobile group.” The chair reported: “Volunteers will carry a regular meeting to members housebound for lengthy periods of time.”

Resources available: Many homebound A.A.s participate in the Loners-Internationalists Meeting (LIM) as “Homers Many online meetings are available. One source for information about these is the Online Intergroup of A.A., www.aa-intergroup.org.

OLDER ALCOHOLICS

Extending the hand of A.A. to older alcoholics can offer hope to a population that is frequently isolated. The support and recovery that membership in A.A. brings can be the pathway to a new life — regardless of one’s age.

Many older adults have difficulty getting to A.A. meetings; they may have trouble driving or walking, and shrinking social networks can sometimes mean that fewer friends are available to help them. This is why elderly outreach programs have become so important within Alcoholics Anonymous.

Many A.A. members reach out to older alcoholics within their group, including those who need assistance getting to the meeting and participating in the meeting, as well as those who become homebound. Some groups also start Seniors in Sobriety (SIS) meetings, or designate certain meetings as Senior Friendly (SF). Many groups note with gratitude their appreciation for the older alcoholics. Many have long-term sobriety and can serve as valuable resources for the group — as sponsors and keepers of A.A. tradition and experience.

“When we started,” says the chair of an Accessibilities Committee that set up a phone service, “we were told, ‘If you raise expectations, be sure you deliver.’ That’s some-

thing I keep in mind always. Most of our callers are older people, and they look forward to seeing us. Often a live meeting at home gives them a new lease on life, even if temporarily. Our oldtimers are as important at home as at meetings, and we're not going to let them disappear. We're just giving back to them some of what they've given to us."

The A.A. message can also be carried to professionals at social service agencies assisting elders, as well as elder care facilities, including retirement, assisted living and skilled nursing communities.

Resources available: Many elder A.A.s participate in online meetings. One source for information about these is the Online Intergroup of A.A., www.aa-intergroup.org. Additionally, there are some A.A. publications available through GSO that focus on the experience of elder alcoholics, including: "A.A. for the Older Alcoholic — Never Too Late" and "Do You Think You're Different?"

PARENTS AND CAREGIVERS

Getting to meetings and participating in other service-related A.A. activities can be difficult for parents with childcare responsibilities or those who have caregiving responsibilities, such as taking care of a sick parent or family member.

Many groups work with the local intergroup/central office to develop a list of meetings where kids are welcome or childcare is available. It can also be helpful to develop a list of A.A. members willing to participate in online/phone meetings with parents/caregivers who cannot attend meetings in person. Directing single parents or other caregivers to information about online meetings also creates opportunities for participation and A.A. sharing that is so beneficial to all members.

Resources available: One source for information about these is the Online Intergroup of A.A., www.aa-intergroup.org.

UNDERSERVED AND REMOTE COMMUNITIES

Many A.A. members live in underserved or remote communities — communities that are difficult to reach because of geography, language or culture.

It could be a community that is remotely situated, or one that is right around the corner. We hope that all suffering alcoholics will be afforded the opportunity to receive the

A.A. message and to participate in the A.A. program of recovery.

In some Areas, Remote Communities Committees have been established to carry the message to members and potential members who are not being served. Contact the Accessibility Desk to find out more: access@aa.org.

Resources available: Additional A.A. publications available through GSO that you may find helpful include: "A.A. Guidelines for Remote Communities," "LGBTQ Alcoholics in A.A.," "Black in A.A. — Experience, Strength and Hope," "Hispanic Women in A.A." "Many Paths to Spirituality," "Behind the Walls: A Message of Hope," "A.A. for the Native North American" and "Women in A.A." Additionally, a GSO staff member can provide shared experience on working with remote communities.

EASY-TO-READ LITERATURE

Members with Difficulty reading, illiteracy and limited reading abilities can be less visible than other accessibility challenges. The group's literature chair can make a point of announcing that many books, pamphlets and Grapevine articles are available in audio format. Many groups read aloud, a practice which can help all new members learn the steps and traditions.. Help with reading and comprehension can also be offered one on one through sponsors or other group members.

Resources available: There are audio- and video-cassettes available through GSO. In addition, several pieces of illustrated, easy-to-read literature can be ordered from GSO. Grapevine carries a large inventory of e-books and CDs containing the shared experience, strength and hope of individual members.

2025 Conference Committee on Treatment and Accessibilities

ITEM E: Review revision of the Conference-approved flyer “Where do I go from here?” (F-4).

Background notes:

Excerpt from the November 3, 2024 trustees’ CPC/Treatment and Accessibilities Committee meeting report:

The committee reviewed a draft of the revised flyer “Where do I go from here?” (F-4) and considered the two proposed designs. The committee approved the design with darker font and **agreed to forward** to the 2025 Conference Committee on Treatment and Accessibilities.

Excerpt from the July 28, 2024 trustees’ CPC/Treatment and Accessibilities Committee meeting report:

The committee reviewed a draft of the revised flyer “Where do I go from here?” (F-4) and provided the Staff secretary with a list of suggestions. The committee looks forward to a draft flyer or progress report at the November 2024 meeting.

Advisory Action from the 2024 General Service Conference:

The flyer “Where do I go from here?” (F-4) be updated with current inclusive language and information on how to find A.A. both in person and online. The committee requested that a progress report or draft flyer be brought back to the 2025 Conference Committee on Treatment and Accessibilities.

Excerpt from the October 29, 2023 trustees’ CPC/Treatment and Accessibilities Committee meeting report:

The committee reviewed the flyer “Where do I go from here?” as part of their regular review of material under the purview of Treatment and Accessibilities. The committee agreed to forward to the 2024 Conference Committee on Treatment and Accessibilities the flyer for discussion on its’ effectiveness and relevance.

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Background:

1. "Where do I go from here?" (F-4) Draft Revision*
2. "Where do I go from here?" (F-4) [Current Version](#) (aa.org)

*For members of this Conference committee only and are not available for duplication or distribution beyond the committee.

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2025 Conference Committee on Treatment and Accessibilities

ITEM F: Review contents and format of Treatment Kit and Workbook.

Background Notes:

Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities:

The committee reviewed the Treatment Kit and Workbook and forwarded to the trustees' CPC/TA Committee a list of minor edits to the workbook to be implemented at the next printing.

Kits and workbooks for CPC, Corrections, Public Information, Treatment and Accessibilities are reviewed by the appropriate trustees' Committees during each working annual period.

Workbooks and kits are service pieces. Any suggested changes to their content by the Conference committee are put forth as suggestions rather than recommendations.

Between Conferences, ideas for changes to a workbook or to the contents of a kit may be received. These may be reviewed by the appropriate trustees' Committee and implemented, or the trustees' Committee may choose to forward an idea to the Conference Committee for review.

Typically, service kits are updated annually each fall.

Secretary's Note: Changes to the Treatment Kit suggested by a Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities have been made.

Background:

1. Treatment [Digital Kit List](#) with Conference updates (aa.org)
2. Current Treatment [Workbook](#) (aa.org)
3. Physical Treatment Kit (in-person)

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2025 Conference Committee on Treatment and Accessibilities

ITEM G: Review contents and format of Accessibilities Kit and Workbook.

Background Notes:

Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities:

The committee reviewed the Accessibilities Kit and Workbook and forwarded to the trustee's CPC/Treatment and Accessibilities Committee a list of pamphlets/resources to be added to the kit.

Kits and workbooks for CPC, Corrections, Public Information, Treatment and Accessibilities are reviewed by the appropriate trustees' Committees during each working annual period.

Workbooks and kits are service pieces. Any suggested changes to their content by the Conference committee are put forth as suggestions rather than recommendations.

Between Conferences, ideas for changes to a workbook or to the contents of a kit may be received. These may be reviewed by the appropriate trustees' Committee and implemented, or the trustees' Committee may choose to forward an idea to the Conference Committee for review.

Typically, service kits are updated annually each fall.

Secretary's Note: Changes to the Accessibilities Kit suggested by a Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities have been made. Staff secretary is proposing the following changes for next print:

- San Serif font
- Mention of the "All Accessibilities Committee" monthly meeting under "Working with Other Accessibilities Committees"
- Addition of sections on online meetings and where to find A.A. literature in other languages under "Remote Communities" section

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Background:

1. Accessibilities [Digital Kit List](#) with Conference updates (aa.org)
2. Current [Accessibilities Workbook](#) (aa.org)
3. Physical Accessibilities Kit (in-person)

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2025 Conference Committee on Treatment and Accessibilities

ITEM H: Review resource lists for Remote Communities and Cooperation with Elder Community.

Background Notes:

Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities:

The committee reviewed the Remote Communities and Cooperation with Elder Community resource lists and forwarded several suggestions to be added to the lists to the trustees' CPC/Treatment and Accessibilities Committee.

Excerpt from the October 29, 2023 trustees' CPC/Treatment and Accessibilities Committee meeting report:

The committee reviewed the Remote Communities and Elder Community resource lists and agreed to forward to the 2024 Conference Committee on Treatment and Accessibilities for their review.

While kits for Treatment and Accessibilities have been reviewed annually by both the Conference Committee on Treatment and Accessibilities and trustees' CPC-TA, the resource lists have not been on the same review schedule.

Secretary's Note: Changes to the Remote Communities resource suggested by a Committee Consideration from the 2024 Conference Committee on Treatment and Accessibilities have been noted.

For the Elder Community resource list, the accessibilities coordinator added the Area 17 CEC workbook as a possible resource. There were no further suggestions from the Conference Committee.

Background:

1. [Remote Communities Resource List](#) with 2024 Conference Edits (aa.org)
2. [Cooperation with the Elder Community Resource List](#) (aa.org)

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XI. Trustees - Monday - EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 08:00 - 2025-04-29 12:00 EDT

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2025 Conference Committee on Trustees

ITEM A: Review resumes of candidates for East Central Regional Trustee, Southeast Regional Trustee and Trustee-at-Large/U.S.

1. East Central Regional Trustee
2. Southeast Regional Trustee
3. Trustee-at-Large/U.S.

2025 Conference Committee on Trustees

ITEM A1: Review resumes of candidates for East Central Regional Trustee

1. Voting Sheet – East Central Regional Trustee
2. Voting Members – East Central Regional Trustee
3. Resumes of Candidates – East Central Regional Trustee (voting members only)

Voting Sheet
EAST CENTRAL REGIONAL TRUSTEE
April 2025

	<u>Votes</u>
Trustees' Nominating Committee	7
Conference Committee on Trustees	7
Delegates from Region	14
TOTAL:	28
2/3 Needed	19
1/3 of Total	10
1/5 of Total	6

Trustee Candidates (Four Successive Annual Terms)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
19	Illinois (Chicago)	<i>Monica F.</i>
20	Illinois (Northern)	<i>Richard H.</i>
21	Illinois (Southern)	<i>Paula E.</i>
22	Indiana (Northern)	<i>[No Candidate]</i>
23	Indiana (Southern)	<i>Charlotte C.</i>
32	Michigan (Central)	<i>[No Candidate]</i>
33	Michigan (Southeast)	<i>Susan F.</i>
34	Michigan (Western)	<i>Linda B.</i>
53	Ohio (Central & Southeast)	<i>Frank G.</i>
54	Ohio (Northeast)	<i>[No Candidate]</i>
55	Ohio (Northwest)	<i>Cheryl S.</i>
56	Ohio (Southwest)	<i>[No Candidate]</i>
74	Michigan (N. Wisc./Upper Peninsula)	<i>Char V.</i>
75	Wisconsin (Southern)	<i>Barbara W.</i>

CONFIDENTIAL
75th General Service Conference Background

TRUSTEES
ITEM A.1
DOC 2

Voting Members
EAST CENTRAL REGIONAL TRUSTEE
April 2025

Area Delegates (14 votes)

All fourteen (14) Delegates from the East Central Region will vote in this election.

2025 Voting Members – East Central Regional Trustee Election

Area Delegates (14 votes)

All 14 Delegates from the Northeast Region will vote in this election

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
19	Illinois (Chicago)	<i>Robert J.</i>
20	Illinois (Northern)	<i>Erik L.</i>
21	Illinois (Southern)	<i>Jodi B.</i>
22	Indiana (Northern)	<i>Karin O.</i>
23	Indiana (Southern)	<i>Paul L.</i>
32	Michigan (Central)	<i>Jonathon S.</i>
33	Michigan (Southeast)	<i>Cheryl B.</i>
34	Michigan (Western)	<i>Ed B.</i>
53	Ohio (Central & Southeast)	<i>Joel K.</i>
54	Ohio (Northeast)	<i>Beverly F.</i>
55	Ohio (Northwest)	<i>Josh D.</i>
56	Ohio (Southwest)	<i>Warren G.</i>
74	N. Wisc./Upper Peninsula MI	<i>Nicholas S.</i>
75	Wisconsin (Southern)	<i>Robert S.</i>

Trustees' Nominating Committee (7 votes)

Seven members of this committee will be randomly drawn as voters in this election.

Deborah K.	Joyce S.
Hon. Kerry Meyer+	David S.
Andie Moss+	Ken T.
Kevin Prior+	Carolyn W.

+nonalcoholic

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CONFIDENTIAL
75th General Service Conference Background

TRUSTEES
ITEM A.1
DOC 2

Conference Committee on Trustees (7 votes)

Seven members of this committee to be randomly drawn to vote in this election. Cheryl B. from Area 33 is automatically a voter as a Delegate from the East Central Region.

Debbie L.	Bill A.
Steve M.*	Nisaa A.
Stephen M.	Lyle C.
Richard O.**	Christina S.

*Chair

**Alternate Chair

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2025 Conference Committee on Trustees

ITEM A2: Review resumes of candidates for Southeast Regional Trustee

1. Voting Sheet – Southeast Regional Trustee
2. Voting Members – Southeast Regional Trustee
3. Resumes of Candidates – Southeast Regional Trustee (provided to voting members only)

Voting Sheet
SOUTHEAST REGIONAL TRUSTEE
April 2025

	<u>Votes</u>
Trustees' Nominating Committee	6
Conference Committee on Trustees	7
Delegates from Region	13
TOTAL:	26
2/3 Needed	18
1/3 of Total	9
1/5 of Total	6

Trustee Candidates (Four Successive Annual Terms)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
1	Alabama/N.W. Florida	<i>Cushing P.</i>
14	North Florida	<i>[No Candidate]</i>
15	S. Florida/Bahamas	<i>Tom W.</i>
16	Georgia	<i>[No Candidate]</i>
26	Kentucky	<i>Roger W.</i>
27	Louisiana	<i>Linda S.</i>
37	Mississippi	<i>[No Candidate]</i>
51	North Carolina	<i>Jennifer D.</i>
62	South Carolina	<i>Patty T.</i>
64	Tennessee	<i>Tony S.</i>
71	Virginia	<i>[No Candidate]</i>
73	West Virginia	<i>Susan V.</i>
77	Puerto Rico	<i>[No Candidate]</i>

Voting Members
SOUTHEAST REGIONAL TRUSTEE
April 2025

Area Delegates (13 votes)

All thirteen (13) Delegates from the Southeast Region will vote in this election.

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
1	Alabama/N.W. Florida	<i>Luke B.</i>
14	North Florida	<i>Lori P.</i>
15	S. Florida/Bahamas	<i>Lisa D.</i>
16	Georgia	<i>Liz W.</i>
26	Kentucky	<i>Corey D.</i>
27	Louisiana	<i>Jay T.</i>
37	Mississippi	<i>Katherine Y.</i>
51	North Carolina	<i>Denise M.</i>
62	South Carolina	<i>Rick P.</i>
64	Tennessee	<i>Jimmy W.</i>
71	Virginia	<i>Christy E.</i>
73	West Virginia	<i>William A.</i>
77	Puerto Rico	<i>Julio M.</i>

Trustees' Nominating Committee (6 votes)

Six members of this committee will be randomly drawn as voters in this election.

Deborah K.	Joyce S.
Hon. Kerry Meyer+	David S.
Andie Moss+	Ken T.
Kevin Prior+	Carolyn W.

*nonalcoholic

Conference Committee on Trustees (7 votes)

Seven members of this committee to be randomly drawn to vote in this election.

Debbie L.	Bill A.	Christina S.
Steve M.*	Nisaa A.	
Stephen M.	Cheryl B.	
Richard O.**	Lyle C.	

*Chair

**Alternate chair

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2025 Conference Committee on Trustees

ITEM A3: Review resumes of candidates for Trustee-at-Large/US

Background documents attached:

1. Voting Sheet – Trustee-at-Large/US
2. Voting Members – Trustee-at-Large/US
3. Resumes of Candidates – Trustee-at-Large/US **(provided to voting members only)**
4. Voting Sheet - Trustee-at-Large, U.S. – Southeast Caucus
5. Voting Sheet - Trustee-at-Large, U.S. – Southwest Caucus
6. Voting Sheet - Trustee-at-Large, U.S. – Northeast Caucus
7. Voting Sheet - Trustee-at-Large, U.S. – East Central Caucus
8. Voting Sheet - Trustee-at-Large, U.S. – West Central Caucus
9. Voting Sheet - Trustee-at-Large, U.S. – Pacific Caucus

Voting Sheet
TRUSTEE-AT-LARGE/U.S
April 2025

	<u>Votes</u>
Delegates, U.S.	79
Trustees' Nominating Committee	8
TOTAL:	87
2/3 Needed	58
1/3 of Total	29
1/5 of Total	18

Delegates/U.S. (79 Votes)

All delegates from the 79 Conference Areas in the U.S. vote in this election.

Trustees' Nominating Committee (8 Votes)

All members of the trustees' Committee on Nominating vote in at-large trustee elections. The committee currently has eight (8) members.

Trustee-at-Large/U.S. Candidates (4-Year Term)

(Below section to be completed following U.S. regional caucusing sessions to be held during 75th General Service Conference)

<u>Name of Region</u>	<u>Name of Candidate</u>
East Central	_____
Northeast	_____
Pacific	_____
Southeast	_____
Southwest	_____
West Central	_____

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Voting Members
TRUSTEE-AT-LARGE/U.S.
April 2025

Delegates in the U.S. (79 votes)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
1	Alabama/N.W. Florida	Luke B
2	Alaska	JoEllen L.
3	Arizona	Blas A.
4	Arkansas	Stacy S.
5	California (Southern)	Nikki U.
6	California (Northern Coastal)	Chitra S.
7	California (Northern Interior)	Matthew L.
8	California (San Diego/Imperial)	Richard O.
9	California (Mid-Southern)	Alex W.
10	Colorado	Martha M.
11	Connecticut	Michael R.
12	Delaware	Illir M. T.
13	District of Columbia	Stan C.
14	Florida (North)	Lori P.
15	So. Fla./Bahamas/V.I./Antigua	Lisa D.
16	Georgia	Liz W.
17	Hawaii	Deborah S.
18	Idaho	Kade W.
19	Illinois (Chicago)	Robert J.
20	Illinois (Northern)	Erik L.
21	Illinois (Southern)	Jodi B.
22	Indiana (Northern)	Karin O.
23	Indiana (Southern)	Paul L.
24	Iowa	Dan P.
25	Kansas	Bridget B.
26	Kentucky	Corey D.
27	Louisiana	Jay T.
28	Maine	Allen S.
29	Maryland	Terry P.
30	Massachusetts (Eastern)	Mary Jane R.
31	Massachusetts (Western)	Stephen M.
32	Michigan (Central)	Jonathon S.
33	Michigan (Southeast)	Cheryl B.
34	Michigan (Western)	Ed B.
35	Minnesota (Northern)	Diane R.
36	Minnesota (Southern)	Doug H.
37	Mississippi	Katherine Y.
38	Missouri (Eastern)	James L.
39	Missouri (Western)	Greg G.
40	Montana	Lisa C.
41	Nebraska	Nick K.
42	Nevada	Lyle C.

