FINAL
REPORT



CONFIDENTIAL

2025

Working Together, Increasing Trust

The 75th Annual Meeting
of the General Service Conference of
ALCOHOLICS ANONYMOUS

The Seventy-Fifth Annual Meeting of the General Service Conference of Alcoholics Anonymous

"Working Together, Increasing Trust"

2025 Final Report

New York Hilton Midtown,
New York NY, April 27 - May 3

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The 75th General Service Conference: "Working Together, Increasing Trust"

The 75th General Service Conference was held April 27-May 3, 2025, at the New York Hilton Midtown in New York City. With 137 Conference members including area delegates; regional, general service and Class A trustees; nontrustee directors; and General Service Office (GSO)/ Grapevine and La Viña staff, the Conference was the culmination of a year's worth of discussion on topics integral to A.A. across the U.S. and Canada. Much of the activity of the Conference revolves around the deliberations of the 13 Conference Committees and full discussion of the reports and recommendations they provide to the Conference body.

Scott H., General Service Board Chair, kicked off the Conference on Sunday morning with remarks welcoming the group, followed by a roll call by GSO General Manager Bob W. The Conference delegate chair Karen O. C. (Area 78 Alberta/NWT) reminded the Conference of its spiritual nature in her address at Sunday's opening session. The keynote address was delivered by Class A trustee Sister Judith K. Reflecting on the theme of the Conference, she spoke of the challenges of achieving a group conscience, reminding the assembled body that Tradition Two is built on trust.

Later that night at the opening dinner and A.A. meeting, five speakers—a regional trustee, two delegates, an AAGV director, and the AA Grapevine publisher—shared their experience, strength, and hope.

Reports from the General Service Board and its affiliate boards—AAWS and AA Grapevine—were presented for review and discussion during the week, along with a detailed finance report provided by the treasurer of the General Service Board. There were only two "What's on your mind?" general sharing sessions due to the number of inventory report-backs.

At this year's Conference, workshops were replaced with Conference Inventory Sessions. Nineteen questions were divided among 15 groups of conference members, who met and then reported their findings with discussions at the mics during the week. The report-back sessions included insights, such as "There are no emergencies in A.A."; "There is no us and them, there is only us"; "Are we taking ourselves too seriously?"; and "A conference is only as healthy as our entire Fellowship." In addition, the Conference also discussed workloads for both office staff and Conference members, and best practices to address those increased workloads.

The "Picnic Table" presentation with Class A trustee and treasurer Kevin P. led with the auditor's report. Kevin enthusiastically stated: "A.A. is in amazing financial shape. That is my professional as well as personal opinion." After his always entertaining and informative presentation, the lines formed at the mics for questions about A.A.'s finances.

On Tuesday afternoon, Carolyn W., AAWS board chair, gave the AAWS board report summary followed by a question-and-answer session. After which Marita R., trustee-at-large/U.S. reported on the World Service Meeting, which took place Oct. 27-31 in New York City. GSO staff member Patrick C. presented the International Convention Report followed by a well-received skit by GSO Staff members. The GSO Players portrayed members of the fictional Addams Family who find themselves in the midst of the International Convention in Vancouver.

Wednesday began with an AA Grapevine Board Report Summary by Grapevine Board Chair Joyce S. Next was the last Inventory Report Back session and a General Sharing Session before a break for the Regional Delegate Lunches. Wednesday afternoon saw spirited elections for East Central regional trustee (Cheryl S.), Southeast regional trustee (Susan V.), and trustee-at-large/U.S. (Jennifer B.). This was followed by the work of the conference beginning in earnest with the readings of the committee reports.

By Friday at 7:21 p.m., the final Conference Committee report and discussions were completed to applause. Next, a Floor Action to censure the board was considered. This led to more than two hours of discussion at the three microphones by dozens of attendees. At 9:52 p.m. there was a call to vote, and the motion failed by a majority. There were 12 Floor Actions in total: one passed, nine were declined, and two were recommitted. The Serenity Prayer was then read in English, French, and Spanish, and the Conference formally closed at 11:47 p.m.

Because of Friday's long schedule, the traditional goodbyes from the delegates did not occur this year, but there were heartfelt farewells on Saturday morning from the rotating trustees—Cathi C., East Central Regional Trustee; Sister Judith K., Class A Trustee; Deborah K., General Service Trustee; Al M., MD, Class A trustee; Andie M., Class A trustee; Paz P., general service trustee; and Marita R., trustee-at-large/U.S. They were followed by heartfelt remarks by rotating AAWS nontrustee director Vera F. The Conference week closed with the Responsibility Statement.

Greetings

Good morning and welcome my fellow 75th Conference members. Welcome, all you Delegates, Trustees, Directors, Staff and to all you visitors, we extend to you a warm welcome.

My name is Karen, and I am an alcoholic. My name came from the hat to be Panel 74, Area 78 Delegate, and then again from another hat to be the Delegate Chair to the 75th Conference! Just continue to say yes and at the Delegates dinner, only God knows who is next! These service roles have given me immense opportunity to grow and find my voice.

Such an honor and privilege it is to be of service to this program! To be a part of history as we participate in evolving our structure and solution so that we remain vital and current for those still stumbling in the dark. The hours are long and sometimes very demanding, but the pay is excellent, we get to stay sober.

Let us take a moment to reflect on this privilege and together, remember, we are here to play the role that God has assigned us, which is to uphold the fantastic spiritual nature of this 75th Conference.

This year's theme, 'Working together, increasing trust' is so fitting for our times. We understand, we are largely a group of people easily frustrated. It's been said we are also emotionally immature and overly sensitive. Yet through working together in service we mature, and as we participate in committee work, the trust in our process increases.

Not one of us here represents us all, not one of us is better or worse than any. We are all here to represent A.A. as a whole and find the best possible outcomes of the recommendations we make.

May I suggest as we work together, to encourage each other to use our differing voices, to respectfully listen, allowing the fullness of the discussions. Perhaps even



seek the intention to have our own cherished opinion made better! In this manner we would come to find what is best for A.A. as a whole.

You can tell the health of a forest by the diversity in its trees. I think this is true for us as well, and to the extent that we foster diversity do we find inclusion. Then like a forest we are able to withstand the natural challenges of life, so that we also may evolve supporting our beautiful foundation, keeping us vital and relevant.

Alcoholism has ravished generations, yet now, recovery is healing generations. We get to have an active and participatory role in this awesome responsibility over this Conference week. We are each doing our small part in the 75-year history of our Service Structure. Each year the Conference discusses widely and makes recommendations that continue to help us grow in our effectiveness to reach those who still suffer.

The only reason for service work is to make our vital 12 step work possible! To keep our message consistent and clear — for not only those we might still help but to also assist those who would help us!

We sit here today in our new clothes, shiny eyes — in awe at the God shots that have brought us all to these seats. A privilege that not many will get the chance to experience.

We are their voices, we represent that hard-earned dollar in the basket, the time spent in meetings and 12 step calls, in Service and Area Assemblies from across the whole Conference Area in Canada, the US and Puerto Rico. We have all spent hours in discussion of the Agenda Items and have heard from GSR's right across the lands! We are them, let's not lose sight of this. Let us give this Conference and its process the respect it is due.

Our Co-Founder, Bill W., wrote on January 1948, from "Tradition Two in The Language of the Heart":

"With respect to its own affairs, the collective conscience of the group will, given time, almost surely demonstrate its perfect dependability. The group conscience will, in the end, prove a far more infallible guide for group affairs than the decision of any individual member, however good or wise he may be."

God is love and love is action. In our two short years as Delegates, we give the conference its due, leaving aside phones and games, taking a break if needed to help you listen with love, tolerance and respect.

The role of the Delegate Chair is to remind the Conference of its spiritual nature, and I have this gavel to use if necessary. Instead, I invite you to read page 37 in our Service Manual, Bill's talk on Leadership: A vital need. Then this gavel will continue to lovingly collect dust.

May we remember this week, not to take ourselves so seriously, but to do our work seriously. Together we will do what any of us could not possibly do alone. Thank You.

"Forget me, but go you and do likewise. Add your own link to our chain. With God's help, forge that chain, well and truly." Dr Bob "A.A. Comes Of Age" pg. 10

Karen O. C., Conference Delegate Chair

Keynote Address

Good Morning. My name is Judith K. and I am a Class A, nonalcoholic Trustee on the General Service Board. I have served on the Board since 2019, but my journey with A.A. really started over sixty years ago, when I worked in the pharmacy at St. Vincent Charity Hospital in Cleveland. There, I became familiar with Sr. Ignatia Gavin, as she walked the halls of the hospital. Among my stops to the various nursing units, I delivered medications to Rosary Hall, the A.A. recovery unit that Sr. Ignatia herself founded.



The experiences at St. Vincent's impacted my life in many ways. When I entered the convent and was asked to consider which ministry I wanted to suggest, I expressed two options: one was as a pharmacist, but the other was as a nurse in Rosary Hall. Well, becoming a pharmacist and five years of chemistry won out on behalf of holy obedience. I later became a health care administrator, serving as President over hospitals and the health system. What followed were several years of being involved in oversight of hospital-based recovery programs. But many years later, in 2015, my path was guided by God, my higher power. That year, the Sisters of Charity of St. Augustine received the 35th millionth copy of the Big Book at the International Convention in Atlanta. It was there that I was first asked to consider serving on the General Service Board by Board Chair, Terry B.

So in 2019 I was elected as one of the seven Class A Trustees. This year, after this conference, I will be rotating off—after six years of service. It does not seem possible. I have loved being able to be of service, to meet the Fellowship at regional forums, attend conventions, participate at Conferences, and to stand side-by-side with our very special members of the General Service Board. I am honored to have served on many committees over these past years, including Finance, Archives, Public Information, Nominating, Corrections, Trip Consultation, the Search Committee for General Manager, Publisher, Compensation, and Orientation. I have been blessed to serve with so many outstanding members of A.A. I have formed lifelong friends. When Diana asked me to present this keynote address, I was humbled and honored.

We now begin this Conference with the theme, "Working Together, Increasing Trust." In this Fellowship, a profound trust exists between all of you. You trust in yourselves, in each other, and in your higher power. You trust your graced journey of sobriety. You trust that in handing your will over to God, your higher power, you will overcome the disease of alcoholism. Over these past six years, I have witnessed you working together and living the spiritual principles. Working together is hard, but so rewarding for achieving and maintaining sobriety. Working together means trusting one another. Working together means placing your needs in the hands of others, and carefully caring for their needs in return. Your care for each other is palpable. I experience it when I attend Board meetings, regional forums, and gatherings. We are responsible. We *together* are responsible for reaching out to the suffering alcoholic.

A.A. has been built upon a history of collaboration and trust. In 1955, Bill W. had significant trust when he believed that the Fellowship was ready to succeed the Founders by forming the Conference. Bill W. and Dr. Bob loved A.A., and were especially aware of the successes they were seeing in people's recovery. They were aware of the importance of loving service, and how collaboration is crucial to sustaining one's own sobriety. This Conference represents the loving service of us all—the Fellowship, Delegates, Trustees, Corporate Members, and the GSO. Together, in common trust, we all share the mission of guarding A.A.'s traditions, directing principal world service affairs, and operating under a forming group conscience.

Achieving group conscience isn't always easy, and it has to come from a basis of trust and respect. Working together to listen to opinions — including minority opinions — takes time. Collaboration, trust, and respect for one another are so evident in the Steps, Traditions, and Concepts in A.A. Each of our conferences is a new oppor-

tunity to listen to each other, to work for and with each other, to deepen our love and improve communications with each other. Group Conscience itself is built on trust as we listen, respect opinions, and work for the common mission — reaching out to the suffering alcoholic — carrying the message. To illustrate this, I like the symbol of the upside-down triangle. As a trustee of the General Service Board, I am comfortable being close to the bottom because I know my role is to support everyone above me. They are the members of the Fellowship who are closest to the suffering alcoholic.

Tradition Two, like all the A.A. Traditions, is also built on trust. It challenges us to place the final authority, even in the A.A. Groups, with one ultimate authority — "as a loving God, as the Higher Power may express himself/herself in our Group Conscience." But in some ways, the spiritual principles lived by our trusted servants are counter-cultural to the current times. For some, that may make it harder to embrace the new life of sobriety. In A.A., the Fellowship primarily cares for the common good over individualism, and a person remains in the program of recovery for a lifetime by giving loving service to each other. There is such motivation to reach out, to share one's story, to connect in a very important relationship as Sponsor to Sponsee.

Our logo for the International Convention in Vancouver shows the theme of *Language of the Heart*. Yes, A.A. is a language of the heart which listens to each other and offers support. As a nonalcoholic trustee, I have been given the gift of seeing you work the twelfth step. I have seen you work hard at your own sobriety. I have seen you reach out to each other, and I have seen how deeply you care about every person in the Fellowship, even with the ups and downs of the relationships we all have as human beings. You are all witness to me in my own life.

A.A. is a community of compassionate, non-judgmental individuals to the suffering alcoholic. We all have many stories of "having been there" to share and assist each other, to remind each other that we are not alone. All are welcome because we have all been there! You are all a witness to me in my own life. All of us can be compassionate and suffer with each other, because we have been there, too. Together, we have worked at carrying the message.



I often think about Sr. Ignatia in heaven looking down on me and saying "Isn't that the scrawny kid who use to deliver stock medications to our Unit?" — And then she entered our congregation? I have said that she is probably laughing on how my higher power has added the gift of A.A. into my life.

And it is a gift that you share too, my friends. You have handed over your ability to recover to a higher power, and trusted that whoever is in that Sacred role for you, will give you grace in remaining sober. You have the strength in unity with one another. You trust in the spiritual principles and trust each other to keep it going—together. Your life depends on it. Your loving service to others makes it so that each individual alcoholic's life depends on it. Your hands, your heart, your love and dedication to each other is what carries the message of A.A. forward. This Fellowship, this Conference makes the future of A.A. go on— and what a blessing that is to all.

Judith K., Class A Trustee

Reports from the General Service Board, AAWS and Grapevine Corporate Boards



GENERAL SERVICE BOARD REPORT

Welcome all to the 75th General Service Conference of Alcoholics Anonymous, with our theme of "Working Together, Increasing Trust". It is exciting to be gathered here as a group to take our turn to "act in the perpetuation and guidance of [A.A.'s] World Services" and to "be the vehicle by which the A.A. movement can express its view upon all matters of vital A.A. policy."

All of your General Service Board is looking forward to the work we will do together in pursuit of that purpose. Personally, I am also looking forward to the inventory process we will undertake together to examine what is in our way of better doing the work with which we are charged as a Conference. I hope we can discuss what steps we might take as a Conference to better do that work.

It has been something of a momentous year for your General Service Board, the Fellowship of Alcoholics Anonymous, and the efforts we collectively pursue to help the still suffering alcoholic find our life saving message.

Principal among the momentous events was the publication of the *Plain Language Big Book*. It is a translation of our Big Book into Plain Language. It is intended to be readable by the average educated member. As most of you have heard, 16,000 copies sold in the first hour. There has been a clear demand for the publication and the reports on its use show it as an effective tool in helping to carry our life saving message to those who might have been otherwise unable to access it. The feedback received has been incredibly heartening.

As importantly, Grapevine celebrated its 80th Anniversary. Our meeting in print has been helping newcomers connect, and long-timers stay connected, for all of those 80 years, bringing personal stories written by members with diverse experiences. A.A. Grapevine continues to be a lifeline for so many alcoholics. Some because they are unable to attend meetings on a regular basis. For others it is simply a wonderful way to be able to access our message through the simple sharing of our experience, strength, and hope. Our meeting in print also provides an important platform for sharing of contemporary stories.

By the time most people read this report, we will have met in Vancouver, BC to celebrate 90 years of Alcoholics Anonymous at the 2025 International Convention. People will have come from all over the world to celebrate both the release from that hopeless state of mind and body,

and the joy found in helping others. The International Convention is the product of the work of many. These include our coordinator Patrick C., the entirety of our General Service Office and Grapevine Office, the AAWS Board, all of our General Service Board, and, of course, our Welcome Committee and nearly 5,000 volunteers.

It has also been a year where there has been a tremendous amount of work done by your General Service Board in carrying out the tasks asked of it by the General Service Conference on behalf of the Fellowship.

Outside of the regular Board weekends, your General Service Board has met as a full board twelve times. Two of these were for orientation sessions, one was a strategic planning and leadership weekend, and one was a communications workshop. The remainder were meetings necessary to try to move forward the vast amount of work on the agenda of the General Service Board.

In addition to meetings of the full Board, the trustees' committees and sub committees met more than 130 times during the course of the last board cycle. As you might imagine, this is neither healthy nor sustainable in the long term. As much as the trustees have some idea of the expectations of them when they stand to serve, it is still a board of volunteers.

The Board also met as part of the three Full Conference sharing sessions that were held on the following topics: The Importance of the Group Conscience; The Integrity of our Conference Process; and Making the Most Effective Use of Our Conference Time. Members of the Board attended three orientation sessions for the Conference Committee Chairs and one for all Area Delegates.

These numbers do not include the meetings of the two corporate boards or any of their committee and subcommittees. It does not include meetings amongst the Chairs of the Boards or with management of our General Service Office or Grapevine Office.

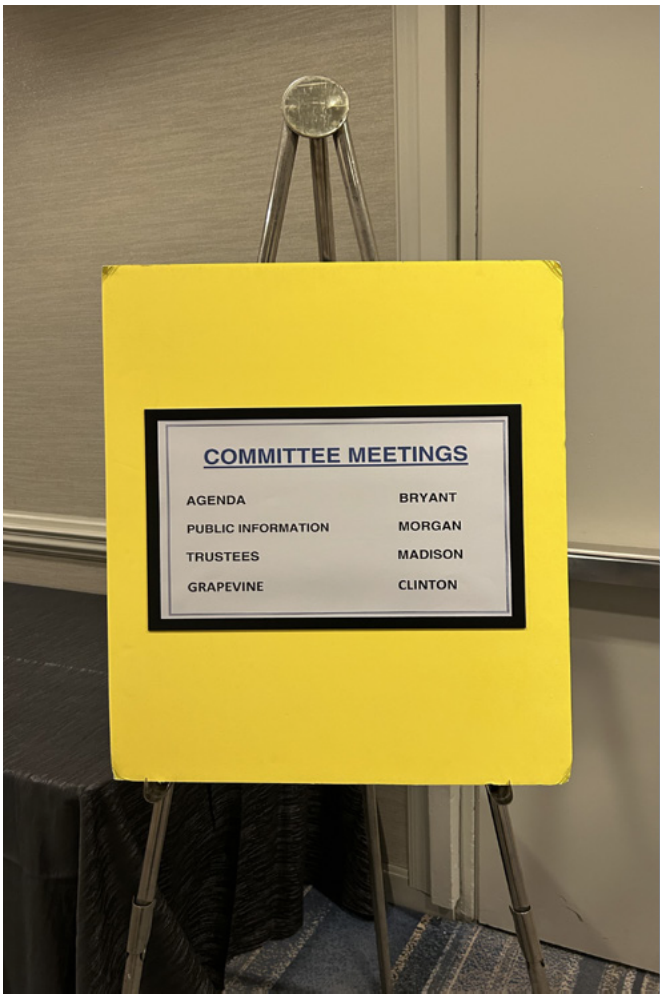
In the course of the Board's work this year, we have finalized and adopted a Whistleblower Policy as required by New York State law, a Confidentiality Policy, and a Code of Conduct. We also developed a procedure for establishing a Compliance Committee to provide a process for dealing with complaints and concerns to be addressed in an objective, impartial way. That committee has been established for both the time up to our Annual General Meeting and for the next Board cycle.

At the 74th General Service Conference, interim Chair Mike L. provided a comprehensive report of the results of the General Service Board inventory conducted pursuant to the Advisory Action passed at the 73rd General Service Conference. He provided a summary of the answers to the questions framed by Area Delegate members of the Conference for the purposes of the inventory. That summary identified three key action areas:

- Holding a Board Retreat to conduct leadership training and strategic planning.
- Implementing a workload management plan to relieve the oversaturated workload placed on the Staff and Boards.
- Creating a cross functional group of Conference members to identify improvements in our communication and reporting between the Boards and the Conference members.

With respect to those items, we are able to report the following actions:

- A Strategic Planning and Leadership AdHoc committee was formed. The purpose of this AdHoc committee, informed by the Board inventory, is to improve communication and trust between the Conference, GSB, and A.A. fellowship. Its focus is on providing training and support to our Board on leadership development, communication, and strategy implementation. To that end, this AdHoc committee took the leadership on three above-noted action items. This AdHoc committee consisted of both trustees and directors. It subsequently formed three working groups to take responsibility for moving forward with each of these individual action items.
- The Board participated in a three-day retreat on the Labour Day weekend. (August 30 – September 1) for a facilitated leadership and strategic planning session. The weekend sessions were designed to enhance individual and collective leadership skills within the General Service Board. Improvements noted by Board members included a better appreciation of different leadership styles and feedback methods, and an enhanced understanding of personal leadership capabilities and interactions with others. The General Service Board continues to practice and integrate these skills into its work, providing ongoing feedback and continued learning.
- Our workload subgroup continues its work. There is also a working group in the General Service Office looking to address workload issues. These two groups will be coordinating their efforts. The challenge in all of these discussions is finding solutions that do not simply shift work from one body to another. One of the things that has been discussed is the need to also examine the amount of work being done at the Conference each year. Not only do the numbers of



advisory actions and committee considerations impact the volume of work of the General Service Board, Corporate Boards, and the offices, but the number of Proposed Agenda Items affects the volume of work for the Conference. The Conference will necessarily be an integral part of a discussion about workload. One of these things the Board has done as an interim measure is to restructure its Board Weekend schedule to allow more planning and discussion time. This will take effect on a trial basis through the next Board cycle.

- The Board met in November for a halfday virtual workshop on the topic of communication with all stakeholders. This included all General Service Board Trustees, Corporate Directors, Grapevine Publisher, GSO GM, and GSO Staff Coordinator. The participants began with an examination of a spreadsheet of all communications coming from the General Service Board, General Service Office, A.A. Grapevine Office, AAWS, and A.A. Grapevine. The current volume of communications is very large. It was surprising to some participants how much is communicated. Part of the objective of the workshop was to orientate participants to the scope, volume, and circulation of current communications in order to consider the effectiveness of the content of the communication. It was an opportunity to explore what may be working and what may not be. There was also an opportunity to consider what the Board may need to do differently in urgent or sensitive circumstances. Part of this discussion was to establish topics to prompt discussion and seek input from the cross functional group that was recommended in the GSB inventory.
- From this workshop, came some initial possible topics for discussion by the cross functional communications group. That communications group was established and consists of four delegates chosen randomly, two trustees, one director, and one staff person. It is set to meet monthly from February 2025 to December 2025.

This cross functional working group will have met a few times prior to this General Service Conference and is conducting its review and discussions with the goal of making a report to the General Service Board by the end of this year to inform the GSB's own work in respect of its inventory.

The Board has also reviewed a significant amount of correspondence on a wide range of topics.

GSB members participated in the Western Canada, Pacific, Eastern Canada, and South East Regional Forums. Each was a wonderful opportunity for our GSB, GSO, and Grapevine to engage with the fellowship and exchange experiences.

We will experience the rotation of eight Trustees from our Board after this Conference, so we will lose a significant amount of experience. But as is always the case for service in A.A., we are excited for the experience to serve the fellowship that those who join us will have.

As we come together for this 75th General Service Conference, to do the work that will help the still suffering alcoholic find our life saving message and return to a life of happy, whole, usefulness, I am reminded of this quote from George Bernard Shaw:

"This is the true joy in life, being used for a purpose recognized by yourself as a mighty one. Being a force of nature instead of a feverish, selfish little clod of ailments and grievances complaining that the world will not devote itself to making you happy. I am of the opinion that my life belongs to the whole community, and as long as I live, it is my privilege to do for it whatever I can. I want to be thoroughly used up when I die, for the harder I work, the more I live. I rejoice in life for its own sake. Life is no "brief candle" to me; it is sort of a splendid torch which I've got to hold

up for the moment, and I want to make it burn as brightly as possible before handing it on to future generations."

For some of you, this is your first Conference, for others it is your final Conference, but whichever it may be, this is the moment for all of us to come together to light the path to sobriety for others. Not only are we able to help the still suffering alcoholic find a path to recovery, but we are also able to show all those who may be observing our actions, or hearing of the actions and activities of this Conference, what it is to truly be of service to others.

Scott H., Chair

ALCOHOLICS ANONYMOUS WORLD SERVICES, INC. CORPORATE REPORT

I am humbled to stand before you with the responsibility of reporting on the activities of Alcoholics Anonymous World Services, Inc. (AAWS) over the last year.

AAWS is a not-for-profit corporation whose nine-director board meets at least eight times a year to execute its responsibilities.

AAWS is one of the two affiliate corporations, alongside AA Grapevine. We are charged with maintenance of active world services for the Fellowship of Alcoholics Anonymous. The Trustees of the General Service Board (GSB) are the members of the corporation, and they exercise their custodial oversight role by electing the directors as outlined in Concept VIII. The members also have the authority over the bylaws, certificate of incorporation and budget, as stated in the bylaws all other responsibilities are the obligation of the AAWS Board of Directors which includes two General Service Trustees, two Regional Trustees, three Non-Trustee Directors, the General Service Office (GSO) General Manager and the GSO Staff Coordinator.

The AAWS Board implements General Service Conference (GSC) and GSB actions, addresses reprint permissions, considers copyright concerns legal or policy requirements. We oversee GSO, our "headquarters", the hub of our services and support operations.

Much of the work of the AAWS Board takes place between board meetings through our committees, subcommittees and ad hoc committees. The office was able to pull some data out of On Board (our board management software) for me, and from February 2024 to February 2025 there were 168 meetings and 1750 documents that your AAWS Board has engaged in to fulfil its service responsibilities.

It is here that I must pause and recognize the employees of our GSO who make it all happen. These 90 employees include the 13 "GSO Staff", our Tradition Eight Special Workers, and another 77 employees comprised of both nonalcoholics and alcoholics. These are a dedicated, hard-working, highly skilled group of people who bring to life the Concept XI statement that "Because of the exceptional dedication of our people, a degree of harmony and effectiveness prevails".

The General Service Office serves all A.A. groups in the United States and Canada. GSO also offers services to A.A. internationally, especially in countries where there is no service structure. This was particularly busy this year with the World Service Meeting hosted by our structure.

In 2024, across the Front Desk, Member Services, GSO Staff Services and the Mail Room team they have responded to approximately 20,000 phone calls, 186,000 emails, and processed 41,000 pieces of mail. GSO welcomed 1693 visitors in 2024. These numbers don't include the other departments.

I will take this opportunity to emphasize some of the ways we maintain our accountability to the Fellowship as outlined in our Concepts. During the year between the annual meetings of the GSC, AAWS collaborates with the Trustees Finance and Budgetary Committee (TFBC) on the Quarterly Financial Reports (QFR), the Staff assignments provide Activity Updates, AAWS Highlights are distributed after each meeting, and AAWS Board Reports are provided to the GSB at each meeting, and these are then summarized in the GSO Quarterly Report. *Box 4-5-9* remains a staple in our communications. Of course, there are other communications sent to Conference Members, other trusted servants or circulated to the Fellowship as needed.

I encourage you to carefully review the reports that are provided by each GSO Staff Member, and each of the GSO Departments, these describe their work over the last year. These reports are provided to Conference Members annually and then summarized for inclusion in the Final Conference Report, which is, in essence, the "Annual Report" on the overall year around activities of our US and Canada service structure to the Fellowship we serve. That is why all of that information along with the reports from AA Grapevine, the GSB and the Trustees Committees are included in the Final Conference Report alongside the audited financials. Viewed together this provides an informed understanding of the impact of the Seventh Tradition contributions made by groups and members and our shared efforts to stretch the A.A. dollar.

I cannot do justice to the staggering amount of work completed to fulfil our Primary Purpose and to support our services in the time available, and don't want to repeat too

much of what has already been reported to you through these ongoing channels of communication, so, I will use this time to focus on some key areas of interest and highlight topics I have received questions about.

Our GSO Archives is so much more than our valued history. Archives is also responsible for documenting the new history we make each time our committees, boards and Conference meet. Archives provides the material needed to our trusted servants so that they can make informed decisions by considering the past along with the immediate future, and the more distant future as suggested in Concept IX. The work we do here together this week will become tomorrow's A.A. history.

Approximately 308 new physical items were added to the Archives, the majority consisting of AAWS products and approximately 22 items from member donors. One recent and uniquely interesting donation was a wire recording of Bill W. speaking at an event in Colorado in 1951. They are in the process of finding a vendor to digitize the recording.

The Internal Audit Committee (IAC) was born of increased requirements under the not-for-profit act, and the AAWS Board formed an Internal Audit Committee in 2017. The committee began with ensuring that the needed policies such as whistleblower policies and conflict of interest were in place. In the time since the Internal Audit Committee has developed annual reviews of the key areas of human resources, finance, management, and directors. Reviews are based on a RACI model, noting who is Responsible, Accountable, Consulted and Informed and then verifies that the needed actions have occurred.