(List continued on next page)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
43	New Hampshire	Sue W.
44	New Jersey (Northern)	Luke M.
45	New Jersey (Southern)	Wendy M.
46	New Mexico	Kerri K.
47	New York (Central)	Cindy D.
48	New York (Northeast)	Guy K.
49	New York (Southeast)	Nisaa A.
50	New York (Western)	Stephen J.
51	North Carolina	Denise M.
52	North Dakota	Jessica W.
53	Ohio (Central & Southeast)	Joel K.
54	Ohio (Northeast)	Beverly F.
55	N.W. Ohio/S.E. Michigan	Joshua D.
56	Ohio (Southwest)	Warren G.
57	Oklahoma	Brian T.
58	Oregon	Penny H.
59	Pennsylvania (Eastern)	Dan B.
60	Pennsylvania (Western)	Mario D.
61	Rhode Island	Tricia D.
62	South Carolina	Rick P.
63	South Dakota	David D.
64	Tennessee	Jimmy W.
65	Texas (Northeast)	Sarah P.
66	Texas (Northwest)	Melinda W.
67	Texas (Southeast)	Christina S.
68	Texas (Southwest)	Kenneth H.
69	Utah	Mike F.
70	Vermont	Jim T.
71	Virginia	Christy E.
72	Washington State (Western)	Courtney S
73	West Virginia	William A.
74	No. Wisc./Upper Pen. Michigan	Nicholas S.
75	Wisconsin (Southern)	Robert S.
76	Wyoming	Steve M.
77	Puerto Rico	Julio M.
92	Washington State East	Lisa G.
93	California (Central)	Rudy M.

All members on this committee will vote in this election.

Deborah K.	Joyce S.
Hon. Kerry Meyer+	David S.
Andie Moss+	Ken T.
Kevin Prior+	Carolyn W.

+nonalcoholic

Candidates
for
trustee-at-large/U.S.
from
SOUTHEAST REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-large/U.S. Candidates from Southeast Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
01	Alabama/N.W. Florida	<i>Jim S.</i>
14	Florida (North)	<i>Tom G.</i>
15	S. Florida/Bahamas/V.I./Antigua	<i>John H.</i>
16	Georgia	<i>[No Candidate]</i>
26	Kentucky	<i>Joy F.</i>
27	Louisiana	<i>[No Candidate]</i>
37	Mississippi	<i>[No Candidate]</i>
51	North Carolina	<i>Katy P.</i>
62	South Carolina	<i>[No Candidate]</i>
64	Tennessee	<i>Mary Ann E.</i>
71	Virginia	<i>[No Candidate]</i>
73	West Virginia	<i>[No Candidate]</i>
77	Puerto Rico	<i>[No Candidate]</i>

Candidates
for
Trustee-at-Large/U.S.
from
SOUTHWEST REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from Southwest Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
04	Arkansas	<i>Sandy L.</i>
10	Colorado	<i>Scott M.</i>
25	Kansas	<i>[No Candidate]</i>
38	Missouri (Eastern)	<i>Jim F.</i>
39	Missouri (Western)	<i>Pam K.</i>
46	New Mexico	<i>Eloy M.</i>
57	Oklahoma	<i>Alan H.</i>
65	Texas (Northeast)	<i>Wayne H.</i>
66	Texas (Northwest)	<i>Shellia D.</i>
67	Texas (Southeast)	<i>Troy B.D.</i>
68	Texas (Southwest)	<i>Barbara R.</i>

Candidates
for
Trustee-at-Large/U.S.
from
NORTHEAST REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from Northeast Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
11	Connecticut	<i>John D.</i>
12	Delaware	<i>Jonathan R.</i>
13	District of Columbia	<i>[No Candidate]</i>
28	Maine	<i>Maurice W.</i>
29	Maryland	<i>Don B.</i>
30	Massachusetts (Eastern)	<i>[No Candidate]</i>
31	Massachusetts (Western)	<i>Michael B.</i>
43	New Hampshire	<i>[No Candidate]</i>
44	New Jersey (Northern)	<i>Jim A.</i>
45	New Jersey (Southern)	<i>Andrew L.</i>
47	New York (Central)	<i>Patty S.</i>
48	New York (Northeast)	<i>[No Candidate]</i>
49	New York (Southeast)	<i>[No Candidate]</i>
50	New York (Western)	<i>Denise M.</i>
59	Pennsylvania (Eastern)	<i>[No Candidate]</i>
60	Pennsylvania (Western)	<i>Yvette N.</i>
61	Rhode Island	<i>[No Candidate]</i>
70	Vermont	<i>[No Candidate]</i>

Candidates
for
Trustee-at-Large/U.S.
from
EAST CENTRAL REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from East Central Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
19	Illinois (Chicago)	<i>[No Candidate]</i>
20	Illinois (Northern)	<i>Robert S.</i>
21	Illinois (Southern)	<i>Bobby D.</i>
22	Indiana (Northern)	<i>[No Candidate]</i>
23	Indiana (Southern)	<i>Michalene R.</i>
32	Michigan (Central)	<i>[No Candidate]</i>
33	Michigan (Southeast)	<i>Carlyle W.</i>
34	Michigan (Western)	<i>[No Candidate]</i>
53	Ohio (Central Southeast)	<i>Donna K.</i>
54	Ohio (Northeast)	<i>[No Candidate]</i>
55	N.W. Ohio/S.E. Michigan	<i>[No Candidate]</i>
56	Ohio (Southwest)	<i>Suzanne W.</i>
74	No. Wisconsin/U.P. Michigan	<i>[No Candidate]</i>
75	Wisconsin (Southern)	<i>Tina H.</i>

Candidates
for
Trustee-at-Large/U.S.
from
WEST CENTRAL REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from West Central Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
24	Iowa	<i>Rick W.</i>
35	Minnesota (Northern)	<i>Michael J.</i>
36	Minnesota (Southern)	<i>Angie E.</i>
40	Montana	<i>Earl F.</i>
41	Nebraska	<i>Erika H.</i>
52	North Dakota	<i>Lorna O.</i>
63	South Dakota	<i>John T.</i>
76	Wyoming	<i>Sally W.</i>

Candidates
for
Trustee-at-Large/U.S.
from
PACIFIC REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from Pacific Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
02	Alaska	<i>Eden L.</i>
03	Arizona	<i>Dave B.</i>
05	California (Southern)	<i>Tom S.</i>
06	California (Northern Coastal)	<i>Jennifer B.</i>
07	California (Northern Interior)	<i>Tom A.</i>
08	California (San Diego/Imperial)	<i>Roxane R.</i>
09	California (Mid-Southern)	<i>Mitchell B.</i>
17	Hawaii	<i>Bob H.</i>
18	Idaho	<i>Candice C.</i>
42	Nevada	<i>Rhonda F.</i>
58	Oregon	<i>Amber N.</i>
69	Utah	<i>Wade J.</i>
72	Washington (Western)	<i>Alan F.</i>
92	Washington (East)	<i>Allen A.</i>
93	California (Central)	<i>[No Candidate]</i>

2025 Conference Committee on Trustees

ITEM B: Review slates of trustees and officers of the General Service Board of Alcoholics Anonymous World Services, Inc.

Background documents attached:

1. Slates of trustees and officers of the General Service Board of Alcoholics Anonymous World Services, Inc.
2. Resume of General Service Trustee, John W. (Provided to the voting members only)
3. Resume of General Service Trustee, Teddy B-W. (Provided to voting members only)

**Slates of Trustees and Officers of the
General Service Board of Alcoholics Anonymous Inc.**

Background Notes:

Excerpt from minutes of the February 1, 2025 meeting of the trustees' Nominating Committee:

The committee reviewed and recommended to the General Service Board the following slate of trustees for election at the annual meeting of the members of the General Service Board in May 2025, following presentation at the 2025 General Service Conference for disapproval, if any:

Class A Trustees⁺

Tom Ivester
Dawn Klug
Hon. Kerry Meyer
Molly Oliver
Kelly Parsley
Kevin Prior, MBA, CFA, CPA
Veronica Ramirez

Class B Trustees (See "Note" below)

Teddy B-W.
Charlie H.
Scott H.
Teresa J.
Reilly K.
Robert L.
Gail P.
Joyce S.
David S.
Ken T.
Carolyn W.
John W.

East Central Regional trustee-elect
Southeast Regional trustee-elect
Trustee-at-large/U.S. trustee-elect

Note: East Central, Southeast Regional trustees, and trustee-at-large/U.S. to be elected at April 2025 Conference.

⁺nonalcoholic

CONFIDENTIAL: 75th General Service Conference Background

It was recommended that: The following slate of officers of the General Service Board be elected at the Second Quarterly Meeting of the General Service Board on May 3, 2025, following presentation at the 2025 General Service Conference for disapproval, if any:

Chairperson:	Scott H.
First Vice-Chairperson:	Kerry Meyer +
Second Vice-Chairperson:	Teresa J.
Treasurer:	Kevin Prior+, MBA, CFA, CPA
Secretary:	Carolyn W.
Assistant Treasurer:	Paul Konigstein +*
Assistant Secretary:	Racy J.*

*GSO employee

*nonalcoholic

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2025 Conference Committee on Trustees

ITEM C: Review slates of directors of A.A. World Services, Inc.

Background:

1. Slate of directors of A.A. World Services, Inc.

Slate of Directors of Alcoholics Anonymous World Services, Inc.

Background:

Excerpt from minutes of February 1, 2025 meeting on the trustees' Nominating Committee:

The committee reviewed and recommended to the General Service Board the following slate of directors of A.A. World Services, Inc., for election in May 2025, following presentation at the 2025 General Service Conference for disapproval, if any:

Julie C.
Matthew K.
Clinton M.
Ken T.

Carolyn W.
John W.
Bob W.*
Racy J.*
Charlie H.

*GSO employees

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2025 Conference Committee on Trustees

ITEM D: Review slate of Directors of AA Grapevine, Inc.

Background:

1. Slate of Directors of AA Grapevine, Inc.

Slate of Directors of Grapevine, Inc.

Background:

Excerpt from the minutes of February 1, 2025 meeting on the trustees' Nominating Committee:

The trustees' Nominating Committee reviewed and recommended to the General Service Board the following slate of Directors of AA Grapevine, Inc., for election in May 2025, following presentation at the 2025 General Service Conference for disapproval, if any:

Teddy B.-W.
Morgan B.
Chris C.*
Teresa J.

Nikki O.
Molly Oliver+
David S.
Gail P.
Fredy M.

**Grapevine employee*

+nonalcoholic

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2025 Conference Committee on Trustees

ITEM E: Review progress report on the revision to the pamphlet “Do You Think You’re Different?”+

Background:

Excerpt from the October 28, 2023, trustees’ Literature Committee meeting report:

The committee reviewed a progress report regarding the update to the pamphlet “Do You Think You’re Different?” A call for stories has been distributed to the Fellowship with a deadline for submissions being April 30, 2024. The working group is discussing additional ways to get the word out, including, but not limited to, regional forums, workshops, and member-member conversations. The committee **agreed to forward** to the 2024 Conference Committee on Trustees a progress report, which will be updated by or before November 15 to reflect the working group’s scheduled meeting on November 13, 2023.

2023 Conference Committee on Trustees Committee Consideration:

The committee reviewed an update regarding the pamphlet “Do You Think You’re Different?” The committee requested that a draft pamphlet or progress report be brought back to the 2024 Conference Committee on Trustees.

2022 Conference Advisory Action:

The trustees’ Literature Committee revise the pamphlet “Do You Think You’re Different?” to update the stories to represent greater diversity and bring back a draft pamphlet or progress report to the 2023 General Service Conference. *(Note: As a result of the 2021-22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Trustees.)*

+Carryover from a previous EDW plan

Background:

1. Progress Report

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2024-25 trustees' Literature Committee

Subcommittee revising the pamphlet "Do You Think You're Different"

Progress Report February 2025

The creation of this pamphlet began in 1974 with a tentative title "So You Think You're Special?" The pamphlet was titled "Do You Think You're Different?" in 1976. The most recent story additions took place in 1977. While there have been minor editorial changes within the introduction, index, and presentation, no stories have been updated since the 1977 addition.

Minutes from the July 28, 1974, TLC meeting reads:

The committee approved preparation of a new booklet for all "special groups" in A.A., with the working title, "So You Think You're Special?" It would include stories by members who came to A.A. thinking the program wouldn't work for them because they were "different." The idea will be referred to the Conference Literature Committee for their approval by mail.

Per a 2022 Conference Advisory Action to "revise the pamphlet "Do You think You're Different?" to update the stories to represent greater diversity," a call for stories was opened on October 1, 2023, with a submission deadline of April 30, 2024. The call for stories was redistributed in January 2024, after the initial call resulted in 7 story submissions. The call for stories was distributed widely through, but not limited to, *Box 4-5-9*, aa.org; *What's New*, AAGV website, meeting guide app, and direct distribution. Writing workshops were held by service committees and at service-related events such as PRAASA, NERAASA, and WCRAASC. The call for stories was featured in the AA Grapevine and the Grapevine podcast and later redistributed to ensure that newly rotated trusted servants were informed and included.

There are 13 stories within the current pamphlet. 33 stories were fully submitted by the April 30th deadline. One of these stories was submitted for consideration within two different pamphlets and has now been selected for inclusion within a different project. Five additional stories were received but the required "Assignment of Copyright" form was not provided and could not be obtained. There was one story which could not be considered because the submitter was a member outside of our service structure.

The subcommittee revising the pamphlet "Do You Think You're Different?" met 3 times between the Q3 and Q4, 2024 General Service Board weekends. The timeline for delivering a completed draft to the 75th General Service Conference is not viable. The subcommittee agreed to continue its work while developing a progress report for Conference. Additional updates can be presented

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through the trustees' Literature Committee report and at the Joint Committee meeting prior to the 75th General Service Conference.

January 2025 Additional Notes:

The review and rating of stories has been concluded. The subcommittee will continue to meet following the deadline for Conference background material, to keep apace with this project and to prepare for a thoughtful handover to a reconstituted subcommittee following the 75th General Service Conference.

The subcommittee hopes to conclude story selection to emphasize the pamphlet's initial theme that "I couldn't be an alcoholic because..." Additional guidance related to the topic of diversity and the language of the Advisory Action which began the project would be welcomed. The subcommittee has repeatedly noted that stories were requested and received, but the submissions do not reflect an expanded diversity.

Following the conclusion of story selection, the subcommittee intends to rework the introductory section of the pamphlet before considering possible title changes and new cover art.

October 9, 2024:

The subcommittee expressed that the "Introduction" would benefit from a general re-write, addressing story references which may no longer be included. Reference to other identification pamphlets, AA Grapevine story collections and monthly magazines may offer additional value.

The subcommittee set a target date of December 1, 2024, to read and evaluate the 45 stories available for possible inclusion in the revised pamphlet.

September 18, 2024:

The subcommittee recognized its scope to "update the stories to represent greater diversity of our unique multi-cultural population in the Canada/US structure." The subcommittee agreed that there was sufficient content to proceed, while noting that the submissions may not broaden the populations reflected within the pamphlet, particularly voices absent from other pieces of literature.

There are well-written stories with meaningful messages, but story submissions do not reflect the broadest cross section of cultures and differences. The subcommittee appreciated the stories which focused on alcoholism and identification by a member who thought they were different, rather than prioritizing difference over our primary purpose. This was noted as a running theme in the current pamphlet that "I couldn't be an alcoholic because..." which reflects the original intention of this pamphlet.

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It was noted that since this pamphlet was developed, many additional resources have been developed from current projects like the Military Audio Interview and Young People Video Project to pamphlets such as:

- “Too Young?”
- “AA for the Native North American”
- “A.A. for the Gay and Lesbian Alcoholic” (retitled “LGBTQ Alcoholics in A.A.”)
- “AA for the Older Alcoholic” (now a booklet)
- “AA for the Black and African American Alcoholic” (retitled “Black in A.A.”)
- “AA for the Alcoholic with Special Needs” (retitled “Access to A.A.”)
- “Many Paths to Spirituality”
- “The ‘God’ Word”
- “A.A. for Alcoholics with Mental Health Issues”
- “Hispanic Women in A.A.”

Grapevine Publications such as:

- [AA in the Military](#)
- [Free On The Inside](#)
- [In Our Own Words](#)
- [One Big Tent](#)
- [Sober & Out](#)
- [Voices of Women in AA](#)
- [Young & Sober](#)

August 20, 2024:

The subcommittee began an initial story review and recognized the value of including stories from membership groups which do not currently have a pamphlet. The subcommittee considered the 2022 Advisory Action “to update the stories to represent greater diversity...” and looks forward to receiving additional feedback and guidance from the Conference Committee on Trustees. The subcommittee agreed to discuss the introduction and cover art after story review.

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Page 3 of 3

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2025 Conference Committee on Trustees

ITEM F: Review Censure Process Proposal

Background notes:

Excerpt from trustees' Nominating Committee February 1, 2025, meeting report

The committee reviewed and discussed the subcommittee report, proposal for a "Censure Process" to forward to the 2025 Conference Committee on Trustees. After a robust and wide-ranging discussion, the committee made the following recommendations to the General Service Board:

The committee recommended that the General Service Board forward to the 2025 Conference Committee on trustees the proposed "Censure Processes" accompanied by the subcommittee report.

The committee recommended that the General Service Board accept censure motions after the Proposed Agenda Item (PAI) deadline, as detailed in the Censure Processes document.

The committee also requested that the new chair of the trustees' Nominating Committee reappoint the subcommittee in August 2025 to continue the work of the subcommittee to Address Grievance about GSB Actions.

Secretary's note:

At the July 27, 2024 quarterly meeting, the chair of the trustees' Nominating committee appointed a subcommittee (and requested that they draft a procedure for receiving and addressing censure and reorganization proposals, informed by research on AA history and reference to recent experience, and with alignment to the General Service Board bylaws, Conference Charter, 12 Concepts and 12 Traditions.

Background:

1. Censure Process Proposal
2. Trustees Nominating Sub-Committee to Address Grievances about GSB Actions
February 1, 2025 Report.

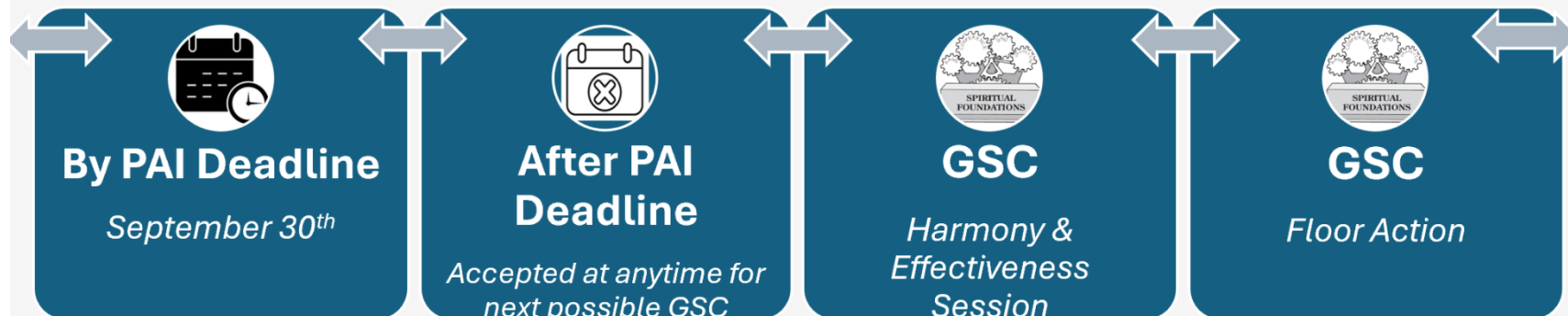
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CENSURE PROCESS (January 2025)

Purpose: To outline multiple paths for members of the General Service Conference (GSC) to pursue censure if it is the group conscience of the GSC to do so.

Recognizing that clarity of process and a defined means to promptly address concerns are essential to harmony and trust, the following is proposed. Included are options to encourage fully informed discussion between all conference members when concerns arise. It is noted that different circumstances may require different options, this is not intended to cover all possibilities rather it is intended to offer sufficient alternatives to ensure conference members can have an informed discussion about censure if there is a desire to do so.

When can a motion for censure be made?



See attached for additional information.

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Option	Process	Procedure	Comments
<p>Motion made at the General Service Conference – motion during the <i>Harmony and Effectiveness</i>¹ session.</p> <p><small>1 – from Concept XI</small></p>	<p>A session similar to a <i>What’s On Your Mind</i> session but where a motion for censure may be also made and heard earlier in the conference week than the floor actions are heard should the Conference wish to do so.</p> <p>This option may provide for instances where sensitive information needs to be discussed that is not appropriate for widespread dissemination in background material.</p> <p>This session also affords an opportunity for open discussion about any matters affecting harmony and effectiveness.</p>	<p>This session is an opportunity for questions and discussion on Board reports, Conference process or other areas of interest or concern. It may also be utilized for GSC discussion of inventory type questions.</p> <p>Note: If the Conference Committee on Trustees (CCT) has a censure proposal on their agenda this session will begin with the portion of their committee report that includes any recommendations, considerations or reporting on the censure agenda item.</p> <p>All other procedures are as per <i>How The Conference Operates</i>.</p>	<p>The <i>Harmony and Effectiveness</i> session is to be proposed separately as something to try on a trial basis. If adopted it will be added to the conference week schedule, to occur after all board and finance reports. This session would be chaired by either the GSB Chair or the General Manager.</p> <p>The session is intended to both provide the assurance that a motion to censure will be heard if it is the group conscience to do so; and ensure that censure is not the only option available to express concerns, complaints, seek additional information, request changes, or have dialogue.</p>
<p>Floor Action made at the General Service Conference</p>	<p>Floor Action – to be heard at the end of the Conference and may be made as per the <i>How The Conference Operates</i></p>	<p>As per the <i>How The Conference Operates</i>.</p> <p><i>“...Any floor action regarding a piece of committee business that has not yet been concluded will be considered out of order. When a floor action is to be heard, its maker is given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference decline to consider the floor action.”</i></p>	<p>This ensures that all conference members can propose a motion to censure as a floor action even if it was not on the conference agenda or considered during the <i>Harmony and Effectiveness</i> session.</p> <p>Notation of this option is intended to offer assurance that if a conference member is not satisfied with the results of the other options, they may propose censure as a floor action.</p>

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Option	Process	Procedure	Comments
Proposed Agenda Item	Subject to the PAI deadline, will be treated as any other PAI.	<p>Received by Conference Coord, Trustees Nominating Committee (TNC) to consult with Conference Committee on Trustees (CCT). TNC decision to forward to GSC agenda or not.</p> <p>If forwarded, will be assigned to CCT for consideration and any recommendations will proceed during the <i>Harmony and Effectiveness session</i> (if adopted) or when the CCT report is presented to the GSC.</p>	<p>The retention of this option is intended to provide for instances where widespread dissemination of background material and fellowship-wide discussion is needed.</p> <p>If forwarded to the GSC, background material will be prepared which may include additional information if required for accuracy and informed group conscience. If the submission contains information that targets individuals or is defamatory in nature some redactions may be required prior to translation and distribution.</p>
Censure submission after the PAI deadline	<p>May be submitted to the Conference Coordinator at any time.</p> <p>Upon receipt TNC will review and consult with CCT. If this proposal is to be forwarded to the GSC further consultation with Staff regarding timelines for background, translation and distribution will occur prior to a recommendation to the GSB.</p> <p>If the decision is made to forward it to the GSC and it is determined not to be possible for the upcoming GSC, it will be on the agenda for the following conference.</p>	<p>Received by Conference Coord, Trustees Nominating Committee (TNC) to consult with Conference Committee on Trustees (CCT) and Staff. TNC will make a recommendation to the GSB who will make the decision to forward to GSC agenda or not.</p> <p>If forwarded, will be assigned to CCT for consideration and any recommendations will proceed during the <i>Harmony and Effectiveness session</i> (if adopted) or when the CCT report is presented to the GSC.</p>	<p>This is intended to allow for a censure submission to be received after the PAI deadline.</p> <p>If forwarded to the GSC, background material will be prepared which may include additional information if required for accuracy and informed group conscience. If the submission contains information that targets individuals or is defamatory in nature some redactions may be required prior to translation and distribution.</p>

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Option	Process	Procedure	Comments
<p>Censure submission after the PAI deadline (continued)</p>	<p>Both the submitter and CCT will be informed of the receipt of the submission, and the outcome.</p>	<p>In the event of a PAI received too late for the upcoming conference, it remains possible for conference members to raise their concerns through a floor action or during the <i>Harmony and Effectiveness session</i>. If the concerns, or substantially similar concerns, are heard in one of these ways during the GSC, the PAI will not also be forwarded to the subsequent GSC.</p>	<p>The committee considered various possible deadlines to ensure sufficient time for review, processing, background compilation, and translation but in the interest of ensuring the broadest possible opportunity for submission no deadline was set. It is recognized that submissions may vary in volume, and the availability of resources for review and translation may vary based on other needs and work in progress. So instead, the deadline was left open, with the intent of the submission going on the agenda for the upcoming GSC to the greatest extent possible, the year after if necessary and the assurance that the additional measures noted above are available should the conference feel that a matter should not wait.</p>

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REPORT (February 1, 2025)

Trustees Nominating Subcommittee to Address Grievances about GSB Actions

The Trustee's Nominating Subcommittee on Grievances was asked to:

Draft a procedure for receiving and addressing censure and reorganization proposals, informed by research on A.A. history and reference to recent experience, and with alignment to the GSB bylaws, Conference Charter, 12 Concepts and 12 Traditions.

PROCESS

The committee began its work by looking at both reorganization and censure. The committee considered and reviewed the existing Advisory Action and process outlined for reorganization and felt that we would not explore that area given the work already done by the Conference Committee on Trustees on a "Suggested Procedure..." in 2022 and in acknowledgement that it is owned by the Conference. The committee then focused its attention on censure. The committee looked outward and explored definitions and usage of censure in for-profit, nonprofit and governmental settings.

We then reviewed materials related to censure in the A.A. Archives and discussed and reviewed them in light of the references to censure in the Concepts and Conference Charter. We examined current options for expressing concerns with the work of the General Service Board and noted the need for additional communications options and clarity regarding methods to propose censure.

DEFINITIONS OF CENSURE

A variety of external censure definitions exist. The common elements include that it is a formal condemnation or reprimand for misconduct — generally actions that violate the group's standards of behavior. Censure is generally within a board and of an individual. In A.A. on the other hand, the Concepts refer to the Conference censure of the trustees.

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Here are some samples:

"Censure is a formal, public, group condemnation of an individual, often a group member, whose actions run counter to the group's acceptable standards for individual behavior."

Source: *West's Encyclopedia of American Law*

Censure: "Express severe disapproval of (someone or something), especially in a formal statement. Usage: "a judge was censured in 1983 for a variety of types of injudicious conduct." Source: Oxford Languages

Censure: "to formally reprimand (someone): to express official censure of (someone)

Usage: "While a vote to *censure* the president has no legal ramifications, it is a significant and rare symbolic vote of disapproval." —Emma Loop. Source: Merriam Webster

"A censure is the reprimand of a director for misconduct. A censure can be imposed immediately by motion and vote of the directors if, for example, if the bad behavior occurs in a board meeting. In other matters where a censure may be appropriate, a noticed hearing can be called.

Examples of Bad Behavior: Behavior worthy of censure includes, but is not limited to:

- Disruption of meetings (shouting, use of profanity, personal attacks against fellow directors)
- Breach of confidences
- Interference with association operations
- Breach of fiduciary duties
- Improper behavior toward association vendors or employees
- Undisclosed "conflicts of interest."

Source: Adams Stirling Law Corporation

"The motion to censure is a main motion expressing a strong opinion of disapproval that could be debated by the assembly and adopted by a majority vote. According to [*Robert's Rules of Order \(Newly Revised\)*](#) (RONR), it is an exception to the general rule that "a motion must not use language that reflects on a member's conduct or character, or is discourteous, unnecessarily harsh, or not allowed in debate."

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Demeter's Manual notes: "It is a reprimand, aimed at reformation of the person and prevention of further offending acts ... there are many possible grounds for censuring members of an organization, such as embezzlement, absenteeism, drunkenness, and so on."

Typical use of censure:

- 1) Censure is most typically found in government and educational settings, though there are a number of citations in the HOA (Homeowner Association) space, as well.
- 2) Censure is generally an internal function of the board to address misconduct by one of its members. It is typically not, as it is in Alcoholics Anonymous, a tool for stakeholders to use in respect to the board.
- 3) Censure is typically applied when a member has broken specific rules or agreements in place, often bylaws or a code of conduct though it may also be used in other instances including when members are disruptive in meetings or act in ways that impede the work of the board.
- 4) It may be immediately realized on a vote of the board, or it may follow a more rigorous process.

CENSURE IN THE TWELVE CONCEPTS AND THE CONFERENCE CHARTER

Censure of the General Service Board is addressed in Concepts III and X as well as in the Conference Charter.

Concept III pg. c10: "If the trustees get badly out of line, the Conference can censure them, or even reorganize them."

Concept X pg. c34: "Therefore it becomes clear that ultimate authority is something which cannot be used indiscriminately. Indeed, ultimate authority should practically never be used in full, except in an emergency. That emergency usually arises when delegated authority has gone wrong, when it must be reorganized because it is ineffective, or

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because it constantly exceeds its defined scope and purpose. For example, if the groups are dissatisfied with the Conference, they can elect better delegates or withhold funds. If the delegates must, they can censure or reorganize the trustees. The trustees can do the same with the service corporations. If a corporation does not approve of the operations of its executives or staff, any or all of them can be fired.”

Concept X pg. c34/35: “In previous articles we have made it clear that although the Conference has the ultimate authority, the trustees at most times must insist on their legal right to actively administer our service affairs. Their legal right has been further strengthened and its use encouraged by the traditional ‘Right of Decision.’ In these articles we also recognize that the Trustees have a legal right of “veto” over the Conference when, in rare cases, they feel this should be used. By these means we have guaranteed the trustees an administrative authority equal to their actual responsibility. This has of course been done without denying in any way the ultimate authority of the Conference, or of the delegates, should it be really necessary to give the trustees directives or censures, or to reorganize the board. It should also be noticed that the position of the Trustees is still further strengthened by their ‘voting participation’ in the Conference and by the recognition that they are A.A.’s primary world service administrators.”

Concept X pg. c-44: “It is the duty of the good executive therefore to learn discrimination of when he should act on his own and when limited or wide consultation is proper, and when he should ask for specific definitions and directions. This discrimination is really up to him. His privilege of making these choices is structurally guaranteed by the ‘Right of Decision.’ He can always be censured after his acts, but seldom before.”

Conference Charter: “It will be further understood, regardless of the legal prerogatives of the General Service Board, as a matter of tradition, that a three-quarters vote of all Conference members participating in the vote may bring about a reorganization of the General Service Board and the directors and staff members of its corporate services, if or when such reorganization is deemed essential. Under such a proceeding, the Conference may request resignations, may nominate new trustees, and may make all other necessary arrangements regardless of the legal prerogatives of the General Service Board.”

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HISTORY OF CENSURE AND THE GENERAL SERVICE BOARD

Historically, the General Service Conference, through its group conscience, has never voted to censure the General Service Board.

1994/1995

August 1994, a Statement of Censure related to the Mexican copyright matter was sent to all members of the 44th General Service Conference. The grievance was referred to the trustees' Committee on the Conference and in turn to the Conference Committee on Trustees. The 1995 GSC considered the proposal to censure the GSB, however the "censure" was dismissed.

See the 1995 Advisory Action and recommendation from the Conference Committee on Trustees:

"After a thorough examination of the issues and information available and acknowledging that there may have been problems with communication at many service levels in the past, it was the sense of the committee that there has been improvement and, therefore, in the interest of maintaining A.A. unity and finding there was not sufficient cause, the committee unanimously recommended that the proposal to ensure the GSB be dismissed."

2017 / 2018

In October 2017, the trustees' Nominating Committee discussed a motion to censure the General Service Board. The committee took the following action: "The committee agreed to forward to the Conference Committee on Trustees a motion from an area to censure the General Service Board."

The item was discussed by the corresponding Conference Committee on Trustees in 2018, which resulted in the following committee consideration:

"The committee thoughtfully reviewed a proposal to censure the General Service Board and after seeking extensive additional input from the general manager of GSO, the chair of the General Service Board, and additional General Service Board trustees, agreed to take no action. The committee recognized that the litigation regarding the Printer's Copy Manuscript of *Alcoholics Anonymous* has caused many in the Fellowship to have strong feelings on all sides of this issue. The committee believes that the unity of Alcoholics

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Anonymous is the most important treasure we have as a Fellowship. The committee also recognizes that the General Service Board and the Alcoholics Anonymous World Services, Inc. Board have many legal responsibilities and must sometimes make use of the right of decision, but in the spirit of A.A. unity, the committee asks the General Service Board, A.A. World Services, Inc. and AA Grapevine, Inc. that:

- All major decisions made by A.A. World Services, Inc., AA Grapevine, Inc., the General Service Office or AA Grapevine management be promptly and fully reported to the General Service Board, as appropriate.
- If the General Service Board, the A.A. World Services or AA Grapevine boards need to initiate a legal proceeding as a plaintiff, that whenever possible, they will consult the members of the General Service Conference before starting such a proceeding, being ever mindful of A.A. unity and A.A.'s financial prudence. However, the committee understands that sometimes this might not be possible.

The committee recognizes that the General Service Board, A.A. World Services, Inc., and AA Grapevine, Inc. could be brought into litigation by other parties and in no way wants to limit their actions required to protect these corporations.”

In October 2018, the trustees’ Committee on the General Service Conference discussed a proposed agenda item regarding the processing of future “censures.” The committee considered the proposal, which read, “All agenda items for censure or reorganization be forwarded directly to the Conference Committee on Trustees” and took no action. It was agreed that it is important to “follow our proposed agenda item process.”

2020/2021

A proposed agenda item was received to censure the General Service Board on December 15, 2020. “Statement of Concern and motion to censure, from a group of delegates, to the 71st General Service Conference. We move to censure the General Service Board for the behavior observed as described in the submitted letter.” This agenda item was forwarded to the trustees’ Committee on Nominating.

At the January 30, 2021 trustees’ Nominating Committee meeting, the committee “carefully considered the Statement of Concern and Motion to Censure the General

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Service Board and took no action. The committee cherishes the process to have an informed group conscience produced by a full discussion of the whole picture. The committee felt that the mechanism and the information contained in the submission did not reflect a complete picture and prevents all the current work and resolutions from being shared and from redacting any confidential personnel excerpts.

While the committee understands the challenges noted as observations in the submission, there were misgivings about not having had an opportunity sooner to reveal some of the resolutions that have taken place. Some of the committee members have volunteered to draft a memo to the 2021 Conference Committee on Trustees highlighting the progress made on some of the observations raised in the submission. The committee suggested that adding a discussion section during the General Service Conference to address this issue would allow for all Conference members to share on the submission's reflections, speak to build trust, ask questions and talk about the progress made."

At the February 1, 2021 General Service Board Meeting, a Floor Motion was made: "To forward the Statement of Concern and Motion to Censure the General Service Board to the Conference Committee on Trustees after legal review and the preparation of additional background." The motion was seconded and approved.

An ad hoc committee was appointed to assist in gathering background materials for the item.

Following the motion and vote by the board, the following minority opinion was submitted:

From February 1, 2021 General Service Board minutes:

"I serve at the pleasure of the General Service Conference. I very much want to discuss the topics brought up in this request and would enjoy a discussion of solutions and healing at the Conference. It would have been ideal if this recommendation requested a conversation and reporting of progress on these items rather than moving directly to censure. It would have also been ideal if the submitters had brought this appropriately through the Conference process and even allowed the groups in their areas to contribute to that conversation. Make no mistake, I stand ready to be censured if that is the will of the Conference.

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By moving this recommendation forward from a handful of A.A. members we are dignifying and validating that it is appropriate to shop and lobby opinions outside of the General Service Conference process as a means of forcing their item into the Conference. This is a form of outside pressure and influence on the members of Conference conducted by current and previous member of Conference, members that know better. By entertaining this approach, we dilute all the efforts of those Conference members working within the Conference process and we allow the good Twelfth Step work of the Conference and office staff to be derailed by politicking and emotions. We have a Conference process in place for good reason and by moving this item forward we cross that a line that disrespects our own process and boundaries.”

The chair of the General Service Board appointed an ad hoc committee to assist in gathering background materials for the item “Statement of Concern and Motion to Censure the General Service Board.”

The agenda item was reviewed at the 2021 General Service Conference, and the Conference Committee on Trustees discussed it at their meetings. A Committee Consideration read:

“Regarding the Statement of Concern and motion to censure the General Service Board, the committee agreed that the unity of Alcoholics Anonymous is the most important treasure we have as a Fellowship. The committee also agreed that A.A.’s service structure is equally valuable.

The committee appreciated the extensive additional input provided by the interim general manager of GSO and the chair of the AAWS Board. The committee noted that the General Service Board and AAWS Board have a good understanding on finances and organizational strategy and expressed appreciation for the progress being made related to bringing modern communication formats and financial reporting to the General Service Office.

The committee also discussed the authority delegated to the General Service Board and legal responsibilities involving communication, financial prudence, and transparency. The committee noted that several major decisions previously made by the General Service Board and corporate affiliate, AAWS Inc., were not fully or promptly reported out to the Fellowship. The committee recognized that the lack of providing clear, comprehensible

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answers in a timely manner has caused many in the Fellowship to have strong feelings on all sides of this issue.”

2023

Conference Committee on Trustees, Committee Consideration:

The committee thoroughly discussed the General Service Board’s actions at the January 29, 2023 Board Planning and Sharing session that led to the resignation of the board chair. The committee agreed that the board’s failure to fully utilize the spiritual principles of Alcoholics Anonymous to address leadership problems were deeply concerning. The committee also agreed that failure to expedite communication to the Fellowship of Alcoholics Anonymous about the board chair’s resignation and lack of transparency regarding the board’s decision resulted in widespread mistrust and disunity. After lengthy and prayerful discussion, the committee took a vote to censure the General Service Board, failing to achieve substantial unanimity.

Floor Action (Failed)

2023 General Service Conference Floor Action: “The 73rd General Service Conference censure the General Service Board due to poor communication to the Fellowship regarding the resignation of the former Chair of the General Service Board and for the process that was followed regarding the acceptance of her resignation. This motion failed.

Trustees’ Nominating Committee, October 2023 Meeting Report:

PAI #7: The committee discussed the request to censure the General Service Board for actions taken on January 29, 2023, and took no action.

The committee agreed that the 73rd General Service Conference thoroughly discussed this issue; consistent with 73rd GSC Committee on Trustees experience expressed in their feedback call with the chair of trustees’ Nominating Committee.

CURRENT METHODS TO EXPRESS CONCERNS TO THE GENERAL SERVICE BOARD

General Sharing Sessions – Outside Conference

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Per the 73rd General Service Conference Advisory Action there are two General Service Conference Sharing Sessions conducted on virtual meeting platforms per year outside the annual meeting.