Examples of work through IAC this year include:

To align with required policies and the Code of Conduct, all AAWS Board Directors will undergo annual anti-harassment and anti-discrimination training. The GSB is also invited and encouraged to participate as it fits nicely with the work the GSB has done recently. Essentially this aligns with A.A. principles such as unity, the right of participation, the right to voice grievances without fear of reprisal.

We adopted a policy for appropriate usage of artificial intelligence (AI). The policy sets parameters such as not using AI tools where sensitive identifiable personal information is involved, the need for accuracy checking and regular reviews of this policy due to the evolving nature of this technology. AI functionality is embedded in many platforms we use every day and these include live captions, editing tools, translation tools, navigation and travel apps, built in technology on smart phones, and meeting transcription.



The AAWS Board is responsible for overseeing internal controls and external reporting. The finance review includes confirmation that all requirements are being met in areas such as contracting practices, accounting and reporting policies, financial records retention, compensation practices, and timely completion of IRS 990s and other filings.

The AAWS Nominating Committee had a busy year with four positions to fill, recommendations were made to fill the four vacancies that will occur after this Conference.

The slate includes the addition of:

Charlie H., *Regional Trustee Director*
John W., *General Service Trustee Director*
Julie C., *Non-Trustee Director*
Matt K., *Non-Trustee Director*

We were thrilled to receive 97 resumes for the two non-trustee director positions. As Bill W stated in the Concept IX Leadership Essay "We have an abundance of men and women whose dedication, stability, vision, and special skills make them capable of dealing with every possible service assignment. We have only to seek these folks out and trust them to serve us."

Rotation is always bittersweet, we thank Deb K., Reilly K. and Vera F. for all that they have done and their service on the AAWS Board. It is, of course, a gift to serve, but there is also sacrifice and on behalf of us all I thank you all for your dedicated service; Reilly (2 years), Vera (4 years) and Deb (8 years).

The Technology/Communication/Services (TCS) committee works to improve services and enhance communication with the Fellowship. In 1960, Bill W. said "Nothing matters more to A.A.'s future welfare than the manner in which we use the colossus of modern communication. Used unselfishly and well, it can produce results surpassing our present imagination." The current technology in use to support our services and communications to fulfil our primary purpose would certainly surpass even Bill's imagination.

TCS Committee receives reports on the Website, Meeting Guide App, YouTube, Google Ads, Online Business Listings and Podcast. These are reviewed by AAWS and then shared with the Trustees PI Committee. The same for the LinkedIn report with the Trustees CPC Committee. This information is then shared with the corresponding Conference Committees, closing the loop and reporting up the triangle. The work on evolving our analytics is ongoing.

A 2024 cyber security review included updates on the completion of necessary work to ensure that AAWS systems and data are sufficiently protected. The technical terms speak of privacy and security, but what we are really looking at is preventing data loss (our archives and our history), secure payment processing (online store, online contributions), and taking care to protect the anonymity of A.A. members (group records).

After first being discussed in 2019, the GSO podcast "Our Primary Purpose" launched January 14, 2025. This initiative marks an exciting step forward in our efforts to reach and engage members using audio, allowing us to share information with the growing proportion of our members who prefer this format to our more traditional newsletters and websites.

Enhancement to the online contributions reporting system was successfully implemented. As a result, 7th Tradition group contributions made online through a member's account are now correctly reported as "group" contributions when indicated. The needed fix here presented an opportunity to shift to a web portal for the sharing of this information, increasing ease of access to this information. A group consisting of DCMs, Delegates, Directors, Trustees and folks from the tech services and finance departments reviewed the portal together and provided feedback on how to make it most effective prior to the launch.

The Member Services team did an outstanding job of completing Phase III of the Data Integrity Project. They contacted 1,096 trusted servants who have email address issues or have opted out of communications related to their service position and 623 resubscribed, 194 wished to remain unsubscribed, the rest did not respond despite multiple attempts.

Work began in 2022 on an in-depth review of Service Material Procedures, defining processes, roles and responsibilities. The resulting booklet was adopted as AAWS Board policy in 2024.

Where at one time we focused on listings in the local phone books, today if those who still suffer are going to find Alcoholics Anonymous in the sea of information available, we must leverage technology. I think of the responsibility declaration, and today the hand that reaches out for help is holding a smartphone or using a keyboard in many cases. It has become essential to fulfil our primary purpose to ensure that those who need and want what we have can find us where they are looking for help with their problem with alcohol.

Here is some of what is being done to meet those needs:

Search Engine Optimization (SEO) and metadata: Collaboration with Publishing and Language Services to create, translate, and apply descriptive language for all literature and media assets continues.

Website Management: A new and improved "What's New" page was released in early December. This updated version brings a modern look and enhanced functionality, such as sort, search, and categories. The team is evaluating options for providing accessibility and search for improvements within the approved budget.

Meeting Guide App: In November App version 4.2.51 was released. This version included some minor bug fixes and a new, often requested, "Share the App" feature.

YouTube: The release of weekly content continues with additional Military audios and upcoming Young People's videos. Application of timestamps on the ASL Big Book videos are completed through Dr. Bob's Nightmare and development of timestamps for the ASL 12 x 12 is underway. Planning for 2025 will include scheduling work to prepare Podcast and Access to A.A. videos among other forthcoming content.

Box 4-5-9 and *About A.A.* newsletters remain staples of our communications. We are doing preliminary work

with our website vendor on developing a mobile-friendly version of *Box 4-5-9*.

A TCS subcommittee was formed to look at the workload and structure of the TCS committee. Following several discussions and consultations with TCS committee members and the AAWS Board, the subcommittee presented a recommendation that the TCS committee be split into two separate committees. This will result in Communications and Language Services in one committee and Services and Technology in another. In our discussions it was felt that the tight connection between technology and our services should be emphasized, and we recognized the need for continued close alignment between communications and language services. Workload is always a concern, as is effectiveness. We anticipate these pairings to improve our effectiveness, resulting in a better managed workload.

There is a working group in the General Service Office developing procedures and proposed policies pertaining to Language Services. For this year, the AAWS Board formed an Interim Language Services committee which is working to provide governance and policy development, support to the department, and foster communication with the GSB on needs and opportunities. In July and September, we reviewed the timelines and processes for Conference materials and forwarded that to the Trustees General Service Conference Committee. We reviewed the timelines and processes related to the Publishing Department and discussed Communications. For pamphlets/service material — within 6 months (some more quickly pending overall translation workload), digital first, languages 'as available' ie: English not held until other languages available. Newsletters and key communications — simultaneous English, French and Spanish.

Between June and mid-December 2024, the Language Services Department handled 803 language requests. The largest number of requests came from Publishing (241), Communications Services (145), World Service Meeting (115), and Conference (61 not including Conference background material). The team expanded the use of technology resulting in estimated savings of $4,470.

We received a draft to review with revisions to the service material "Safety and A.A.: Our Common Welfare". A Staff committee has been working on this since the 73rd GSC when the Conference Committee on Corrections made the following Consideration: "The committee discussed the 2021 and 2022 versions of the service piece "Safety and A.A.: Our Common Welfare" and concluded that the service piece is a necessary and useful tool for A.A. groups. The committee suggested revisions to be considered for inclusion in the next printing of the service piece." A lengthy process of reviewing the suggestions from the Conference Corrections Committee and compiling shared experience has taken place. The AAWS board understands both the need for this material and the difficulty with the subject matter, particularly where it addresses safety matters related to "Identification, Belonging and Participation in A.A.". The AAWS Board offered feedback and after further edits the final draft will be shared with the GSB prior to distribution. The Staff have expressed a significant need, along with some urgency, to facilitate their ability to respond to the calls and emails GSO is receiving.

The Publishing Committee oversees AAWS's licensing and publishing activities, including recommending initial pricing for all A.A. literature. They also track the progress of international translations and literature production.

The publication of the *Plain Language Big Book* was the standout moment for the Publishing Committee. The committee and the board deliberated on cover design, appropriate quantities for the first printing, and on pricing. Mechanisms were put in place to preserve stock for Intergroups, Central Offices and other A.A. entities, flagging all large orders for manual review. Demand exceeded expectations and the initial printing of 72,500 sold out in just two weeks. Reports from those using the book and about its reception in correctional facilities have been particularly heartwarming. Other notable literature pieces reviewed and priced by the Publishing Committee include *Black in A.A.*, the Literature Committee Workbook, the updated video *Markings on the Journey,* and the *A.A. Service Manual*. *Reflexiones Diarias* is available in large print format because of a committee consideration from 74th GSC literature committee. After many supply chain issues backorder clean-up was completed, and due to the high volume of work a new method of editorial project tracking was implemented.

The Finance Committee reviews and approves AAWS financial reports, and prepares the annual budget, and the mid-year reforecast budget for consideration by the Trustees Finance and Budgetary Committee and approval by the GSB. Additionally, the committee approves literature price changes.

The AAWS Board began the 2025 budget proposal process in September of 2024 with financial strategic planning discussions. The CFO worked with the office to develop a draft budget. The draft budget was carefully reviewed by the AAWS Board and shared with the Trustees Finance

and Budgetary Committee (TFBC) in a consultative process that resulted in several iterations of the draft budget. Version 5.1 was forwarded to TFBC for consideration at the Q1 General Service Board (GSB) meeting. This was accepted and recommended to the GSB, with some additional changes to reflect actions taken by other Trustees Committees (for example: Regional Forums add virtual components, changes to the Conference budget).

You have received the Quarterly Financial Report for year-end 2024, and the 2025 budgets, and the GSB Treasurer will give a detailed financial report.

I will emphasize a few points:

- For 2024 Contributions exceeded budget by 7%, Net Literature Sales were 10% less than budget, Operating Expenses were 0.6% under budget, resulting in an Operating Surplus of $996K which exceeded budget.
- For 2025 revenue projections are conservative with 2025 Contributions projected to be $11M (a little less than 2024), amount of $11.25M and Gross Literature Sales are budgeted at $16M, a modest increase over the 2024 actual sales of $14.5M due to new items and a full year of Plain Language Big Book, the new A.A. Service Manual and a few other items from late 2024 that we will see in 2025 (the literature budget does not anticipate sales items not previously approved). The Operating Surplus budget is $574K.
- We continue to defer projects where possible, this year in the amount of $547K.



I refer to the operating surplus (or deficit) as that is a number that reflects the current year's revenues, less costs of goods sold, and less expenses. This offers simplicity and clarity and is a good measure of results.

The impact of accounting line items such as amortization and depreciation and fluctuations due to the pension fund values matter in determining our overall standing and can be seen on the financial statements and will be fully reported by the GSB Treasurer.

The Self-Support Subcommittee suggests, creates and reviews self-support materials and methods of communication to engage the Fellowship in our Seventh Tradition on behalf of the General Service Board. By group conscience of the AAWS Board we invite a Director from the AA Grapevine Board to participate.

We are introducing the use of self-support infographics in *Box 4-5-9* as a creative and impactful way to showcase A.A.'s diverse activities. These visually engaging tools will help convey important messages in a more accessible format. Looking ahead, we plan to expand these infographics to aa.org and service literature, amplifying their reach and reinforcing their value as a resource for members and groups. We are implementing scheduled updates to the Contributions/Self-Support page on aa.org. These updates will be guided by member feedback, ensuring the inclusion of content that is relevant, practical, and aligned with members' interests and needs. By doing so, we aim to create a more dynamic and engaging platform for timely sharing of financial information.

International Convention 2025: The AAWS Board, through its Finance Committee, oversees budget and financial reporting for the International Convention. As of the March AAWS Meeting registration is on track compared to prior conventions at this timeline, ahead of Toronto 2005, in line with Detroit 2020 and behind San Antonio 2010, and Atlanta 2015 (which was expected). It was reported that the hotel room block is full, but there remains availability in the private and semi-private dorm rooms, market rate hotels and app-based options. It promises to be an exciting event where A.A. members from all over the world come together to celebrate 90 Years of A.A., with the theme of Language of the Heart.

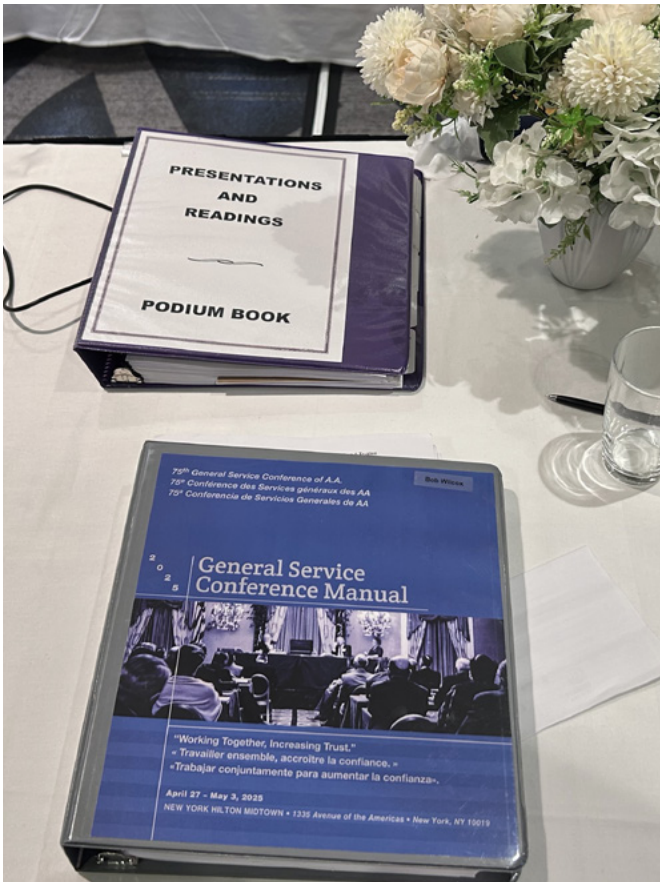
For many years, intellectual property, copyrights and licensing were carried out within our Publishing Department. These are spiritual assets to our Fellowship and therefore of great importance to the long-term future of A.A. In 2022, the office with support of the AAWS Board created a separate department to allow for more oversight of such vital services.

Overall, we are very excited and enthusiastic that the intended outcome of reorganizing this service is now a reality and has improved our ability to respond to the world-wide needs for translation of our literature to ensure that our life saving message is available and consistent.

At one time there was a backlog of over 3,000 inquiries and now requests and inquiries from A.A. structures around the world have remained current (response within 45 days) for more nearly two years, affirming the new processes and technology we put into place.

Also in the past year, we have been able to bring forth several new translation requests and begin working toward bringing them to fruition, they include: the "Big Book" in Hattian Creole and Kinyarwanda; and "How it Works" as well as the pamphlet "This is A.A." in Karen, Bambara and Somali.

In collaboration with the AAWS ad-hoc committee on Intellectual Property / Copyrights & Licensing, the office has formulated policies and standards around these functions and developed procedures to ensure that they are adhered to and reported to the AAWS Board.



Over the last year, we have been proactively addressing problematic websites and apps that misuse the A.A. name. These cause a lot of confusion as to what A.A. is and what it isn't. We have heard of many instances where someone thought they were dealing with Alcoholics Anonymous, but they were not. We have been applying what we learned from the successful claim of the alcoholicsanonymous.com web domain. This reporting is now a standing item on the AAWS agenda and information is carried forward to the General Service Board.

As a result, the office is working closely with our legal counsel and is taking a direct and standard approach to requesting these problematic websites and apps to cease the use of our name. We are also formulating public information communications that identify our website, Meeting Guide App and other public facing mediums distinguishing them from these problematic sites and apps, it is our hope this this communication is also helpful to all of you in addressing questions and concerns as they arise.

We also spent significant time on Intellectual Property and Copyright. We've determined just over 1,500 copyrights of our literature. Further to this research, we have also determined that we hold 56 various trademarks and 150 web domain names.

AAWS shares with Intergroups and Central Offices throughout the year. The Group Services assignment is the point of contact, and the AAWS Chair and AAWS Treasurer participate in Quarterly Meetings and the annual ICOAA Seminar. Communication and sharing information with all of the Intergroups and Central Offices is very important as our decisions and actions impact their operations. This has been an unexpected highlight of my service as AAWS Chair, and I am going to miss frequent contact with these front-line special workers. I have deep respect for the primary purpose work carried out at the local level, and as AAWS Chair I must acknowledge our gratitude to these offices as the largest "customers" of AAWS literature and the means by which many who are seeking help access our message.

Now, for what I think is the most important part of our AAWS Board report to you this year.

AAWS Strategic Planning: The AAWS Board met for four hours on Friday, September 6 and for five hours on Thursday December 12 in strategic planning sessions to focus on two priority areas, finance/budget and communications.

The communications portion centered on improving communications in three broad areas: within the AAWS Board itself; with the two other boards and the General Service Office; and with the Fellowship. This discussion is ongoing and aligned with work in progress with the GSB and the Cross Functional Communications Group.

As you know the financial planning for AAWS is both influenced and directed by needs and decisions of the General Service Conference and the General Service Board. While we cannot plan for all variables, we did consider some possibilities.

We noted the importance of advancing financial planning discussions to the conference level, engaging with the General Service Board, and potentially utilizing regional forums for discussion as well as being critical steps to ensure openness, consistency, and participation in financial communication. All these efforts aim to support maintaining accountability and fostering a broader understanding of financial stewardship within A.A.

As noted in Concept IX "We must think about our service needs as they relate to general economic conditions, group capability, and willingness to contribute. On many such problems often we must try to think months and years ahead." Concept XI states that in the Trustees Finance and Budgetary Committee "All should be realists, and a pessimist or two can be useful" and goes on to say, "The safe course will usually lie midway between reckless budget-slashing and impudent spending." We must seek balance and take care to avoid making decisions that look good for the current year but fail to ensure that needed investments are made in the tools that we rely on for communications and operations of our services or result in higher costs later.

Any plan is subject to change pending Advisory Actions of the General Service Conference, therefore traditional strategic planning is not well suited to the consolidated AAWS/GSB services and budgeting. However, we do continuously plan and make estimates for our future, reevaluating along the way.

Expenses: To a large degree we communicate and provide the resources needed to support 12th Step work using technology. Many of the actions requested by those we serve require technological resources to deliver, and due to the nature of technology ongoing maintenance and development are needed. Translation requests have continued to increase, and we must either limit the extent of translations or increase resources to fulfil the requests, study of this is in progress both in GSO and on the AAWS Board. Basic operating expenses and publishing materials are subject to inflation, this is closely watched.

Revenue: We considered potential new revenue from new literature items including *Fourth Edition Alcohólicos Anónimos* (Spanish Language Big Book), *Fifth Edition Alcoholics Anonymous* (English Language Big Book), and factored in a full year of the *Plain Language Big Book*. Other revenue numbers were left flat to current levels to highlight where there may be shortfalls if there are no other changes.

Overall, emphasis was placed on the need for continued effective financial management and ongoing focus on the reserve fund. We discussed conducting annual reviews of literature pricing, taking care to ensure timely alignment of pricing with costs. We discussed the importance of advancing discussions to the Conference level, engaging with the General Service Board, and potentially utilizing Regional Forums for discussion opportunities. We seek to use all available avenues to ensure openness, consistency, and participation; to support maintaining accountability and foster a broader understanding of financial stewardship within A.A. while meeting the Fellowships' needs.

So what are the numbers? At our December strategic planning we worked through a discussion tool and considered options and impacts. This will form a basis for ongoing discussions where we consider what is needed as decisions are made. (See Chart pg. 18)

After these discussions in 2024, at its March 2025 strategic planning the AAWS board dedicated the entire session to the theme "The new financial reality facing our spiritual movement."

There were four topic areas discussed:

- Developing a strategic framework for systematic literature pricing increases.
- Evaluating the impact of individual contributions on group authority: Assessing the balance of the 'Power of the Purse'.
- Encouraging 7th Tradition participation through effective communication.
- The Reserve Fund.

The discussions were rich and productive. An immediate result was the board's adoption of a new literature price review policy, as well as the decision to create a new service piece focused on self support throughout the A.A. structure.

The literature price review policy to ensure prompt response to changes in costs of goods sold, trends in unit sales, projected new items. The policy notes that contri-

AAWS STRATEGIC PLANNING DISCUSSION TOOL

	2025	2026	2027	2028
REVENUE Based on no change to Contributions or baseline literature revenues, included projections for the 2025 IC Convention Souvenir Book, the 5th Edition Big Book, and the 4th Edition of Alcohólicos Anónimos	$20,523,275	$22,748,350	$21,410,950	$19,848,800
OPERATING EXPENSES (Based on current state plus inflation)	$19,306,756	$20,353,915	$21,190,500	$22,251,100
YEAR 1 INCLUDED IN 2025 BUDGET				
Other financial needs /opportunities				
GSO Retrofit for square footage reduction	$2,030,000	$0	$0	$0
Technology (security and hardware)	$180,272	$35,000	$0	$0
Publishing (digital publishing)	$40,000	$20,000	$0	$0
Communications (digital publishing and website)	$62,500	$20,000	$0	$0
YEAR 2 POSSIBILITIES				
Technology (AAWS App, hardware, analytics)	–	$932,000	$0	$0
Publishing (ASL/LSQ, audio versions)	–	$250,000	$100,000	$100,000
Communications (website, international data map)	–	$50,000	$0	$0
Public Information (paid PSA placement)	–	$50,000	$0	$0
YEAR 3 POSSIBILITIES				
Technology (hardware, security)	–	–	$54,000	–
Publishing	–	–	$150,000	$150,000
YEAR 4 POSSIBILITIES				
Technology (hardware)	–	–	–	80,000
Possible Financial Commitments	$2,312,772	$1,357,000	$304,000	$330,000
Possible Expenses before La Viña Support	$21,619,528	$21,710,915	$21,494,500	$22,581,100
La Viña Support (based on current state)	$455,626	$455,626	$455,626	$455,626
GRAND TOTAL	**$22,075,154**	**$22,166,541**	**$21,950,126**	**$23,036,726**
Possible Surplus/(Deficit) If No Changes	($1,551,879)	$581,809	($539,176)	($3,187,926)
Impact on Reserve Fund Balance beginning of year based on possible outcomes	$11,915,000	$10,987,663	$11,804,424	$11,298,760
Impact on Reserve Fund Balance end of year based on possible outcomes	$10,987,663	$11,804,424	$11,298,760	$7,936,863

butions are intended to cover the costs to provide services, and any shortfall is necessarily offset by literature revenues, reference to A.A. Comes Of Age, Pg 204 "...group contributions could pay the general office expenses. If these were insufficient, the reserve accumulated out of literature sales could meet the deficit."

Noted in the policy are that:

Greater participation in our 7th Tradition reduces the need for literature revenue and impacts pricing decisions. Smaller increases on regular cycles are preferable to large periodic increases to minimize hardship or disruption for members and service entities. Sufficient notice to Intergroups and Central Offices is an imperative (minimum 40 days).

When reserve fund levels are low literature prices may increase to preserve or increase the reserve fund balance, and when reserve fund levels are high literature prices may hold or even decrease to ensure the maximum balance of the reserve fund set by the General Service Conference is not exceeded.

Concept XII, Warranty Two, Excerpt "In about half of the last twenty years, A.A. group contributions have failed to

meet our world needs. But the Reserve Fund, constantly renewed by book sales, has been able to meet these deficits — and save money besides. What this has meant in the lives of uncounted alcoholics who might never have reached us had our services been weak or nonexistent, no one can guess. Financial prudence has paid off in lives saved."

The AAWS Board will continue developing other key ideas that were generated when we meet in June and through our regular committee work. Stay tuned.

That concludes my report, if my practice timing worked out right, we should have about 20 minutes left for questions. Thank you for your patience, your trust and for the incredible opportunity to serve as your AAWS chair. I thank the board for its work over the last 12 months, and GSO staff and employees for their dedication and care. I am humbled by being witness to what is possible when we work together. The compelling love that secures A.A.'s unity has been evident is all along the way. You have my gratitude for my life, and for the lives of those to come.

Carolyn W., Chair

AA GRAPEVINE, INC.

Hello everyone, my name is Joyce and I'm an alcoholic. I serve as the Eastern Canada Regional Trustee, and this past year I served as Board Chair for AA Grapevine. I am proud to tell you this morning about all the wonderful ways that Grapevine and La Viña help groups and members carry the A.A. message of recovery from alcoholism.

First a brief history. Six members of A.A. created the Grapevine in a New York apartment. With Bill W.'s blessing they published the first issue in June of 1944, nine years after the founding of Alcoholics Anonymous. That's the original Grapevine pictured.

Bill became a great advocate for Grapevine and in 1946 described his vision for the magazine in a letter to attorney Royal Shepard about the articles of incorporation for Grapevine. In the letter Bill said, "The Grapevine should become the Voice of A.A. as a whole." Bill wrote approximately 115 articles in the Grapevine, including the original articles on each of the Twelve Traditions. All these articles can be found in the book "Language of the Heart."

The A.A. Preamble first appeared in the June 1947 issue of Grapevine. It was written by the Editor at the time, and he borrowed phrasing from the original foreword to the Big Book.

In 1991 the Conference supported the idea of publishing Spanish-language articles in Grapevine. Then in 1995, the General Service Conference endorsed the idea of a Spanish-language edition of Grapevine and asked the General Service Board to undertake the financing of this project. Grapevine published the first bimonthly edition of La Viña in 1996.

Our magazines are available online through the Grapevine and La Viña websites. During the pandemic in 2020, with practically all live meetings shut down, the Grapevine Board approved giving temporary free access to the magazines through our websites.



We've expanded our digital publishing tremendously over the past several years. In 2017 we started our YouTube Channel. In 2021, at the request of the Conference, we opened Instagram accounts for Grapevine and La Viña and premiered The AA Grapevine Half-Hour Variety Hour podcast. The Grapevine and La Viña apps launched in September of 2023. I'll talk about all these in more detail.

Our magazines are where everything begins. At their core you find member-to-member sharing of experience, strength and hope, with timely and fresh stories from our diverse membership in each issue, along with news and events. The magazines really are "our meetings in print" — each one starts with the Preamble, ends with the Serenity Prayer. The magazines even have the shades! Grapevine and La Viña magazines are our flagships, now and in the future.

Grapevine and La Viña magazines are now available in print, online through our websites, and through the apps. We saw substantial growth in subscriptions for Grapevine in 2024. Grapevine subscriptions in 2023 averaged 54,569, compared to 2024 when we averaged 59,189 — an 8.5% increase. La Viña average subscriptions in 2024 were 7,492, compared to 2023 when we were at 6,392 — that's a 17% increase.

We're seeing growth in a declining magazine industry, even though our potential customers prefer to remain anonymous. We rely on subscriptions and book sales, because we take no advertising or direct contributions.

Grapevine and La Viña also publish a library of books, about 45 in total. Our books are topical collections of stories originally published in the magazines with topics such as *A.A. in the Military, Fun in Sobriety,* and *Getting Through Tough Times*. We also have a popular *Daily Quote* book and collections of cartoons.

Recently we published a line of greeting cards using cartoons from Grapevine and La Viña, and you'll find samples in your package from Grapevine. The cards will also be available through local offices and on our online stores.

Our digital outreach to the A.A. fellowship has exploded over the past decade. Our beautiful websites provide not only the magazines, but also the archives of every story that's appeared in the magazines; the Daily Quotes; our stores for subscriptions, books and other products; the podcast, and ways to get involved in service. On social media we have a strong presence on Instagram and YouTube. Our podcast continues to reach thousands of members each week. We topped one million downloads of the podcast at the end of 2023. The apps are on tens of thousands of smart phones.

Grapevine and La Viña Instagram accounts provide history, inspiration, announcements of events and new products and services, and lots of humor. We now have 13,481 followers on Grapevine and 1,910 on La Viña. Over last month, of the 67,833 impressions on Grapevine, 5.4% were non-followers. On La Viña 8.7% of the 18,100 impressions were non-followers. This means that with Instagram we not only reach A.A. members, but also potential A.A. members who might benefit from our program of recovery, and we always try to show A.A. in an attractive light.

The Grapevine and La Viña YouTube channel's subscribers grew by 16% last year. Views were up 27%. We added the podcast to YouTube, and we added several new playlists including *Young People in A.A.*, *Sober Women,* and the Spanish-language *The Family and A.A.* We also worked with the Deaf community to create and publish videos of Deaf A.A. member stories in American Sign Language.

Last Spring we worked with a grassroots committee to bring Deaf members' stories in ASL to our YouTube channel. A.A. member's stories are relayed by non-member signers. These videos are created by Deaf A.A. members for Deaf A.A. members and do not include captions or voice over. We do provide a transcript for interested hearing A.A. members. To date these videos have over 6,000 views. There's also an informational video about the International Convention in Vancouver in ASL on the playlist.

Grapevine and La Viña member's stories are available on tablets inside correctional facilities. We keep adding e-books and audio books for A.A. members on the inside. Audio is particularly popular. We added the Grapevine podcast in 2024 as well.

The *Carry the Message* Project allows A.A. members to provide Grapevine and La Viña subscriptions to other members who cannot afford a subscription on their own. These folks include persons in custody, hospital patients, and loners who are unable to leave their home. Contributions from members to the *Carry the Message* project help us provide the subscriptions. In 2024 we received 1,383 contributions and we fulfilled 1,472 subscriptions of both Grapevine and La Viña magazines.

A.A. members can keep up with everything Grapevine and La Viña by subscribing to our free digital communications. The Daily Quote and ride-along news keep members inspired and informed. Our newsletters keep members up to date on all the products and services from Grapevine and La Viña — and how our representatives can help groups do twelve-step work using the magazines. Our web exclusives provide free articles so members

can experience and share the full benefit of our articles before subscribing.

The *AA Grapevine Half-Hour Variety Hour* podcast launched in October of 2021. In seven seasons we've produced over 180 episodes with over 1,066,000 downloads of the program. We average 6,100 listens a week and near 25,000 per month. We get lots of feedback from listeners, both praise and suggestions.

Here's one of our favorite letters from a listener, from November 2024:

"Hi Don, Olis, Sam, and everyone who contributes to the podcast,

I just wanted to reach out and thank you all for the weekly Grapevine Half-Hour Variety show. I'm almost two years sober now, and I was introduced to Grapevine early in my recovery. I started with a subscription and soon became a regular podcast listener. Every Monday evening, I listen as I walk my dog, and it's something I look forward to all week.

The insights you all share, along with the guests' stories, have taught me so much. It's also opened my eyes to the broader A.A. community, which has helped me feel even more connected to the program. I'm now the Grapevine rep for my home group. On Halloween, I even wore a grape costume and handed out candy bags with QR codes for the Grapevine app. If you'd have told me I'd be doing that when I first came through the doors, I would've asked what drugs you were on and wanted some myself!

Your show makes recovery fun, and I learn something new every week. Just wanted to take a few minutes to share my gratitude.

Thanks again for everything you do!

Best, Roman"

The Apps continue to help more and more A.A. members. At the end of 2024 subscribers with full access to the Grapevine apps totaled 14,142, and for La Viña 486. Our digital subscriptions — apps, online and complete — give subscribers not only access to the latest magazine, but to every article ever published in the magazine. Members can also listen to the articles of the latest magazines and play the magazine audio as a playlist. The apps also include the daily quote, a sobriety calculator, and a spiritual maintenance checklist. *Everything AA Grapevine and AA La Viña* can be found on the apps, including the podcast, the YouTube channel, the stores, and service materials. Everything Grapevine, always with you, on your smartphone.

Here's a fun fact. In February the Grapevine App was a solid Number 68 on the Apple Top 200 Magazine and Newspaper App Charts. Our little magazine is ahead of well-known titles such as Newsweek and Bon Appetit. The chart reflects a combination of downloads, subscriptions and user activity.

So, who does all this? Our small staff at the AA Grapevine, Inc. This year we went from 15 employees down to 12. Our current staff members include:

Chris C., *Publisher*
Jon W., *Editor-in-Chief*
Donna C., *Controller*
Paola M. *Editor of La Viña*
Jonathan S., *Production Manager*
Niurka M., *Digital Publishing Manager*
Sonia D., *Customer Relations Manager*
Kimberly L., *Office Manager*
Wendell O., *Digital Publishing Coordinator*
Kimberly B., *Assistant to the Controller*
Gabriela O., *La Viña Editorial Assistant*
Marilynn K., *Grapevine Editorial Assistant*

We also rely on key part-time freelancers: Designers Greg B. for Grapevine and Fedora R., for La Viña. Joe C. writes articles and helps us with books.

I've been proud to serve with these wonderful hard-working people on the AA Grapevine Board of Directors. The Board consists of nine members and meets quarterly to discuss and decide matters of policy, circulation, finance and publishing operations for both Grapevine and La Viña. The Board also meets an additional four times a year for planning meetings. This past year's board consisted of the following directors. (Paz and I will be rotating off the Board after the Conference.)

Joyce S., *Chair, Regional Trustee*
David S., *Vice Chair and Treasurer, General Service Trustee*
Chris C., *Publisher*
Nikki O., *Secretary, Non-Trustee Director*
Paz P., *General Service Trustee*
Teresa J., *Regional Trustee*
Molly O. *Class-A Trustee*
Morgan B., *Non-Trustee Director*
Teddy B-W., *Non-Trustee Director*

As I conclude my time as Chair, I do so with a deep sense of gratitude for the opportunity to serve. I know that the future of the Grapevine is in capable hands, and I am excited to see the continued growth and evolution of this vital part of the Alcoholics Anonymous fellowship. My experience has shown me that the Grapevine's impact is limitless, and it is a privilege to have been a part of its ongoing story.

For the past 40 plus years I have had a subscription to the AA Grapevine. I look forward to receiving my monthly subscription and to be honest with you, the first page I always turn to are the jokes. No matter what is happening in my life, I always get a chuckle or smile reading them.

I am now going to turn the microphone over to our Publisher, Chris C., who will tell you about our efforts to increase subscriptions and book sales, and how everyone in this room can help A.A. members by helping Grapevine and La Viña.

The Grapevine and La Viña staff work very hard at attracting new subscribers and customers. We use all the tools at our disposal with subscription info in the magazines, with spots on the podcast, with newsletters, with our websites, with news that rides along with the daily quote, using social media on Instagram and YouTube, with email blasts, we also travel to A.A. events all around the US and Canada, and our friends at AAWS help us with information in *Box 459* and on the Meeting Guide app.

We also work directly with trusted servants, Grapevine area reps and group reps. All this work is helping us grow — but we need your help too.

Here's a challenge to all members of the General Service Conference:

- There are 69,000 Groups in Canada and the United States.
- Let's get 10% of all groups to get a group subscription to either Grapevine or La Viña.
- Let's get one more person in each group to subscribe to an app.
- Help us inform Corrections, Treatment, CPC and other committees that our past-issue bundles are a great way to bring magazines into correctional facilities, to institutions and to events. Our best attraction device is our magazines in someone's hand.
- Let groups and members know about our wonderful line of books from Grapevine and La Viña, and that many are available as e-books and audio books.
- Alert members about our *Carry the Message* program and how they can contribute to help other alcoholics.
- All this will help other alcoholics, and bring Grapevine, Inc. to solid financial health and help us reach our goal of self-support and perhaps even allow us to once again contribute to the General Service Board reserve fund.

Here's some things we can all do to help Grapevine — and at the same time help alcoholics:

- Subscribe to the Grapevine or La Viña app.
- Buy a subscription for a newcomer, sponsee or a member celebrating an anniversary.
- Announce the apps, podcast, Instagram and YouTube channel at your groups and A.A. events—so many still don't know.
- Send communications to trusted servants you work with to do the same.
- Tack the flyers for apps, podcast our books and other services on group bulletin boards.
- Let your friends, sponsees and group members know all about Grapevine and La Viña at the meetings after the meetings.
- Submit news about apps to your local newsletter.
- Submit news about apps to your local website.
- Demonstrate the app at Area events, local events.
- Use stories from the app at meetings. At my home group we listen to a story on the app at our Tuesday Grapevine meeting.
- Share our videos (Instagram, YouTube) to show members how to get the most out of the app.
- Share flyers on private A.A. social media, go to websites under "Get Involved" to find our placards.
- Tell us how we can help you. We really need to collaborate to make the Grapevine and La Viña successful.

You can always contact us:

For all subscription-related inquiries, including new subscriptions, address changes, and other questions, email customerservice@aagrapevine.org or preguntas@aagrapevine.org for Spanish.

For all inquiries regarding the website and apps in English or Spanish, please email digitaldept@aagrapevine.org or webcoord@aagrapevine.org

Ideas? publisher@aagrapevine.org

English:
(800) 631-6025 US, +1 (570) 567-0431 International

Spanish:
(800) 640-8781 USA, +1 (570) 567-0437 International

French: (212) 870-3456

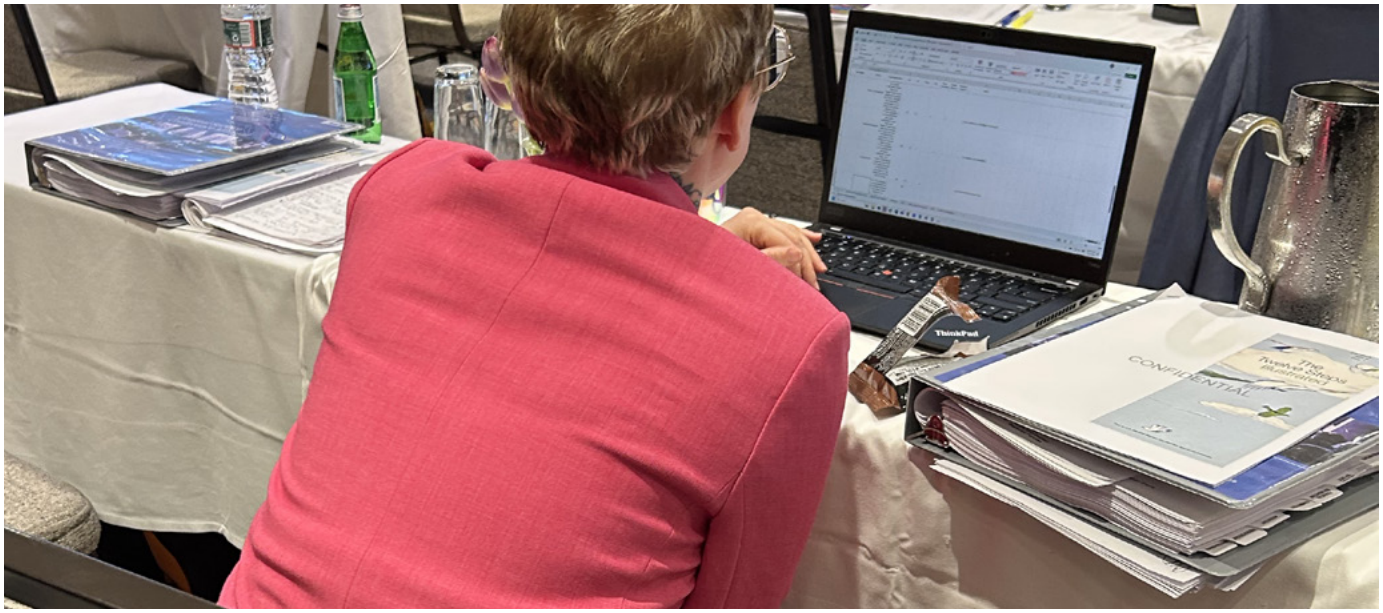
We look forward to having everyone visit Grapevine and La Viña at the 2025 International A.A. Convention in Vancouver this July. We'll be at our booth, you'll find us in the *Carry the Message* Pavillion, in the bookstore, at our plays on Friday and Saturday afternoons, and at the podcast studio where you can witness our hosts interview A.A. members about their recovery.

We are happy to answer any questions you may have.

Joyce S., Chair

Finance Report

The Finance report, which is summarized and condensed here, was given on Monday evening by Kevin P., treasurer of the General Service Board and chair of the trustees' Finance and Budgetary Committee, covering the audited 2024 finances of the General Service Board, AAWS, the Grapevine, and La Viña. The accompanying slides are not included in this publication but are available upon request. For more details on A.A. finances, see the report of the trustees' Finance and Budgetary Committee (page 79) and the independent auditor's statement and audited consolidated financial statements that appear on pages 127 – 147 of this report.



Good evening. My name is Kevin P., and I am a Class A trustee and treasurer of the General Service Board. It is my privilege to deliver this year's Treasurer's report to the 75th General Service Conference of Alcoholics Anonymous.

As per the five year rotation policy adopted by the Trustees Finance and Budgetary Committee and implemented by the Trustees Audit Committee, BDO has been our audit firm since the 2023 independent audit. Matthew B., BDO lead engagement partner, presented the audit report.

BDO issued an unmodified or "clean" audit opinion on the 2024 financial statements, which means that the financial statements are fairly stated in all material respects. The 2024 audit management letter noted the following:

1. There were no material weaknesses or control deficiencies.
2. A prior year material weakness related to recording contributed nonfinancial assets (airtime donated for public service announcements) has been resolved.
3. A prior year control deficiency related to formally closing the year has been resolved.

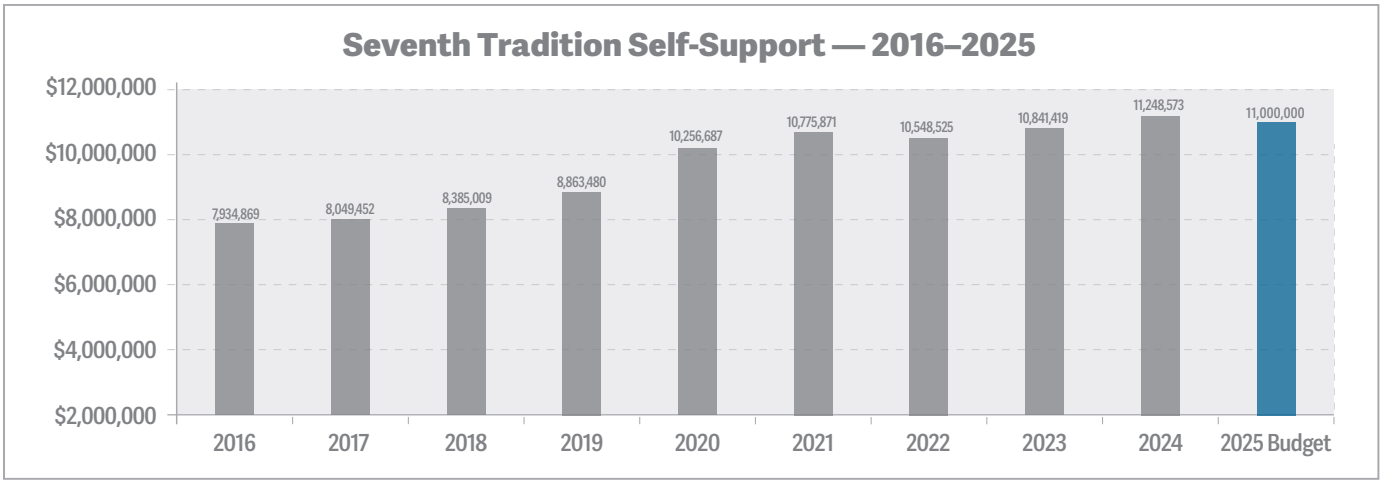
The 2024 audit letter of business recommendations included the following recommendations:

1. Management evaluate IT systems administrative access rights and determine whether they are necessary and appropriate.
2. Grapevine consider the costs and benefits of using NetSuite as a replacement for QuickBooks Online or consider a different software option.
3. Management revisit intercompany agreements to formalize and specify what transactions are appropriate and allowed within the respective entities.
4. All prior year recommendations have been resolved.

Seventh Tradition Self-Support was $11.249 million in 2024, 3.8% more than the $10.841 million received in 2023. We are grateful to the Fellowship for their continued support especially due to the effects of inflation on publishing gross profit, which was $7.64 million in 2024, 13% more than the $6.763 million in 2023.

Additional facts about 2024 contributions include:

- 64% of contributions were received from groups and 36% from individual members of the Fellowship.
- Slightly less than one third of active groups contrib-



uted, and the average annual group contribution was $403.19, up from $328.65 in 2023.

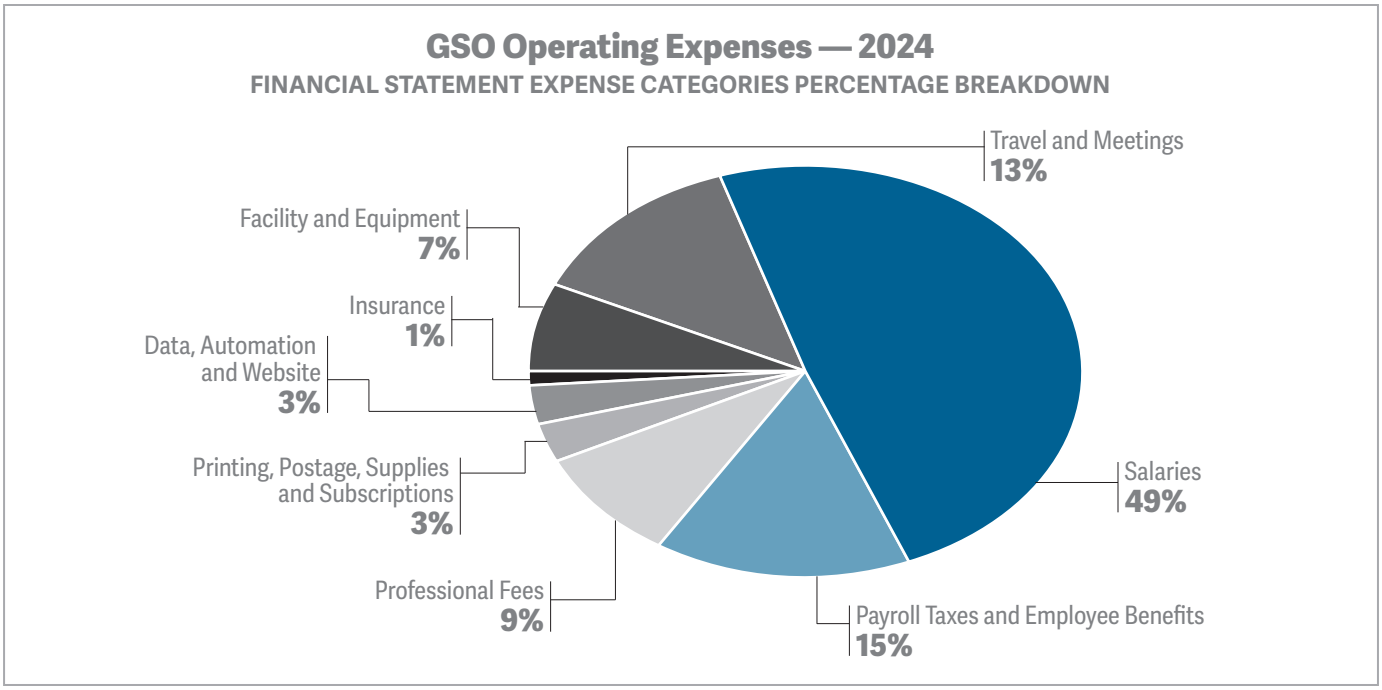
- The average individual contribution was $124.25, down from $129.88 in 2023. The most common individual contribution remained $50.00.
- 60% of group contributions and 74% of individual contributions were $100 or less. The core of Self-Support is the many members of the Fellowship who make smaller contributions and not the few who make large contributions. In fact, only 7 individual contributions were the maximum amount of $7,500 while 24,080 individual contributions were $100 or less.
- Self-Support covered 60% of operating expense.
- The calculated Challenge Contribution is $6.48 (cost of program services per member).

GSO operating expense before depreciation was $18.684 million, up 7% from $17.475 million in 2023 but less than the budget of $18.8 million. 2024 operating expenses were lower than inflation adjusted operating expense in 7 of the past 9 years. Program service expense was $9.072 million and supporting services expense was $9.612 million.

The GSO ended the year with an operating surplus before depreciation of $1,035,072.

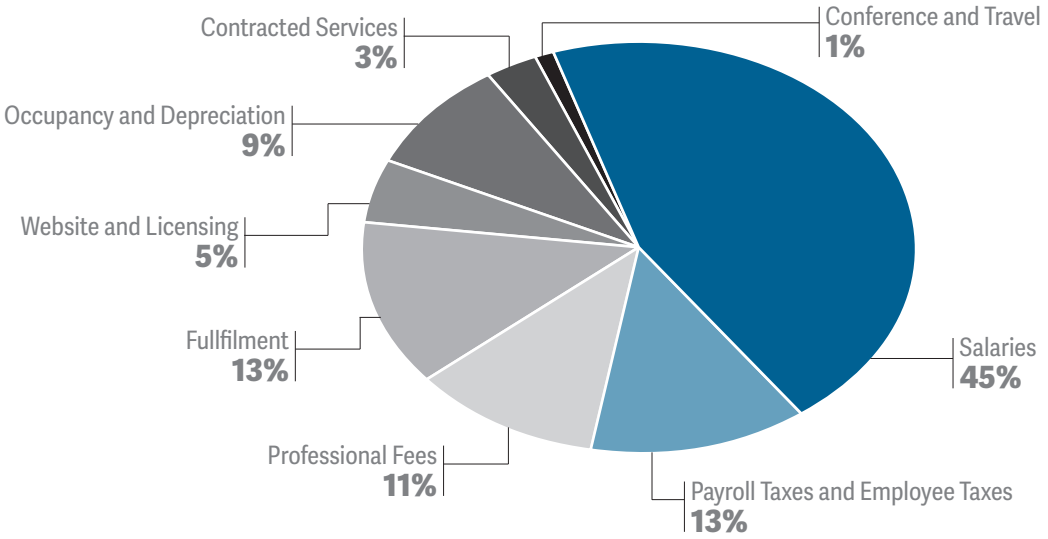
Grapevine paid print subscription revenue increased 3% in 2024, mainly due to the first price increase in 12 years. Subscription revenue for the online, complete, and mobile app magazine increased 25% due to growth in the number of subscriptions.

Overall, Grapevine achieved a gross margin on subscriptions of $766,004 and a gross margin of $824,391 on other published items. Operating expenses of $2.458



Grapevine Operating Expenses — 2024

FINANCIAL STATEMENT EXPENSE CATEGORIES PERCENTAGE BREAKDOWN



million resulted in an operating loss of $851,735 compared to a loss of $857,144 in 2023. La Viña magazine circulation increased by 17% in 2024 compared to a 3% decrease in 2023. General Service Board support of the La Viña service activity was $571,939 in 2024 compared to $755,749 in 2023.

The General Service Board has approved a 2025 GSO budget with an operating surplus before depreciation of $1,027,932. This budget forecasts operating revenue of $20.523 million compared to $19.719 million in 2024. Revenue is largely made up of contributions, budgeted at $11.0 million and literature gross margin, budgeted at $8.75 million. Operating expense before depreciation is budgeted at $19.495 million compared to $18.684 million in 2024. Capital expenditures are budgeted at $2.375 million including a GSO retrofit budgeted at $2.03 million. Without the retrofit, capital expenditures are $345K compared to $199K in 2024.

In addition, the G.S.B. approved a Grapevine budget with a net operating deficit of $135,000 compared to a deficit of $852,000 in 2024. Gross margin on subscriptions is budgeted at $1.04 million compared to $766,000 in 2024. Grapevine print magazine circulation is expected to be 44,488 while online and complete Grapevine circulation is expected to total 10,043. La Viña projects a magazine circulation of 7,683. General Service Board La Viña support is budgeted at $456,000 compared to $572,000 in 2024.

An analysis of 2024 GSO operating expenses by type shows that personnel expenses (salaries, benefits, and payroll taxes) make up 64% of operating expenses. This is typical for not for profits or any organization that produces a service rather than a product. Travel and meetings make up about 13% of operating expenses. The remaining operating expenses are comprised mainly of:

- Facilities (including rent) and equipment 7%
- Professional fees 9%[1]

A similar analysis of Grapevine operating expenses shows that personnel makes up 58% of operating expenses. Fulfillment makes up 13% of operating expenses and professional fees make up 11%.[2]

During 2024, our prudent reserve decreased by $716,125 from $12.63 million to $11.91 million (net of $540,000 Grapevine subscription liability). The decrease resulted from a $1,064,652 drawdown offset by $348,527 in investment earnings. The $11.91 million balance as of December 31, 2024 represents 6.56 months of GSO and GV 2024 operating expenses. Because operating expenses are budgeted to increase in 2025, the December 31 prudent reserve balance represents 6.40 months of 2025 operating expenses.

In 2024 AAWS hosted the World Service Meeting. Total meeting expense was $392,199, which was supported as follows:

- Delegate fees: $148,000
- Support from World Service Meeting Fund: $94,772
- Support from AAWS: $149,427

[1]The remaining categories are data, automation, and website (3%); printing, postage, supplies and subscriptions (3%); and insurance (1%).
[2]The remaining categories are occupancy and depreciation (9%); website and licensing (5%); contracted services (3%); and conferences and travel (1%).

International Convention Report

Registration is still open! Visit GSO's A.A. Website, www.aa.org and follow the International Convention links to "Registration." To register by mail, download and print the 2025 International Convention Registration Brochure on the A.A. Website at www.aa.org/international-convention. Before May 9, 2025, the preregistration fee is $160 USD or $216 CAD. After that date, and on site at the Vancouver Convention Centre, the registration fee will be $185 USD or $250 CAD.

From July 3-6, 2025, people from around the world will travel far and wide to Vancouver, BC, Canada for a celebration of the 90th anniversary of Alcoholics Anonymous. The city is loading up on coffee and ice cream, and street vendors will be out in force.

On September 10, 2024, registration opened. While we did have a few technical problems related to the time we were allowing attendees to remain in the system, we expanded the timeframe, and the system began working as planned. Only online registrations have continued to rise. Making hotel reservations available to registered Convention attendees on a first-come, first-served, basis got us off to a busy start. Almost 13,000 people registered in the first two days, and most of our official block of hotel rooms were reserved quickly. We had planned for this to occur and had four additional housing options available for attendees to search for and find one that worked for their needs.

As of early March, we had a total registration over 29,000, right in line with the past convention advance registration for Toronto, Canada. Members from 81 countries have registered, from Cambodia to Turkey and from Hong Kong to Honduras. All of the continents except Antarctica are represented, but there's still time!

A communications strategy was developed by the International Convention assignment, availing ourselves of the support of the Board, Communication Services Department and our Public Information Coordinator. Since February, we have focused our efforts on communicating that our pre-registration pricing is good through April 15, 2025, encouraging the Fellowship to take advantage of the savings. Expanded technology resources were incorporated into our planning this year to include video invitations in English, French, Spanish and American Sign Language. Establishing the bi-weekly IC25 Chit-Chat messaging included heartwarming personal sharing of member's past international convention experiences in our Convention Tales segment. It is also allowing us to keep the Fellowship aware of important information updates as people plan their attendance to our Celebration.

Vancouver is a very compact city; So compact that we simply could not add hundreds of buses to the city street to move convention attendees. For those staying and moving through downtown, walking might be your best option.

The good news is that Vancouver also has a great transit system and Skytrain connects nearly all of the hotels and dorms in our convention block. It also connects the Convention Campus around the Vancouver Convention Center where most of our meetings are happening, and the BC Place Stadium where the 3 Big Meetings will be. https://www.translink.ca/rider-guide/transit-accessibility/accessing-public-transit.

A 3-day TransLink pass is available for pre purchase in our registration system and on site in Vancouver. Use the registration portal to update your registration to include TransLink pass. The pass(es) will be mailed to you with your convention badge in May 2025. We are making every effort to ensure Vancouver is accessible to all attendees. *TransLink* is an accessible service.

We are also offering an *Accessible Convention Transportation Shuttle Service* that is available to convention registrants staying in our official convention block of hotels and dorms. However, due to the need to accommodate as many attendees who need this service as possible, we cannot allow more than 2, the attendee in need of the service and one (1) caregiver/aide/friend, to use this accessible transport. Adding other members of the traveling party reduces our ability to meet the needs of members facing accessibility barriers. There is a link for information about the Accessibilities Transport Shuttle Service — https://www.kushnershuttles.com/event/aa-2025/.

A scooter rental service pick up is provided at the Vancouver Convention Center. ADA transportation will be provided to/from the Vancouver Convention Center and BC Place. Scooter rentals can be found here. Please share with all to make their reservation in advance. https://scootaround.com/en/alcoholics-anonymous-international-convention.

The AAWS Publishing Department's 2025 International Convention Souvenir book, "A BOOK OF FELLOWSHIP: 90 Years of Love & Service" is a lavishly illustrated celebration of our Fellowship, its vibrant history, and A.A. around the world today. In these full-color pages, you'll read the inspiring stories of Bill W., Dr. Bob, and the early A.A.'s who spread the word of Alcoholics Anonymous, one

alcoholic to another, in ever-widening circles. A treasure trove of archival and new material, this autograph book-size volume brings to vivid life the message of Recovery, Service and Unity that lies at the very heart of our program. Including blank pages for notes and autographs, "A BOOK OF FELLOWSHIP: 90 Years of Love & Service" will make a one-of-a-kind keepsake of the 2025 Vancouver Convention.

To help celebrate the 2025 International Convention, collect your memories, thoughts, ideas, prayers, jokes, stories, and the signatures of friends and people you meet in this beautiful journal from AA Grapevine. Keep track of a wonderful weekend of sober celebration in Vancouver with fellows from around the world and then use it for years to come. The journal features wonderful quotes from our cofounder Bill W.'s collected writings from Grapevine's most popular book, The Language of the Heart, the theme of the 2025 Convention.