Correspondence to the General Service Board

At any time during the year a member, district or area may send correspondence to the General Service Board. Any such correspondence is reviewed at the next quarterly General Service Board meeting and a response is created by the board secretary based on the discussion. Please note that more complicated matters may require additional time to create a thoughtful response.

General Sharing Sessions at Conference

In a typical General Service Conference schedule there are typically two General Sharing Sessions where any concerns may be raised by any member of Conference.

OPPORTUNITIES FOR ENHANCED COMMUNICATIONS INCLUDING AIRING OF GRIEVANCES BETWEEN CONFERENCE MEMBERS AND MEMBERS OF THE GENERAL SERVICE BOARD

Relations between the Conference and the General Service Board would benefit from additional opportunities to have substantive discussion of concerns throughout the year. Such opportunities would allow for more timely discussion of areas of concern and allow such matters to be expressed and addressed throughout the year.

General Sharing Sessions – Outside Conference

May be used for timely discussion of areas of concern when needed.

Harmony and Effectiveness Session at Conference

Please see attached proposal (Item 7.2).

MOTION TO CENSURE

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The emphasis on enhanced communications is with the intent to foster harmony and effectiveness among all Conference members. It is recognized that matters may arise where there is still the need to discuss censure.

A motion to censure is a tool provided for in Concepts III and X in the Twelve Concepts for World Service as cited above. "If the trustees get badly out of line, the Conference can censure them, or even reorganize them." The language surrounding censure indicates that while it is a right of Conference, that it is intended for extreme situations as demonstrated in the excerpts below (bold has been added to original text for emphasis).

Concept III pg. c10: "If the trustees get **badly out of line**, the Conference can censure them, or even reorganize them"

Concept X pg. c34: "Therefore it becomes clear that ultimate authority is something which **cannot be used indiscriminately. Indeed ultimate authority should practically never be used in full, except in an emergency.** That emergency usually arises when delegated authority has gone wrong, when it must be reorganized because it is ineffective, or because it constantly exceeds its defined scope and purpose. For example, if the groups are dissatisfied with the Conference, they can elect better delegates or withhold funds. If the delegates **must**, they can censure or reorganize the trustees."

Concept X pg. c34/35: "In previous articles we have made it clear that although the Conference has the ultimate authority, the trustees at most times must insist on their legal right to actively administer our service affairs. Their legal right has been further strengthened and its use encouraged by the traditional 'Right of Decision.' In these articles we also recognize that the trustees have a legal right of "veto" over the Conference when, in rare cases, they feel this should be used. By these means we have guaranteed the trustees an administrative authority equal to their actual responsibility. This has of course been done without denying in any way the ultimate authority of the Conference, or of the delegates, should it be **really necessary** to give the trustees directives or censures, or to reorganize the board."

CENSURE – PROCESSES

Please see attached (Item 7.3).

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PROPOSED RECOMMENDATIONS

The Trustees Nominating Committee recommends that the General Service Board:

- Forward the Harmony and Effectiveness Session Proposal to the 2025 Conference Committee on Agenda for their consideration along with this report.
- Accept censure motions after the Proposed Agenda Item deadline (as detailed in the Censure – Processes document).
- Forward the Censure – Processes document to the 2025 Conference Committee on Trustees for their consideration along with this report.

The subcommittee also recommends to the Trustees Nominating Committee that (at the July 2025 quarterly meeting) it reconstitute a subcommittee with a scope that reflects the best ways to continue this work.

###

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2025 Conference Committee on Trustees

ITEM G: Consider request to include the version of the Lasker Award text in A.A. *Comes of Age* in the book *Alcoholics Anonymous*.

Note: This item was forwarded to the Trustees' Agenda as part of the 2025 Equitable Distribution Plan (EDW)

Background notes:

Excerpt from the November 2, 2024 trustees' Literature Committee meeting report:

The committee considered the requests “that the text of Appendix D, page 301, of *Alcoholics Anonymous Comes of Age* ‘Text of The Lasker Award’ replace the existing abbreviated version of the same Lasker award located in the Big Book of *Alcoholics Anonymous* on page 571” and **agreed to forward** to the 2025 Conference Committee on Literature.

Secretary's note: *Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees' Committee on Literature.*

Background:

1. PAI #24 and PAI #63 submission forms

CONFIDENTIAL: 75th General Service Conference Background

General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.

We move that the text of Appendix D page 301 of Alcoholics Anonymous Comes Of Age "Text of The Lasker Award" replaces the existing abbreviated version of the same Lasker award located in the Big Book of Alcoholics Anonymous on page 571.

(2) What problem does this proposed item address?

The text in Comes of Age is more explicit and details the program so beautifully. That's why it could be more effective.

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

The Vast Amount of Fun District 6 Area 42 voted unanimously to make this motion after one member brought the motion at their monthly business meeting in June of 2024.

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

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CONFIDENTIAL: 75th General Service Conference Background

NOTHING would be changed in our recovery message. The whole award is way more explicit and adds detail. The writing is exquisite. There is plenty of room for the whole Lasker award without adding pages to the book. With the 5th edition soon to be printed, this is an opportune time for the whole award to be added to our basic text without adding essentially any printing cost. The page is already there. Let's fill it up.

(5) What are the intended/expected outcomes if this proposed item is approved?

"The American Public Health Association presents a Lasker Award for 1951 to Alcoholics Anonymous in recognition of its unique and highly successful approach to that age-old public health and social problem, alcoholism. Since its founding sixteen years ago, Alcoholics Anonymous has brought recovery to more than 120,000 chronic drinkers formerly thought hopeless. Today this world fellowship of 4,000 groups, resident in 38 countries, is rehabilitating 25,000 additional persons yearly. In emphasizing alcoholism as an illness, the social stigma associated with this condition is being blotted out. Alcoholics Anonymous works upon the novel principle that a recovered alcoholic can reach and treat a fellow sufferer as no one else can. In so doing, the recovered alcoholic maintains his own sobriety; the man he treats soon becomes a physician to the next new applicant, thus creating an ever-expanding chain reaction of liberation, with patients welded together by bonds of common suffering, common understanding, and stimulating action in a great cause. This is not a reform movement, nor is it operated by professionals who are concerned with the problem. It is financed by voluntary contributions of its members, all of whom remain anonymous. There are no dues, no paid therapists, no paid professional workers. It enjoys the goodwill and often the warm endorsement of many medical and scientific groups-no mean achievement in itself for any organization run entirely by laymen. Historians may one day point to Alcoholics Anonymous as a society which did far more than achieve a considerable measure of success with alcoholism and its stigma; they may recognize Alcoholics Anonymous to have been a great venture in social pioneering which forged a new instrument for social action; a new therapy based on the kinship of common suffering; one having a vast potential for the myriad other ills mankind."

The above text is the award in its entirety we would like longer the more explicit version to replace the existing

verbage on page 571

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(6) Provide a primary contact for the submission.

(7) Final comments:

Please consider this motion as a way to provide a more explicit and detailed version of the Lasker Award. The current page 571 of Alcoholics Anonymous would certainly fit the whole text of the Lasker Award. Since we are coming out with a new 5th edition it's a great time to add. Also, we would be paying next to nothing in additional costs. It's one way to be more effective.

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General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.
That the text of Appendix D page 301 of Alcoholics Anonymous Comes Of Age "Text of The Lasker Award" replaces the existing abbreviated version of the same Lasker award located in the Big Book of Alcoholics Anonymous on page 571.
(2) What problem does this proposed item address?
The text in AA Comes of Age is more explicit and details the program so beautifully. That is why we believe it could be more effective.
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.
This PAI was discussed and passed with substantial unanimity at our Area assembly on September 7, 2024. This PAI is being submitted on behalf of Area 42.
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

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Area 42 believes nothing would be changed in our recovery message if this update were approved. The Lasker award writing in AA comes of age is much more explicit and adds important details. There is plenty of room for the whole Lasker award writing without adding pages to the book. With the 5th edition soon to be printed, we believe this is a good time for the whole Lasker award writing to be added to our basic text without additional printing costs. The page is already there so lets fill it up with this exquisite writing.

(5) What are the intended/expected outcomes if this proposed item is approved?

The American Public Health Association presents a Lasker Award for 1951 to Alcoholics Anonymous in recognition of its unique and highly successful approach to that age-old public health and social problem, alcoholism. Since its founding sixteen years ago, Alcoholics Anonymous has brought recovery to more than 120,000 chronic drinkers formerly thought hopeless. Today this world fellowship of 4,000 groups, resident in 38 countries, is rehabilitating 25,000 additional persons yearly. In emphasizing alcoholism as an illness, the social stigma associated with this condition is being blotted out. Alcoholics Anonymous works upon the novel principle that a recovered alcoholic can reach and treat a fellow sufferer as no one else can. In so doing, the recovered alcoholic maintains his own sobriety; the man he treats soon becomes a physician to the next new applicant, thus creating an ever-expanding chain reaction of liberation, with patients welded together by bonds of common suffering, common understanding, and stimulating action in a great cause. This is not a reform movement, nor is it operated by professionals who are concerned with the problem. It is financed by voluntary contributions of its members, all of whom remain anonymous. There are no dues, no paid therapists, no paid professional workers. It enjoys the goodwill and often the warm endorsement of many medical and scientific groups-no mean achievement in itself for any organization run entirely by laymen. Historians may one-day point to Alcoholics Anonymous as a society which did far more than achieve a considerable measure of success with alcoholism and its stigma; they may recognize Alcoholics Anonymous to have been a great venture in social pioneering which forged a new instrument for social action; a new therapy based on the kinship of common suffering; one having a vast potential for the myriad other ills mankind.

The above text is the Lasker award in its entirety from AA comes of age. We would like the longer more explicit version to replace the existing verbiage on page 571 in the big book. We believe this could be helpful to all members of Alcoholics Anonymous.

(6) Provide a primary contact for the submission.

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(7) Final comments:

Please consider this motion as a way to provide a more explicit and detailed version of the Lasker Award. The current page 571 of Alcoholics Anonymous would certainly fit the whole text of the Lasker Award. Since we are coming out with a new 5th edition we believe it is a great time to add the full writing. Also, we believe we would be paying next to nothing in additional costs. We hope that this would be one way to be more effective.

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XII. Archives Committee: Wednesday Joint meeting - EN

General Service Conference - Conférence des Services généraux -

Conferencia de Servicios Generales

Room: TBD

2025-04-30 17:30 - 19:30 EDT

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I. Archives Joint Meeting - Introductions – Sister Judith Ann Karam, trustees’ committee chairperson.

II. Review Conference committee Composition, Scope and Procedure - Kade W., Conference committee chairperson

III. Review history of Conference committee – Michelle Mirza, secretary.

IV. Report of trustees’ committee – Sister Judith Ann Karam, trustees’ committee chairperson.

V. Discussion of trustees’ committee report.

A. Review content and format of Archives Workbook.....2

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VI. Election of chairperson*

* Election of chairperson 1. All Panel 75 members are eligible except for the 2026 delegate chairperson and 2026 Conference committee chairpersons. 2. All committee members vote by written ballot (no verbal nominations). 3. Election by plurality. Second place becomes alternate chairperson. 4. New chairperson serves one year beginning at the close of the Conference.

2025 Conference Committee on Archives

ITEM A: Review content and format of Archives Workbook.

Background notes:

Workbooks for Archives, CPC, Corrections, Public Information, and Treatment and Accessibilities are reviewed by the appropriate Conference Committees during each General Service Conference.

Between Conferences, ideas for changes to a Workbook may be received. These may be reviewed by the appropriate trustees' Committee and implemented.

Alternatively, the trustees' Committee may choose to forward an idea to the Conference Committee for review. Members of the Conference Committee then have an opportunity to review proposed changes to a workbook during the next General Service Conference.

Note: Workbooks are service material, and suggested changes to content do not require recommendations; rather, they are put forth as Committee Considerations. The Archives Workbook (M-44I) is available on GSO's A.A. website (www.aa.org).

From 2024 Committee Consideration of the Conference Committee on Archives:

The committee reviewed the newly revised Archives Workbook and made the following suggestions for inclusion in a future printing:

- Add appropriate images to enhance the content, where applicable, as determined by the GSO Archives Department.
- In the section "What to Collect?" add reference to digital materials in the suggested list of materials local archives might consider collecting.

Excerpt from the trustees' Archives Committee July 28, 2024 meeting report:

The trustees' Archives Committee discussed the committee consideration noting that, GSO Publishing Director informed the committee that the Publishing Department is examining format, number of pages and printing costs across all committee workbooks, in light of increasing print production cost of goods. The committee posed other suggestions that the GSO Publishing Department might explore, including formatting, reduction of wide margins and blank pages. It was the sense of the committee that

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images to enhance the content might be added conditionally, when feasible and not cost prohibitive. Another condition to keep in mind is that proposed image content should not result in additional pages or an increased staff workload.

Background:

1. Archives Workbook. Available on GSO's A.A. website at <https://www.aa.org/archives-workbook>



XIII. International Conventions/Regional Forums: EN General Service Conference - Conférence des Services généraux - Conferencia de Servicios Generales

2025-04-30 17:30 - 19:30 EDT

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**II. Review Conference Committee Composition, Scope, and Procedure – Kat Y.,
Conference committee chairperson.**

**III. Review History & Actions of Conference Committee – Eileen A. and Patrick C.,
co-secretaries.**

IV. Report of trustees' Committee – Tom H., trustees' committee chairperson.

V. Discussion of trustees' Committee Report.

VI. Agenda Items

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VII. Election of chairperson. *	
* Election of chairperson All Panel 76 members are eligible except for the 2026 delegate chairperson and 2026 Conference committee chairpersons. All committee members vote by written ballot (no verbal nominations). Election by plurality. Second place becomes alternate chairperson. New chairperson serves one year beginning at the close of the Conference.	

2025 Conference Committee on International Conventions/Regional Forums

ITEM A: Discuss the upcoming 2025 International Convention.

Background:

1. Planning Report on the 2025 International Convention

Planning Report on the 2025 International Convention (IC)
February 4, 2024
From
Patrick C., 2025 IC Coordinator

Overview: Planning is on target for your 2025 International Convention in Vancouver, BC, Canada. Here are some highlights of the activities taking place between now and July 2025.

Number of registrants to date as of February 2, 2025: While I know this number will quickly be outdated, I wanted to share that we have a total of 28,305, in person registrants for the 2025 International Convention. This is on pace with where we were at this time for past conventions.

Here is a mockup schedule to help with attendees travel arrangements:

Wednesday, July 2, 2025	
Registration	8:00 AM – 8:00 PM
Thursday, July 3, 2025	
Registration	8:00 AM – 8:00 PM
Hospitality Suites	On Individual Schedules
Block Party in the Park.	7:30 PM – 12:00 AM
Marathon Meetings	Starting at Midnight
Friday, July 4, 2025	
Marathon Meetings.	24 hours
Registration.	8:00AM – 8:00 PM
A.A. Meetings.	9:00AM – 5:00 PM
Opening Big Meeting/Flag Ceremony.	8:00 PM – 10:00 PM
(Doors and Concessions open at 5:30)	
Dance	10:00 PM – Midnight
Saturday, July 5, 2025	

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Marathon Meetings.	24 hours
Registration.	8:00AM – 8:00 PM
A.A. Meetings.	9:00AM – 5:00 PM
Oldtimers Big Meeting	8:00 PM – 10:30 PM
(Doors and Concessions open at 5:30)	
Dance	10:30 PM – Midnight
Sunday, July 6, 2025	
Marathon Meetings	Until 7:00 AM
Closing Big Meeting.	9:00AM – 11:00AM
(Doors open at 7:00 AM)	

February 2025 General Service Board Weekend: The trustees’ IC/RF Committee recommended several actions to the General Service Board and the board approved them at their February 3, 2025, meeting. The following may be of interest:

1. The General Service Board approved that, in addition to the AAWS and AA Grapevine Souvenir publications, a ceramic mug be produced, sold and fulfilled for customers, imprinted with the 2025 International Convention logo, be available for sale through the American online marketplace named Zazzle, leading up and through the end of the 2025 International Convention.

2. The General Service Board approved the addition of a tiered pricing registration option for Groups and Informal Gathering Watch Parties. Watch party coordinators would register and pay a 2025 IC Virtual Program Session Track registration fee based on a tiered number of watch party attendees as follows:
 1. 5-20 attendees = \$200.00
 2. 21-30 attendees = \$300.00
 3. 31-40 attendees = \$400.00
 4. 41-50 attendees = \$500.00

3. The General Service Board approved that local service committees be offered the opportunity to host a 2025 IC Virtual Program Session Track watch party inside an institution or facility. The service committee chair would pay one \$35 registration fee to attend the Virtual Program Session Track and work out the viewing details with the management of each facility.

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Communications and the 2025 International Convention: We are having success with the communication channels that are in place. This quarter we have produced many communications for the Fellowship and attendees of our 2025 International Convention.

A notice about the mailing of badges will be emailed in April, and the badges will be mailed to registrants in May. Additionally, we plan to outreach all registrants who requested information about our accessibility services on their registration.

The channels we have used for all three languages English, French and Spanish:

1. Our dedicated 2025 IC webpage <https://www.aa.org/international-convention>
 - a. We communicated a link to [Register Now](#).
 - b. Posted update messages from the IC Coordinator
 - c. FAQ update as of February 2025
 - i. The goal is to keep our Fellowship informed, excited and engaged with the planning process that is underway to make their 2025 IC experience a memorable one. The most recent update was related to the fact that we have stopped processing any new group housing requests.
 - d. Download File Communications for all
 - e. We added the “Tips for sharing about the 2025 International Convention event as of January 10, 2025.”
 - f. We have distributed 6 *IC25 Chit-Chat* messages.
 - g. We have distributed a *Box 4-5-9* Article on the Volunteer Welcome Committee
 - h. A FAQ update is being worked on for February 2025.
2. Email blasts to the General Service Conference members to be sent on through the general service structure – Urgent Communications:
 - a. Facebook Groups postings – six or more to date. All the IC25 Chit-Chats are posted.
 - b. Hotel Rooms Available in our Room Block for IC2025
 - c. Registration Day one communication September 10, 2024
 - d. IC 2025 Communication October 7, 2024
 - e. “Tips for sharing about the 2025 International Convention event as of January 10, 2025.”
3. Newsletters
 - a. *Box 4-5-9* – Summer and Fall 2024
 - b. About AA – Spring and Fall 2024
 - c. The Holiday issue of *Box 4-5-9* included a wonderful article on the local Volunteer Host Committee. In the upcoming Spring issue of *Box 4-5-9* there are two articles. One focuses on anonymity at the Convention and the other shares Convention information.
4. [The AA Grapevine Half-Hour Variety Hour Episode Season 7, Episode 11.](#)
 - a. On October 2, 2024, I recorded a monthly update for an upcoming Episode! Coming soon!

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- i. Registration and housing process.
 - ii. Virtual program session track registration process.
 - iii. An update on the mysterious 50-spigot coffee pot.
 - b. Aired 12-16-24
 - i. Shared on mockup schedule to help attendees make travel plans
 - ii. Explained how the AA speaker suggestion process works
 - iii. Shared, “Did you know that the International Convention AA Grapevine Play”
5. AA Grapevine Instagram
 - a. https://www.instagram.com/p/C_sjc3COraK/
 - b. <https://www.instagram.com/p/C-VHwNbO-Km/>
 - c. <https://www.instagram.com/p/C9ucAAMukbh/>
6. Mobile App Project:
 - a. Detailed Mobile App Requirements - Completed
 - b. Product/Vendor Selection - Completed
 - c. Present decision to Tech Exec Steer – Completed
 - d. Work on App Content and Configuration – January – July 2025
 - i. User Testing/Remediation - March/April 2025
 - ii. App Roll-Out – May 2025
 - iii. Volunteer Training – June 2025
 - iv. IC 2025! – July 2025

We are also planning our public information messaging and media outreach to ensure that the focus on this major “carry the message” opportunity about Alcoholics Anonymous is presented effectively.

2025 IC Advance Program: We are developing the 2025 IC Advance Program earlier than prior timelines so we can communicate it sooner. One highlight of this Advance program is that it will reflect that we have 184 programmed sessions that attendees will be able to choose from on Friday and Saturday during each day of our event from 9 to 5 p.m. Speakers and moderators are being invited to participate in these sessions. You won’t be bored!

Local Vancouver Welcome Volunteer Committee: January 25, 2025, the 2025 AA International Convention Volunteer Kick-Off Rally took place at the Vancouver Convention Centre.

The Welcome Committee is taking many initiatives to perform outreach, including personal attendance by Core Committee members at events throughout Area 79, consistent communication through our mailing list (currently sitting at 2,178) as well as communication through an extensive Area, District and Intergroup contact list. Our website - icvwc2025.org - continues to be an integral part of driving, landing and providing information.

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At the Volunteer Kick-Off 775 eager AA members turned out to hear more about the International Convention and the volunteer opportunities which await them, and to speak the language of the heart. The Kick-Off Committee planned and executed the agenda with support, of course, from Talley Management and our General Service Office. A welcome ceremony from the Squamish First Nation kicked off the kick off, there was a mini flag ceremony, there was a presentation from GSB Chair Scott H. on the history of AA in BC, there were presentations on the roles of the subcommittees, how to sign up for Volunteer Hub (the volunteer software program), all culminating in a wonderful walk around of displays setup at the edge of the room put together by the subcommittees to entice those in attendance to sign up for their committees. The creativity and energy that the subcommittees put into the Volunteer Fair aspect of the day was inspiring.

Our biggest challenge going forward will be the continued recruitment to get to the 5000 volunteers that we need. While our outreach efforts thus far have been successful enough to get a very enthusiastic group of people to the Kick-Off, we will need to redouble our efforts to get us to the next level, and to the June 8 Training Orientation.

Carry the Message Pavillion: Speaking of service, the Carry the Message Pavillion will be up and running during the Convention. This area is a must-see for all attendees. Especially for those attendees who want to learn more about the service work and opportunities when you arrive back home motivated to carry the message. The pavilion includes booths for Accessibilities, Corrections, Cooperation with the Professional Community, AA Grapevine/ La Viña, Public Information and Treatment so everyone can learn about this type of general service work.

2025 Conference Committee on International Conventions/Regional Forums

ITEM B: Review progress report on the development of a new declaration to be adopted at the 2030 International Convention.

Background:

1. Progress report on the development of a new declaration to be adopted at the 2030 International Convention.

Trustees' IC-RF Committee's
Subcommittee on a New Declaration
February 1, 2024, Report

Subcommittee: Clint M., chair, Molly Oliver, Kevin Prior, and Ken T. Patrick C. secretary

At the July 2024 meeting of the trustees' IC/RF Committee, the chair appointed a subcommittee comprised of the above-listed members to consider developing a new declaration to be adopted at the 2030 International Convention.

The scope of the committee is based on the following 2024 Conference Committee on IC/RF Committee Consideration:

- That the trustees' International Convention and Regional Forums Committee explore ideas to develop a new declaration to be adopted at the 2030 International Convention. The concept is to review the history of The Responsibility Statement or the "I Am Responsible" Declaration that was introduced at the 1965 International Convention in Toronto and the history of the "Unity" declaration that was introduced at A.A.'s 35th Anniversary International Convention held in Miami Beach, Florida in July 1970. The committee looks forward to a progress report being brought back to the 2025 Conference Committee on International Convention and Regional Forums.

Background: The background provided to complete this work was as follows:

1. The History of the Responsibility Statement
2. The History of the Unity Declaration

- The trustees' IC/RF Committee reviewed and accepted a progress report at their November 2, 2024 meeting. The committee appreciated the concept of creating a declaration related to our third legacy of service, potentially the topic of group conscience and participation. The committee looks forward to a progress report at the February 2025 meeting.

Summary of the subcommittee discussion:

- The subcommittee members agreed that the idea to develop a new declaration to be adopted at the 2030 International Convention is a valid consideration to pursue.

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- The subcommittee discussed (briefly) whether a new declaration be developed for the 2035 IC (100-year anniversary) as opposed to the 2030 IC but felt that this was not necessary to wait.
- It was shared that as people come to Alcoholics Anonymous is there a better way that they can know what they belong to? A way for them to know they are a part of the Fellowship and their voice counts.
- These declarations we have, while, too long to go on a banner are read or stated in unison at many service meetings and events. Some Conventions read them. The responsibility statement is not in our literature but has become a core part of what we do.
- The subcommittee asked about the new declaration process. The history of the other declarations did not go through a Conference process. They were presented to the International Convention as part of the objective “to provide opportunities for a rededication of attendees to the primary purpose of A.A.” The “History of the Responsibility Statement” details the story. Future actions related to the placement of the statement on wallet cards, etc., were actions that were processed through the proper board or committee channels.
- The subcommittee reconsidered adding the Conference process into a new declaration. It might be better to have a specific statement developed and to present a concrete idea, at a future International Convention.
- The current declarations were authored or co-authored by Al S. A former trustee developed the statements that were presented.
- A subcommittee member reflecting on our history of declarations shared that the Conference Committee on IC-RF was looking for us to come up with suggestions. It may not be the best approach for our entire Fellowship work shopping a new declaration. The prior declarations were written by a person or persons focused on a theme. Rather than a committee of people trying to come up with the best idea.
- Another subcommittee member believe that it should be a concrete developed idea that turns into a Focus Speaker Talk by a trustee or GSB trustee or Keynote Speaker on the topic of the declaration that ends with the presentation for adoption of the new declaration by the body of the IC 2025 or IC 2030 like the prior declarations. We have a process that has worked effectively.

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- This iteration of the initial subcommittee tackled with the scope of this new declaration idea is on board with proceeding in this manner.

The subcommittee agreed that a “service declaration” may be a good addition to our current responsibility declaration and unity declaration.

- Responsibility
- Unity
- Service – The group conscience concept fits right into the service idea. Respecting the outcome of group conscience that is informed and participating in it.

A Declaration on Service – would nicely round out the Triangle. Service and Group Conscience – participating in it and moving it forward.

The subcommittee felt that it is important to ask for input from the full trustees’ IC-RF Committee at the February 2024 meeting and then see where we need to go from this point.

2025 Conference Committee on International Conventions/Regional Forums

ITEM C: Consider that all Sovereign States flags be a part of the Flag Ceremony at an International Convention.

Background Notes:

The Conference Committee on International Conventions/Regional Forums is being asked to consider this agenda item along with a related request from a WSM Delegate from Australia about first nations flags and the Flag Ceremony at the 2025 International Convention.

Agenda item information:

Through communication by the 2025 International Convention Coordinator with the submitter of this agenda item it was confirmed the focus of the suggestion is based on when this member became a general service representative (GSR) to a Native American AA group that been active for over 40 years, an Elder asked the GSR, why only one tribe gets to carry their Flag at the International Conventions? The Elder informed the member that each Reservation is its own country / Sovereign State that has its own Government.

Request from a WSM Delegate from Australia related to first nations flags and the Flag Ceremony at the 2025 International Convention:

“My name is Andy P., and I am currently the world service delegate term 1 for Australia. My inquiry is regarding a topic that has been put forward for our national conference in November regarding Australia having a first nations flag carried at the opening ceremony alongside our national flag.”

Definitions:

The following is meant to include definitions and information as resource to support and inform the discussion of the numbers of potential flags that would need to be included in an International Convention of AA Flag Ceremony during a Friday evening Big Meeting:

1. One definition of a "Native American Sovereign State," also referred to as a "Tribal Nation" or simply "Tribe," is a federally recognized Native American group that has the inherent right to govern itself, meaning they have the power to make decisions about their own affairs, laws, and citizens within their designated territory, essentially acting as a self-governing nation within the borders of the United States; this right is known as "tribal sovereignty."

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- a. There are 574 federally recognized Native American tribes and Alaska Native entities in the United States. These tribes are distinct political entities with their own sovereignty.
2. One definition of a “First Nations Sovereign State” is a community that has the right to govern itself, including its political, legal, economic, social, and cultural systems. This right is called Indigenous sovereignty.
 - a. The Canadian Constitution recognizes three groups of Indigenous peoples: First Nations, Inuit, and Métis.
 - b. Canada has over 630 First Nations communities, which represent more than 50 nations and 50 Indigenous languages. In 2021, the 2021 Census reported that there were 1,127,010 First Nations people in Canada.

The Friday Opening Flag Ceremony is one of the major highlights of the A.A. International Convention. This opening piece sets the celebratory tone for the weekend with a display of flags representing countries whose members are attending the Convention.

The following is a summary of our current practices of our Flag Ceremony at an International Convention and what we plan to do at the 2025 International Convention.

Information on the most recent historical practice regarding the Flag Ceremonies at the 2005, 2010 and 2015 Conventions:

2015 – 95 countries flags were included in the Flag Ceremony.

2010 – 84 countries flags were included in the Flag Ceremony.

2005 – 90 countries flags were included in the Flag Ceremony.

Time allotted for the Flag Ceremony:

1. The total approved programmed time for the 2025 Friday night Big Meeting is two hours.
2. The Flag Ceremony is estimated to take twenty minutes of the two-hour programming to complete.

Historical information about the selection of Flag Bearers

1. The most important aspect to understand and adhere to is the criteria and process used for flag bearer selection. The A.A. members must reside in and

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- attend A.A. meetings in the country which they were selected to carry the country flag. They do not have to be “nationals” of that country.
2. All flag bearers are chosen at random from the list of registrants provided by the registration company.
 3. Sometimes, people will write asking to carry a flag or suggest someone who is special to them or their country to carry the flag. In some cases, a group, local office or Board will attempt to present the flag bearer, which we decline. The response is that it is solely a random selection done by the General Service Office (GSO). There is no election, official appointment, etc.
 4. We used the random number selection function in Excel and multiply it by the number of members who have registered for the International Convention from a country. It was developed and used for 2005 and was helpful in 2010 and 2015. This selects the number of the registered individual who will be invited to carry the flag. Once a member was randomly selected, we also check to make sure they have not carried the flag at previous conventions.
 5. Random though much of this is, we always seek a balance of diverse members.
 6. Indigenous people in AA/First Nations participation: It was decided several conventions back to have Indigenous people in AA/First Nations participate in the flag ceremony.
 - a. In Seattle (1990), Native North Americans had performed a “welcome dance” but did not actually have any representation in the parade of flags.
 - b. Several “nations” including the Navajo had asked to carry their flags. It was suggested that we have a local Native North American/First Nations of the host city or province carry a local symbol which is the way we decided to go, and as was done in Minneapolis (2000), Toronto (2005), San Antonio (2010) and Atlanta (2015).
 - c. We also had the Native North American/First Nations be the first person in line of the parade of flags. The selection of the member carrying local symbol was not random (because we do not have registrants designate their native land) but the individual who carried local symbol was recommended and well connected with first nations of each particular city or province.

Plans for the 2025 International Convention:

The International Convention Coordinator and Alternate Coordinator are planning the same path for producing the 2025 International Convention Flag Ceremony and the production of this central and beloved session is well underway.

Vancouver is located on the unceded traditional territories of the x^wməθk^wəy' əm (Musqueam), Skwx̣wú7mesh (Squamish), and səfilwətaʔt̚ (Tsleil-Waututh) peoples, who have lived on this land for thousands of years. In 2014, Vancouver was designated a City of Reconciliation, embarking on a sustained relationship of mutual respect with local First Nations.

We are working with a local contact who is supporting the plans for the three local First Nations participation in our 2025 Flag Ceremony.

Background:

1. Request for First Nations Flags

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IC/RF
Part 3
C
Doc.1

From: [Conference](#)
To: [2025IC](#)
Cc:
Subject: Forward to Colleague PAI 10-Bear their Flags at IC
Date: Wednesday, September 18, 2024 4:03:35 PM

Dear Patrick,

This item below, along with any included supporting documents (if provided), is being forwarded to the **Trustees' International Convention/Regional Forums (ICRF) Committee** for consideration and any action they may wish to take. You were also copied on the acknowledgement emailed to the PAI submitter. You do not need to be in touch with the submitter now unless you have questions.

Please do follow up with the submitter after each meeting where this topic is on the agenda, until a final decision about it has been reached.

Thanks,
Diana L.
Conference Coordinator

**General Service
Conference (GSC)
Proposed Agenda Item
Submission Form**

(1) Submit a clear and concisely worded motion.
International conference on, all Sovereign States should be able to Bear their Flags at our International conference
(2) What problem does this proposed item address?
Some indigenous members would like to bear their flag from their Reservation because each reservation is its own Sovereign State / Government

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

Area 8

(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

I can't speak for all the International Conferences because I haven't been to them all but the ones That I have been to only one Tribe beared its Flag

(5) What are the intended/expected outcomes if this proposed item is approved?

to let all Tribes that want to bear their Flags

(6) Provide a primary contact for the submission.

Jim T.

(7) Final comments:

I Became a GSR at the Rincon Carry the Message to the Native American Group that been active for over 40years . I had an Elder ask me, why only one tribe gets to bear their Flag ? The elder informed me that each Reservation is its own country / Sovereign State that has its own Government

2025 Conference Committee on International Conventions/Regional Forums

ITEM D: Discuss ways to encourage interest and participation at Regional Forums.

Background:

1. Summary of Suggestions 2017 to 2024
2. 2024 Western Canada Forum Evaluation Questionnaire Summary
3. 2024 Pacific Regional Forum Evaluation Questionnaire Summary
4. 2024 Eastern Canada Forum Evaluation Questionnaire Summary
5. 2024 Southeast Regional Forum Evaluation Questionnaire Summary

Summary of Suggestions on Ways to Encourage Interest in Forums from Conference Committees on International Conventions/Regional Forums (2017-2024)

The committee discussed ways to encourage interest in Regional Forums and attract first time attendees, and suggested:

2024

- Continue to announce Regional Forums at all local A.A. events within the Region.
- That the staff coordinator on the Regional Forums assignment communicate with the Area Contact and Volunteer Committee earlier in the Regional Forum planning process.
- That the staff coordinator on the Regional Forums assignment continues to disseminate Regional Forum information early and often using all modes of communication including email, aa.org, Meeting Guide app., *Box 4-5-9*, and AA Grapevine and La Viña.
- Consider creating short current anonymity protected videos about Regional Forums that can be shared on our communication channels.
- That the General Service Board consider adding the use of current technology including streaming, virtual and/or hybrid components to Regional Forums; and the possibility of using local A.A. resources.
- Consider adding an additional full virtual forum.

2023

- That the General Service Board add virtual elements to Regional Forums, or even add a virtual fifth forum to the annual calendar.
- Disseminate advance information about events using flyers, posters, announcements in Grapevine and La Vina, podcasts, Instagram messages, invitations in ASL, QR codes, and *Box 4-5-9* articles.

2022

- Consider options to the title “Regional Forum” utilizing more current language.
- Continue utilizing digital communication options; however, also continue non-digital options to ensure full accessibility and participation by members who may not have access to technology.

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2021

- Consider using the Meeting Guide app to further convey Regional Forum information.
- Continue using videoconferencing technology to broadcast portions of future in-person forum programs allowing members who may not have the resources or time to travel to participate.
- Ensure future host regions are well informed about dates, locations, programs, and ways the local membership can participate.
- Extend outreach materials to invite the Spanish-speaking and LGBTQ communities to attend Regional Forums.
- Conduct at least one presentation or workshop in Spanish and/or French at each Regional Forum.

2020

- Providing options for remote attendance.
- Providing digital access to Regional Forum materials and presentations (including use of the Meeting Guide app or mobile app).
- Developing service material for host committees providing shared experience on hosting a Regional Forum and stimulating participation.
- Developing a “video invitation” from the GSB chair.

Suggestions for implementation at the local area included:

- Early and consistent communication about Regional Forums, including “What is a Regional Forum; no registration fee; what happens at a forum.
- Involve members at all levels of service; do “sponsorship road trips.”

Use the Regional Forum video after it is released.

2019

- Compile notes from the first-timer sharing at a Forum for later distribution to encourage members to attend a future Forum.

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- Consider developing a Regional Forum app.
- Consider developing a microsite in addition to postal mailing the Regional Forum flyers.
- Increase awareness at the local level, including “intentional” outreach to different populations (i.e., young people, Spanish-speaking communities).
- Encourage local welcome committees to create “Save the Date” flyers.
- Consider inviting AAWS/AA Grapevine directors to “non-service” A.A. events to increase awareness of Regional Forums.
- Place information about Regional Forums in the AA Grapevine and La Viña.

2018

- When possible, provide bilingual written and PowerPoint presentations, especially important when the Regional Forum is held in an area with a large population of non-English speaking members.
- Consider providing “meet and mingle” opportunities for Forum attendees to meet with trustees and GSO staff in informal settings (i.e., lunch).
- Provide members the opportunity to register earlier than the current two months lead time.

Suggestions for Forum workshops include:

- Lengthen workshop times.
- Trustees and GSO staff could lead more workshops to foster more interaction with Forum attendees.
- Adding workshops that would specifically address the topic of our Primary Purpose.
- Providing additional Spanish workshops.

2017

- Communicating information to groups that are a car ride or day trip away from the Forum site.
- Looking for attractive sites for Forums.

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- Forwarding any and all announcements from GSO, including when pre-registration opens.
- Forwarding announcements to states that are in other regions when Forum sites are nearby.
- Utilizing FNV for email blasts to communicate with trusted servants about upcoming Forums.

Additionally, one area through its Assembly Development Committee organizes ride sharing and room sharing for Forums; and one delegate shared that they bring a laptop to A.A. gatherings and use it for pre-registration.

2024 WESTERN CANADA REGIONAL FORUM – (May 10-12, 2024)

Evaluation Questionnaire Summary

154 participants out of the 343 attendees completed the Evaluation Questionnaire. Below is a summary of the responses.

1. Please indicate whether this was your first Forum:

Yes 87 (58.0%)

No 63 (42.0%)

2. How did you hear about the Forum?

Area	70 (48.6%)
District	38 (26.4%)
GSO Flyer	6 (4.2%)
Local Intergroup/Central Office	4 (2.8%)
Homegroup	27 (18.8%)
www.aa.org	11 (7.6%)
Friend	20 (13.9%)
Other	8 (5.6%)

Responses to other:

- Grapevine
- Box 459
- Meeting Guide app
- Area Assembly
- WRAASA
- DCM
- Treasurer
- GSB
- Delegate

3. Did you pre-register online at: www.aa.org?

Yes 132 (88.0%)

No 18 (12.0%)

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4. Suggestions to improve the online pre-registration process.

- Send a registration confirmation email.
- Send a reminder to pre-register a few days before registration opens.
- Open pre-registration earlier.
- Provide a mechanism where people can check if they are registered.

5. Please select your service position:

GSR	31 (23.3%)
DCM	11 (8.3%)
Area Officer	14 (10.5%)
Area Committee Chairperson	7 (5.3%)
A.A. Member	37 (27.8%)
Non-trustee Director	0 (0.0%)
Delegate	3 (2.3%)
Past Delegate	5 (3.8%)
Trustee	1 (0.8%)
Past Trustee	3 (2.3%)
Friend of A.A.	2 (1.5%)
Other	19 (14.3%)

Responses to Other:

- District: PI Rep, CPC Rep, Archive Committee Chair, Secretary, Chair, Treasurer, Remote Communities Chair
- DCC - Newsletter
- DCC Treatment and Accessibility
- ASC web team
- WCRF Welcome Committee
- Alternate DCM
- Home Group Secretary
- Past GSR
- Alt-GSR
- Past Area Finance Officer
- PI Committee chair
- A.A. roundup registering chairperson
- Central Office/Intergroup Rep
- Intergroup Finance Chair
- Past AA-DACH Editor, past Literature Officer Sydney, Australia
- Mini Assembly Secretary

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6. What was effective and what improvements might be made to each of the following:

A. Presentations

Delegates

- More time to present.
- Maybe shorten.
- Share on specific topic ex. How an Area prepares for the GSC.
- Make sure the presenter speaks into the mic.
- More time for comments and Q&A.
- Clear and concise with the right amount of levity.
- Professional, efficient courteous great sense of humor.
- Delegates spoke from the heart, their love of A.A. was evident and enthusiasm is contagious.
- Excellent, Fantastic, Awesome and great job etc. (over 30 responses).