If you preorder the Grapevine's "Language of the Heart" souvenir journal when you register prior to May 9, 2025, you will receive the journal in the mail. If you register after May 9, 2025, the journal will be available for pick-up at the Vancouver Convention Centre.

Audio recordings are available again for purchase as well as the anonymity-protected stadium photograph. For advance purchase of the Convention recordings go to: ICAA Live Learning Center 2025 — Home Page. To pre-order the official Convention photograph visit: http://www.faingoldphoto.com/AA_order.php.

An International Convention trademarked logo coffee mug is available for purchase online. The mugs will not be available onsite during the Convention: 2025 IC Commemorative Mug | Zazzle.

In Vancouver, the Registration and Hospitality Halls open on Wednesday morning, and the local Welcome Volunteer Committee will be ready to welcome Convention-goers. We are extremely grateful to the Volunteer Host Committee chair, Trish L., a past general serviceboard trustee, and her co-chairs, Maureen M. and Kirsten M. They are heading an enthusiastic and well-coordinated local committee. Along with their subcommittee chairs, they're spending countless hours organizing the thousands of volunteers who will be greeting attendees at the airport, the Skytrain stations, in hotel lobbies, at the stadium and in the convention center, and on the streets around our Convention campus.

A "Block Party" and several dances are scheduled during the Convention on Thursday, Friday and Saturday night. There will be music and dancing in different staged areas in and around the Vancouver Convention Centre.

In all, 184 sessions are planned. At midnight on Thursday, marathon meetings start in the Fairmont Hotel Vancouver and will run until Sunday morning. Friday and Saturday from 9:00 a.m. to 5:00 p.m. meetings will take place in or near the Vancouver Convention Centre. Meetings during the day will be held in many languages, including American Sign Language, and there will be simultaneous interpretation for the Big Meetings in BC Place. We are also going to use mobile phone app-based translation software that provides real-time translation into dozens of languages through an AI-powered platform. The output is a high-quality live transcript available in both audio and text format.

The first Big Meeting will take place on Friday night with the opening Flag Ceremony and three speakers. On Saturday night, there will be the wonderful Oldtimers Meeting with members who have 50 or more years of sobriety throwing their names into the hat in hopes of being randomly selected to share for a few minutes. Finally, we will gather for the Convention closing on Sunday morning, when we will be presenting the 43rd millionth copy of the Big Book to a wonderful organization. We'll end the Convention with a three-speaker meeting, followed by a "teaser" for the 2030 International Convention which will be held in St. Louis in July 2030.

In the summer of 2000, many of the members of my first homegroup made our way to Minneapolis, Minnesota for the International Convention. It was my first International Convention experience, and I haven't missed an International since. But I can tell you, I never imagined I would be coordinating one! The support that I have received from the Fellowship, boards, GSO and AA Grapevine management and staff, and especially my partner in crime, Staff Services Associate, Marissa S., has been unmatched.

As all plan to attend the 2025 International Convention, get ready to greet old friends, meet new friends, give thanks for those who came before us, get enthused to carry the message back home, and celebrate and share the "Language of the Heart"! At each of the Conventions I attended, I saw the city streets swarming with joyous folks sporting Convention badges. The hope of all involved in the planning of this Convention is that the sight and the stories of these A.A. members, Al-Anon members, their families and friends who are united on the high road to a new freedom, will truly be a vision for each attendee.

Thank you.

Patrick C., GSO Staff, International Convention Coordinator

Presentations



A.A. International

WORLD SERVICE MEETING HIGHLIGHTS

There is no corresponding Conference Committee to the trustees' International Committee so let me lead into the World Service Meeting (WSM). The trustees' International Committee is responsible for suggesting policies and actions to ensure that the Alcoholics Anonymous message is available around the world, especially in areas where there is no established, or a still young, structure. We provide shared experience, support translations of A.A. literature in other languages, and zonal participation in the Meeting of the Americas (REDELA). The World Service Meeting is a biannual meeting of delegates from countries with an organized country or regional service structure. Meetings rotate between New York City and locations outside the United States. This was the first in-person meeting since 2016 due to the pandemic and the resulting financial issues. This was the largest World Service Meeting ever held and the first-time delegates had access to an OnBoard dashboard for announcements, forms, and sharing. It was well received.

October 27-31, 2024, 74 delegates representing 49 structures convened in New York for the 28th World Service Meeting of Alcoholics Anonymous. The theme of the meeting was "The Three Legacies in the Digital Era: Our Great Responsibility to the Alcoholic Being Born Today." Marita R., trustee-at-large, U.S. was our second-term delegate while Robert L., trustee-at-large, Canada was our first-term delegate representing our service structure. Scott H., our General Service Board chair welcomed the delegates and shared chairing the meeting responsibilities with Bob W., our General Service Office general manager. Irene D., GSO Staff Member served as the WSM coordinator ably assisted by Victor N., Staff Associate.

The primary purpose of the World Service Meeting is the same as that of all other A.A. activities — to carry the message to the alcoholic who still suffers, wherever in the world, whatever the language. The World Service Meeting serves as a body for discussion of common challenges and successes. It makes no decisions except for those applicable to the World Service Meeting itself.

A report about the International Literature Fund was given. The International Literature Fund allows AAWS to translate and publish a variety of foreign language books,

pamphlets, and reports. Included in the budget are expenses for shipping and distribution, manuscript checking, and miscellaneous service materials. This service is partially underwritten by contributions from U.S. and Canadian groups, as well as support from groups around the world.

A report from the World Service Meeting Fund was also given to the members of the WSM. A written copy will be included in the World Service Meeting Report.

Updates to Licensing and Intellectual Property were given by Beverly J.-K. The delegates expressed their gratitude for the portal project and the great improvements shown in the reduced time to receive responses.

Reports were given on the four zonal meetings held during the interim years. The 23rd Meeting of the Americas (REDELA); the 22nd European Service Meeting (ESM); the 15th Asia Oceania Service Meeting (ASOM); and the 11th Sub-Saharan Africa Service Meeting (SSASM).

There were workshops and presentations on topics of great interest to the delegates. Many delegates brought samples of literature published in their countries for members to enjoy looking through. The literature was offered to anyone wishing to take them home to other structures at the close of the meeting.

The main work of the World Service Meeting is the committee meetings when delegates share experiences, as well as ask for and receive new ways of carrying the message. There are four committees, each delegate joins two, and when a structure sends two delegates, they can participate in all the committee sharing. Here are some highlights:

Agenda — The theme for the 29th World Service Meeting will be "Guided by all 36 Principles" with presentations on Steps, Traditions, Concepts, the Responsibility Statement, Implementation of Rotation, and Online Integration.

Literature and Publications — discussions centered around creating and maintaining online bookstores, the financial impact during the pandemic, eBooks, audiobooks, and the possible use of AI for creating literature in the future.

Policy, Administration, and Finance — there was agreement that there was a need to update the description of the process to join the WSM. The 29th WSM will be held October 4-8,2026 in Lisbon, Portugal, with the delegate fee of $2,000.00.

Working with Others — The committee had a lively discussion about using social media as a method of carrying the message. Some countries are very conservative in their use while others fully embrace all new forms of communication. One country's delegate lives on a small island and has an annual wellness event. They encourage A.A. members to wear a shirt that states "I am an alcoholic — but I don't drink" to encourage starting a dialogue with people who may be curious. Another topic of interest was service work and online groups, with many appreciating it can be difficult to integrate them into the service structure. The newest topic that will require more exploration in future sharing is creating better strategies to carry A.A.'s message to migrants, asylum seekers, refugees, and undocumented immigrants. There are 125 million refugees throughout the world, but we have no standard methods to reach them or do not see them at meetings as most speak a non-dominant language in the community.

The international meeting in Manhattan marked a significant step towards addressing some of the most pressing global challenges. The collaborative spirit and the commitment shown by the delegates underscore the potential for meaningful progress through international cooperation. A full written report will be available through our website this fall.

Marita R., Trustee-at-large U.S.

A.A. AROUND THE WORLD

My name is Irene, I am an alcoholic, and I am grateful to be a member of staff at the General Service Office. Currently I have the privilege of serving on the International desk. It is a thrilling assignment, where you have a front row seat for the continuing development of A.A. around the world. I would like to share with you in a few minutes all about A.A. worldwide.

The International desk is the contact point at GSO for members on all continents and for all who participate in and support the world activity of A.A. This is a truly exciting assignment, where you can see A.A. springing up in places where there was none before. But even from the vantage point of this desk, what can be seen is only a small fraction of the world activity of A.A.

During my time on this assignment, I've witnessed how A.A. members in distant corners of the world ensure that the message reaches any alcoholic in need, no matter where they are. Recently, we connected with an A.A. member in Albania to help an Albanian-speaking alcoholic living in Ohio. Since we couldn't find A.A. meetings in Albanian within our structure, our A.A. contact, or "A.A. beachhead" as Bill described them, was able to assist remotely.

In March last year we sent a letter to the GSO's with whom we are in contact and asked them to provide information about their membership, we know that it is a challenging question, after all we are anonymous. Like in

the US and Canada the membership information around the globe is based on reports given by groups listed with their general service offices. The estimated number of members outside the US and Canada is of 208,696 and the number of groups is 22,432.

Our nonalcoholic friends play a crucial role in the growth of A.A. worldwide. A few weeks ago, a medical professional affiliated with a large health organization working with a prison in Maputo, Mozambique, reached out for A.A. support to start a meeting inside the facility, either inperson or virtually. Since our contact information in Mozambique was outdated and Mozambique is a Portuguese-speaking country, I connected the professional with Portugal's A.A. GSO for assistance and literature in Portuguese. Coincidentally, one of the few A.A. members in Maputo was in Portugal at that time and was able to bring back A.A. literature and connect with the professional. I look forward to hearing about the A.A. activities in the Maputo prison.

There are several opportunities for representatives from established structures to share face-to-face on the national level. Our trustees-at-large are our delegates to the World Service Meeting and this year Robert and our new trustee-at-large will represent the U.S. and Canada at our zonal meeting, the meeting of the Americas, also called the REDELA. GSO management and staff are invited to the zonal meetings as observers and resources. Zonal Meetings, in addition to the Meeting of the Americas, include the Sub-Saharan Africa Service Meeting, the Asia-Oceania Service Meeting, and the European Service Meeting. These meetings have the same primary purpose as any gathering of A.A. and activities revolve around sharing experience, strength and hope. Zonal meetings are often where countries where A.A. is emerging may connect with countries in their part of the world where A.A. is well established.

We may also be invited to national events, such as a General Service Conference or a convention.

In July of last year, trustee-at-large Robert L. and I traveled to Hungary to observe their National Convention. We were joined by past AAWS board chair Deb K., who is of Hungarian descent and speaks the language. It was an unforgettable experience for all three of us.

Hungary, a member of the World Service Meeting (WSM) since 2012, had never attended their Zonal European Service Meeting (ESM) or the WSM. Despite having a well-established A.A. structure with a small, hard-working GSO in Budapest, their unity has been challenged in recent years. Without a General Service Conference and representation from local Areas, the well-attended convention highlighted the growing dissent between the "new and the old." Some old-timers were afraid of changes, while new generations of A.A. members living outside the capital felt the need to participate.

Midway through the weekend, the convention turned into a town hall meeting, and we were invited to observe and serve as a resource. I will never forget the young A.A. members, many of them fresh newcomers, sitting beside us, helping with translation, and reading Traditions and Concepts for the first time. We were able to respond to questions regarding conference, area participation and the relevance of the WSM.

Upon my return, I received an email informing me that Hungary had agreed to send two international delegates, one senior and one younger A.A. member, to the WSM in New York. There, they met A.A. international delegates from around the world for the first time.

Last November, GSB Trustee Paz P. and I traveled to La Paz, Bolivia, to attend the 25th Anniversary of A.A. in that country. Over three days, 600 A.A. members, many from the remote mountains of Bolivia, packed the room daily to celebrate A.A. and share their experiences. Many women are active in service, including at the board level, which is a significant advance in a country where female alcoholism is still taboo. The women shared that they have a long road ahead to increase the number of women sponsoring women.

At the end of the weekend, I had the opportunity to meet with the board and GSO workers to discuss the process of translating A.A. literature into one of the three predominant indigenous languages: Aymara, which is widely spoken in both rural and urban areas.

Technology has facilitated communications and the process to make A.A. literature available in the most distant corners of the world. In response, GSO U.S./Canada allocates funds from the International Literature Fund to assist in translating, printing, and distributing A.A. literature in countries where assistance is needed. This helps ensure consistent translation of the A.A. message of recovery and supports the management of copyrighted A.A. material through licensing arrangement. This, in turn, supports the integrity of the A.A. message, and our unity.

It is impossible to express my gratitude for the opportunity to witness firsthand the language of the heart expressed as members around the world carry the message with the hope that the hand of A.A. will someday be there for every alcoholic.

Irene D., GSO Staff, International Assignment

Conference Inventory Summary



Conference Inventory Process

The conference members conducted an extensive inventory with divided into working groups to address multiple comprehensive questions about A.A.'s leadership, service structure, and operational effectiveness. This inventory represented the most thorough self-examination undertaken by the conference in over a decade. In line with the 2024 recommendation, a summary (not to exceed 8 pages) of the Conference inventory will appear in the 2025 Final Conference Report. A full inventory summary will follow, available only in electronic form.

Voting members of the 2025 General Service Conference had an opportunity to respond to the 19 questions online, and 15 working groups had the anonymous responses available as support materials to aid in their deliberations. The inventory process involved 19 different questions examined by fifteen working groups comprising delegates, trustees, and staff members. On Sunday, the working groups broke into their respective groups and spent two hours discussing four pre-assigned inventory questions.

Comprehensive Inventory Questions and Findings

The usual Conference Workshops were replaced with Inventory Report Back Sessions. There were five of these sessions throughout the week, the first on Sunday, then two on Monday, and one each on Tuesday and Wednesday, all lasting 90 minutes, which included a presentation and then discussion from the body via the microphone.

PRACTICING AA'S 36 PRINCIPLES (QUESTION 1)

Are we practicing the 36 principles of the A.A. program as we consider, discuss, and make decisions affecting the entire Fellowship?

- ***Overwhelming Consensus:*** Two-thirds of respondents felt the conference mostly follows the 36 principles, with room for individual improvement
- ***Sponsorship Importance:*** Recognition that good sponsorship at all levels is crucial for maintaining spiritual principles
- ***Outside Influence:*** Concern about outside influence trying to control internal AA processes
- ***Unity Opposed to Conformity:*** Need to distinguish between unity and conformity in decision-making

SERVING AS VOICE FOR WHOLE SOCIETY (QUESTION 2)

Reflecting on Concept Two, a) How can we better serve as the actual voice and be an effective conscience for our whole society? b) How are we hearing the voices from the back of the room?

- ***Prompt Communication:*** Need for timely, transparent communication
- ***Education as Solution:*** emerges as a critical solution — providing primers and roadmaps for general service
- ***New Format Challenges:*** Online and virtual formats create communication challenges

- ***Hearing from All:*** Importance of hearing from all groups, especially those not physically present

FULFILLING CONFERENCE PURPOSE STATED IN ARTICLE 1 (QUESTION 3)

There were two groups that considered questions 3

Questions 3, Report back from TUESDAY.

How is the Conference fulfilling its purpose as stated in Article 1 of the Conference Charter?

- ***Group Conscience:*** Delegates and trustees are not bosses and decisions are made through group conscience
- ***Trusted Servants:*** System is a service structure, not a government, and accurate information can be used to counter false perceptions
- ***Countering Misconceptions:*** There is a perception, a significant feeling that voices are not being heard, and we have to aim to demonstrate representation and not governance
- ***Clarity of Rationale:*** Conference members need clarity on motives and intentions
- ***Consistent Messaging:*** Unifying speech and language is required both inside and outside the Conference

Question 3, Report back from WEDNESDAY.

Proposed Solutions and Action Items Based on inventory findings, several concrete proposals emerged:

- ***Two-year agenda setting process*** to allow thorough area discussion of proposed items
- ***Elimination of PAI submission deadlines*** with year-round submission capability
- ***Reworded PAI forms*** focusing on solutions rather than problems
- ***Enhanced financial reporting*** with narrative explanations and clearer breakdowns
- ***Social media guidelines*** rather than restrictive policies
- ***Virtual group integration*** guidelines for service structure participation
- ***Translation process overhaul*** to reduce bottlenecks and delays
- ***Extended delegate orientation*** and education programs
- ***Regular inventory processes*** rather than crisis-driven reviews

AREAS MERITING GREATER FOCUS OF CONFERENCE (QUESTION 4)

What matters affecting the Fellowship as a whole, now and into the future, merit greater focus from the Conference?

- ***Younger Members:*** Concern that outdated language makes it harder to attract younger members
- ***Needed Outreach:*** Need to increase public awareness, reach out to treatment centers and cooperate with professionals
- ***AA History:*** Continuing importance of preserving the founder's writings and AA history
- ***Greater Communication:*** Two-way communication is needed throughout the triangle by hearing voices from all sectors

PAI (PROPOSED AGENDA ITEM) PROCESS EFFICACY (QUESTION 5)

Reflecting on Concepts One and Two, does the current process for submission of proposed agenda items and the subsequent process for selection of final agenda items result in the Conference addressing the most widely expressed needs within the Fellowship?

- ***Broad Agreement:*** Strong consensus that current PAI process encourages complaints rather than solutions
- ***Proposed Change:*** Recommendation to reword PAI forms from "what problem does this address?" to "how does this help carry the message?"
- ***Winnowing Process:*** Delegates feel excluded from the winnowing process of agenda items
- ***Formulaic Responses:*** Detailed Response letters to rejected PAIs are seen as inadequate and cookie-cutter
- ***Two-Year Agenda:*** Suggestion for two-year agenda setting process to allow more thorough area discussion

TRUST AND RESPECT (QUESTION 6)

Reflecting on Warranty Six: How do we foster a spirit of mutual trust and respect within the Fellowship regarding Conference matters? What can be done to educate one another on the negative impact that lobbying or the politicization of Conference matters may have?

- ***Key Finding:*** "We can offer a spirit of mutual trust and respect simply by giving it"
- ***Transparency Needs:*** Open sharing of factual information, upfront acknowledgment when answers are unknown
- ***Spiritual Sobriety:*** Maintaining personal spiritual balance, avoiding fear-driven actions, demonstrating kindness in disagreements
- ***Anti-Politics:*** Social media has no place in conference matters; issues should be discussed collaboratively, not through campaigns
- ***Communication Style:*** How information is communicated is as important as what is communicated; direct, respectful dialogue prevents escalation

SOCIAL MEDIA NAVIGATION (QUESTION 7)

Reflecting on Tradition Two and Concept Nine, how do we navigate the use of social media as a tool for accurate

and well-informed communication between Conference members and the Fellowship of A.A.?

- ***Mixed Impact:*** Recognition that social media can be both beneficial and harmful to fellowship unity
- ***Misinformation Concern:*** Concern about misinformation spreading faster than accurate information
- ***Straightforward Timelines:*** Need for clear timeline for release of accurate information
- ***Fake Profile Issue:*** Members hiding behind fake profiles to engage in disrespectful behavior
- ***Guidelines Not Bans:*** Recommendation for guidelines rather than prohibitive policies

ACTING IN ACCORDANCE WITH PRINCIPLES (QUESTION 8)

Does the Conference committee system function in accordance with our principles? If not, what changes should we consider regarding: a) structure, b) composition, c) effectiveness, and d) timing?

- ***Massive Workload:*** Concerns about the workload we are placing on delegates and staff, especially in the two and a half months from February to May
- ***Inequitable Work Distribution:*** Some committees have a heavier lift than others, leading to a need for more equitable distribution of workload
- ***Committee Imbalances:*** There appear to be imbalances in the assignment of delegates to a committee, with some areas seeming to repeat the same assignment year after year
- ***Work-Life Balance:*** Heavy workload before the conference leads to work-life balance issues

LEADERSHIP SELECTION AND REPRESENTATION (QUESTION 9)

Reflecting on Concept Nine and the essay "Leadership in A.A.: ever a vital need," does the current method of identifying and nominating Class A trustees, Class B general service trustees, and directors: a) allow the Fellowship sufficient input in choosing our leaders, b) ensure the deliberations of our boards are always informed by the widest range of perspectives, and c) result in trustees and directors that are representative of our Fellowship?

- ***Sufficient Consultation:*** Fellowship has adequate input on regional trustee selection
- ***Expanding Applicant Pool:*** Class A trustee selection process works well but applicant pool could be expanded
- ***Geographic Imbalance:*** Concern about geographic imbalance in trustee-at-large selection favoring coastal regions
- ***Improving Preparation:*** Need for better preparation program for board-level service

FELLOWSHIP INCLUSION AND COMMUNICATION (QUESTION 10)

Is our structure encouraging each individual in the Fellowship to feel and act as a member of a "society of alcoholics in action"? Have we identified the issues with communicating up and down the triangle? How can we continue to ensure the entire Fellowship feels included in the Conference process?

- ***Communication Issues:*** Communication gaps identified at all levels of service structure
- ***Virtual Group Integration:*** Need for better integration of virtual groups into service structure
- ***Translation and Timeliness:*** Translation bottlenecks creating delays in information dissemination
- ***Virtual Group Representation:*** Growing population of virtual groups may need dedicated representation

DIVERSITY IN LEADERSHIP (QUESTION 11)

What more could be done to ensure broad diversity of representation in our A.A. leaders?

- ***Leadership Demographics:*** Leadership reflects current fellowship demographics (predominantly white, male, older)
- ***Eliminate Obstacles:*** Need to remove barriers to service: time demands, financial constraints, language barriers
- ***Reaching Underrepresented Groups:*** Emphasis on reaching underrepresented communities rather than just recruiting diverse leaders
- ***Service Sponsorship Importance:*** Service sponsorship crucial for developing future leaders

AUTHORITY AND RESPONSIBILITY BALANCE (QUESTION 12)

Reflecting on Concept Six, how can the Conference ensure that the authority we delegate to the General Service Board is commensurate with the responsibility we have entrusted to them?

- ***Reduction of Micromanaging:*** Conference sometimes micromanages board decisions
- ***Role Clarity:*** Need for clearer role definitions and boundaries
- ***Confusion Among Fellowship:*** 40% of GSO staff time spent responding to fellowship confusion about advisory actions
- ***Trust But Verify:*** Importance of "trust but verify" approach rather than constant oversight

ULTIMATE AUTHORITY AND COLLECTIVE CONSCIENCE (QUESTION 13)

What actions do we take to ensure the final responsibility and ultimate authority for A.A. world services

always reside in the collective conscience of our whole Fellowship? What could we do better?

- ***Inclusive Participation:*** Process works when everyone participates and communicates effectively
- ***Longer Lead Times:*** Need for extended lead times (two years) for agenda setting
- ***Improving Transparency:*** Better reporting and transparency at all levels required
- ***We Not Us:*** "We" program, not "us and them" mentality is essential

EXCESSIVE WORKLOAD (QUESTION 14)

Are we asking too much of our trusted servants, particularly their time? Is the work being done focused on a balance of quantity and quality?

- ***Overwhelming Consensus:*** Trusted servants at all levels are overworked, affecting work-life balance and service quality
- ***Cultural Issues:*** Reluctance to say "stop"; hesitation to acknowledge when workload becomes unmanageable
- ***Post-Pandemic Impact*:** Addition of virtual meetings to existing in-person commitments significantly increased trustee workload
- ***Diversity Impact:*** Heavy workload limits participation to mostly retirees or those with significant flexibility and resources
- ***Root Causes:*** Culture of excess meetings, poor prioritization, tendency to pass decisions up triangle instead of empowering trustees

FINANCIAL COMMUNICATION AND SELF-SUPPORT (QUESTION 15)

Prudent use of our Seventh Tradition contributions and literature revenue is an integral factor in our budget process. How can we improve understanding of and communication about this process?

- ***Clearer Financial Reporting:*** Need for clearer, more digestible financial reporting
- ***Better Explanations:*** Members don't understand where money goes or costs of services
- ***Narrative Reporting:*** Recommendation for narrative reports showing spiritual significance of expenditures
- ***Literature Income:*** Literature revenue should support rather than replace group contributions

COMMUNICATION OF RESOURCE LIMITATIONS (QUESTION 16)

How does the Conference effectively communicate its finite resources to the Fellowship, such as monetary limitations and time limitations?

- ***Consistent Communication:*** Communication about finite resources needs to be consistent
- ***Dispelling Mistrust:*** Better explanation about the heavy workload and costs could help dispel mistrust among fellowship
- ***Cost Projections:*** In addition to asking for contributions there should be better communication about cost projections
- ***Possible Pamphlet:*** Maybe a pamphlet that explains how advisory actions get implemented

COMMUNICATION BALANCE (QUESTION 17)

Keeping a balance between ultimate authority and responsibility and the active, day-to-day functioning of world services means there must be consistent communication among all elements of the structure: groups, districts, areas, delegates, Conference and GSB. Where is the greatest need for improvement in this communication? How can we improve it?

- ***Need For Consistency:*** Need for consistency between GSB, regional trustees and delegates
- ***Alternative Delegate Access:*** Extension of onboarding access to alternative delegates
- ***Establishing Credibility:*** Trust building through transparency
- ***Practical Improvements:*** Faster reporting, clear communication guidelines and regular inventory processes.

COMMUNICATION AND TRANSPARENCY (QUESTION 18)

Reflecting on Concept Three, is communication from the General Service Board to the delegates and Fellowship clear, consistent, and timely? How can this be improved?

- ***Timing and Translation Issues:*** Simultaneous translation into all three languages sometimes delays communication, creating the perception that information is being withheld
- ***Consistency Problems:*** Different regions receive information at different times, leading to word-of-mouth transmission and incorrect relay of details
- ***Tone and Sensitivity:*** Communications from GSB and GSO sometimes perceived as "tone deaf" with the loss of thoughtful filtering
- ***Solutions Proposed:*** Virtual town halls, simplified language, WhatsApp connections, centralized roadmaps, fellowship sign-up for preferred updates

YEAR-ROUND PROCESS (QUESTION 19)

How can we better communicate that the Conference process is more than one week in New York? How do the delegates and regional trustees support the yearlong process effectiveness, and how can we improve?

- ***Gap Recognition:*** Although conference is 12-month process, "it feels like a two-month process too many times"

- ***Technology Solutions:*** Virtual platforms could address housekeeping agenda items, reserving conference week for critical message-carrying items
- ***Advisory Action Accumulation:*** Conference procedures tend to add solutions without removing outdated ones, creating complexity and potential conflicts
- ***Timing Challenges:*** Delegate rotation timing and PAI cycle need attention; outgoing delegates still need consistent communication

CHARACTER DEFECTS IDENTIFIED

Inventory groups identified several character defects affecting conference effectiveness:

- Mistrust between different levels of service structure
- Impatience and intolerance in discussions
- Difficulty communicating up and down the triangle
- Excessive workload creating barriers to participation
- Justified egos and self-centeredness
- Inability to recognize personal defects in service

KEY THEMES AND CONCLUSIONS: TRUST AND COMMUNICATION

The conference emphasized that trust must be demonstrated through actions rather than words. Multiple delegates stressed the importance of:

- Looking at "our side of the street" in conflicts
- Assuming good intentions while maintaining accountability
- Moving from discussion about trust to demonstration of trust
- Recognizing that "we" language instead of "us vs. them" thinking is essential

PROPOSED SOLUTIONS AND ACTION ITEMS

Based on inventory findings, several concrete proposals emerged:

- ***Two-year agenda setting*** *process* to allow thorough area discussion of proposed items
- ***Elimination of PAI submission deadlines*** with year-round submission capability
- ***Reworded PAI forms*** focusing on solutions rather than problems
- ***Enhanced financial reporting*** with narrative explanations and clearer breakdowns
- ***Social media guidelines*** rather than restrictive policies
- ***Virtual group integration*** guidelines for service structure participation
- ***Translation process overhaul*** to reduce bottlenecks and delays
- ***Extended delegate orientation*** and education programs
- ***Regular inventory processes*** rather than crisis-driven reviews

ACTION ITEMS AND FUTURE FOCUS

Immediate Priorities Identified Through Inventory

1. ***Governance and Trust Repair Implementation of board conduct standards with clear consequences***
   - » Cross-functional working group to address communication breakdown
   - » Regular board training on communication styles and conflict resolution
2. ***PAI Process Reform Revision of proposal forms to emphasize solutions over problems***
   - » Extended timeline for area consideration of agenda items
   - » Enhanced feedback mechanisms for rejected proposals
3. ***Communication Infrastructure Development of social media guidelines***
   - » Translation process improvement to reduce delays
   - » Enhanced financial reporting for better fellowship understanding
4. ***Virtual Integration Guidelines for virtual group participation in service structure***
   - » Technology upgrades to support hybrid assemblies and conferences
   - » Training for trusted servants on digital communication tools

Long-term Strategic Considerations

Reserve fund management to ensure sustainable operations

1. ***International expansion support*** through literature fund and translation services
2. ***Accessibility improvements*** for diverse populations and abilities
3. ***Leadership development*** to maintain service continuity

Inventory Follow-Up Process

The conference established a structured follow-up process for inventory findings:

- ***Year-round implementation*****:** Areas encouraged to discuss inventory questions throughout the year
- ***Next year's sharing session*****:** Planned report-back on area-level discussions and implementations
- ***Trustees committee review*****:** Conference Committee on Agenda monitoring progress on inventory recommendations
- ***Cross-functional working group*****:** Ongoing collaboration between trustees, staff, and delegates on communication improvements

The inventory process represents step one of a multi-year commitment to structural and cultural improvements within A.A.'s service framework.

Advisory Actions

Conference Advisory Actions represent recommendations made by the standing committees and approved by the Conference body as a whole or recommendations discussed and voted on by all Conference members during general sessions. The group conscience of the Fellowship in the United States and Canada was expressed in the following Advisory Actions, which the General Service Board accepted in its legally required annual meeting following the 2025 Conference.



FLOOR ACTIONS

It was recommended that:

- Begin a study to explore the needs of Spanish-speaking members for tools to access the Big Book. This study will include identifying specific needs within the Spanish-speaking community to determine whether a plain language translation of the Big Book is an appropriate tool or if other accessible materials would be more effective to support Spanish-speaking members who face barriers related to literacy or comprehension.

AGENDA

It was recommended that:

- The following theme for the 2026 General Service Conference: "Humility in Action."
- The following presentation theme and topics for the 2026 General Service Conference:
  - » "Restoration and Discovering Grace, Unity and Fellowship."
  - » "Gossip vs Facts: Examining the Health of Our Own Communications."
  - » "Finding Common Ground."
- The following workshop topic for the 2026 General Service Conference: "Keeping Our Own House in Order."
- A Conference Inventory Implementation Committee with a composition similar to the makeup of the General Service Conference (delegates, trustees, non-trustee directors, and staff members from the General Service Office and AA Grapevine) be established by the General Service Board to identify and implement actionable items, based on the inventory report back sessions held at the 2025 General Service Conference. The committee requested that an implementation committee report be brought back to the 2026 General Service Conference.
- On a quarterly basis, the General Service Office provide a grid of proposed agenda items and their disposition status to reaffirm the 2016 Advisory Action, "The General Service Office post to the Conference dashboard, and regularly update information concerning the status of the proposed Conference agenda items."

ARCHIVES†

No recommendations.

†Members serve on this committee as a secondary committee assignment.

COOPERATION WITH THE PROFESSIONAL COMMUNITY

It was recommended that:

- The project for the development of an outward facing pamphlet for mental health professionals be redirected, utilizing existing content in the current draft and reformatted in a quad-fold layout. The committee requests that a draft pamphlet or progress report be brought back to the 2026 Conference Committee on Cooperation with the Professional Community.
- On a one-year trial basis, AAWS subscribe to a LinkedIn premium business account at a cost not to exceed $1,000 per year, and to bring back a report on the effectiveness of the upgraded account to the 2026 Conference Committee on Cooperation with the Professional Community.

CORRECTIONS

No recommendations.

FINANCE

It was recommended that:

- The phrase "A group may also decline to hear reports from a GSR at all." be removed from page 10 of *The A.A. Service Manual.*
- The Conference-approved level of $10,000 for individual bequests to the General Service Board from A.A. members be raised to $12,500.
- The General Service Board Quarterly Financial Report include supplemental reporting on current capital projects and current and estimated maintenance costs.

GRAPEVINE AND LA VIÑA

It was recommended that:

- The five-year plans for both Grapevine and La Viña be reviewed annually by the Conference Committee on the AA Grapevine and La Viña. The background materials for both plans should include at least five years of financial history and any relevant historical and/or strategic narrative that supports their projections.
- The pamphlet "Grapevine and La Viña: Our Meetings in Print" (P-52) be revised to clarify the text and accurately reflect changes in Grapevine operations.
- The Grapevine Board obtain feedback from the Fellowship by conducting a survey of the membership to identify relevance, usefulness and financial viability of products and services provided by Grapevine, such as the magazines, books (print, digital, and audio), podcast and social media (Instagram and YouTube), with a progress report to be brought back to the 2026 Conference Committee on AA Grapevine and La Viña, and a final report be provided to the 2027 committee. The committee will provide a memo to the Board with suggestions for the content of the survey within 60 days.

INTERNATIONAL CONVENTIONS/REGIONAL FORUMS†

It was recommended that:

- The following language be added to the IC/RF Composition, Scope, and Procedure under the Composition section:
  "The new chairperson and alternate chairperson are elected by written ballot at the final committee meeting during the Conference session from the first-year panel members and take office immediately following the Conference."

LITERATURE

It was recommended that:

- The trustees' Literature Committee update the language and content of the book *Living Sober* with a progress report or draft manuscript to be delivered to the 2026 Conference Committee on Literature.
- The proposals to rescind or revise the *Plain Language Big Book* be collected and deferred until the 77th General Service Conference to allow for a wider Fellowship experience.
- The development of a process within the trustees' Literature Committee for receiving, assessing and forwarding proposed changes to the *Plain Language Big Book* to the Conference Committee on Literature.
- The developed video animation of the pamphlet "The Twelve Concepts Illustrated" be approved with minor edits.
- The revised pamphlet "The Twelve Steps Illustrated" be approved.
- The revised pamphlet "A.A. for the Native North American" (Retitled "Indigenous People in A.A.") be approved.
- The revisions to the pamphlet "Questions and Answers on Sponsorship" be approved with minor editorial changes and formatting standards.

POLICY/ADMISSIONS

It was recommended that:

- Rescinding the 1986 Advisory Action on simple majority items which reads as follows:
  "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 automat-

†Members serve on this committee as a secondary committee assignment.

ically becomes a suggestion and be duly noted in the Conference Report." (Report and Charter)

And that it be replaced with the following clarifying language:

"Recommendations achieving simple majority, but not substantial unanimity, are not suggestions to the General Service Board to take action but should be memorialized in the Conference Final Report to be informational and to provide historical context."

- Following the General Service Conference that the temporary replacement area delegate may maintain access to the OnBoard platform at the discretion of the sitting Area Delegate, through the end of that year.

Committee recommendations approved by video-conference April 13, 2025, at the Pre-General Service Conference meeting:

- The committee recommended that Anne B., who currently serves as the Area 82 alternate delegate, who has been selected by the area, temporarily replace Dwayne M. as a 2025 Conference member.

PUBLIC INFORMATION

It was recommended that:

- The trustees' PI Committee review of video Public Service Announcements (PSAs) be changed to a review cadence of five years from the release date of each video. The review of audio PSAs should follow a similar cadence.
- Three videos produced by the General Service Board of Alcoholics Anonymous Australia ("Are you risking your job?", "Are you a danger to your family?", "Cham-pain") be adapted by AAWS for use on media platforms in the U.S. and Canada.
- The pamphlet "Understanding Anonymity" (P-47) be revised to address anonymity and social media and looks forward to a draft or an update report to be brought to the 2026 Conference Committee on Public Information.
- The trustees' Public Information Committee develop a plan for a 2026 A.A. Membership Survey utilizing random sampling methodology. The committee requested that the plan for the 2026 Membership Survey be brought to the 2026 Conference Committee on Public Information.
- The video "A Group of People Just Like Me" be discontinued.
- The video "On the Beach" be discontinued.
- The young people video "Alcoholics Anonymous" be discontinued.
- The video "25 and Under" be discontinued.
- The video "Young and Sober in A.A.: From Drinking to Recovery" be discontinued.
- Efforts to collect user-generated young people videos be discontinued.



REPORT AND CHARTER

It was recommended that:

- The word "woman" be removed from the Concept Four essay, so that:

  "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."

  Be changed to:

  "New volunteer corporate directors will ask why any paid staff member should also be a corporate director and thereby have a vote as good as their own."

- The General Service Board classify all AAWS and AA Grapevine literature written prior to 1971 as Recovery, Service, or Archival/Historical; review existing policies and consider proposing additional policies as appropriate for updating each classification, and that a progress report be provided to the 2026 General Service Conference.

TREATMENT AND ACCESSIBILITIES

It was recommended that:

- The update to the flyer "Where do I go from here?" (F-4) to be approved with the following change:
  The sentence which currently reads:

  "This mutual understanding gave them the strength each desperately needed to pass up the first drink that had always paved the way to disaster."

  Be replaced with the following sentence:

  "This mutual understanding and program of recovery gave them the strength each desperately needed to pass up the first drink that had always paved the way to disaster."

TRUSTEES

It was recommended that:

- The following slate of trustees of the General Service Board be elected at the annual meeting of the members of the General Service Board on May 3, 2025, following presentation at the 2025 General Service Conference for disapproval if any:

Class A Trustees†	**Class B Trustees**
Tom I., MD, MPH	Teddy B-W.
Dawn K.	Jennifer B.
Hon. Kerry M.	Charles H.
Molly O.	Scott H.
Kelly P.	Teresa J.
Veronica R.	Reilly K.
	Robert L.
	Gail P.
	Class B Trustees (cont'd)
	Joyce S.
	Cheryl S.
	David S.
	Ken T.
	Susan V.
	Carolyn W.
	John W.

†Nonalcoholic

- The following slate of officers of the General Service Board be elected at the annual meeting of the members 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:***	Hon. Kerry M.†
*Second Vice-Chairperson:***	Teresa J.
Treasurer:	Terrance B., FACHE, Trustee Emeriti†
*Secretary:***	Carolyn W.
Assistant Treasurer:	Paul K.*†
Assistant Secretary:	Racy J.*

*GSO employees
**Elected by Third Legacy Procedure
†Nonalcoholic

- The following slate of directors be elected at the annual meeting of the members of the A.A. World Services Corporate Board on May 3, 2025, following presentation at the 2025 General Service Conference for disapproval if any:

Julie C.	Ken T.
Charles H.	Carolyn W.
Matthew K.	John W.
Racy J.*	Bob W.*
Clinton M.	

*GSO employees

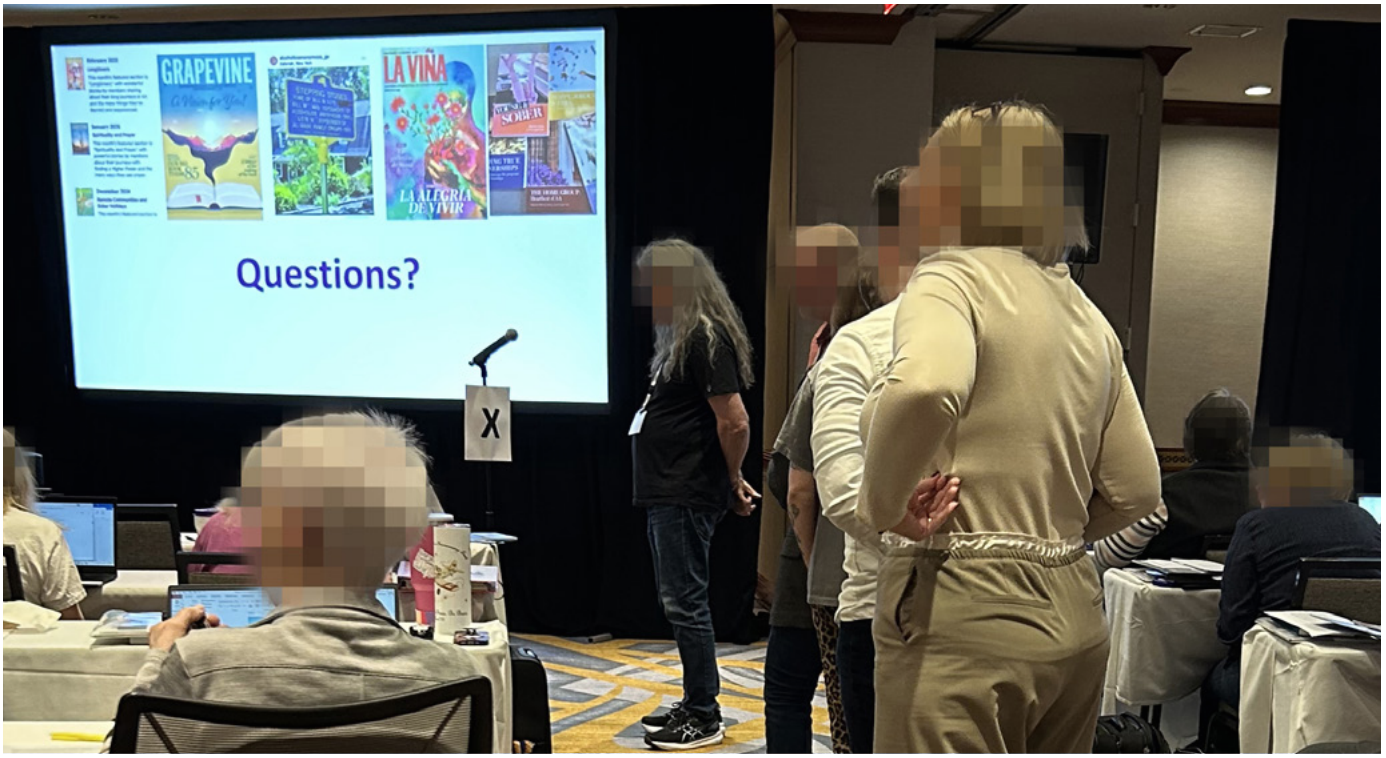
- The following slate of directors be elected at the annual meeting of the members of the AA Grapevine Corporate Board on May 3, 2025, following presentation at the 2025 General Service Conference for disapproval if any:

Teddy B-W.	Molly O.†
Chris C.*	Gail P.
Teresa J.	Joyce S.
Fredy M.	David S.
Nikki O.	

*AA Grapevine employee
†Nonalcoholic

Committee Considerations

An Advisory Action of the 1990 General Service Conference states: "Items discussed, but no action taken or recommendation made, as well as committee recommendations which are not adopted, be included in a separate section of the Final Report." Listed by committee, such items are included here "in their entirety" per Advisory Action of the 2019 General Service Conference.



AGENDA

Committee Considerations:

- The committee discussed the progress report on planning for the 2025 Conference Inventory, noting the report back sessions. The committee also discussed the 2013-2015 Conference Inventory, noting the absence of a Conference planning committee to identify actionable items to follow up, led to achieving few outcomes. The committee felt that establishing a planning committee would ensure effective follow-up from the 2025 Conference Inventory.
- The committee discussed the request to suspend oral presentations of Area Service Highlights during the General Service Conference but continue publishing them in the Final Report and took no action. The committee agreed that suspending oral presentations would not provide significant time savings during the week. The committee agreed that these Area Service Highlight presentations provide an opportunity to hear from different areas how they carry the A.A. message. The committee noted that over the last two years, recommendations from this committee to suspend oral presentation of Area Highlights failed.
- The committee reviewed and discussed a pilot proposal for a Harmony and Effectiveness Session and agreed to take no action. The committee discussed the 2024 Advisory Action related to meeting outside of the annual meeting for general sharing sessions at least two times per year utilizing virtual meeting technology. The committee noted that the General Service Board Chair works with the Delegate Chair set the date and time as well as determine what issues currently facing the Fellowship would be chosen as topics. The committee requested that more input from Delegates, Trustees, Directors and Staff Members be obtained by the General Service Board Chair and the Delegate Chair, to support the development of each session's agenda. The committee requested that the agenda could be distributed in advance to Conference Members. The committee agreed that these current opportunities, such as biannually sharing sessions and the "What's on Your Mind" sessions held during each Conference week, provide ample opportunity for Conference Members to discuss harmony and effectiveness.

- The committee reviewed the 2024 Conference evaluation summary and noted several improvements were being made at the 75th General Service Conference. The committee requested to include visual quantitative graphics to recap the feedback and looks forward to reviewing the 2025 evaluation summary at the 2026 General Service Conference.
- The committee reviewed the 2025 evaluation questionnaire noting the request for feedback from Conference Members on the Opening Sunday Banquet. The committee requested that the trustees' General Service Conference Committee consider alternatives such as allowing attendees to bring a guest at future Conferences at their own expense. The committee noted the costs for coordinating a visit for Conference Members and guests to Stepping Stones, following the 2024 General Service Conference, was offset by their voluntary contributions.
- The committee reviewed the 2025 progress report on Conference Improvements and appreciated the thoughtful and thorough efforts to incorporate improvements based on feedback by Conference Members. The committee appreciated the reinstatement of the Saturday Meet-and-Greet gathering. The committee also noted the effort to address improving the Conference Mechanics, by revising "How the Conference Operates." The committee agreed the ability to make Floor Actions during the opening session should be allowed in cases of urgency or importance.
- The committee discussed a proposed printing and distribution plan for a comprehensive report of the 2025 Conference Inventory and took no action. The committee noted the current cost estimate for printing and shipping reports and that there is currently a plan to distribute an electronic version. Additionally, the committee noted that an eight page summary will be included in the 2025 Final Conference Report.
- The committee reviewed a range of feedback from Conference Committee chairs regarding the quarterly communication with their corresponding trustees' committee chairs. The committee agreed that clarification of the expectations responsibilities would strengthen these efforts during the Conference process and suggested adding new content to existing communications to chairpersons such as "Information and Suggestions to Conference Committee Chairpersons" and trustees' orientation would be useful. Additionally, the committee discussed the corresponding quarterly trustee committee reports, noting that these drafts are approved at the subsequent quarterly Board meeting. To provide additional framework and set expectations to the quarterly touch points, the committee suggested the General Service Board distribute final drafts of quarterly trustee committee reports to the Corresponding committee chairperson for information purposes only.

ARCHIVES

Committee Considerations:

- The committee received a verbal report by the GSO Archivist on the status of suggested changes to the Archives Workbook by the previous year's Conference Committee on Archives. The revisions will be implemented in the next printing of the Archives Workbook and also include:
  - » Recent revisions to policies, procedures such as the Deed of Gift Form, Categorization of "Archival Materials for Access and Use" and similar updates.
- The committee also suggested that the GSO Archives department consider reordering sections to enhance the overall flow of content in the Workbook.

COOPERATION WITH THE PROFESSIONAL COMMUNITY

Committee Considerations:

- The committee reviewed the content and format of the Cooperation with the Professional Community (CPC) Kit and Workbook and noted the updates that were suggested by the 2024 Conference Committee on Cooperation with the Professional Community. The committee provided suggestions for additional updates to be included in the next printing of the workbook. The committee also offered minor updates and editorial changes to CPC service materials, including guidelines, along with formatting changes and updates to the kit contents, including:
  - » Refined use of QR codes
  - » Updates to the CPC PowerPoint presentation

  The committee noted that the requested changes will be forwarded to the AAWS Publishing Department.
- The committee offered suggestions to forward to the Communications Services Department for ways to better inform professionals who visit aa.org about A.A. resources.
- The committee discussed the shared experience on informing professionals how A.A. can serve as a resource for unhoused and neurodivergent alcoholics and took no action. The committee noted that there is

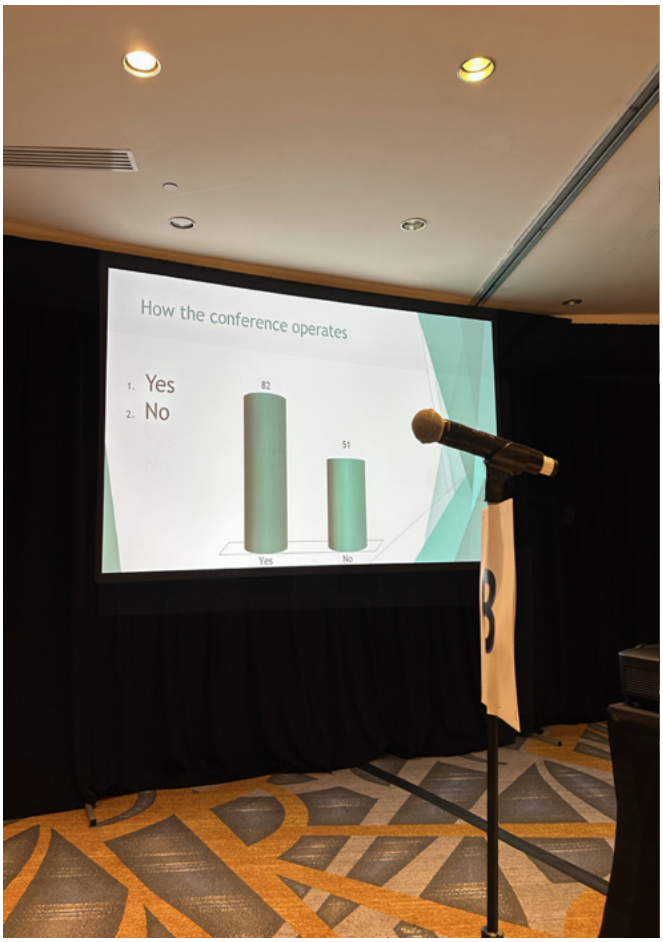
a duplication of efforts within conference committees regarding neurodivergent alcoholics. The committee agreed that there was no new information compelling to reverse the 74th General Service Conference decision to take no action.

- Regarding the redirection of the pamphlet for mental health professionals, the committee requested that the staff secretary forward a memo to the Publishing Department, including the following suggestions to shape additional content and update the layout and format:
  - » Include hyperlinks to the stories and shared experiences previously provided in the interviews and the earlier draft pamphlet.
  - » Update subject titles, including the following:
    - Brief FAQ
    - How A.A. may be helpful to mental health treatment
    - How do I suggest A.A.?
    - How to find us?
  - » The committee further requested that the trustees' Cooperation with the Professional Community/ Treatment and Accessibilities Committee review these recommendations and considerations for the new pamphlet, and that a report on how this work will be done be brought back to the 2026 Conference committee on Cooperation with the Professional Community. The committee requests that the report should include what options were considered, what progress was completed, and if the considerations were not implemented, those reasons be included in the report.
- The committee requested that AAWS explore increasing the cadence of LinkedIn posting and what resources would be required to support that effort.
- Regarding the development of a new CPC video, the committee requested that the most cost-effective means of producing the video be used, utilizing in-house resources when available. The committee also requested that the video should reflect the diversity of the Fellowship.
- The committee requested that AAWS consider addressing "singleness of purpose" as part of the social media policy currently being developed.
- The committee requested that the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee contributes annual input to the revision of the Comprehensive Media Plan (CMP) and collaborates with the trustees' Public Information Committee for effective use of technology in how we reach professionals using current industry standards and adapting to new and emerging technologies.

CORRECTIONS

Committee Considerations:

- The committee reviewed the Corrections Kit and Workbook. The committee noted that the suggestions made by the 2024 Conference Committee on Corrections had been included in the Workbook. The committee provided additional updates for the Correction Kit and Workbook including:
  - Information on A.A. literature on tablets
  - Meeting Guide App Information
  - Editorial suggestions
  - Additional hyperlinks in the Corrections kit
  - Reference for the A.A. Group Handbook for Groups That Meet in Correctional Facilities (CF-36) in the Corrections Workbook
- The committee reviewed a progress report on the development of a pamphlet on the transgender alcoholic in A.A. and expressed support for the process



that has occurred to date. The committee requested that a progress report be brought back to the 2026 Conference Committee on Corrections.

- The committee reviewed and accepted the 2024 Data Report from the tablet vendor Edovo. The committee recognized the interest in A.A. audiobooks on Edovo tablets and suggested that the production of an audiobook of the *Plain Language Big Book* be explored while taking into consideration costs and project prioritization.
- The committee acknowledged the work of the Corrections Survey completed by the staff on the corrections assignment and expressed support for the shared experience to be made available upon request and that sharing from the survey be included in the Corrections Workbook.
- The committee reviewed a request to update Appendix IV in the book *Alcoholics Anonymous* to include other awards and commendations received by A.A. since 1951 and suggested that the trustees' Literature Committee add a footnote to Appendix IV of the 5th Edition *Alcoholics Anonymous,* directing members to the Awards and Recognition section on www.aa.org for information on more recent awards.
- The committee noted the availability and usefulness of the A.A. Group Handbook for Groups That Meet in Correctional Facilities (CF-36) and suggested that updates be made by the staff on the corrections assignment.

FINANCE

Committee Considerations:

- The committee discussed the 2024 floor action to reaffirm the 1975 Advisory Action that delegates emphasize to the groups the effect that inflation has had on the contribution of the dollar and the necessity for adjusting contributions accordingly, to support services provided by the General Service Board and took no action. The committee discussed that each delegate has the autonomy to report financial information and may include details of the services being provided which will help districts, groups and individuals adjust their contributions accordingly.
- The committee reviewed the Conference-approved maximum annual contribution of $7,500 to the General Service Board from an individual A.A. member and took no action. The committee noted that the maximum annual contribution was increased in 2024 and agreed that the current level remains appropriate.
- The committee tabled the review of the self-support packet with the understanding that review of the packet will be undertaken by the 2026 Conference Committee on Finance.

GRAPEVINE AND LA VIÑA

Committee Considerations:

- The committee reviewed the report on AA Grapevine/ La Viña media platform and approved the reports. The committee suggested that this item be relocated from the Public Information Committee to the Grapevine/ La Viña Committee in the future.
- The committee reviewed the financial reporting system for Grapevine and La Viña and were satisfied with the results.
- The committee reviewed the progress report on a more effective La Viña subscription procedure, fulfillment process and customer service experience, and recognized improvement. The committee encouraged the AA Grapevine Board and staff to continue to address ongoing subscription and fulfillment concerns from the membership, and to provide an updated progress report to be brought back to the 2026 Conference Committee on Grapevine and La Viña.
- The committee reviewed the AA Grapevine Workbook and provided editorial suggestions to the Grapevine staff.
- The committee requested that the trustees' Committee on Conference and the Grapevine Board explore ways to increase representation of the Hispanic community on the Conference Committee on Grapevine and La Viña.
- The committee agreed to forward to the AA Grapevine Board the suggestion that AA Grapevine, Inc. produce in the year 2026 or later the following:
  1. Women's Book II (working title) (GV book): Women A.A. members share stories of experience, strength and hope.
  2. Best of If Walls Could Talk (working title) (GV book): A collection of A.A. 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.
  3. Amor, Unidad y Servicio (Love, Unity and Service) (working title) (La Viña book): Hispanic members share their gifts of sobriety through service in A.A.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

Committee Considerations:

- The committee received updates on the upcoming 2025 International Convention, including:
  - » Over 31,000 people have registered for the Convention to date. The attendance of the 2025 International Convention is estimated at 35,000 with the current trend of week-to-week registrations, 60 days away from the event's start date. Reporting included this event's accommodation and expense to travel challenges, as well as concerns about traveling across the border as some of the reasons impacting people's decisions to attend.
  - » The Convention Consultant shared that we are not receiving as many responses from our event accessibility survey. It has been distributed multiple times to registered attendees who identified their desire to receive further information about accessible services for this Convention. The lack of responses has an impact on our ability to estimate the need for scooter and wheelchair equipment rentals, and how many attendees will take advantage of our Accessible Shuttle Service. Therefore, we are making decisions on transportation vehicles to have on hand based on the information we have. In addition, we have a plan on how we can add vehicles if the need arises.
  - » The first-ever 2025 International Convention Virtual Program Session Track online offering will have enhanced attraction communications after May 9, 2025, to remind those unable to attend in person they have a pathway to participation in our 90th Anniversary celebration.
  - » There is a final site visit planned for the coordination team in early June 2025 where the important onsite volunteer training will take place, as well as a city-wide emergency tabletop exercise to prepare for the 2025 International Convention.
  - » This is the fifth International Convention where online registration was available. Communications have been made to ensure that all attendees are prepared for the Convention experience and understand how to prepare for attendance and get around the Convention campus and the city of Vancouver.
  - » Preparations are in place for the anonymity-protected post-event broadcast of the Friday night Flag Ceremony.
  - » The advance Program Guide has been sent to all registrants and is being made available on GSO's A.A. website and distributed through our communication channels. This program emphasizes A.A.'s Anonymity Traditions to attendees and the Box 4-5-9 spring issue features the article "Countdown to Vancouver."
  - » The Convention app will be launched in May 2025 for download on mobile devices.
  - » The International Convention will have an Anonymity Booth and a "Carry the Message" pavilion featuring booths providing information on A.A.'s Cooperation with the Professional Community, Corrections, Grapevine/La Viña, Public Information, Accessibilities and Treatment committee service.
- The committee reviewed a report on the development of the new declaration to be adopted at the 2030 International Convention. The committee is in full support of the trustees' IC/RF Committee's concept of creating a declaration related to our third legacy of service and the Fellowship's participation in the group conscience of Alcoholics Anonymous, recognizing that individual voices and actions help shape our collective wisdom.
- The committee considered the request that all sovereign states' flags be a part of the Flag Ceremony at an International Convention. The consensus of the committee members is that it is important to explore this option to understand any impacts such inclusion may create (e.g., cultural, timing). The committee requested that the trustees' IC/RF committee begin exploration regarding the inclusion of sovereign states to the Flag Ceremony at the International Convention, including reaching out to gather sharing from indigenous populations. The committee also suggested including a question in any post-Convention surveying of attendees that would help obtain information on how many members in attendance at the 2025 International Convention were from First Nations sovereign states, helping to gain an understanding of total numbers we might be considering adding to a Flag Ceremony. The committee looks forward to a plan or progress report being brought back to the 2026 Conference Committee on IC/RF.
- The committee reviewed the Final Report of the Subcommittee on Regional Forums Improvements and expressed their gratitude for all thoughtful and thorough work done by the IC/RF trustees' committee. The committee specifically noted appreciation for the bud-

get considerations, the live broadcast option pilot and the plan to better serve interpretation needs.