Board and Staff

- Clear and concise without overbearing finer details.
- A dream come true for me to meet these remarkable folks from New York!
- Very knowledgeable, accommodating, welcoming, inclusive, professional & present! Example of what authentic humble, humorous, loving leadership in A.A.
- Q&A very effective.
- Would love to hear more from the Class A Trustees.
- More updates on the Board and Office Activities.
- Give more examples on the experience and expertise needed to become a Non-Trustee and a Trustee.
- Have the Board and Staff come up to the room and introduce themselves.

AAWS Board and Your General Service Office

- The more I learned about what happens on the AAWS Board and the office the more I am convinced that A.A. is safe.
- Improve the PowerPoints. The visuals were too small with too much information per slide.
- Perhaps provide an audio clip from each member who works each desk and a brief description of their positions.
- Handouts to show new attendees more of the Board structure. Particularly the name of Trustees and what is their participation.
- Explaining the interaction of the AAWS Board and GSO was helpful.

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- I now understand the upside-down triangle.
- This is when I started to melt. The presentations spoke to me and penetrated my soul so deeply. This was such a highlight.
- Excellent, Fantastic, Awesome and great job etc.

AA Grapevine Board and the Grapevine Office

- Would have liked more Q&A.
- Very informative.
- They need to seriously investigate the need for printed Grapevine.
- I'd like to have heard more about the five-year plan and the significance of the expenditure on the app. It was very encouraging.
- I am not sure I am sold on the five-year plan, but it was good to hear about it.
- This part made me feel that I need to help more than ever. Our "newspaper" is very important and as for my district still a little unknown. Meeting the people that work for GV made me understand that they need my support.
- Excellent, Fantastic, Awesome and great job etc.
- I appreciate the financial transparency. I didn't realize there were so few who did so much work. Admitting that self-support was still down the road, for GV and La Viña. They presented a positive message that we as members have dig in and help out.
- I really enjoyed this presentation and immediately downloaded the Grapevine app. As soon as I finish this survey, I will be buying a complete 3-year subscription for the Grapevine. Thank you for the AWESOME app and thank you for your service.

Trustee at Large, Canada

- I really enjoyed the presentation. I didn't realize Trustee-at-large travel included countries outside of Canada and USA.
- The presentation was a bit long.
- I would have liked to learn more about what the other GSOs in other countries are doing to reach the still suffering alcoholic.
- I think it is important that with current technology being what it is that permission being granted or blurring faces in any photograph is vital.
- I am happy we send someone so soft and kind to represent us at the world level to other countries.
- Was hard to hear the presenter at times.
- It was good to learn about the World Fund and that others contribute to this.

Treasurer

- Excellent. PowerPoint hard to see some of the graphics.

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- Need more time. He rushed through some sessions.
- The information was provided in a way I understand.
- Encouraging and informative.
- The treasurer made me feel confident and informed about our financial state, as he did at conference as well.
- More time for Q&A.
- When presenting in Canada can you give the Canadian dollar equivalent?
- More honest transparency!
- Very funny. Simplify for the A.A. member who is not familiar with finances. I barely understood these presentations at all.
- Do the Treasurers report before the grapevine report.

It's "A" Class Act

- They are the first Class A trustees I've ever met, I'll never forget them.
- They have shown me the "why" and the "how" a Class A operates...the same as us...in love and service.
- Knowing that we have non-alcoholic that are just as passionate as I am about the program is vital to our function.
- I really appreciated their honesty and humor. Her opening up to us in such a private and profound way put to a level of trust in us that no doubt will only make us more trusting as an organization. Trust begets trust.
- I was not aware of the Class A Trustee. This was so informative.
- Amazing, excellent, I am in awe, really good, inspiring, great etc.

Sharing from Past Trustees

- More time - perhaps 10 minutes each.
- We need past trustees at forums and WRAASAs to show continuity, unity, and that these events matter and are vital to AA as a whole.
- This session filled up my cup and made me want to pursue General Service into my golden years!
- It was spiritually moving to see so many past RTs on stage. Each one sharing something so poignant about their experience in their role and their encouragement that one day, one of us, maybe even I, would be given the privilege to serve in the same capacity.
- Their messages were all about serving with each other and embellishing their terms with each other. If this was removed, I don't think anyone would miss it.
- Always been a very favorite part of a forum weekend
- Excellent, amazing, wow! etc.

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B. Workshops

Topics

- More diversity in topics.
- I attended the anonymity online session - I think this issue needs more discussion.
- Use the timer as the shares were too long.
- Having more than two topics to discuss during a workshop.
- Perhaps give more direction to the moderator.

Format of the Workshops

- The moderator could give a brief presentation at the beginning. This would have been instructive and given the sharing more direction.
- Have moderator explain what to expect.
- A timer would have been useful.
- Floor mics would be better placed if they face the crowd.
- Remind facilitators to keep the meeting on track.
- Have someone pop into the room to ensure that equipment is being used and to support those facilitating.

C. Sharing Sessions

- The two-minute timer is perfect!
- Have each person share once before a person gets a second chance.
- More time.
- Shorten the longer presentations and extend the sharing session.
- Opportunities to interact in smaller groups.
- Consider blending the ask-it-basket questions throughout the weekend.
- Time one minute for each question.
- I think it would have been helpful if people had been encouraged to share what was on their mind and to ask the difficult questions
Seemed like two minutes was a long time to ask questions, some people talked too long. More time for answers.

Please list any suggestions to improve the overall Forum experience:

- More breaks.
- Pause for physical movement breaks.
- Provide a copy of the program sooner.
- Include alternate DCMs and GSRs during introductions.
- Have a person share their A.A. story.

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- Prepare hotel restaurants to expect large groups.
- Please recognize the volunteer committee.
- Badge: Have the name and Area in large font and bolded and the RF title smaller.
- Have food for purchase.
- More breaks.
- Make the presentations more engaging.
- Make the forum available online or hybrid.
- Have different colored name tags for each service position.
- Have the weekend's schedule published earlier.
- More time for the Class A and the First Timer's sharing session.
- Too much packed in overall.
- More meet and greet time.
- Maybe try to connect the different areas positions together.

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2024 PACIFIC REGIONAL FORUM – (July 12-14, 2024)

Evaluation Questionnaire Summary

313 (260 English/53 Spanish) of the 918 attendees completed the Evaluation Questionnaire. Below is a summary of the responses.

1. Please indicate whether this was your first Forum:

	English	Spanish
Yes	108 (42.5%)	31 (60.8%)
No	146 (57.5%)	20 (39.2%)

2. How did you hear about the Forum?

	English	Spanish
Area	144 (58.1%)	21 (42.9%)
District	51 (20.6%)	28 (57.1%)
GSO Flyer	31 (12.5%)	7 (14.3%)
Local Intergroup/Central Office	9 (3.6%)	1 (2.0%)
Homegroup	25 (10.1%)	1 (2.0%)
www.aa.org	45 (18.1%)	4 (8.2%)
Friend	22 (8.9%)	2 (4.1%)
Other	17 (6.69%)	0

Other:

- PRAASA
- ACYPAA
- Regional Assembly
- Past forum announcement
- DCM
- GSR
- Meeting Guide app
- Ad in Grapevine
- Sponsor
- I was a guest at the hotel

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- If you know you know

3. Did you pre-register online at www.aa.org?

	English	Spanish
Yes	235 (92.9%)	34 (66.7%)
No	18 (7.1%)	17 (33.3%)

4. Please list any suggestions to improve the online pre-registration process.

- It took a lot of clicks to get to the registration page.
- Receive the program or schedule at the time of registration.
- Open registration earlier.

5. Please indicate your current service position:

	English	Spanish
GSR	41 (17.2%)	13 (29.5%)
DCM	36 (8.3%)	4 (9.1%)
Area Officer	25 (10.5%)	3 (6.8%)
Area Committee Chairperson	14 (5.3%)	0
A.A. Member	44 (18.5%)	11 (25.0%)
Non-trustee Director	1 (0.4%)	0
Delegate	11 (4.6%)	0
Past Delegate	21 (8.8%)	1 (2.3%)
Trustee	0	0
Past Trustee	5 (2.1%)	0 (0.0%)
Friend of A.A.	1 (0.4%)	1 (2.3%)
District Officer	0	6 (13.6%)
Other	39 (16.4%)	5 (11.4%)

Other:

- Area and Alternate DCMC, DCM
- Area and Area alternate GV/LV chair
- Literature Committee Chair
- Archives Chair
- Area Tech Chair
- Area Chair
- Alt Delegate
- District Secretary, Recording Secretary, Registrar, Committee Member Chair
- Alt GSR

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- Past GSR
- Web Servant
- Home Group Treasurer
- Intergroup Representative
- Grapevine Committee Member
- ACYPAA GS Liaison
- Coordinador de La Viña
- Chair of Hispanic AA women's committee
- H&I Chair

6. What improvements might be made to each of the following:

A. Presentations

Delegates

- Discuss A.A. challenges and solutions with more detail.
- Have delegates present on the committees they served on and the General Service Conference experience.
- UNITY.
- Please provide an audio recording and transcription.
- Do not have them all at the same time – spread them throughout the weekend.
- The topics should be of current interest and importance to A.A.
- Have the speaker's face projected on the big screen.
- Bilingual presentations were tough to follow – although I applaud the idea.
- Many positive responses re the presentations and the topic HALT (Humility, Acceptance, Love and Tolerance) and Cultivating Future Service Leadership.

AAWS Board and Your General Service Office

- Have the presenters relate the material to how it impacts our primary purpose.
- More sharing on the GSO.
- More Q&A.
- The GSO staff video was great; perhaps make it a bit longer and cover "A Day in the Life of a...."
- More progress reports on the new modalities by which we are making the hand of AA more readily available, our 12th Step outreach.
- Provide Spanish and English presentation slides.
- PowerPoint had too much information on them.

AA Grapevine Board and the Grapevine Office

- How can we help La Viña?

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- Would prefer if one topic was discussed more thoroughly.
- Would like to learn about the content origination.
- Provide handouts with relevant information to share with our groups.
- The GV sessions can be shorter.
- Better clarification of all the subscription choices.
- We need better customer service. We never get a response; they just tell us, "We are working on it." La Viña subscriptions don't arrive.
- Show the app features.

Trustee-at-Large, Canada

- Add information on upcoming trips.
- More time is needed for this report.

Treasurer

- More current information with our projections for the future. Insight into discussions being had in finance and budget committee.
- Tighten it up so there is plenty of time for questions.
- More attention to the finances with fewer jokes.
- I would have liked the treasurer's report to be "dumbed down" a little.
- Perhaps a workshop on finance rather than just a report would be a good opportunity for members to ask questions and explore issues more in-depth. The goal would be a better understanding of A.A. financial systems, issues and processes.
- A more detailed (better explained) inventory about results of contributions and about the Gratitude month, since many of us responded to this call.
- The information can be improved and should be clearer.
- Many of us heard this report, perhaps a shorter summary of the information with more time for Q&A.

It's "A" Class Act

- Cover more about her service on the Board.
- Would like to have heard more from our Class A Trustee.

Sharing from Past Trustees

- Give them a subject to focus on
- Have this at another time.
- Shorten this session if necessary, depending on the number of past trustees.
- Negative board bashing shows such a lack of humility or servant leadership.
- Give them more time (10 min) as it is critical to hear their views.
- Q&A afterward.

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First Time Attendees

- Should have given Spanish speakers needing translation double time.
- Should there be a break-out or orientation session for these people prior to the start of the Forum to answer any questions?
- A little more interaction with first timers and more time to answer personal questions.
- I would shorten this a bit.

B. Workshops

Topics

- More topics.
- Current topics experienced by members.
- Provide a summary of the topic.
- GSO and the 'upside down' triangle.
- How to better serve the fellowship from a broader perspective.
- Literature-based.

Format

- Have a panel versus a moderator.
- More leadership from the moderator.
- Brief presentation to get the group started.
- Discuss 1-2 predetermined ideas or questions to maximize participation.
- Time the shares ~90 seconds.
- Make them longer - 90 minutes.
- More input from the delegates.
- Have a panel who has experience on the topic and then participation.
- All workshops should be interpreted.

C. Sharing Sessions

- Longer so everyone can be heard.
- Limit one person respond to a question.
- The Q&A sessions be like the Ask-It-Basket session.
- "Lesson learned" sessions and ideas to share.
- Have experienced attendees share so those rotating in can learn.

7. Suggested Future Presentation Topics:

- Ways to encourage involvement in service.
- Finding balance in service.
- 7th tradition contributions.

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- Will we ever be self-supporting as a fellowship without literature sales?
- How to talk to our A.A. groups about money.
- Individual contributions outside of the Birthday/Anniversary Plan.
- Tech costs for online or hybrid meetings and the impact on group contributions to other service entities.
- The Use of Technology to Carry the Message - Online Meetings, Online Service Events, and Linguistic Meetings.
- Our Digital Future
- The state and function of GSO.
- GSO serving US/Canada and the relationship to other GSO structures.
- How the work of the GSB impacts A.A. locally?
- Servant Leadership exploration for districts and areas.
- A.A.'s primary purpose.
- How to inform members of their Service Representatives.
- The 12 Traditions.
- Trust! Trust the process! Trust HP! Trust each other!
- The difference between groups and meetings, and how they are accounted for.
- Where will A.A. be in 10 years?
- Who is not in the room?
- Reaching underserved groups (remote communities, language/literacy barriers, etc.).
- How may we avoid rigidity in A.A.?
- Social media - how to apply our spiritual principles?
- Current happenings in A.A.
- How to make a group amends.
- A.A. Around the World - One GSO, One Vote.
- New group registration process at GSO.
- Practice love and tolerance toward newcomers looking for information.
- Discrimination and sexual harassment of women in A.A.
- Women in service.
- How to better use the Twelve Steps and importance of the Traditions.
- How to increase the involvement of the Spanish-speaking Fellowship.
- Leadership.

8. Suggested future Workshop topics

- How to make the Grapevine and La Viña fun at all A.A. events.
- History of A.A. - how things evolved into what they are now.
- How can we take what we learn at forums into other A.A. events?
- Exactly how and why proposed Agenda items don't make it onto the agenda.
- Reflections on the Plain Language Big Book - What do members think?

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- How can we bring YPAA members into General Service in our Area?
- Helpful tips to help the new GSR or trusted servant take an informed group conscience.
- Discuss an inventory 'checklist' for the health of service at the group, district and area level.
- Discussing the "Three Legacies" at the home group.
- How to be a secretary.
- How and when to introduce the newcomer to the service structure?
- How to do a group, district and area inventory.
- What new ways are we reaching the newcomer?
- UNITY.
- Review the aa.org website.
- PSAs and what other areas and groups have tried, what GSO finds helpful, and usage of YouTube videos for this purpose.
- Twelve Concepts.
- Choosing our trusted servants with care.
- Social media.
- Improving home group participation in the general service structure.
- How to teach service beyond the coffee maker.
- Keeping online A.A. meetings safe.
- The Area and its function.
- Mending divides and controversial topics in membership.
- Treasurer and best practices.
- What the Board can and cannot do
- A sharing session versus a Group Conscience
- How does listening help?
- Working with Intergroup offices.
- Safety in A.A.
- CPC.
- Come meet your trusted servants.
- Emotional sobriety.
- Sustainability of GV and LV.
- Regional reports - what's happening across the region?
- Why are Hispanic A.A. women not seen as equals by Hispanic men?
- The importance of equality in service.
- Creating service sponsorship committees at areas, districts to help with rotation.
- Back to basics: carrying the message.

9. Suggestions to improve the overall Forum experience:

- Add an extra day.
- More interaction through including breakouts and round tables.

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Confidential: 75th General Service Conference Background

- I have workshops on Sunday.
- Better interpretation equipment for everyone.
- More one-on-one with staff members.
- The archives display should be closer to the main ballroom.
- Begin and end each session with a prayer.
- I didn't like the smoke in the casino. Perhaps a healthier venue.
- Please provide an audio recording and transcription.
- Provide webinar access for online members.
- One end-of-the-day social event would be nice.
- Stickers with the meeting guide app and QR code on it.
- Better signage.
- Improve interpretation. Minimum of 3 interpreters and 3-4 ASL interpreters. Utilize local areas as they will know the best interpreters with better rates.
- More QR codes and have them in the main ballroom.
- Record presentations and make them available.
- Go virtual.
- There should be an app to have the schedule interactive.
- Make it fun so more young people will come.
- Have A.A. members of different races speak for 5 minutes each.
- Have interpretation in all workshops.

10. Would you likely come to another regional forum?

	English	Spanish
Yes	239 (98.0%)	49 (96.1%)
No	5 (2.0%)	2 (3.9%)

If Yes, why?

- The nuggets and flakes that bring value to the fellowship.
- I love seeing my friends, old and new.
- It makes me feel connected to carrying the message worldwide.
- It is a wonderful opportunity to meet and say thank you to our GSO.
- To acquire more knowledge of the program that has given me a life beyond my imagination.
- Important to tell my local A.A. we are a part of greater A.A. around the world.
- I like how I feel when I leave the forum.
- I enjoy hearing firsthand about what is going on at GSO
- It was my first Forum. I brought a new GSR, and we both learned a lot.
- We got to hang out face-to-face together.
- Informative and makes me a more effective servant.

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Confidential: 75th General Service Conference Background

- I love to learn new information and various opinions.
- I stumbled upon this convention — is it odd, or was it God? I really didn't know what it was about. My experience was so positive and informative.
- I appreciate the access to information and the opportunity to hear Q&A.
- Helps me become more connected to how it works and bring the message back to my group.
- It has always been my best source for knowledge of the current health and status of our headquarters.
- The only place I really get to hear from our class A trustees and our Trustee-at-Large US.
- It provides plenty of time to have one-on-one conversations with staff and board members.
- Because it's my duty.
- This was so very different from PRAASA or any of my area assemblies. It was enlightening and personal.
- It's how I stay engaged with members from other areas and with the service structure-and where I do come to hear "straight from the horse's mouth."
- I got to witness a sober member in A.A. seamlessly chair a meeting. I was amazed to see that there were so many different points of view and so many different opinions, and none of them moved or even made the chair raise their tone of voice and I thought, "it is possible!" It filled my heart and my faith one million percent.
- I would like to attend a regional forum from a different area and see how/what other areas are going through.
- It gives me the opportunity to create relationships with others that I may never have met, and it unites us to the bottom of the triangle.
- Gives us opportunities to ask questions we may never get to as. Based on reading *Our Great Responsibility*, I know that Bill W. was concerned that the bigger the AA got, the more disconnected the General Service Office would be from the membership, and Forums are a great way to keep that from happening.
- To meet our newest trusted servants and special workers.
- I love all the clarification and 'learning experience' of the forum, especially when it comes to the misinformation that may be floating around.
- This is my fifth regional forum. I started going in 1980 when I was at GSR. I find personal engagement with our trustees and the board chair absolutely vital for my sobriety.
- I would attend again in order to pass along what I learned at the forum.
- It was wonderful to connect with "those New York people." To realize they are just recovering alcoholics who love A.A. as much as I do.
- So that the Spanish-speaking Fellowship in my area can get motivated and attend in order for information to flow better.

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- There was a lot of information I did not know about A.A. I was impressed with everything related to REDELA.

If No, why?

- The GSO staff talk down to the fellowship and act above reproach. New people are treated with slight disdain.
- It is too far.
- Did not like the venue or location.
- I've heard basically the same information twice.
- My district funded my trip. It was such a spiritual experience that I would love to attend, funds permitting.
- Repetitive info gets boring.
- There was no transparency. There were questions without answers. So much silence leaves you dissatisfied or makes you wonder.

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2024 EASTERN CANADA REGIONAL FORUM – (August 23-25, 2024)

Evaluation Questionnaire Summary

A total of 135 (76 English/59 French) participants completed the Evaluation Questionnaire. Below is a summary of the responses.

1. Please indicate whether this was your first Forum:

	English	French
Yes	45 (63.4%)	30 (50.8%)
No	26 (36.6%)	29 (49.2%)

2. How did you hear about the Forum?

	English	French
Area	29 (42.0%)	40 (60.9%)
District	18 (26.1%)	14 (24.1%)
GSO Flyer	9 (13.0%)	6 (10.3%)
Local Intergroup/Central Office	3 (4.3%)	1 (1.7%)
Homegroup	14 (20.3%)	13 (22.4%)
www.aa.org	10 (14.5%)	2 (3.4%)
Friend	6 (8.7%)	3 (5.2%)
Other	3(4.3%)	2 (3.4%)

Other:

- Local Service Information Day
- Sponsor
- At an A.A. Meeting
- My GSR
- My husband
- My brother, who does service

3. Did you pre-register online at: www.aa.org?

English French

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Yes	59 (83.1%)	58 (98.3%)
No	12 (16.9%)	1 (1.7%)

4. Please list any suggestions to improve the online pre-registration process

- Make it simple and straightforward.
- It was easy nothing to change.
- I pre-registered but they did not have my tag when I got to the Forum.
- Add the ability to indicate one's Area and District on the Registration form.
- It was perfect, except that the confirmation email referred to a Western Canada Regional Forum.

5. Please indicate your current service position:

	English	French
GSR	10 (15.4%)	10 (20.4%)
DCM	11 (16.9%)	10 (20.4%)
Area Officer	6 (9.2%)	6 (12.2%)
District Officer		4 (8.2%)
Area Committee Chairperson	6 (9.2%)	
A.A. Member	16 (24.6%)	9 (18.4%)
Non-trustee Director	0 (0.0%)	0 (0.0%)
Delegate	1 (1.5%)	1 (2.0%)
Past Delegate	1 (1.5%)	1 (2.0%)
Trustee	0 (0.0%)	0 (0.0%)
Past Trustee	1 (1.5%)	0 (0.0%)
Friend of A.A.	1 (1.5%)	0 (0.0%)
Other	6 (9.2%)	8 (16.3%)

Other:

- Treasurer of my home group
- Chair of a committee in my home group
- Past GSR
- Alt. GSR
- Alt. DCM
- Alt. Delegate
- Past Intergroup Rep
- Intergroup Treasurer
- Telephone Answering Service Coordinator

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- Public Information Officer
- Area Registrar
- Area Archivist
- Area Web services Coordinator
- Newsletter Publishing District Committee
- CPC/ PI Chair for the District
- District Chairperson
- District Secretary
- Detention Centers Committee Coordinator
- Treatment Committee Chair
- Grapevine Literature Rep
- La Viña A.A. Webmaster
- Chairperson for the Eastern Ontario Conference 2024
- Al-Anon member

6. What improvements might be made to each of the following:

A. Presentations

Delegates

- Delegates should be encouraged to use PowerPoint. Much more engaging.
- The presentation that was done in French and English would have been better if a French or English interpreter had been used.
- I would have loved to learn more and hear more about virtual areas.
- I am seriously visually impaired, so overheads could be improved and made available online.
- I think Delegates' presentations should be in the workshops. The full sessions should be reserved for GSO, AAWS and Grapevine personnel.
- Do the presentations in one language and afterward in the other language. Instead of going back and forth between the two languages.
- Presentations should be shorter.
- Presentations were too short.
- Would have preferred topics specific to Canada like: "How to deal with Problems of Members Changing Areas and not committing to the New Area (aka the Area Guidelines).
- It was unfortunate that one of the Delegates had to rush due to translation issues.
- Many positive comments.

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AAWS Board and Your General Service Office

- Having some personal anecdotes was nice as it brought the human part of the organization to light. A few more personal touches could work well.
- I think a good mindset for these kinds of presentations is aiming at the "I'm a brand new GSR and my group's first in a decade" kind of person.
- A bit more factual information and fewer pious wishes.
- AAWS was interesting but confusing.
- Have the presentations translated beforehand and have them read on-site by a translator; once the presentation is over, have it read in the other language.
- Many positive comments were made.

AA Grapevine Board and the Grapevine Office

- Unfortunately, members would have liked to have been reassured that the problems encountered with customer service had been resolved (difficulty buying online, difficulty receiving the right merchandise).
- I'm getting mixed messages from La Vigne and La Viña and the fact that we DO have a border of countries, as friendly as it is.
- La Vigne is like Cinderella. What can be done? I do not know. Is there political and financial transparency that we need to know more about?
- Can this presentation be more interactive?

Trustee-at-Large, U.S.

- I think more time should be allotted for this so that the fellowship can hear the stories of how other countries (regions) go to any lengths to keep their meetings going.
- I would've liked to hear from both Trustees.
- Talk a bit more about their role instead of the people they've met.

Treasurer

- I would have liked him to discuss the impact of the La Viña losses assumed by AAWS and if this impacts the reserve fund.
- More specifics. It felt that the jokes were a distraction from the numbers, a diversion.
- More explanation on how we plan on replenishing the prudent reserve, which is now below 7 months.
- Perhaps have this forum earlier as there is a lot of information.

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- Please help us understand A.A.'s finances — income vs expenses. What would the organization want to spend money on if the funds were available? What money is available now and what do we spend it on?

It's "A" Class Act

- We did not receive any improvement comments. This part of the program was loved unanimously.

Sharing from Past Trustees

- Would have been great to have a few there who talked about their roles, experiences, and responsibilities.

First-time Attendees

- There were many of them. Many came from the French-speaking regions of Quebec. Why couldn't English speakers follow our conversations via the interpreters? I really didn't understand this phenomenon! French translation devices were missing. Have Francophones lost ground that badly? At our next inter-regional meeting, we will discuss this subject. Our Quebecers, even if they're bilingual, should always speak French so that we don't regress on the road we've traveled, which has been very arduous for us to be respected for our differences (Inclusion wasn't at its best at this forum).
- Handle their interpretation needs when they need it but with real interpretation instead of the dysfunctional system we experienced over the weekend.
- Presentation of newcomers should be done without interpreters for Francophones; being constantly interrupted by an interpreter takes away from the genuineness of their sharing.

B. Workshops

Topics

- I do not believe that we should hold a separate workshop for Inclusivity. We are all just alcoholics and it is not important, nor should it be a main focus. We are only fanning the flames, which should be left to the media.

Format

- I would prefer a short presentation by the facilitator to get things rolling.
- Have the facilitator present a few questions for the attendees to select from.

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- Have an open sharing session for the last few minutes.
- I would like to have seen a clear purpose and direction of the workshops.
- Moderators were sometimes too strict. A.A. is supposed to be fun.
- Have more workshops in French or with interpretation.
- Create smaller groups in workshops to have a more intimate space with members.

C. Sharing Sessions

- These should not be so long.

7. Suggested future Presentation topics:

- Sponsorship and involvement.
- Carrying the 12-Step message with passion and enthusiasm.
- French and Spanish language in A.A. in U.S./Canada structure.
- Use selected themes from the current Conference.
- Safety Guidelines for the A.A. group.
- How to attract members to service positions.
- How to inspire members to get more interested in the Traditions and Concepts.
- Non-binary and Non-violence in a violent world.
- The Twelve Concepts for World Service Illustrated: The Treaty/Covenant of A.A. the Rainbow of the Six Warranties is not affiliated with the Rainbow Flag or outside issues.
- Connect a Concept to actual Board or GSO service.
- The Twelve Traditions Illustrated and the Twelve Concepts for World Service Illustrated are the Plain Language for our unity and service
- Plain language Big Book. Will it reach its intended audience? The international personal experiences?
- Where districts and central service offices are making it work and cooperating well to carry the message.
- How can the service bodies cooperate?
- A.A. in 2024 (or whatever year it is). How and why it has changed and evolved.
- How A.A. is working to be more cost-effective and reduce costs.
- A.A. and persons with disabilities (the whole spectrum).
- Safety — what authority do groups have?
- Group Autonomy — Tradition Four.
- How does service preserve Unity?
- How do we stay democratic in thought and action?

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8. Suggested future Workshop topics.

- How to give presentations — PowerPoint workshop.
- Detail the process that occurs when a member sends a question to GSO. Who receives it? Does that person respond individually, or does s/he/they consult with others? Does another person review the response before sending it to the member? Is the process different if the question is received by email, snail mail, or via the A.A. website?
- Illustrate the path of a proposed agenda item from the individual member to the General Service Conference.
- A.A. as a Community of Scapegoats.
- A Day (or week) in the Life of a Trustee at Large, GM, Chair, ECRT.
- An overview of A.A.'s administrative structure supported by a projected slide. Like a family tree diagrammed.
- Technology to carry the message.
- Website — system administration, roles, management.
- Distractions at A.A. Meetings — Cellphone/chatting etc.
- How to use the service structure to get issues on the table and create actions.
- Guidelines for the groups regarding security and safety.
- Need for implication in groups and services.
- How to attract members to these positions
- How to inspire members to get more interested in the traditions and concepts outside service positions what do trad
- Non-violence in a violent world
- Archives. What are some of the things that reflect our past? For example, virtual tours of Steppingstones, Dr. Bob's Home, and the original A.A. offices. information on carrying the message to remote communities, jails, etc. Pictures and stories from Past conventions, conferences, etc.
- How to create activity committees in your District/Area to organize unifying events.
- Thirteen stepping and possible solutions — keeping newcomers safe.
- Step and service sponsorship in groups.
- Traditions workshop.
- Demystify the Concepts.
- How to address mental health in groups.
- Presentation on initiatives taken to attract alcoholics from different communities (races, LGBTQ, agnostics, linguistic, cultural, young people, etc.)
- 36 principles 12-12-12. No such thing as 12 promises.

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- Simple and convenient tips for studying the Big Book.
- Simple and convenient tips for studying the Service Manual.
- Workshop in the beginning, for newcomers, to explain abbreviations and main positions, breaking the language barrier.
- Inclusivity, accessibility and the importance of Tradition Seven.
- Spirituality of A.A. as opposed to Religion.
- What is an outside issue?
- Understanding anonymity and confidentiality outside and inside the rooms.
- Young people, A.A. in the age of social media, anonymity in current projects (Instagram, podcast, Facebook, professional website, etc.).
- Safety in A.A. at on-line meetings.
- Plain language and its impact on persons in custody.
- Service sponsorship.
- Mental Health in A.A.
- Acceptance.
- GSRs — how to keep your group excited and informed.
- The importance of principles before personalities.
- I still like the topic of "Who's Not in the Room."
- Tradition Five — our primary purpose.
- Carrying the message to where the practicing alcoholic lives, i.e. street people and homeless people.

9. Suggestions to improve the overall Forum experience:

- Always allow for translation in both languages... Equip participants accordingly providing adequate equipment for interpreters with two channels!
- Could have the skit be on stage so it's easier to see.
- Don't go until 9:30 pm. 12-hour days are not a thing I engage in.
- Having a little longer lunch and dinner break would foster additional Fellowship!
- I think it would have been nice for GSO to work with the local district(s) to provide more support for visitors to enjoy Ottawa.
- Offer three workshop slots on the agenda with nine options.
- Use technology to bring people in for presentations to cut costs and enhance services/delivery elsewhere.
- Perhaps fewer sessions/presentations followed by post-presentation breaks to allow informal discussion among participants.

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- Give everyone a challenge: Introduce yourself to (five?) people you don't know and exchange personal snapshots with them intermingle young and not so young people.
- Have more casual moments like dancing, a countdown.
- Better interpretation system for people asking questions.
- It was interesting to see our A.A. friends in person, but there would be more people if hybrid.
- Would it be possible to simplify how the GSO operates in a flyer with charts and drawings?
- The schedule is way too heavy. I know we can't have three full days but trying to end at 11 on Sunday if that means starting sooner on Friday.
- We should have better earbuds. For example, earbuds cover the ear.

10. Would you likely come to another Regional Forum?

	English	French
Yes	66 (95.7%)	56 (98.2%)
No	3 (4.3%)	1 (1.8%)

Responses to If yes, why?

- It was very informative and helpful in understanding the structure of A.A. service positions.
- I know I have to keep learning if I want to keep growing, also the connections I have made from attending functions like this has been invaluable.
- These events are so important to the Fellowship to feel a real part of the bigger picture that is A.A.
- I enjoyed the scale of the Fellowship. So many people have a common purpose.
- A great opportunity to bring in new servants to develop a greater sense of belonging to the service structure.
- To complete my understanding of the healing process.
- I enjoy visiting the various regions and meeting the GSB members A.A. Staff and Directors.
- The Forum brings together all facets of the upside-down triangle...from the diamond drill of the bottom of the triangle to the top row of first timers and new some.
- To increase the opportunity to meet members to add to as a contact of my network to help fulfill my position.

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- First and foremost, for me, it is a people event. This is the strength and attraction.
- Connecting with others in service. Education.
- It's good to get information directly from the source and the dedication of our staff and trusted servants is infectious.
- This Forum for me was a demonstration of Good Service Leadership. I left feeling excited to bring enthusiasm and positivity back to my District, to be a cheerleader for Service! I am thankful to all organizers, participants and attendees for an unforgettable first-time experience.
- Affirms my confidence in the commitment and dedication of staff to our concepts and principles.
- Highly engaging and electrifying.
- I learned so much, which created a thirst for more knowledge about A.A. as a whole and cemented for me the idea that I need to be "in service of A.A.!!"
- Enhances actual information of Alcoholics Anonymous current affairs and changes.
- I like to meet new and old A.A. friends and friends of A.A. who serve the Fellowship to find out about new projects, etc.
- I love the fellowship. Being new at the GSR position, I was able to build new friendships, and it allowed me to witness firsthand how all levels of service are just one unit.
- It's normal to feel a bit lost when exploring new roles, especially if they're unfamiliar. Learning from delegates who share their experiences can truly enrich our understanding of these positions and their significance. It's wonderful that so many are open to gaining new insights; this curiosity will serve A.A. well as we continue to learn and grow.
- I love these gatherings, and I like to bring new people along to them. It was wonderful to see so many first-timers. Kudos to you all for a job well done.
- The spirit of service is inspiring to observe.
- There was a great, positive energy, as is usually the case at AA events. I volunteered as a greeter at this regional forum, and this gave me the opportunity to speak with people in the Ottawa area, as well as people from all over Canada and the United States. Yes, I would definitely like to attend another regional forum in the future, based on this experience.
- This gathering allows us to see how important A.A. is.
- Meeting with NY personnel (GSO, AAWS, Grapevine...) shows us that A.A. is a small organization (87 employees, budget of less than \$20 million per year). And we see that A.A. philosophy is embedded in its operation. It's not just marketing. Congratulations and thank you.

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- Because it's unique, I can put faces to names of people working at the GSO.
- Always instructive to see you and hear you, to see members again and other Areas. Thank you, thank you.
- I found the answers I was looking for.
- I liked feeling the power of "Us" and I think better knowing and understanding the structure will help convey to members how we need the A.A. structure.
- Because the Forum is a place to share our experiences to improve our recovery environment.
- For the wonderful spiritual energy when human beings work together towards a common goal! For us alcoholics, our lives depend on that energy. Thank you so much for your commitment and practicing the A.A. way of life. You set an example for us all!
- Because it's relevant, it's a place to exchange ideas on the A.A. structure, a unique opportunity to have the trustees present and share their experiences.

Responses to if no, why?

- Because I think I now understand how the GSO and the structure operate.
- Maybe the financial cost if it's too far.
- Not a lot of French.
- Didn't feel it was engaging or interactive.
- I gathered enough information to get a good idea of how things work. I have a Service Sponsor now and I feel that we may cover a lot of this with time.
- Cost...
- I have difficulty approaching other people and making new friends. This Forum favored attendees who came with a group or who were naturally extroverted.

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2024 SOUTHEAST REGIONAL FORUM – (December 6-8, 2024)

Evaluation Questionnaire Summary

A total of 135 (134 English/1 Spanish) participants completed the Evaluation Questionnaire. Below is a summary of the responses.

1. Please indicate whether this was your first Forum:

	English	Spanish
Yes	67 (52%)	1 (100%)
No	62 (48%)	0 (0%)

2. How did you hear about the Forum?

	English	Spanish
Area	65 (54%)	1 (100%)
District	19 (16%)	0 (0%)
GSO Flyer	27 (22%)	0 (0%)
Local Intergroup/ Central Office	6 (5%)	0 (0%)
Homegroup	24 (20%)	0 (0%)
www.aa.org	22 (18%)	0 (0%)
Friend	24 (20%)	0 (0%)
Other	7 (6%)	0 (0%)

Other:

- District
- SEDGT
- Service Sponsor
- Meeting Guide App News
- My sponsor
- DCM
- Email
- Past delegate
- SERT
- SSAASA in '21

3. Did you pre-register online at: www.aa.org?

	English	Spanish
Yes	115 (91%)	1 (100%)
No	12 (9%)	0 (0%)

4. Please list any suggestions to improve the online pre-registration process

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- I pre-registered at the first opportunity but I did not have a name badge when I arrived.
- Many of our nametags had our full last names on them.
- Send more communications about Forums and online registration.
- It was hard to find the Regional Forums webpage.
- Make sure the hotel rate is correct on the flyer.
- It would be nice if the page could remember if you have already registered.
- Open registration earlier.

5. Please indicate your current service position:

	English	Spanish
G.S.R.	28 (25%)	0 (0%)
D.C.M.	13 (11%)	0 (0%)
Area Officer	10 (9%)	0 (0%)
Area Committee Chairperson	2 (2%)	0 (0%)
A.A. Member	26 (23%)	0 (0%)
Non-Trustee Director	0 (0%)	0 (0%)
Delegate	12 (11%)	1 (100%)
Past Delegate	6 (5%)	0 (0%)
Trustee	2 (2%)	0 (0%)
Past Trustee	0 (0%)	0 (0%)
Friend of A.A.	4 (4%)	0 (0%)
Other	11 (10%)	0 (0%)
G.S.R.	28 (25%)	0 (0%)

Other:

- Delegate elect
- Alternate Delegate
- Past Delegate
- Incoming GSR
- Alternate GSR
- Alternate Area Literature Committee Chair & District Secretary
- Incoming 2025 District Treasurer
- Web chair for district
- PI/CPC for home group
- District Literature Chair
- Incoming DCM
- District Alt Chair
- Alt DCM

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- Area Committee Chair
- Area online coordinator
- Inter-group Rep
- chair of NOLAYPAA (New Orleans young people in AA)
- Grapevine Rep
- Group Treasurer; Area Communications Committee member
- Home group treasurer
- Treasurer of my home group
- Coffee Maker
- Supply Guy
- A.A. Member
- No service...I'm a newbie

6. What improvements might be made to each of the following:

A. Presentations

Instead of asking for questions after the presentations, I would prefer to have the opportunity to offer comments and/or questions.