- The committee reviewed the Report from the Subcommittee to Review Regional Forums Request for Information (RFI) Forms and appreciated that while the GSO makes the final decision for the date and location of Regional Forums that they continue to collaborate with the regions and areas during the planning process.
- The committee discussed ways of encouraging interest in Regional and Local Forums and attracting first-time attendees and expressed appreciation for the incorporation of previous committee considerations. The committee requested that the General Service Office record a GSO Podcast episode showcasing Regional Forums.

LITERATURE

Committee Considerations:

- The committee suggested, in keeping with the subtitle of the book, that the Publishing Department review the pagination and print-size of the *Plain Language Big Book*.
- The committee suggested that, if the recommendation to expand the book Twelve Steps and Twelve Traditions is approved, that the title not be changed, though a subtitle similar to *The A.A. Service Manual* should be included.



- The committee reviewed the Recovery Literature Matrix and requested that year-to-year information be collected and presented to cover page views, downloads, audio content, and other points of digital access.
- The committee suggested that a sortable and malleable format of future Recovery Literature Matrixes be shared with the Conference Committee on Literature as a committee-eyes only document.
- The committee had a robust discussion about the progress report and project timeline for the development of the Fourth Edition of the book *Alcohólicos Anónimos* (Spanish). The committee requested that a manuscript or progress report be brought back to the 2026 Conference Committee on Literature.
- The committee had a thoughtful discussion about the progress report and project timeline for the development of a Fifth Edition of the book *Alcoholics Anonymous*. The committee requested that a manuscript or progress report be brought back to the 2026 Conference Committee on Literature.
- The committee reviewed the progress report on the development of a pamphlet for the Asian and Asian American Alcoholic and requested that a progress report or draft manuscript be brought back to the 2026 Conference Committee on Literature.
- The committee discussed the need for plain language literature in Spanish and French and took no action. The committee looks forward to further expressions of need being voiced from within the service structure.
- The committee discussed the need for the development of an application for the sale of digital literature and took no action. The committee looks forward to further information on current efforts and wider sharing from within the service structure.

POLICY/ADMISSIONS

Committee Considerations:

- In keeping with a request from the 74th General Service Conference Committee on Policy/Admissions, the committee noted the February 11, 2025, memo update from the General Manager to all Conference members on site selection and dates. The 77th and 78th General Service Conference will be held at the New York Marriott Marquis hotel in New York City. The 77th General Service Conference will take place April 11-17, 2027. The 78th General Service Conference will take place April 23-29, 2028.
- The committee reviewed the dates for the 2029 General Service Conference. In order to provide additional flex-

ibility 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 79th General Service Conference, as follows (in order of preference): April 29 – May 5, 2029; April 15-21, 2029, May 6-12, 2029; 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 79th General Service Conference as soon as they are finalized by GSO management.

- The committee discussed the Equitable Distribution of Workload (EDW) progress report and draft plan. The committee noted with appreciation the updates made to simplify workload, workflow, and efficiency since the 74th General Service Conference.
- The committee also discussed the possibility of standing committee items being addressed by Conference committees outside of the Conference week. The committee acknowledged that if a process to address standing Conference committee items outside of the annual Conference week were to be explored, that serious consideration on the implications affecting Article Nine in the Conference Charter be discussed and reflected within any draft plan.
- There was ongoing discussion, but not limited to, the suggestions presented in the EDW report. Standout topics included:
  - » Including a more defined plan on a comprehensive approach with a collective shift in composition, scope, and procedures with special attention to committee scopes.
  - » Consider the implications of changes to processes that would affect stakeholders including, but not limited to, GSO Staff assignments, trustees' and Conference committees.
  - » Reimagining current Conference committees in ways that could accommodate heavier workloads. There also may be parallel benefits which would benefit the efficiency of trustee committees and Staff assignments.
  - » A defined plan in which committee literature on recovery or more general topics of service could be moved under the purview of committees which historically have agendas with less items. Such a decision might provide more balance for committees and provide Staff assignments more opportunities to focus on possible needed revisions that may need to be brought to the attention of the General Service Conference for accuracy and consistency of content.
  - » Include a draft process to move Conference-approved items that don't set policy but rather, reflect factual information to service material category (requiring an Advisory Action for the shift to service material) to allow for more timely updates such as, the Conference approved, "GSR" pamphlet, D.C.M. Flyer, and "The A.A. Group" pamphlet.
  - » Explore how projects could potentially move across Conference Committees without the need to return to their originating committee until resolved.
  - » On EDW items, there may be reasons regarding the evolution of a topic that a trustees' chairperson may request to retain it with a corresponding conference committee.
  - » An adjustment to the Conference schedule to allow for more committee time to handle additional workload, in lieu of presentations and workshops.
  - » A more agile framework could foster greater cooperations between trustees' and Conference committees.
  - » Findings from the 2025 General Service Conference inventory may guide where the priorities to address distribution of workload may lie.
  - » In light of the expressed need to address tangible actions of EDW the committee suggested that the trustees' Committee on the General Service Conference create a proposal providing a more focused approach identifying the most critical issues affecting workload and a potential path on how to implement comprehensive shifts to Committee composition, scope, and procedures and that this proposal be brought back to the 2026 Conference Committee on Policy/Admissions.
  - » The committee discussed the process of Simple Majority Items and suggested noting the history of recommendations not passing, attaining simple majority but not substantial unanimity in committee history and actions for the purpose of providing information and context for future Conference committees.
  - » The committee considered a request that a super majority of voting members be required to change or amend Founders' Literature and took no action. The committee expressed the importance of this topic but also noted that developing a policy on possible voting requirements and procedures may be pre-

emptive prior to defining what would be categorized as co-founders' writings.

To provide clarity on the nuances between similar PAIs on potential changes that were forwarded about the co-founders' writings to the Report and Charter and the Policy/Admissions committees, both committees met briefly during their Tuesday committee times to ensure the distinct function of these agenda topics and avoid potential overlaps or confusion.

The committee noted that, prior to approving a defined procedure on future considerations for changes to co-founders' writings, a two-year process might be considered prior to a voting decision by the Conference to provide more opportunity for input from the fellowship.

» The committee considered a request to develop guidelines for the roles and responsibilities of temporary replacement delegates. The committee discussed appreciation for the draft guidelines presented to the committee and suggested that any future policy decisions be reflected in the guideline.

» The committee discussed a request to prioritize a list of selection criteria to inform the committee selection process and were pleased with current and suggested improvements to the process.

The committee suggested prioritization efforts in the following order:

- That areas have the opportunity to be selected for any committee
- Continue the process for a more even rotation on remaining committees
- Striving to have wider regional representation across all committees
- Limit adjacent areas from different regions

- The committee encourages the trustees' General Service Conference committee to explore utilizing Open-Source AI as a mechanism to improve the committee selection process.

PUBLIC INFORMATION

Committee Considerations:

- The committee reviewed and accepted the 2025 Public Information Comprehensive Media Plan (CMP).
- The committee reviewed the 2025 report on the "Relevance and Usefulness of Audio and Video Public Service Announcements," and offered the following suggestion:

» That the trustee's Public Information Committee consider offering further clarification on the process of creating new Public Service Announcement (PSAs) and for retiring or discontinuing PSAs.

- The committee also considered the suggestion forwarded by the trustees' Public Information Committee to remove reference to phone books in Public Service Announcement (PSAs) and took no action. The committee felt that this action would not represent a good investment of resources.
- The committee suggested that when developing new video content, including PSAs, that careful consideration be given to ensuring that new content appropriately reflects an awareness of and respect for the cultural and linguistic differences that exist between Canadian French-speaking members, Spanish-speaking members and those who primarily speak English.
- The committee discussed the suggestions made by the trustees' Public Information Committee to have Francophone and Hispanophone delegates review Public Service Announcements in French and Spanish and suggested that the trustees' Public Information Committee begin implementing this plan. The committee requested that a progress report on these efforts be brought back to the 2026 Conference Committee on Public Information.
- The committee discussed the Mesmerize Point PSA distribution channel and suggested that the trustees' Public Information Committee and AAWS end the relationship with Mesmerize Point and to explore whether other "point of care" content providers would be willing to run A.A. messages at no cost.
- The committee suggested that if adapted for use on AAWS media platforms, the Australian video "Champain" be posted to the English language version of aa.org only.
- The committee suggested that the trustees' Public Information Committee create a plan to develop a new short video targeting culturally diverse audiences, appropriate for use as a PSA and on social media and other channels. The committee suggested that the new video be short, emotionally powerful, utilize a question-and-answer style, and feature no spoken dialogue.
- The committee suggested that if revised, the trustees' Literature Committee consider adding a QR code to the pamphlet "Understanding Anonymity" (P-47). The committee observed that for literature that typically sits in a literature rack, QR codes may be more useful on the front of pamphlets rather than the back.

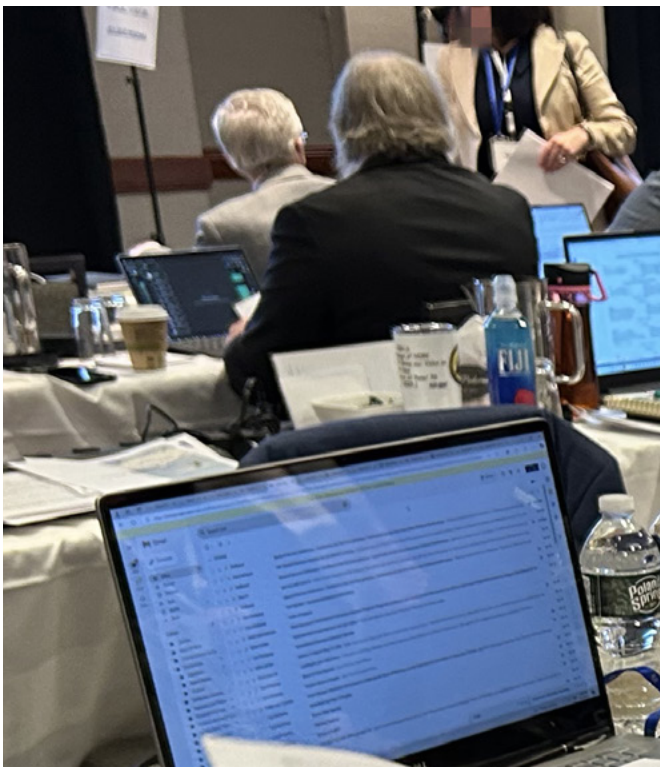
- The committee reviewed and accepted the progress report on developing communications to address anonymity and social media.
- The committee suggested that the trustees' Public Information Committee consider a "refresh" campaign for ongoing distribution and tracking of PSAs in the U.S. and Canada, at an annual cost of no more $15,000 and that a report be brought back to the 2026 Conference Committee on Public Information.
- The committee discussed the report on the A.A. Membership Survey and expressed appreciation for the comprehensive work. The committee suggested that the planning for a 2026 A.A. Membership Survey include the following:
  - » Continued use of random sampling for the main Membership Survey.
  - » That any publications related to Membership Survey be based on the data generated by the random sample version of the Membership Survey.
  - » That an external survey methodologist be consulted as part of developing a plan for the next Membership Survey. The committee suggested that the survey methodologist be consulted about whether the convenience sample methodology could be adjusted to mitigate bias.
  - » A trial for utilizing four-year interval between Membership Surveys be piloted, with plans to evaluate this shift after an appropriate interval.
  - » Taking into account staff workload, the committee requested that information about expense, including the costs for survey tabulation, analysis, report writing and development of communications to the Fellowship be detailed in the plan for the next Membership Survey.
  - » Discussion of purpose/audience for the survey should be considered, with caution that revisions to the questions should be minimized in order to optimize the ability to consider changes in results over-time.
  - » Careful consideration should be given to supporting the area delegates in the Membership Survey data collection process through workshops and discussion.
  - » Upon completion of the next Membership Survey, planning for a formal debrief from the trustees' Public Information Committee to the Conference Committee on Public Information about the results of the next Membership Survey.
  - » That consideration be given to developing multimedia tools to support discussions of future Membership Surveys
  - » In the plan for the next Membership Survey, the trustees' Public Information Committee is encouraged to consider how to address additional concerns including:
    - Whether consideration should be given to surveying meetings as well as groups.
    - Whether counting the number of A.A. members would be an appropriate goal.
    - Whether the Membership Survey infographics created in 2022 have been useful for local committees.
  - » The committee suggested that the future Membership Survey planning should consider how the survey might be used to address outstanding questions including:
    - How do we make sense of ongoing gendered differences in meeting attendance?
    - Why has A.A. failed to make meaningful progress on attracting and retaining a more racially/ ethnically diverse Fellowship?
    - 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?
- The committee reviewed the report on the survey of Area Delegates regarding communications with young people. The committee expressed appreciation for the report, and offered the following suggestions:
  - » That findings from the survey of Area Delegates regarding communications with young people be incorporated into communications with young people planned in the future.
  - » That there is a need for additional resources for communicating with young people, noting however that consideration should be given to treating young members as members, rather than as a separate or different population.
  - » That the trustees' Public Information Committee explore avenues for direct participation of young people in the development of a new service card for young people.
- The committee suggested that the trustees' Public Information Committee explore whether a texting platform could be used for regular communications to the Fellowship in order to reach members who don't prefer email.

- The committee suggested that the trustees' Public Information Committee consider including a QR code on a new service card aimed at young people, pointing users to resources specific to young people on aa.org.
- The committee reviewed and accepted a progress report for the GSO podcast, Our Primary Purpose. The committee noted appreciation for this audio service material and for many of the topics covered on the podcast. The committee looks forward to a report with analytics data for the podcast to be brought to the 2026 Conference Committee on Public Information and offered the following suggestions:
  - » The committee suggested that the A.A. World Services consider developing a plan to create Spanish and French versions of the GSO podcast, Our Primary Purpose, and suggested that pilot episodes in each language be created.
  - » The committee suggested that consideration be given to developing an episode of the GSO Podcast, Our Primary Purpose, focused on anonymity and social media.
  - » The committee requested that A.A. World Services consider a suggestion that when featuring individual experiences on the GSO Podcast, Our Primary Purpose, that multiple perspectives on the topics be included in the segment.
- The committee reviewed and accepted the 2024 Report on the Alcoholics Anonymous World Services (AAWS) Meeting Guide. The committee expressed enthusiastic support for the Meeting Guide app and offered the following suggestions:
  - » The committee suggested that consideration be given to having Meeting Guide app sync with calendar applications.
  - » The committee requested that the trustees' Public Information Committee ensure that all updates to Conference-approved literature, including Daily Reflections be reflected on Meeting Guide app.
- The committee reviewed and accepted the 2024 annual report on Alcoholics Anonymous World Services (AAWS) web site, aa.org and offered the following suggestions:
  - » The committee suggested that AAWS explore adding a chat feature to aa.org and looks forward to an update report being brought back to the 2026 Conference Committee on Public Information.
  - » The committee suggested that AAWS explore ways to improve the aa.org search feature function in French and Spanish (including use of accent marks and diacritics).
- The committee reviewed and accepted the 2024 report on the usefulness and effectiveness of the AAWS YouTube account. The committee offered the following suggestions and looks forward to a report to be brought to the 2026 Conference Committee on Public Information.
  - » The committee noted ongoing challenges with search engine optimization (SEO) for YouTube and expressed appreciation for work already being done to add new content to the platform on a regular basis.
  - » The committee suggested that consideration be given to posting short versions of video Public Service Announcements as YouTube shorts.
- The committee reviewed and accepted the 2024 Report on the usefulness and effectiveness of the AAWS Google Ads and looks forward to a report to be brought to the 2026 Conference Committee on Public Information. The committee noted appreciation for the ongoing work with Google Ads and expressed support for maximizing use of the Google Ad grant each month and for continuing to monitor changes to the Google ad for non-profit program for any changes that impact aa.org.
- The committee reviewed and accepted the 2024 Report on Online Business Profiles. The committee expressed appreciation for the work and looks forward to a progress report being submitted to the 2026 Conference Committee on Public Information.
- The committee reviewed and accepted the Progress Report on improving analytics across media platforms. The committee noted with appreciation all the work that had gone into laying out a framework for improving analytics reporting for the future and looks forward to a report to be brought to the 2026 Conference Committee on Public Information.
- The committee discussed the grid of public information materials.
- The committee reviewed and accepted the progress report on the Young People's video project and expressed gratitude for the work and asked that an update report be provided to the 2026 Conference Committee on Public Information.
- The committee suggested that the trustees' Public Information Committee explore opportunities to use already collected (but not posted to aa.org) user-generated young people videos for other content areas.
- The committee discussed the content and format of the P.I. Kit and Workbook. The committee agreed to provide the staff secretary with any suggested updates to the P.I. Workbook.

REPORT AND CHARTER

Committee Considerations:

- The committee reviewed the progress report for the development of the new section "Amendments" to be added to the Twelve Concepts for World Service. The committee carefully reviewed the thoughtful discussions following the 2021 Advisory Action and provided suggestions on the organization and format of the section. The committee requested that the staff secretary send a memo to AAWS Publishing clarifying the intention and rationale, and that it be considered in the development of an introduction to the "Amendments" section. The committee looks forward to a draft of this suggested version being included in the Report and Charter background for the Fellowship to review in preparation for the 76th General Service Conference.
- The Conference Report and Charter Committee discussed the requests for a revision to Article Three of the Conference Charter in relation to changes to the co-founders' writings and took no action. The committee noted that further clarification was needed on the definition of co-founders' writings prior to considering changes in policy or to the Conference Charter.
- To provide clarity on the nuances between similar PAIs on potential changes that were forwarded about the co-founders' writings to the Report and Charter and the Policy/Admissions committees, both committees met briefly during their Tuesday committee times to clarify discussion of these agenda items and mitigate the risk of overlap or contradiction.



- The committee discussed ways to reach future trusted servants and reviewed the Conference Final Report through the lens of those unfamiliar with the Conference process, suggesting that the General Service Office consider developing a podcast episode in future seasons to help in this effort, and that AA Grapevine and La Viña consider including similar sharing in future issues.
- The committee accepted a report from the Publishing Department outlining the General Service Office process for timely and accurate preparation and publication of the A.A. Service Manual/Twelve Concepts for World Service, 2024-2026 Edition and the 2025 General Service Conference Final Report.
- The committee suggested that the Publishing Department consider adding hyperlinks to the digital version of the Conference Final Report similar to the 2024-2026 digital edition of the A.A. Service Manual/Twelve Concepts for World Service.
- The committee reviewed the report of the General Service Board outlining the creation of a Trustees' Ad Hoc Committee for Report and Charter. The committee appreciates the board's communication of its intent to implement the committee's suggestions and looks forward to collaborating with this committee going forward.
- The committee discussed whether there was a widely expressed need for the A.A. Service Manual to be included in physical GSR kits. The committee highlighted a variety of experiences at the local level and appreciated learning about the creative ways in which some Areas provide the A.A. Service Manual to their trusted servants. While no action is recommended at this time, the committee noted that bringing greater awareness to the manner in which Areas and the GSO cooperate to meet the needs of all trusted servants would be helpful to assess the need for additional resources. The committee also provided suggestions to the Group Services coordinator for the GSR Welcome Letter.

TREATMENT AND ACCESSIBILITIES

Committee Considerations:

- The committee suggested the following editorial revisions to the draft flyer "Where do I go From Here?" (F-4):
  - » Remove "Find A.A. Near You" website and QR code.
  - » Add a QR code to the AAWS Meeting Guide app and remove the chair logo.

  - » Move the blue block of finding A.A. information to below the title.
  - » Remove AA Grapevine general website and replace it with the AA Grapevine podcast link and QR Code.
  - » Move the "A.A. Conference-approved" note to end of flyer.
- The committee reviewed and accepted the progress report on the Military Outreach Project. The committee looks forward to all the veteran and active-duty interviews being made available on aa.org and A.A.'s YouTube page.
- The committee requested updates to the language on aa.org/military to be more inviting and engaging to inspire veteran A.A. members to volunteer for audio interviews. The committee suggested including the contact email militaryoutreach@aa.org on the website. The committee asked that the staff secretary work with the Communication Services Department (CSD) to make the landing page more accessible and searchable. The committee requested that the term "military" be added to the filter function of the Media Library on aa.org.
- The committee suggested repurposing existing content to develop a 10-second audio highlight to be included on the aa.org/military webpage to attract people to listen to the full interviews. The committee suggested posting the outreach communication requesting participation in veteran audio interviews to the AAWS LinkedIn page, along with any new military member audio interviews.
- The committee suggested that the Communication Services Department (CSD) consider the use of the following additional social media hashtags for aa.org/military:
  - » #MilitaryCommunity
  - » #VeteranSupport
  - » #VeteranVoices
  - » #RecoveryJourney
  - » #LifeInRecovery
  - » #PeerSupport
  - » #GivingBack
  - » #AccessibilityMatters
- The committee reviewed the progress report on the Fellowship's outreach efforts to A.A. members in the military. The committee noted that the report included limited sharing, while the military interviews themselves include vital insight on how members of the military find A.A. information captured in the interviews can help local committees in their outreach efforts. The committee requested that the staff secretary extract this information from the interviews and provide it to the Fellowship as requested from the assignment.
- The committee discussed the newly developed "Accessibility Resources Flyer" made available on aa.org. The committee provided several suggestions to the staff secretary and requested that the "Accessibility Resources Flyer" be posted to the AAWS LinkedIn page two times a year.
- The committee discussed the newly revised service piece "Making the A.A. Message Accessible" (F-107) with added sharing from neurodivergent alcoholics and provided several suggestions to be included in a future revision.
- The committee suggested that the Accessibilities Checklist (SMF-208) be updated with suggestions to support neurodivergent members.
- The committee reviewed the contents of the Treatment Kit and Workbook. The committee provided the following suggestions:
  - » Return to the 2023 version of the Singleness of Purpose section of the Treatment Workbook.
  - » Add hyperlinks to the digital version of the Treatment Workbook.
- The committee reviewed the contents of the Accessibilities Kit and Workbook and provided suggestions to the staff secretary for the next revisions.
- The committee reviewed the Remote Communities and Cooperation with Elder Community resource lists and provided suggestions for the next revisions.
- The committee suggested that AA Grapevine/La Viña consider publishing a book with stories from A.A. members in the elder community.
- The committee suggested that the CD version of the book *A.A. Comes of Age* be made available as an audiobook on aa.org.
- The committee suggested that the production of an audio version of the *Plain Language Big Book* be prioritized as an audiobook project.
- The committee suggested that the American Sign Language (ASL) version of the pamphlet "The A.A. Group... Where it All Begins" (P-16) be prioritized as an ASL project after hearing the expressed need from the staff secretary.

TRUSTEES

Committee Considerations:

- The committee reviewed the resumes and approved as eligible for election all Class B trustee candidates

for East Central Regional trustee, Southeast Regional trustee, and trustee-at-large/U.S.

- The committee had a wide-ranging and thoughtful discussion about the current process of placing proposed agenda items (PAIs) on the final General Service Conference agenda. The committee strongly agrees that the fellowship, through their representative delegates, have more voice in the final decision.
- The committee reviewed the sub-committee Grievances about General Service Board Actions report and the Proposed Methods to Censure the General Service Board and, after a thoughtful and robust discussion, took no action. The committee discussed how one of four possible paths to censure was linked to a separate conference proposed agenda item. If the proposed General Service Conference Harmony and Effectiveness sharing session was not adopted, then the remaining three methods did not offer sufficient change.
- The committee discussed the request to include the version of the Lasker Award text from A.A Comes of Age in Appendix D in the book *Alcoholics Anonymous* and took no action. The committee considered the full text of the Lasker Award contained in *A.A. Comes of Age* sufficient documentation.
- The committee discussed the updated General Service Board policies, noting the importance of having a trustee code of conduct policy in today's litigious environment. Potential Class A candidates are reassured by sound board policies when considering service on the General Service Board.

Recommendations that achieved Simple Majority — These items did not receive the two-thirds majority required to pass as a Conference Advisory Action.

COOPERATION WITH THE PROFESSIONAL COMMUNITY

- The committee recommended that the trustees' Cooperation with the Professional Community/ Treatment and Accessibilities Committee replace the three existing videos — "A.A. Video for Healthcare Professionals," "A.A. Video for Legal and Corrections Professionals," and "A.A. Video for Employment/ Human Resources Professionals" — with a new video, in English, Spanish, and French. The video should be developed with a format and message that can reach all professionals with multipurpose applications which can be delivered across multiple platforms. The committee requests that a progress report or draft video be brought to the 2026 Conference Committee on Cooperation with the Professional Community.

LITERATURE

- The committee recommended that the current publication Twelve Steps and Twelve Traditions be expanded to include the Twelve Concepts for World Service and essays on the Twelve Concepts for World Service.

PUBLIC INFORMATION

- The committee recommended that a new Service Card, postcard sized or smaller, aimed at young people, be created and that it be made available digitally and for purchase and for inclusion in the PI Service Kit.
- The committee recommended that the General Service Board, keeping in mind A.A.'s Twelve Traditions, develop a strategy and vision for digital communications including social media and increase resources for these tools to enhance efforts to carry the message.

Recommendations Not Resulting in Advisory Actions

These recommendations were presented but did not receive the two-thirds majority necessary to become a Conference Advisory Action.

FINANCE

- The committee recommended that the suggested area contribution for delegate expense for the Conference be removed and that the full estimated amount be provided so that each area can determine what amount they can contribute.
- The committee recommended pausing the retrofit of the General Service Office until the Trustees Finance & Budgetary Committee develops a plan to replenish the reserve fund to a minimum of nine months and bring back a progress report to the 76th General Service Conference.

GRAPEVINE/LA VIÑA:

- The committee recommended that the Grapevine Board develop a revised La Viña five-year plan covering years 2026-2030 to be brought back to the 2026 Conference Committee on the AA Grapevine and La Viña. The revised plan should reflect a focus on actionable, realistic and achievable goals, and the background materials should include at least five years of financial history that substantiates its projections.

PUBLIC INFORMATION

- The committee recommended that the A.A. World Services social media policy currently under review be brought back to the 2026 Conference Committee on Public Information for approval prior to implementation.
- The committee recommended that the trustees' Public Information Committee develop a plan to accept user-generated content from members under the age of 18, with the understanding that questions of legal responsibility or liability may need to be explored. The committee requested that an update report or draft plan be brought back to the 2026 Conference Committee on Public Information.
- The committee recommended that in addition to the Membership Survey conducted using random sampling, the trustees' Public Information Committee conduct a Convenience Sample Membership Survey in 2026.
- The committee recommended that the General Service Conference add an agenda item to the 2026 agenda for the Policy and Admissions Committee to explore creation of a new conference committee to which some of the Public Information agenda could be assigned.

TRUSTEES

- The committee recommended the pamphlet "Do You Think You're Different?" be retired.

Floor Actions Not Resulting in Advisory Actions

- The 75th General Service Conference issues a censure, expressing formal disapproval for past behavior of the General Service Board for the following reasons:
  - » Contributing to an environment that lead to the resignation of experienced and trusted Board members;
  - » Ineffective, inconsistent, and non-transparent communication to the Conference;
  - » Unacceptable behavior by trustees including harassment, intimidation, and bullying;
  - » Undermining the spiritual handshake with the Conference, as described in Concept VI, by not following a Conference Advisory Action.

  Accordingly, the Conference directs the General Service Board to:
  - » Continue to take its inventory, with specific focus on improving accountability to the Conference;
  - » Report to the Conference on inventory findings and the specific actions taken to address these concerns. ***(Not Approved)***
- Change the election procedure of the GSC Delegate Chair to the following: Each Conference Committee will nominate a willing and eligible candidate to stand for Delegate Chair after their election of Conference Committee Chair and Alternate Chair on their last committee meeting day of the General Service Conference. The nominee will be determined by each individual Conference Committee. The newly elected Conference Committee Chair will not be an eligible candidate for Delegate Chair. The Alternate Conference Committee Chair will be an eligible candidate. After the Trustee elections a the GSC each nominee will have a 1–2-minute opportunity to give a brief history and qualification. The Delegate Chair will then be elected by Third Legacy Procedure of the voting Area Delegates. Only the voting Area Delegates will be able to vote for their Delegate Chair. The Policy & Admissions Committee will be tasked to create a scope for the Delegate Chair Position based on what the committee determines are the needs of the Area Delegates of the GSC and for that to be brought to the 76th GSC. The Delegate with the most votes will be the newly elected Delegate Chair, the runner up will be the GSC Mail Administrator. The Delegates with the third and fourth most votes will be the alternates, if the need to serve arises. ***(Conference declined to consider)***
- The GSB Revisit the Advisory Actions of the 71st General Service conference regarding the A.A. Preamble and approve the following as the only conference approved A.A. Preamble.