Delegates

- Topics that inspire more interest.
- More visual aids.
- Fewer presentations with more time 5-10 minutes is not enough time. (5)
- Give all the Delegates the opportunity to present in the main ballroom.

AAWS Board and Your General Service Office

- I would like to hear more personal stories from the trustees.
- Be more interactive with the audience.
- It would be nice if each presenter had more time.
- Keep the "GSO" video, LOVED it!
- Leave time to answer all the questions. If a question isn't answered, the asker will assume their own answer.
- Don't shy away from the hard conversations.
- The AAWS Director's never-ending knowledge and diplomatic explanations were absolutely inspiring. "I wanna grow up to be exactly like that"
- Some of the information throughout the weekend is repetitive.
- The information was good but drawn out. I lost interest.
- I would like to eliminate the open sharing sessions.
- The staff presentation could be longer.

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- Shorten and clarify the information.
- Additional sharing on future plans for A.A./GSO, as well as the current state of Alcoholics Anonymous (AA) in North America and around the world. Some questions: How are we reaching and approaching remote areas? How do we convey our message to countries that do not even have our literature translated into their language, such as Serbia, where there is no official Alcoholics Anonymous book available?

AA Grapevine Board and the Grapevine Office

- Be more interactive with the audience.
- Maybe a video of Grapevine Office and Staff?
- Great! But too much information.
- Excellent presentation by the Publisher and the Non-trustee Director. Fun, informative, inspiring.
- The sharing from the Non-trustee director on the AA Grapevine board, was wonderful! How nice that we have young people serving on our boards.
- Informative. Will look forward to more financial information on La Viña.

Trustee at Large, US

- Add notes to the screen I found the info fascinating and wished I could share with my group.
- Be more interactive with the audience.
- A bit too long.
- I loved seeing the pictures and hearing stories of other GSOs that were visited.
- At times the presenter was difficult to understand.
- Because of my hearing problem, I had a great deal of difficulty understanding.
- I thought the report was a little bit too long and would've preferred more time for sharing from the audience.
- The presentation was fantastic. It was fascinating to learn about Alcoholics Anonymous (AAs) in other countries and how they have developed and grown over time.

Treasurer

- I was much less concerned over our reserve fund going down after listening to the presentation. Also, the presenter was rather entertaining.
- It is hard to make this report interesting and it was good this year. The slides have small print.
- I would prefer less joking around.
- The Treasurer is an awesome trusted treasurer for our fellowship.

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- Very good, only wish the numbers were more current.
- Please revise the PowerPoint.
- I didn't appreciate the discussion on "transparency". I do appreciate the hard work and dedication that our Treasurer puts in on our behalf. Many of us do understand Financials and have the business acumen to discuss; it was almost condescending in the way some material was presented. Maybe it was my hearing that was off.
- While the Treasurer is knowledgeable and certainly competent, his role is not easy, and he generously volunteers his time. I would have appreciated hearing more specific information about our current situation and the contingency plan in place if group contributions and book sales do not improve.

It's "A" Class Act

- I had hoped for more participation by these individuals
- Please keep this a part of the agenda - great to hear from the Class A – nonalcoholic. It is amazing how willing they are to donate so much time to us!!!
- Very real and from the heart. Could have done without the profanity from the podium but I guess that is part of being real.
- Literally cried!! Perfection!

Sharing from Past Trustees

- Controversial share.
- It was great and very relatable. I prefer to hear about their service journey instead of pointing out perceived issues with current state of affairs.
- This has gotten less useful. Maybe give them a topic to speak on so they don't ramble as one did.
- I prefer the shorter time allotted to these currently.
- Have this session after the First Time Attendees.

First Time Attendees

- Maybe have a 'beginner's' class or workshop.
- Longer than one minute would be nice.
- I think more events should add this to their agenda.
- Maybe move them to speak before the Past Trustees instead of after.
- It's wonderful that members enjoy themselves and have a good time, but it's also essential to learn, grow, and attract new, younger audiences.

B. Workshops

Topics

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- More education for GSR's about AA in general, and the essential functions of the GSR at the group and area levels.
- Provide more descriptions on the topics.
- I was especially impressed with the Friday presentation on Tradition 1 & Unity.
- Group contributions and getting new members into service.
- The La Viña presentation was fabulous. Thank you for providing interpretation equipment.
- More variety in topics.
- Omit topics already covered by a standing report.
- Dealing with personalities in a business meeting.
- How to make sure that the newcomer in your business meeting knows what's going on
- Concepts workshop.

Format

- I would have liked more sharing from the presenter.
- Offer chance to opt into meeting online for a small fee. Or a group could set up watch parties.
- Have 3 workshop times with 3 options.
- Better info on flyer/online about each topic and suggested readings pre forum for members to look at so everyone's a little more informed and brings more detailed questions.
- I think this should not contain audience participation but rather more speaker experience.
- Allow more than two questions to be discussed if time permits.

C. Sharing Sessions

- Have people only share once at open mics - seems like the same few people went over and over.
- Longer.
- Allow more time for general sharing.
- Perhaps an open sharing session workshop where attendees ask questions about struggles they are having, at any level, to receive experience from other attendees.
- Stick to the format.
- Too much past delegate and past trustee participation at times - others stay in their seats when these folks are at the mic
- Having a timer in place was such a fantastic idea!

7. Suggested future Presentation topics:

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- Chairing regular open AA meetings.
- The Traditions.
- Digital world / social media and AA/ does it help or hurt?
- Taking advantage of current technology.
- "Elder Statesmen vs. Bleeding Deacon.
- Balancing the Three Legacies.
- Safety - in the rooms and on social media.
- Areas for growth in AA, where are we seeing changes?
- A Delegate's experience at the GSC.
- Where does the money from contributions go? (i.e. GSO services, etc.)
- How can GV be used in PI/CPC or any service committee?
- What is the best way to use the large group of pamphlets we have?
- The history of the GSC.
- The history of GSO.
- The history of the GSB.
- Deep dive into service structure.
- Finances at the Group, District and Area level.
- Service Sponsorship.
- Sobriety in the virtual age.
- A day in the life of a GSO staff person.
- The topics should include current practices, the state of AA, and more information about future plans.

8. Suggested future Workshop topics.

- Virtual meetings.
- Workshops for each service position.
- Workshops on Steps and Traditions.
- History of AA.
- How the Steps work in Service Work.
- How a good idea goes to conference.
- Elder statesman vs bleeding deacon.
- Service jargon - acronym and corporations. Is this the language of the heart?
- Meeting guide app
- aa.org
- Workshop involving a staff member on what exactly they do. (maybe explaining all that goes on staffing a desk). Could also include a past Area committee chair to share experience on how they use the desks, as well as the experience of a delegate having them for background/staff secretary, etc.
- Conflict resolution using our 3 legacies.

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- Creative suggestions on how to more effectively reach those in treatment/accessibilities, language barriers, jails & institutions, etc.
- Navigating Area Assemblies using hybrid tools
- How to write a PAI.
- How the Conference process works, including how the path of a PAI and how delegates are selected for Conference committees.
- Best Practices for Conducting Workshops at the district or group level.
- World Services - making service appealing.

9. Suggestions to improve the overall Forum experience:

- I feel that the organizers missed the opportunity to bring in more young members from the community.
- Add a "fun segment" (skit, video, game).
- Maybe provide one of the meals, if possible.
- Presentations were not accessible by all.
- More workshops with better topics.
- I would suggest and plead for a hybrid component to the forum.
- Perhaps smaller venue. I did not have as many opportunities for hall conversations because we were all so spread out. It was nice being on the water though.
- I would prefer for the forum not to be at a casino. The smoke permeated the entire facility, and the environment of being in a casino was not my favorite. Have wheelchair accessible rooms in the room block.
- Offer longer breaks.
- It was a bit disorganized and repetitive this year. It felt like the same people talking, talking in circles, and not much realness coming from anyone other than the Treasurer.
- Please provide more rooms.
- Add closed captioning for those of us who are hard-of-hearing wearing hearing aides.
- Workshop rooms could have had more seating.
- A better website for the individual forum with hotel, registration, travel info, all in one place.
- The registration portal software was very buggy.
- Please find a place with a larger ballroom setting. The rows of chairs were way too close to each other.
- Attendance and interest might improve if outreach info was out earlier and broader.

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- Have all ask-it-basket questions in the Forum Final Report, even those read from the mic.
- In addition to first-time attendee sharing, announce and encourage members above the Conference on the triangle to share from the mics in sharing sessions and what's on your mind.
- What's on your mind sessions later in the program.
- It would be great to have the program earlier so we could use it as an incentive to get others to attend the forum.
- More arranged social meetings with the GSO staff.
- I would suggest that the local community engage more groups, encourage volunteerism, and recruit younger members. Improvements should focus on increasing information sharing and transparency, as well as involving more members of the local community.
- The hotels where we have these forums should be more business-like, like airport hotels, and chains like Hilton.
- Again, the ideas of ice cream socials, or in this case, the king cake, are appreciated.

10. Would you likely come to another Regional Forum?

	English	Spanish
Yes	118 (95%)	1 (100%)
No	6 (5%)	0 (0%)

Responses to If yes, why?

- I would like to attend the other workshops.
- Learn more, and ability to interact with others with my disease and their wish to be of service in AA.
- To keep tabs on what the GSB is up to.
- As AA continues to evolve, so does the questions and the responses in the sharing sessions.
- They are awesome!!
- Sobriety is a Gift to me and staying connected and involved is my way of showing gratitude for the Gift
- The opportunity to ask questions and have conversations.
- Getting connected to service members from other areas & regions is invaluable to better serving the newly interested service members as well as to the newcomers.
- There is something about the Forum where I feel the love for AA unlike at any other event. I'm touched and moved by the experience each time.

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- I love hearing from the lower part of the triangle. Love the access to ask questions.
- The better I am informed, the better the chances of those around me having an opportunity to be better informed.
- In the 25 years of my sobriety, this AA event was the single greatest experience I've ever had. To be humbled by servitude and love is an experience I'm glad I was sober enough have during the weekendI cannot express how much this has completely transformed me. I will be forever indebted. It was an honor.
- To paraphrase our book, it's an experience you must not miss. The sharing from first time attendees speaks volumes - it opens the door to service and to AA around the world. For returning attendees you find out about new resources, new opportunities for service, meet new trusted servants, see old friends, and get reinvigorated.
- I enjoyed meeting some of the present and past trustees and the content was great. I was overly impressed with the GSO Staff and to see such dedication.
- To grow in AA.
- I enjoyed hearing from staff members. I am proud of the people who work for us.
- I enjoyed your professionalism and information passed on to us and some people I met from outside my normal travels. The most important thing I can say is that when I hear the comments.... Those people in NY. I can promptly respond with "they are us. We are them."

Responses to if no, why?

- There needs to be available hotel rooms at the Group rate.
- Travel expense. Wish these had a hybrid view only version.
- I love my serenity and peace of mind.
- General Service seems to have more bullies than it used to. Sadly, this really turns me off from general service.
- DCM term ends before next SERF.
- Funded by my district. Want other members from my district to have this experience.
- It wasn't what I expected.
- The first forum was interesting because I was new and did not know what to expect. I liked it and returned for the second one. However, I feel I did not gain anything new by attending this time.
- They should have more informational things for new people who are trying to learn how to do service works.

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2025 Conference Committee on International Conventions/Regional Forums

ITEM E: Final Report from Subcommittee on RF Improvements

Background notes:

Excerpt from the July 2023 Trustees' Committee on International Conventions/Regional Forums:

The chair appointed a subcommittee to review the overall forum agenda and to explore options wherein the virtual format can be used as it relates to Regional Forums and/or Local and Special Forums.

Excerpt from the January 2024 Trustees' Committee on International Conventions/Regional Forums:

The subcommittee recommended that it be reformed at the next cycle to continue the work identified in the Scope.

Excerpt from the July 2024 Trustees' Committee on International Conventions/Regional Forums:

The committee agreed to reappoint a Subcommittee on Regional Forum Improvements.

Excerpt from the November 2024 Trustees' Committee on International Conventions/Regional Forums:

It was suggested that the Regional Forums (RF) Coordinator research the cost of a “live-stream broadcast only” option to be offered at RFs. The cost of this service was gathered from one of the more expensive AV vendors that we use to provide a benchmark. The quoted cost was \$4,887.76.

Excerpt from the January 2025 Trustees' Committee on International Conventions/Regional Forums:

The committee reviewed and accepted the final report of the Subcommittee on RF Improvements and **agreed to forward** the report to the 2025 Conference Committee on International Conventions and Regional Forums.

Background:

1. Final Report - Subcommittee on RF Improvements

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**IC/RF Subcommittee on RF Improvements
Final Report
February 1, 2025**

At the **July 2023 Trustees' Committee on International Conventions/Regional Forums** the chair appointed a subcommittee to review the overall forum agenda and to explore options wherein the virtual format can be used as it relates to Regional Forums and/or Local and Special Forums. This subcommittee met 7 times.

At the **January 2024 Trustees' Committee on International Conventions/Regional Forums** the subcommittee recommended that it be reformed at the next cycle to continue the work identified in the Scope.

At the **July 2024 Trustees' Committee on International Conventions/Regional Forums** the committee agreed to reappoint a Subcommittee on Regional Forum Improvements. This subcommittee met 3 times.

Below is a summary of the work completed. It should be noted that at the December 11, 2024, meeting the subcommittee unanimously agreed that the work of the Subcommittee on Regional Forum Improvements is complete. It was decided that any work that may come out of the research investigating a "broadcast only" online option at Regional Forums be addressed by a new subcommittee.

The subcommittee considered the objective of a forum which is to bring the General Service Office, AA Grapevine and the Boards to the Fellowship to foster communication and trust.

The Scope included:

- 1) To refine and improve the agenda for forum weekends for greatest effectiveness.
- 2) To identify all opportunities for cost savings in terms of scheduling, participation, accessibility, and interpretation needs.
- 3) To explore opportunities to more effectively communicate with the fellowship who are outside the Regional Forum room through hybrid or virtual options.

The subcommittee had robust discussions on each Scope item.

- 1) To refine and improve the agenda for forum weekends for greatest effectiveness.

The grouping, placement and content of the Forum sessions were discussed at great length to provide a comprehensive session while eliminating duplication of content. The question "What do we want forum attendees to learn during this session?" was considered throughout the discussion.

A new item has been added to the Staff Member's Presentation – an amateur video – which has been received with great enthusiasm. The idea came from a Staff Member

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who provided a “tour” of the office while participating in an assembly online just by using his phone. This was greeted with much enthusiasm and appreciation. The GSB is considering adding a similar type of video to the GSB Presentation.

The subcommittee agreed that a Q&A be made possible after each session and that the Treasurer’s Report be 90 minutes to ensure sufficient time. They also stated that it is imperative that the program schedule be honored. The RF coordinator will communicate to each presenter the need to honor the time limit. The presentation content will be reviewed for time and revised as necessary. A timer will be used with reminders.

2) To identify all opportunities for cost savings in terms of scheduling, participation, accessibility, and translation needs

The budget for Regional Forums is always a matter of great consideration. Some suggestions to reduce costs included:

- Decrease number of Board attendees and have each serve more than one function.
- Identify sessions that could be presented during the forum using a prerecorded video.
- The subcommittee also discussed an ICRF Committee Consideration from the 74th GSC to consider creating short current anonymity protected videos about Regional Forums that can be shared on our communication channels. The first project will be an amateur anonymity protected video of the GSB Chair inviting the Fellowship to Regional Forums. This video will be shared and posted on A.A.org. Additional ideas are underway.
- Consider alternative interpretation options.
- Ship only necessary materials from the office.
- Consider costs when planning travel.

3) To explore opportunities to more effectively communicate with the fellowship who are outside the Regional Forum room through hybrid or virtual options.

- The Subcommittee unanimously agreed that in person participation is desired for Regional Forums. However, they also agreed that given the interest expressed by the Fellowship for online access to a Regional Forum and the information being shared, that the Regional Forum Coordinator investigate the logistics and cost of a “broadcast only” online option. An initial report will be provided at the February 2025 Meeting.
- Have a full fellowship Virtual Forum in addition to Regional Forums. Consider what content, if any, would be better delivered virtually and ask the 75th GSC Committee on ICRF for consideration and feedback.

The Evaluation Questionnaire and Final Report were also discussed. It was suggested that the Evaluation Questionnaire might include the use of a Likert scale or a rating scale to gather and measure a range of views that can be compared to future Forums. It

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was agreed that all sharing at the Forum will be reviewed for content and accuracy. Defamatory and false statements will no longer be tolerated or included in the Regional Forum Final Report.

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2025 Conference Committee on International Conventions/Regional Forums

ITEM F: Review report from Subcommittee to Review Regional Forums Request for Information (RFI) Forms

Background notes:

Excerpt from the November 2024 Trustees' Committee on International Conventions/Regional Forums:

The committee agreed to appoint a Subcommittee on Regional Forum Improvements.

The purpose of the subcommittee was to collaborate between ICRF, METS and the Regional Forums Staff assignment to clarify roles, particularly related to site selection and contracting, between GSO Staff and the Area Committee. The attached documents include the revised RFI materials for your review and discussion.

The two substantive changes were:

- 1) Language was added to both the RFI and the Bid Letter stating that the final decision for both date and venue will be made by the General Service Office.
 - 2) Reiterated the need to avoid using third party vendors when searching for venues
-

Background:

1. Minutes from Subcommittee to Review Regional Forums Request for Information (RFI) Forms.

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Report of the 2024 ICRF Subcommittee to Review Regional Forums Request for Information (RFI) Forms

The subcommittee met once via videoconference on January 7, 2025.

The subcommittee had a robust discussion regarding the Request for Information (RFI) and Bid Letter sent to Regional Trustees and Area Delegates during the Regional Forum venue selection process.

The subcommittee made a unanimous decision to request that language be added to both documents stating that the final decision for the date and venue will be made by the General Service Office. The subcommittee also requested that communications about the process indicate that third-party vendors should be avoided when searching for venues, as the GSO cannot pay the associated commission fees.

The Manager of the Meeting, Travel, Events and Services Department (METS) shared some additional points to be considered during the venue selection process. These points were reiterated in the RFI and Bid Letter and included:

- 1) Costs are higher since Covid.
- 2) Consider the proximity between the airport and the venue. If an area is too remote it makes travel difficult and expensive.
- 3) Consider places that are inclusive and welcoming to all, as the GSO staff traveling to these events are very diverse and we want to ensure their safety.
- 4) Non-smoking venues are preferred and ones that set a sober tone for the event.

The Subcommittee discussed the roles and responsibilities of the GSB, GSO and the Area Contact and Volunteer Committees.

The Volunteer Committee roles and responsibilities was discussed at length. The Volunteer Committee is responsible for all snack and beverage options offered at the hotel during the Forum. It was suggested that the METS department be included on all communications between the Volunteer Committee and the hotel. Concerns were raised that this might cause confusion and that the METS department may get pulled into negotiations between the Volunteer Committee and the hotel.

As a solution, it was suggested that a clear explanation of the roles and responsibilities be provided at the initial meeting with the Volunteer Committee Chair. We will request that all communications come to the Regional Forums Coordinator as they are the initial point of contact. They will then forward any questions or concerns to the METS team, the General Manager or the ICRF trustees' committee as needed.

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The METS department will inform the hotel contact that there may be a local committee reaching out to arrange for snack or beverage service and that they are acting on their own. Invoicing is to be separated from the General Service Office.

The Subcommittee Chair suggests that the chair of the 2025-26 ICRF Committee consider appointing a subcommittee to continue RFI and bid process work to further refine the RFI documents as needed and to discuss additional changes to the site selection process that would shift responsibility from local Areas/Delegates to GSO and continue to provide collaboration throughout the planning process.

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