  "In Alcoholics Anonymous, we share our experience, strength and hope with each other that we may solve our 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 A.A. membership; we are self-supporting through our own contributions. A.A. is not allied with any sect, denomination, politics, organization 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." ***(Conference declined to consider)***
- The GSB, by and through its Trustees Committees, reduce the number of standing agenda items at each GS Conference to allow more room for PAIs submitted by the Fellowship. That workbooks, service material and guidance type pamphlets, for example, be reviewed every three to five years instead of annually or biennial-

ly, and that they be alternated so that each conference committee has no more than one or two standing agenda items each year. Status updates and progress reports on continuing agenda items be discussed during joint committee meetings instead and reported to the conference through the Trustee committee conference reports. Themes, discussion topics, book titles, and the like be polled to the delegates electronically using survey methodology. Etc. ***(Conference declined to consider)***

- That the current code of conduct be repealed. The Steps, Traditions, and Concepts (with the warranties) serve as complete set of principles, codified for all in A.A. to resolve all questions of proper conduct; in other words, a comprehensive code of conduct. The Charter and Bylaws provide the mechanism connecting us to the outside world, and the Bylaws require adherence to these 3 sets of principles. The Charter and the Bylaws of the General Service Board are legal instruments, empowering the trustees to manage & conduct world service affairs (Concept VII). ***(Conference declined to consider)***
- The GSO begin the process of adding QR codes (linked to aa.org) to all new and reprinted literature. ***(Conference declined to consider)***
- The Conference hereby allow the Conference Agenda Committee the right of decision over the Conference theme, presentation(s) and workshops, allowing the Conference to focus on the more important matters facing the Fellowship today. ***(Conference declined to consider)***
- That in order to assist in the improvement of the prudent reserve, the GSB set a policy which does not allow the budgeted income from all streams including, but not limited to, contributions, sale of literature, including Grapevine and La Viña subscriptions and book sales, for any given year to exceed the amounts of the immediately preceding year. Further, and consistent with such policy, that outward expenses be adjusted, with necessary cost cutting measures, so that all expenses, obligations or support does not exceed budgeted income. This to be in effect until the prudent reserve reaches the Board's policy of 9-12 months and thereafter as the Board may deem fit pursuant to its Reserve Fund Policy. ***(Conference declined to consider)***
- That a joint subcommittee comprised of representatives from the General Service Board, A.A. World Services Board, AA Grapevine Board, the General Manager, and the Grapevine Publisher be formed to: Reevaluate the viability and timing of the 11th floor construction project, with an estimated cost of up to $2 million, with the intent to cut our losses.
  - » Determine whether to retain or release the 8th floor at 475 Riverside Drive.
  - » Delay any further construction or long-term occupancy decisions until a future relocation process — fully informed by the evolving needs of the Fellowship — can appropriately assess and determine space requirements. ***(Conference declined to consider)***
  - » The GSB explore reorganizing the GSC Committee system; that it should consider a topic neutral system and submit a progress report to the appropriate 2026 GSC Committee. ***(Conference declined to consider)***

Recommendations recommitted to conference committees

TRUSTEES

- The committee recommended that motions to censure or reorganize the General Service Board be sent directly to the Conference Committee on Trustees, for committee eyes only.

FINANCE

- The committee recommended that an FAQ addressing, "What happens if a group decides not to hear a GSR report?" be added to Chapter 1 FAQs section on page 12 in the next revision of The A.A. Service Manual.

Recommendations recommitted to trustees' committees

COOPERATION WITH THE PROFESSIONAL COMMUNITY/ TREATMENT AND ACCESSIBILITIES

- That the pamphlet A.A. in Treatment Settings (p-27) [SP-27 in Spanish], in the section that says, "Alcoholics Anonymous does not:", be amended as follows:

  [A.A. does not] "provide detoxification or nursing services, hospitalization, drugs or any medical and psychiatric treatment,"

  should read:

  [A.A. does not] "provide or directly engage in detoxification services, nursing, hospitalization, medicine or any medical, psychiatric, psychological or therapeutic treatment."

GSO Department Reports



Administration — *General Manager,* Robert (Bob) W. is an A.A. member and provides overall leadership to the General Service Office (GSO). A busy role and one he refers to as "a labor of love", he leads the overall operations of the office through the philosophy of Servant Leadership, which is a principle-based leadership style. Bob is committed to infusing the principles of A.A., the Steps, Traditions and Concepts, into the operations of the office.

Through delegation to the twelve directors and managers who directly report to him, the day-to-day management and execution of the many services and functions is carried out by the 92 dedicated employees of A.A. World Services (AAWS). This delegation is necessary for the effective functioning of the office, is characteristic of Servant Leadership and is in line with our Twelve Concepts.

Proper delegation allows him to also serve as a director of the AAWS Board and its president. He is also closely connected to the General Service Board (GSB), serving as their chief executive of the office, and ex officio on most of their committees. The relationship with each board carries much responsibility in the way of meeting participation, time commitment and organization. The GM is also a voting member of the General Service Conference and serves as its co-chair.

In addition to the responsibilities to the Boards and GSO, the GM maintains regular communication with the Fellowship through regular letters and updates and correspondence received from the membership at GSO. He also attends and participates in various service assemblies and conferences throughout our structure. He also engages in global meetings, including the World Service Meeting, which allows for the facilitation of connections with A.A. structures and members around the world, maximizing the ease of the licensing of our literature and fostering communications to strengthen A.A.'s international presence worldwide.

Direct support of the GM has been retained in the Executive Assistant (EA) role. It has been clear that additional support was needed, particularly with the extensive duties of the Secretary to the AAWS Board, a position held by the EA. In addition to the need for more administrative support, a gap in the connection and relationship between the GSB and the GM existed. Traditionally, service and support to the GSB has been provided through the GSO Staff Coordinator role. Like the EA, the Staff Coordinator also has extensive AAWS Board duties serving as one of

its directors. They also have much responsibility to the GSO Staff in the way of training, coordination of the weekly staff meeting and many other functions. The service and support of the GSB is often directly related to areas very relevant to the duties of the GM. The nature of the Staff Coordinator and GM roles have made connection with these services feasible.

All of this necessitated reorganization of the Staff Coordinator role and the Administration Department, including reshaping the Executive Assistant's role and also the addition of a new position of Administrative Coordinator to the GM. Implementation of these changes began last fall and was done with full collaboration with the Staff Coordinator, Director of Staff Services, the new Administrative Coordinator, the Executive Assistant to the GM and the GM.

Jacob D. holds the role of Administrative Coordinator to the GM. Recognizing the need to have administrative support to the GSB more centralized and closer to the GM, the role of Administrative Coordinator was developed to provide high-level administrative support to the General Service Board. The role now serves as the central point of contact for all matters concerning the General Service Board, including coordinating GSB Weekends, interim board meetings, and regular meetings between the GSB Chair and the GM. The coordinator also now shares direct support of the GM with the Executive Assistant, providing additional general support and allowing the GM to fulfill their many other responsibilities better.

Pamela P. holds the position of Executive Assistant (EA) to the GM. She provides high-level administrative support to the GM, maintaining the efficiency and effectiveness of the administration department. She manages the GM's calendar, daily schedules, and correspondence. She also coordinates the GM's many meetings both in person and virtually, arranges travel logistics, prepares expense reports, and maintains relationships with management and leadership teams. The EA also serves as secretary to the AAWS corporate board by scheduling meetings, preparing agendas and background materials, recording meeting minutes, and providing executive support to the chair of the AAWS Board by ensuring all materials are distributed promptly, recording accurate meeting minutes and decisions, and following up on action items such as the development and distribution of the AAWS Highlights newsletter.

Restructuring of the Administration department has proven to be invaluable as it has centralized and brought the support of the AAWS Board and General Service Board closer to the GM role, consolidated administrative duties across the Boards improving service and support to them. Additional benefits are: much needed additional support to the GM's demanding role and myriad of responsibilities, a more balanced workload for the EA and the allowance for more focus for the Staff Coordinator on training and GSO Staff activity and assignment coordination. The administration team works together closely, meeting several times a week to discuss the department's operations, management of projects and meeting deadlines, as well as strategies to strengthen the support of the GSO, the Boards, and the Fellowship of A.A.

Archives — *Michelle M., Archivist:* The mission of the Alcoholics Anonymous General Service Office Archives is to document permanently the work of Alcoholics Anonymous, to make the history of the organization accessible to A.A. members and other researchers, and to provide a context for understanding A.A.'s progression, principles and traditions.

Consistent with A.A.'s primary purpose of maintaining our sobriety and helping other alcoholics achieve recovery, the Archives of the General Service Office will:

- Receive, classify, and index all relevant material, such as administrative files and records, correspondence, digital materials, and literary works and artifacts considered to have historical importance to Alcoholics Anonymous;
- Hold and preserve such material;
- Provide access to these material, as determined by the archivist in consultation with the trustees' Archives Committee, to members of Alcoholics Anonymous and to others who may have a valid need to review such material, contingent upon a commitment to preserve the anonymity of our members;
- Serve as a resource and laboratory to stimulate and nourish learning;
- Provide information services to assist the operations of Alcoholics Anonymous;
- Promote knowledge and understanding of the origins, goals and programs of Alcoholics Anonymous.

Communication Services — *Clorinda V., Director:* The Communication Services Department (CSD) continues to grow in its reach, impact, and areas of responsibility. Created by the General Service Board in 2019 (and previously a Staff Assignment), the department continues to evolve to serve the needs of our Fellowship.

The department is a dynamic hub for integrated communications focused on "carrying the message" in the digital age and reaching people where they are with the A.A.

message of hope and recovery. The CSD team works to develop and deploy strategies to implement initiatives in keeping with the group conscience, Conference advisory actions, board directives, office needs, and A.A. Traditions. CSD employs best practices and an integrated communications approach to share information about A.A. and make it available to our intended audiences, including A.A. members, suffering alcoholics, the professional community, and the media, as well as the public at large.

CSD is responsible for the ongoing development, implementation, operation, and updating of multiple digital products, platforms, and services including:

- the Alcoholics Anonymous website aa.org
- the Meeting Guide app — a free A.A. meeting finder
- Social media platforms, including YouTube and LinkedIn
- GSO podcast, Our Primary Purpose
- Analytics for our digital platforms to inform decision-making and strategy
- Google Ads for Nonprofits campaigns
- Coordination of email campaigns and communication distribution to the membership and the public
- Production and distribution of GSO newsletters, including *Box 459* and *About A.A.*
- Working with the Public Information desk, supports media relations including press releases and media management platform
- Content creation, including consultation and planning on videos, social media posts, and graphics
- Discovery, planning, and strategy for best tools, platforms, and practices to advance the reach and impact of A.A. messages.

Of note is the continued growth in traffic to aa.org, which serves as the primary portal for members and others looking for information about A.A. and resources for the suffering alcoholic. CSD continues to focus on maintaining and advancing the site's functionality so that our life-saving information is easier to find, view, and share. Today, the site sees more than 850,000 active users per quarter with consistent growth in both number of visitors and engagement with the site content.

With more than 850,000+ active users, the Meeting Guide app continues to provide a free, critical connection for those looking for accurate and up-to-date meeting information. CSD is always exploring ways to improve the functionality of the popular app, with an online meeting finder function planned for rollout in 2025.

CSD also works closely with the Publishing Department and Public Information coordinator on public-facing initiatives, collaborating on strategies to build consistency in how we communicate A.A. identity and messages across all digital projects and departments. Such projects include the new GSO podcast. CSD also is working with PI and the International Convention coordinator on the communications plan for the 2025 International Convention in Vancouver.

CSD supports the AAWS Technology/Communication/Services committee, the General Service Board Trustees committees on Public Information and Cooperation with the Professional Community, and the Conference Committee on Public Information, as well as supporting/serving on ad hoc and subcommittees as requested, such as the annual Comprehensive Media Plan subcommittee. The director also works with the GM on communications to the Fellowship.

The CSD team also includes:

- Senior Communications Manager (Julie G.): Guides day-to-day oversight, development, and management of CSD projects and activities; responsible for the development, execution, and policy of analytics and search engine optimization (SEO) across all GSO digital communications platforms.
- Senior Digital Strategist (Tracey G.): Leads ongoing development of digital strategy, products, and services, including websites and applications, such as the Meeting Guide app, that offer user-friendly tools and critical information to members and others.
- Communications Specialist (Samantha N.): Supports multiple digital communications projects and serves as a lead content creator and strategist across our platforms to reach our intended audiences.
- Multimedia Production Coordinator (Nathan K.) : A newly created position in 2024 that is focused on enhancing and expanding our audio and video content, including production of the new podcast.
- Communications Assistant (Tara L.): Provides administrative support to CSD, assists with communication distribution, and provides support for the website and Meeting Guide app.
- Online Content Manager (Marc B.): Supports all aspects of aa.org, including web design and development, routine site and content maintenance, and updates to ensure sites align with GSO and goals and objectives and offers an optimal user experience.

Finance and Accounting *— Paul K. , Chief Financial Officer and Zenaida M., Controller:* The mission of the Finance and Accounting department is:

- Within the framework established by the AAWS corporate Board, the General Service Board, and their appropriate committees, to provide the Boards, General Service Conference delegates, and the Fellowship with the transparent financial information needed to ensure the financial health of A.A., be good stewards of A.A.'s assets, and make sure financial activity is faithful to the Twelve Traditions and Concepts.
- To provide the GM and GSO directors, managers, and Staff with the financial information needed to make informed decisions consistent with our financial plan.
- To facilitate GSO's day-to-day business by processing transactions such as contributions, payments received for literature, and payments sent to vendors.

Responsibilities of this department include:

Financial control — drafting financial policy for review by the AAWS Board and its appropriate committees, monitoring compliance with policy, and establishing procedures to safeguard assets, minimize errors, ensure that expenditures are prudent, and ensure that financial information is accurate.

Accounts receivable — reconciling daily cash receipts for literature orders, preparation of bank deposits, recording of customer payments, respectful collection of outstanding balances, and management of credit for customer accounts. Responsibilities also include account balance research and sending statements to customers with outstanding balances. In 2024, the AAWS Board adopted an accounts receivable policy which recognizes that, because literature is an integral part of carrying the message of experience, strength and hope to the still suffering alcoholic, the accounts receivable function is to facilitate both the dissemination of literature and prudent management of AAWS's financial resources.

Contributions — daily processing of contributions received, ensuring that all contributions are consistent with the Seventh Tradition, classifying contributions as individual, group, or special, acknowledging all contributions, answering inquiries, and doing any research necessary regarding contributions. You can help reduce processing cost by encouraging online contributions through our website: www.aa.org. For those who wish to contribute by check, our mailing addresses for contributions are:

For US Dollar checks:
James A. Farley Station
P.O. Box 2407
New York, NY 10116- 2407 USA

For Canadian Dollar cheques:
P.O. Box 459
New York, NY 10163 USA

Accounts payable — verifying receipt of goods and services, verifying payment against any applicable contract, verifying approval and accuracy of payments, and issuing payments to vendors through specialized software that records the expenses in the appropriate accounts.

Payroll — *communicating with Human Resources regarding personnel, salary and benefits changes, calculating bi-weekly pay and certain employee benefit amounts, communicating with the payroll service to pay employees and tax authorities, paying employee benefits providers, and recording the expenses in the appropriate accounts.*

Budgeting — collaborating with the AAWS corporate Board and Finance Committee, the General Service Board, Trustees Finance and Budgetary Committee, the General Manger, and GSO directors, managers, and Staff to draft a financial plan for each GSO department and Staff assignment and submitting the plan for approval to the appropriate AAWS and GSB committees and Boards. Budgeting also includes monitoring actual financial activity compared to plan, calling leadership attention to variances from the plan, and recommending revisions to the plan when appropriate.

Assistance with Regional Forums, Conference, World Service Meeting, and International Convention — serving as secretary to the Conference Finance Committee and providing support to its chair, being a resource for information during the budget process for these events, processing GSC and WSM delegate fees and additional contributions, coordinating with the International Convention assignment, and reconciling accounts.

Management reporting — performing account analysis and bank reconciliations to ensure accurate reports, summarizing income and expense transactions, preparing financial profit and loss, asset and liability, budget, and cash reports, and distributing these reports to the AAWS corporate Board, General Service Board, and GSO directors, managers, and Staff. Reporting also includes, as provided by Conference Advisory Actions and governed by the Boards, distributing reports to delegates and the Fellowship

Facilitating audits — providing information to and responding to inquiries from auditors of the financial

records of AAWS and GSB and the employee retirement plans. Responsibilities also include providing information for insurance company premium audits.

Literature inventory valuation — collaborating with the Publishing and Operations departments to plan literature printing timing and quantity, ensuring the accuracy of inventory counts, and that appropriate, generally accepted accounting principles are followed in the valuation of AAWS literature inventory.

Assistance with the General Service Board's Reserve Fund and the AAWS and AA Grapevine employee retirement plans — *managing the investment of the Reserve Fund within the parameters set forth by the Reserve Fund policy adopted by the General Service Board and reconciling reserve fund accounts. Employee retirement plans includes advising the retirement committee, reconciling retirement account statements, and reporting on funding status to the Boards and the Fellowship.*

Property and liability insurance — collaborating with the insurance broker to draft an insurance plan and purchase insurance policies which ensure that financial risks are prudently covered.

Sales tax — ensuring that the applicable sales tax on literature sales is collected from customers and remitted to the appropriate local, state, provincial, or national taxing jurisdiction along with filing of the appropriate tax return.

Assistance with NetSuite maintenance and enhancements — advise the Technology Services department on the design, implementation, and maintenance of NetSuite functionality related to contributions.

Human Resources — *Dina F., Director:* Our mission in the Human Resources department remains steadfast: to cultivate a workplace where every individual feels valued, supported, and proud of their contributions to AAWS. As we navigate the dynamic landscape of our organization, and the ever-changing market for talent, it's imperative that we not only manage the full spectrum of the employee lifecycle but also prioritize initiatives that enhance engagement and foster a culture of collaboration.

At the heart of our efforts lies a commitment to promoting a positive work environment focused on supporting our Fellowship. This encompasses everything from refining our recruitment strategies to consistently enhancing our onboarding and training practices, implementing robust learning and development programs, effective performance management, bolstering employee relations, rolling out impactful and cost-effective employee benefits, ensuring fair compensation, and being a trusted resource for leadership and all our employees.

Moreover, we are dedicated in our commitment to compliance with all relevant federal, state, and local laws and regulations; and ensuring that our employment practices remain ethical, transparent, and inclusive. The Human Resources team works closely with the GM, Chief Financial Officer, and in collaboration with other department Directors advising on industry trends, developments in compensation and employee benefits, and mitigating risk.

In addition to our internal endeavors, the Human Resources department continues to extend our support to the A.A. Grapevine, providing resources as needed to assist in their mission.

Language Services — *Stéphanie B.-R., Director of Language Services:* The Department of Language Services, established in the fall of 2022, serves a vital role in ensuring effective multilingual communication. It comprises the Director of Language Services, French Translation Managing Editor, French Translator & Editor, and a full-time consultant who fulfills the roles of Translator, Editor, and Interpreter. The Spanish Translator & Editor position is currently in the recruitment process. To fulfill its mission and meet the demands of its workload, the department also collaborates with external contractors to ensure the timely completion of all assignments.

In his 2022 Gratitude Letter, the GM underscored the significance of the department's contributions: "The Language Services department centralizes the function of translation of our literature and thousands of documents into several languages each year. It also coordinates essential interpretation services that allow for direct interaction and communication with other A.A. structures around the world. These services ensure full participation and help to unify our worldwide Fellowship."

The Department of Language Services is committed to fostering inclusivity and understanding through the provision of high-quality translation and interpretation services, ensuring accessibility for all stakeholders and members of our Fellowship in English, Spanish, and French. Guided by the principles of diversity, equity, inclusion, and accessibility, the department produces accurate and consistent translations and facilitates essential interpretation services, enabling meaningful communication across global A.A. structures.

The department has successfully explored advancements in industry-related technology and conducted training initiatives to optimize the use of existing software. These efforts have enhanced the quality, efficiency, and consistency of its services. By refining its policies and procedures and adopting innovative practices informed by feedback from all constituencies, the department ensures that all voices are heard and understood, thereby strengthening unity and participation on a global scale.

Legal, Licensing and Intellectual Property *— Beverly J.-K. (non alcoholic), Director Legal, Licensing and Intellectual Property:* The department performs many fundamental needs of the Fellowship: contracts (both vendor and internal contracts), responding to requests, supplying translations and licenses of literature to the international community, and responding to Intellectual Property requests ensuring our trademarks/service marks, copyright and domain names are not infringed.

The Licensing (International Licensing) section of the department transitioned into the new department in September 2022 and continues to respond to International Licensing queries and requests. We conduct one-on-one Licensing Zoom meetings with the Fellowship to determine their needs for various materials regarding licenses, permits, printing and to familiarize them with the department and its processes. With the implementation and creation of the Translations Licensing Connection (TLC) portal, we have had a significant impact on the effectiveness of the delivery of our international licensing services. TLC is actively in use by over 50 structures as the primary source of all correspondence and processing of requests. The use of TLC has allowed us to expedite our progress and respond within a 45-day timeframe. We are creating new policies and procedures based on the creation and use of TLC portal, and addressing the demand for digital, eBooks and audio books as the need for these has increased. We have created a multi-purpose license form (an a-la-cart document) for use for licensing and renewals. Translation of the Big Book "Alcoholics Anonymous" is in development in new languages and will be completed soon. The Fellowship will be notified of the availability of the new languages as we progress. Our collaboration with other departments assists us in identifying the communities who have the need for new translation in languages and communities not represented by GSOs. We are reviewing pending translations, including sign language, to translate literature to share with the Fellowship. A.A. items of literature (books, booklets, pamphlets, *Alcoholics*



Anonymous and the *Twelve Steps and Twelve Traditions* to name a few) are available in 109 languages worldwide. The Grapevine request form is active and available for use on TLC. These requests are for license, translation and information requests. Collaboration with Grapevine is ongoing to fulfill the requests.

The Intellectual Property functions/tasks also transitioned from the Publishing Department into the Legal, Licensing and Intellectual Property department. The IP role is responsible for the screening of requests for permission to excerpt from and/or reprint AAWS copyright protected materials and for AAWS owned trademark and domain name registrations and renewals. Additionally, the IP Administrator is responsible for the investigation of reported abuses of AAWS copyright or other intellectual property interests. We respond to requests from the Fellowship regarding: reprint requests, including requests to adapt A.A.'s Twelve Steps, and/or Twelve Traditions and the Big Book, use of A.A. materials as set dressing in movie, TV, stage, and similar productions. Review of current policies, procedures and processes for processing requests are ongoing.

Meetings, Events and Travel Services (METS) *— Sharon V., Manager:* The Meetings, Events, and Travel Services

(METS) team is responsible for managing travel and accommodations for trustees, non-trustee directors, appointed committee members (ACMs), GSO staff, and other personnel. Their role includes coordinating transportation, lodging, and event logistics to deliver smooth and efficient experience for all participants.

In addition to their accommodation coordination responsibilities, METS functions as GSO's dedicated event planning team. They oversee the planning, organization, and execution of major GSO-managed events, including the including the General Service Conference, General Service Board Weekends, Human Resources employee engagement events, Regional Forums, and the World Service Meeting. This work involves extensive preparation, such as venue selection, contract negotiations, event scheduling, and on-site management.

During events, METS provides both virtual and onsite support as needed, offering real-time assistance to address any logistical or operational needs. Their goal is to ensure that all participants have a seamless and productive experience, whether attending in person or virtually.

***Operations** — Malini S., Director of Operations:*

Inventory management: This unit monitors inventory on-hand at the warehouses and reviews the rates of depletion to project future inventory requirements. The department determines reorder points based on average monthly distribution and advises the senior production manager when items are up for reordering. This unit ensures that inventory is kept at optimal levels at all warehouses. We update and maintain each unique item maintenance file on NetSuite. New items are issued and set up as needed by this team. We determine and set up safety stock levels for each item and review the safety-stock alert report weekly. The Inventory department peruses the goods received reports from the warehouses and resolves inconsistencies. We post the goods received and issue inventory transfers to and from all distribution points. We also monitor the inventory levels for the service kits and issue work-orders to the warehouse to assemble the kits. This department reviews monthly warehouse activity reports and reconciles significant item discrepancies.

Warehousing and shipping: This unit is responsible for researching and negotiating with freight companies to guarantee that AAWS is getting the most competitive pricing and to secure new freight vendors as needed. Another function of this department is to audit the freight invoices to ensure that shipments are charged at the correct rates and that truckers' discounts are properly applied. The department assigns freight carriers for all shipments from the printers/manufacturers to the distribution points. We manage the two outsourced warehouses. The team reviews and processes warehouse invoices and fulfillment reports and investigates and resolves discrepancies. We also monitor the yearly physical count at the Kansas City warehouse, and we update NetSuite accordingly whenever a physical count is conducted at each warehouse.

Member Services: The Member Services department manages and troubleshoots all member and customer-related issues that arise in the order fulfillment, contributions, and records update processes. They manage the warehousing, shipping, and literature delivery issues to ensure smooth operations and timeliness. They also troubleshoot issues relating to the online bookstore and Fellowship Connection portal.

The Member Services department is responsible for processing and posting all literature orders; determining from which location to ship each order. The team processes orders received each day from the United States, Canada and overseas. We receive orders via the online bookstore, phone, mail and fax. Overseas orders are typically shipped from the Canadian warehouse. Member Services also generates and processes the invoices for sales orders. The department gives price quotes and provides members and customers with general information regarding the ordering of literature. We also process all complimentary literature initiated by Staff, which includes New Group, New GSR and other complimentary literature. Literature orders are transmitted to the warehouse daily via Celigo integrator. The team processes members' contributions and ensures that acknowledgments are credited to the correct accounts. They conduct the necessary research and provide information related to member contributions.

The Member Services team updates group information in NetSuite, processing new group applications, responding to email/phone inquiries, and maintenance of the mailing lists. This team is the direct link from GSO to the Area Registrars. They provide Fellowship Connection training to the Area Registrars and advise on any updates or changes to the online portal. They also update and maintain the Fellowship Connection User Manual and instructional videos.

Front Desk/Receptionist: This department is responsible for managing operations at the Front Desk, including but

not limited to greeting visitors to the General Service Office, answering incoming switchboard calls and forwarding the calls to the appropriate individuals.

Mail and Shipping: This team of two was responsible for processing approximately 32,651 pieces of incoming and 8,243 pieces of outgoing mail in 2024. This unit manages the assembling, packing and shipping of various complimentary packages including Conference, Public Information and DCM packages. They also manage the picking and shipping of literature for Regional Forums and Health Fairs. This team is also responsible for troubleshooting challenges that occur with mail delivery to our two P.O. Boxes. This team is responsible for supporting AA Grapevine for all matters related to their mail and shipping needs.

Publishing — *David R., Publishing Director:* All of the Publishing department's efforts continue to serve the mission of AAWS, Inc., and our primary purpose of carrying the message to the next sick and suffering alcoholic via our literature. Our overarching imperative: To maintain the highest quality editorial, production and distribution standards while implementing best industry-wide practices with finite, limited resources and leveraging economies and cost containment.

This year notable success was made on many fronts, as we worked diligently across office departments and with the fiduciary oversight of the AAWS board, the collaboration of trustees, and with professionalism, painstaking team effort and due diligence addressed Advisory Actions regarding major projects from the 74th General Service Conference.

Throughout our work together, we explored and implemented multi-staged financial reviews and production processes (and brought to market innovative digital-first and new print formats). This resulted in significantly reducing literature item backorders across our portfolio and cost-containing the effects of inflation on printing, binding and distribution expense.

In sum, it is the responsibility of the Publishing department to meet overall publishing goals determined by the General Service Board, A.A. World Services, Inc., and the General Service Conference.

Major new publications

Throughout 2024, we continued our focus on attraction, inclusivity and accessibility. Who is not in these rooms? Who has barriers to accessing our lifesaving and life-sustaining items of literature? How may our Fellowship — with the support of the Publishing team — best extend the hand of A.A.? And in that hand, an item of literature or link to it.

All based on expressed need, notable new publications were finalized and brought to the Fellowship in 2024:

- ***The Plain Language Big Book:*** *A Tool for Reading Alcoholics Anonymous* was published on November 1. In its first few months thus far, sales have demonstrated high demand, exceeding expectations, and as of this reporting, the new book is now in its First Edition, Third Printing. There are circa 172,500 copies in print, more than 125,000 copies sold, and 50,000 additional copies on order.
- *The A.A. Service Manual combined with Twelve Concepts for World Service, 2024-2026*. This greatly revised edition of the Service Manual, in its very recently redesigned and rewritten edition, was completed with extensive revisions and published in digital and print editions, first in English, with French and Spanish to follow.
- The new *"Black in A.A."* pamphlet
- A New *Literature Workbook*
- and for the first time made available: *Reflexiones Diarias, in a Large Print edition,* addressing much expressed need from Spanish-language A.A. communities.

Projects in progress

The Publishing editorial team collaborated with Staff services desks and trustee Literature Committees and workgroups to move forward these important new items of literature:

- revised and redesigned "Twelve Steps Illustrated" pamphlet
- "A.A. for the Native and Indigenous North American" pamphlet
- Pamphlet for "Mental Health Professionals"
- "Twelve Concepts Video," an Americanization of the English version of the A.A. Great Britain whiteboard animation video, with French and Spanish versions.
- Pamphlets for A.A. members in Asian and Transgender communities
- Fifth Edition Big Book
- Two streams of work continue
  - » Review of the more than 2,500 stories received from the Fellowship continues (as of this reporting) by Trustees Literature committee members, with Publishing editorial professionals weighing in on a select few, as invited.
  - » Preface, Introduction and 2 Appendices under revision, are in progress.

- Fourth Edition Spanish Big Book
- Two streams of working group activities continue:
  - » New stories by members from the Spanish-speaking A.A. Fellowship.
  - » Review of revised translations of the Third Edition's text

Working to better serve our IGCOs and the Fellowship

Sharing information via email blasts, flyers, and postings on "What's New on aa.org," we regularly communicate with local groups, Intergroups, central offices, and the Fellowship on the availability of our items of literature, announcements of new items of literature; offering a "sneak peek" of the new Catalog in progress, for example; notice of discontinued items, "Spring Cleaning" sales, discounts, and select items' and category of items' List Price increases and adjustments.

Tablets in Corrections venues

Notably, ongoing great strides were achieved in making our digital formats (audio, PDF and eBook) available on Edovo content-supplied tablets to persons who are in custody, the sick and suffering alcoholic "behind the walls," in jails, prisons and other Corrections locales. Not yet three years of having this milestone distribution mechanism in place, 2024 demonstrated a 122% increase in the number of items of literature accessed over 2023 (a total of 42,459 items in the process of being read), and a 184% increase in locales making our literature available via tablets (1,118 total across 74 Areas). A 20% uptick in Areas occurred over the 2023 level.

- ***Note:*** No revenue to AAWS is delivered from this Corrections-specific tablet distribution channel nor is there measurable cost or expense absorbed by AAWS for using this accessibility-driven distribution channel.
- ***Also note:*** No specifics regarding individuals' names or individuals' reading behavior are reported, and therefore our Tradition of anonymity is maintained.

An additional vendor platform, OverDrive (available in some Corrections venues' libraries): This vendor's portfolio of items includes digital items as well, and remains the major vendor platform used by public and institutional libraries, and a portal that is also accessed by some prisons, rehabilitation locales, etc.

Enhanced Digital Distribution of AAWS Literature

Now in the fourth year of distribution of our materials to be sold (downloaded at a selling price) via an enhanced vendor hub, which now totals more than 80 platforms — in order to make our items of literature accessible and available on the platforms that members and professionals use to purchase their digital literature — our digital distribution continues its uptick in audiobook distribution, in particular, as a revenue stream to individuals, professionals, institutions, libraries, and subscription services (including Amazon, Google Play, Apple, Kobo, VitalSource, OverDrive, etc.

- Audiobook sales for 2024 were *$57,319.76*. This demonstrated *a 24.5% increase* over 2023.
- Ebook sales for 2024 totaled *$155,597.42*. This demonstrated *a 3% decrease* as compared to 2023.

Additional 2024 Publishing Highlights

New 2025 Catalog

Years in the making, a majorly updated and revised new 2025 AAWS Catalog was brought to the Fellowship. With input from Intergroup/ Central Offices, cross-departments of the office, and culling the considerable creative prowess from the Publishing team, this edition features more messaging on new and revised items; noting the variety of formats available; using refreshed design elements and colorful layouts; and an increased volume of Spanish and French translated text. A digital-first "sneak peek" for IGCOs was followed by a "reduced-quantity" of the print version (available upon request) completed January 2025.



High volume of Revisions to AAWS literature and other items

The call for and subsequent implementation of revisions to text, formatting, and design from draft to finished printed and/or digital piece that are currently being called for by Conference and Trustee committees, Advisory Actions, and Committee considerations has reached a new level of complexity. These revisions, the result of collaboration across departments, with Staff service desk coordinators, committee work, translation and review are routinely implemented in our items of literature. These revisions are closely monitored and tracked through the editorial, translation, production, print and re-print process, and reached notable high levels in 2024:

- ***revisions affecting 25 – 60 items of literature a month.*** moving though necessary Editorial and Production generation and review stages (including the Spanish and French translation and translation review stages).

28th World Service Meeting Editorial Support

Editorial provided edits to 115 Country Highlights and Country Reports, support and presence at the 28th World Service Meeting in New York and the writing and reporting for the "WSM Final Report," published online 2/15/25 in English and Spanish. Note: The final day of 28th WSM coincided with publication day of the Plain Language Big Book, so dozens of delegates returned to their home countries with copies.

Special Offer & Discounts

Responding to the expressed need of the Fellowship (and IGCOs, with agreed-upon advance notice for IGCOs), we implemented a variety of special offers and discounts in 2024, including: "Big Book Special Offers"; "Clearance Sales;" and a "Trio of Holiday Special Offers."

Noteworthy is the renewed popularity of our collectible *Alcoholics Anonymous Facsimile First Edition of the First Printing of the First Edition (Item B-0)* has become, when offered at the special discount price of $3. (Regular List Price $12.).

The remaining stock has been reduced to ballpark *59,000 copies,* at this reporting.

Projects in Process Highlights

- ***Digital Asset Management (DAM)*** system, a central digital repository for all current approved latest versions of our items of literature
- ***QR Codes*** — 2025 test pilot of 12 most-distributed pamphlets
- ***Service Material*** to undergo redesigns throughout 2025

Our Publishing department team

Publishing department divisions are: Editorial, Production (print and digital), Digital Distribution and Webstore. The Publishing department coordinates all aspects of publishing literature, shepherding the ideation, draft origination, editing, revision and implementation of General Service Conference Advisory Actions that pertain to items of Literature, including supplying content for GSO's website aa.org. The Publishing department collaborates closely with all other departments in the office.

The publishing director works with the GM and the chief finance officer to determine Publishing department budget requirements and literature sales projections. Regular reports are presented by the publishing director to the AAWS Publishing Committee and other trustee committees, as necessary. The publishing director works with the GM and director of finance with cost and pricing information gathered and analyzed from our production and fulfillment department professionals for proposed new AAWS items, discount test pilots, special offers, house-cleaning flash sales, and List Price analysis to be presented to the AAWS board for their fiduciary oversight, consideration, and approvals.

The managing editor works closely with each GSO staff member to provide editorial direction and expertise regarding Conference-approved literature in print and digital formats, Conference background, reports, service material, and other items. Copyediting draft manuscripts, incorporating board and Conference committee and staff suggestions for editorial changes, re-writing and preparing copy and layouts for the Production team and Literature-related texts for aa.org are the responsibility of these editors. Freelance writers, copy editors and proofreaders, as well as artists and designers, are also hired from time to time to develop material, create illustrations and animation, and design item covers and layouts.

The Publishing editorial project manager focuses on organization, tracking, reporting, editing and proof-reading that benefits our Editorial and Production workflows. Working closely across departments, this team member continues to effect measurable, direct positive impact on streamlining our workflows and triaging our backordered items, bringing back into distribution dozens and dozens of items of literature and service materials in English, French and Spanish — which had been "stuck" along the way in committee process, in the revision process, in French or Spanish translation, or for various reasons. There are no "stuck items" now and backorders have reached an all-time low.

The Senior Production manager works with the production coordinator to ensure optimum manufacturing quality of print literature at the most competitive costs. Bids are gathered and vendors selected from a pool of vendors and printers, who will produce quality products on time and at a reasonable expense. Paper costs, often quite volatile, are monitored and negotiated. Working hand in hand with sedulous collaboration and review by GM, CFO. and professionals in the Operations and Member Services teams, decisions affecting manufacturing and printing commitments, orders and reorders are carefully executed.

The AAWS Digital Publishing Manager has oversight over the maintenance of our state-of-the-art AAWS webstore, and plays a leadership role in distribution and sales analytics and in our ongoing enhanced vendor-hub distribution of ebooks and audiobooks to individuals, institutions, professionals, libraries, and notably showing extraordinary growth in 2024: on tablets Corrections venues. The incumbent, certified in NetSuite SuiteCommerce, also participates in exploring significant NetSuite e-commerce webstore new functionality development and assists in troubleshooting and maintenance on the e-commerce portal (used for Contributions and literature sales), and collaborates closely with our technology services department professionals and contracted support experts.

The Publishing Administrative Specialist performs a plethora of support tasks for the Publishing Director and supports our entire team; notably in the areas of coordinating, recording, and updating our budget process with stakeholders and Finance colleagues. The incumbent also has proficiency in IP and copyright; digital ad, flyer and document design; and facilitating digital materials layout and preparation; coordinating Publishing News communication and email blasts; workspace office design and ergonomics; and acting as primary point person and liaison with colleagues for specific projects, such as the planned department move in progress from the 8th to the 11th floor.

Note: The position of senior production manager/digital was eliminated this year, consolidating the manufacturing and on-sale / on-website processes for digital distribution of items among our employees of the department. Most audio and video creative work has been absorbed by the Communications department.

Staff Services — *Sandra W., Director:* Bill W. once wrote, "without A.A.'s services, we'd often fumble that new man just coming in the door; without our services we'd certainly spoil the main chance of those millions who don't yet know."

The Department of Staff Services provides A.A. services to the Fellowship of Alcoholics Anonymous as guided by the Twelve Steps, Twelve Traditions and Twelve Concepts for World Service. In addition to its director, the department is comprised of one manager, twelve staff (all who are required to be members of Alcoholics Anonymous) and eleven staff assistants who perform the duties associated with the department's twelve assignments. Since the 74th General Service Conference, we welcomed two new staff service associates (formerly referred to as staff assistants) hires.

Through the collaborative efforts of the staff and staff assistants, administrative support and resources are provided to the General Service Board, the General Service Conference, and to A.A. World Services, Inc., including AAWS' Internal Audit, Publishing and Technology/Communication/Services committees, as well as a variety of Board ad hoc and internal committees.

As one of the pivotal entry points for information on A.A., the department provides one of the main sources for sharing GSO's repository of collected group and member experience, responding to correspondence and phone calls from the eight regions in the U.S./Canada structure, and from around the world. The department receives correspondence by postal mail, email, fax, and phone calls. Last year, we responded to 161,885 emails and 2,633 phone calls.

In addition to day-to-day communication with the Fellowship and public, department staff are responsible for regional correspondence, and coordination of GSO newsletters (specifically, Sharing from Behind the Walls, LIM, and About A.A.; Box 4-5-9 is under the purview of the Communications Department with the literature assignment retaining responsibility for the A.A. Events Calendar in *Box 4-5-9*).

Staff members are also invited to A.A. events throughout the U.S. and Canada such as assemblies, conventions, workshops, and days of sharing, and the International assignment coordinator regularly attends events in different zones and regions throughout the world. Whether in person, virtual or hybrid, our staff members look forward to participating in local area events.

GSO tours and the Friday A.A. meeting remain a highlight for many visitors to the General Service Office. For the year ending December 2024, we welcomed 1,693 visitors, including thirty-three large groups (20 or more members) to GSO.

The 2025 International Convention was activated in September 2023. Since that time, Patrick C. (the staff member coordinating the event) and his staff assistant Marissa S. have been working non-stop in planning what promises to be a life-changing event. As of the writing of this report, members from seventy-five different countries will be in attendance. We hope to see you there. In the meantime, the bi-monthly IC25 Chit-Chat messages dispatched to the Fellowship have served to keep members in the loop and maintain excitement about the 2025 International Convention.

The following is a snapshot of some of the activities throughout the year (exclusive of the work related to the voluminous list of projects related to Conference Advisory actions, such as the development of the Fourth Edition of the book *Alcohólicos Anónimos* — Spanish, development of the 5th Edition Big Book, *Alcoholics Anonymous* and updates/revisions to pamphlets "Do You Think You're Different?," and "A.A. for the Native North American"):

- ***Regional Forums*** — Regional Forums (a GSB hosted event) provide a special opportunity to connect with the Fellowship. In 2024, forums were held in the Eastern Canada, Western Canada, Pacific and Southeast Regions. Robust sharing with thought provoking questions was in abundance. As always, the "circles of love and service" proved to be the focus of each forum. We are also pleased to report that a Special Forum for the Deaf A.A. Member is scheduled for January 17, 2026, and we look forward to helping plan this event. Final Reports for the 2024 Regional Forums can be found on aa.org.
- ***Treatment/Accessibilities*** — Since the 74th General Service Conference (GSC), the Military Outreach Project has progressed with all audio interviews of active-duty members live on aa.org and YouTube. There is a landing page on aa.org for "Military Members in A.A." that includes these interviews and more resources. While efforts continue to identify a French-Canadian military member interviewee, French transcripts have been added to two of the Canadian interviews (Valerie and Laslo).

  Additionally, the inventory on accessibilities resources provided by AAWS and AA Grapevine that was gathered for the 74th GSC has been used to create the "Accessibilities Resources Flyer" on aa.org, which links to these available resources.
- ***World Service Meeting*** — Coordinated by the International assignment, the 28th World Service Meeting (WSM) was held in New York during October 27-31, 2024. Operating under the theme of "The Three Legacies in the Digital Era: Our Great Responsibility to the Alcoholic Being Born Today," seventy-four WSM delegates representing forty-nine countries participated with the universal language of "love and service."

In Concept I, near the end of the essay, Bill W. talks about the transfer of authority that took place at the Convention in 1954. "Hence it is with a sense of great security that we old-timers have now fully vested in A.A.'s General Service Conference the authority for giving shape — through the labors of its chosen Delegates, Trustees, and *service workers* [emphasis added]— to the destiny that we trust God in His wisdom is holding in store for all of us." Through our work and relationship with the Fellowship, GSO's Staff Services department is grateful for the opportunity to fulfill Bill's vision.

Technology Services — *Lorna G., Senior Director:* The Technology Services department is an integral part of GSO and aligned with GSO's business strategy and day-to-day functions.

The primary goal of the Technology Services department is to both improve and support GSO's ability to provide service to the Fellowship, which we do through the following: design, manage and monitor the technical infrastructure; provide project management expertise; participate in major software design, development, and implementation projects; and to provide technical support to the employees of GSO. The Technology Services department also provides technical support to those in the Fellowship who use our applications, specifically, Fellowship Connection, Translation Licensing Connection and OnBoard.

The department is also responsible for GSO's cybersecurity and PCI compliance. As such, the Technology Services department is responsible for keeping applications up to date with the latest versions and all hardware and software compliant by industry standards; preserving the anonymity of our data with tight security; and maintaining a healthy physical and digital environment with anti-virus and intrusion detection programs.

The Technology Services department provides leadership and expertise to the entire organization on company-wide projects, such as the implementation of a new asset repository application to streamline and improve management of final assets (books, pamphlets, etc.) across GSO; and the continued migration of manual processes, e.g., welcome letters and kit ordering, to our ERP platform.

Trustees' Committees and Staff Reports



ARCHIVES

Trustees' Report: The trustees' Archives Committee was established by the General Service Board and held its first meeting in October 1973. This committee is responsible for developing and implementing the policies that govern services provided by the Archives Department. The committee makes recommendations to the General Service Board on Archives procedures and budget. Through its group conscience and guided by A.A.'s principles and professional standards, the committee undertakes and upholds its responsibility and authority for the maintenance and use of the Archives. At each of the quarterly meetings, the committee was kept apprised of projects completed by the Archives staff, projected goals for the upcoming year, as well as tabulated research inquiries handled by the staff.

The committee supports the GSO Archives' commitment to permit access to members of Alcoholics Anonymous and others for research purposes. The committee, since the 74th General Service Conference, granted permission to thirteen researchers to access unpublished archival material onsite. The permission also included access to archival audio recordings, for limited use. Each request is carefully considered through recommendations from the Archives Director and established Archives policies. The permission to conduct research is granted conditionally on a signed agreement to strictly maintain the anonymity of all members, alive and deceased, including A.A.'s co-founders.

The committee discussed the 2024 Conference Committee on Archives Committee Consideration concerning the suggestions to "add appropriate images to enhance the contents, where applicable, as determined by the GSO Archives Department" to the Archives Workbook. In the section "What to Collect?" add reference to digital materials in the suggested list of materials local archives might consider collecting." 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 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. At a future meeting of the committee, GSO's Archivist will present a draft Archives Workbook to include the 2024 conference committee's consideration regarding a reference to digital materials and proposed image content, as well as other updates, along with estimated costs.

Forms and Policies — Several GSO Archives Forms and Policies were discussed by the committee. The committee reviewed proposed updates to the Deed of Gift Form and approved the form with a suggestion to clarify circumstances whereby the donated materials might not be retained by the GSO Archives. Additionally, in the section "Material Not Retained by the GSO Archives, change "GSO Archives" to "AAWS, Inc." in the sentence "I transfer, convey, and assign any literary and copyright rights, titles...to GSO Archives." The Archives Director reported that the requested changes were made, and the revised Deed of Gift Form is now in use.

We also reviewed a revision to the "GSO Archives Deaccession Policy" and approved the revised policy with minor editorial changes. It was noted that the Archives Department engaged legal counsel in reviewing the draft revisions to the policy document; other changes reflected current practices and standards in the field.

The committee held robust discussions on the Archives "Classification of Archival Materials" system, which was last approved by the committee in 1990. We reviewed a draft revision to the system and discussed examples of materials that fall under different categories and access rights. Following a thorough review of the proposed draft document, the committee approved a new policy on "GSO Archives Policy on Categorization of Archival Materials For Access and Use."

Archives Guidelines — The committee reviewed a draft of proposed changes to the Archives "Digitizing Archival Materials Guidelines." We expressed satisfaction with the proposed changes as presented and approved the guidelines with one noted amendment in the section "File Storage." The revised "Digitizing Archival Materials Guidelines" are pending French and Spanish translations.

GSO Archives Audiovisual Preservation Project — Throughout the year, the committee was kept apprised of the status of the Archives department's Audiovisual Preservation Project. The Archives Director reported that the department is ready to commence Phase 2 of the project, which entailed conducting an inventory and appraisal the extent of the undigitized (analog) audio recordings. The committee directed the Archives Director to draft weeding guidelines, which we approved at our November meeting. The guidelines were established to provide the Archives Department with guidance by which to measure decisions when selecting audiovisual materials held within the collection. The committee requested that the Archives Director continue to provide us with status updates at future quarterly meetings.

In the coming year, we look forward to reviewing the Archives "Sound and Moving Image Policies and Procedures." We are also looking forward to observing the Archives Department's 50th anniversary in November 2025.

The committee expresses gratitude to the Archives Department for their tireless efforts in collecting and preserving the historical records and making the archives available to the Fellowship.

Sister Judith K., Chair

Staff Report: The Archives staff provides resource material and service to A.A. members, researchers, and others about A.A. history, responds to worldwide information requests, and offers professional support to local areas, districts or groups interested in researching their history. Staff are equally engaged in organizing, cataloging and preserving archival materials collected from both the past and present. None of the work reported in this report would be possible without the assistance of a diligent team of experienced archivists, working to ensure that we fulfill the mission and goals of the GSO Archives.

We continue to respond to inquiries from the worldwide Fellowship and other professionals interested in A.A.; in 2024, we responded to approximately 5800 requests for information, utilizing a combination of unpublished primary sources and published material maintained in the repository. We welcomed new local archivists and committee chairs serving either in the area or district position and furnished each individual with an Archives Workbook, Guidelines, and other resources.

In consultation with a certified Records Manager, staff revised GSO's Records Retention Policy. Revisions included the addition of department series for two new GSO departments, Language Services and Legal, Licensing and Intellectual Property; updates to Publishing department functions; and minor updates to administrative functions. The updated Records Retention manual was released to all stakeholders in June 2024.

In September 2023, Archives staff prepared an "Audiovisual Preservation Survey Report," presented to the AAWS board and Trustees' Archives Committee in October of that year. The report included an historical overview of previous audiovisual preservation projects, current concerns, types of AV materials and storage conditions maintained by the GSO Archives, an estimated extent of audiovisual holdings, best practices for maintaining original AV holdings, and a proposed phased approach to preservation/digitization prioritization.

In Phase 1, initiated in February 2024, Archives staff with the assistance of Office Services, removed 289 cartons of AV material from the storage room on Floor 8, conducted an inventory, and restacked the cartons by format and material type. Staff also reboxed material housed in unstable, collapsed boxes and tagged the 50 cartons of unprocessed materials for easy identification. We are now actively engaged in Phase 2, which involves conducting a thorough inventory of the unprocessed collection, and making recommendations based on the Weeding Guidelines, approved by the trustees' Archives Committee in November.

Work continues on cataloging items held in the Ephemera Collection, which was a new project launched in 2023 and managed by our Special Collections Archivist (SCA). Items in this collection include awards, tokens, memorabilia, flags, historical corporate seals from the Alcoholic Foundation and Works Publishing, and other A.A. related items. There are currently 26 records created in the catalog database, which are made up of approximately 190 individual items. The SCA is in the process of photographing the items, editing and renaming the photographs, which will then be uploaded to their respective cataloged record. This is very detailed, time-consuming but important work. The goal of the project is to allow for better access, preserve historical context and provenance tracking.

Digital preservation projects are one of the most important and critical projects being undertaken. Our Digital Archivist is working on refining our digitization preservation workflow from ingest to storage and establishing standards for both born-digital items and digitized material. Together with the Associate Archivist, they both have completed an incredible amount of digitizing work this past year, including several thousand archival documents digitized and uploaded into our digital repository. The Digital Archivist is also responsible for preserving AAWS's audiovisual records that include recordings of corporate board meetings, Regional Forums sessions, General Service Conferences, ASL translations of A.A. literature, A.A.'s series of military interviews on GSO's YouTube channel and other recordings.

We assessed one of our two offsite storage locations and identified 60 record boxes of inactive group records for permanent destruction. These records were temporarily moved to the Archives off-site storage during a previous office construction project and maintained beyond the retention period. We will continue to appraise inactive records stored off-site in the coming months.

The department conducted an inventory of the extent of the collections throughout all storage locations — onsite and offsite — for the purpose of estimating its current size and the rate of growth of physical items. The inventory helped us:

- Understand the current size of the collection
- Estimate the growth of the collection for the next decade
- Make recommendations about storage priorities

The Archives Inventory project commenced in the latter half of December 2023, with the final report of this inventory project prepared in June 2024. The final report included recommendations for storage priorities in the 11th Floor secured storage room, including rehousing and digitizing some materials, which can potentially create 165 cubic feet of storage space. A summary of our findings and observations include:

- Total estimated size of holdings at time of Inventory = 2642.79 cubic feet.
- Current estimated usable, vacant storage space is 220.89 cubic feet. This includes cabinets, shelves, bookcases, etc.
- Collections, such as materials related to the General Service Conference (background, manual, supporting documents) are expanding in digital format versus paper.
- Some materials continue to be collected and preserved in both paper and digital (e.g. board minutes, pamphlets, books).
- Some material can be permanently disposed of after it is digitized (e.g. newspaper clippings).

In February, our Assistant Archivist initiated an extensive project involving reorganizing the collection of AAWS pamphlets, researching their changes, and cataloging them in the Archives database. This project has so far identified and documented approximately 100 items with almost 200 different titles over time, approximating 26 linear feet of records. Outlines of almost 100 publication histories have been created for pamphlets, tracking creation, name changes, and discontinuation.

Several new and exciting onsite exhibits were curated in 2024 designed to convey historical knowledge, reveal lesser-known history, or showcase newly acquired collections. Exhibits were showcased on the following topics:

- A history of the World Service Meeting to commemorate the 28th meeting, held in NYC in October 2024
- A.A. Around the World featuring foreign translations of A.A. literature. Meeting places, historical objects and more

- Women in A.A. featuring both A.A. members and non-A.A. members contributions to our history

A popular item of query from Archives is a list of historic sites in the New York area. We improved this 'informal' document and added "past" and "present" images of the sites, improved the layout to a four-fold pamphlet to make the piece a more attractive and useful guide. We also updated the A.A. Guidelines for Archives, a useful tool for local archivists.

In commemoration of American Archives month in October, staff launched a series of adventure-filled activities profiling the archives, and engaging GSO and GV employees to voluntarily participate in weekly activities.

Throughout the year, the Archives Director and Special Collections Archivist participated in several in-person and teleconferencing activities such as service workshops, the National A.A. Archives Workshop, and other online service events.

Approximately 308 new physical items were added to the Archives; the majority consisting of AAWS products and approximately 22 items from member donors. One recent and uniquely interesting donation was a wire recording of Bill W. speaking at an event in Colorado in 1951.

Finally, we extend gratitude to those members and others who have generously donated material to GSO Archives within the past twelve months.

Michelle M., Archivist

AUDIT

Trustees' Report: The trustees' Audit Committee, formed by the General Service Board in 2003, is composed of a minimum of three and a maximum of five trustees who are appointed by the chair of the General Service Board.

The committee was created to assist the General Service Board in fulfilling its fiduciary obligation of prudent corporate governance. Under New York State Nonprofit Law, the committee has specific responsibilities that are set forth under the law, some of which are stated in this report.

The committee meets at least twice a year (usually more often) with the outside independent auditors and GSO and Grapevine management; separately with the auditor; and in executive session without the auditor. Typically, the committee meets in January to plan the financial statement audit, in April to review the financial statement audit report, and in October to review the audit reports for the retirement plans. Over the past year, the committee met:

- June 14, 2024 to plan the first audit of the defined contribution retirement plan
- October 7, 2024 to review the 2023 retirement plan audit reports
- January 17, 2025 to plan the 2024 financial statement audit
- April 22, 2025 to review the 2024 financial statement audit report.



The Audit Committee reports to the General Service Board and reviews such items as:

- audit reports for the financial statement, defined benefit plan, and defined contribution audits
- audit process
- audit results
- internal controls
- best accounting practices
- management integrity.

The Audit Committee also recommends appointment of the auditors to the General Service Board and the corporate Boards. In 2023, the Audit Committee conducted a process to request and evaluate proposals from public accounting firms for the next five years of financial statement and pension audits. This proposal resulted in the selection of BDO USA as the auditor for the audit of the financial statements for 2023 through 2027.

Kevin P., Chair

COMPENSATION

Trustees' Report: The trustees' Compensation Committee, formed in 2006 by the General Service Board (GSB), consists of at least four trustees (with at least one trustee from AAWS and one trustee from AAGV). As originally envisioned, the newly formed committee reflected an initiative-taking measure to assist our GSB in fulfilling its fiduciary obligation of prudent corporate governance (i.e., the processes, structures, and practices for effective oversight of our affiliate corporations).

The GSB Compensation Committee provides oversight regarding A.A. World Services, Inc. (AAWS), and AA Grapevine, Inc. (AAGV) compensation policies and practices, and advises the GSB on overall compensation policies for the two corporations, A.A. World Services, Inc. (AAWS) and AA Grapevine, Inc. (AAGV).

The two operating corporations, AAWS and AAGV, are each responsible for their own respective compensation policies and administration, being mindful of the overall compensation philosophy of the General Service Board. The GSB Compensation Committee will specifically review the total compensation paid to senior executives of the two corporations annually.

The GSB Compensation Committee works with the AAWS and AAGV Boards to obtain professional consultant services, as needed, to comply with nonprofit corporation federal and state laws and regulations. The Human Resources Department may also retain legal advisors or independent compensation consultants, if necessary, upon pre-approval from the GSB chair.

The GSB is mindful of A.A.'s spiritual principles and believes it is not wise for the GSB Compensation Committee to have veto powers or final approval of the individual operating corporation's compensation programs or the compensation of senior executives (even though these powers are sometimes found in compensation committees of other organizations).

The Compensation Committee reports to the GSB and, working closely with the Director of Human Resources, advises the GSB on such items as overall philosophies, and A.A. World Services, Inc. (AAWS) and AA Grapevine, Inc. (AAGV) policies. The Compensation Committee serves in an advisory capacity with no decision-making authority regarding any individual's total compensation. Rather, the committee monitors compensation policies and oversees executive compensation, and ensures adherence to good corporate practices, compliance with federal and state laws, and application of our spiritual principles.

This year, the Committee assessed executive compensation for the General Manager, CFO, Director of Publishing, Senior Director of Technology Services, and GV Publisher. The consulting firm, SmithPilot, again provided benchmark reports. We confirmed that these professionally prepared reports had been completed according to the criteria we asked for. We use them as a tool to determine that current executive salaries are within a reasonable range.

AAWS compensation policies and compensation philosophy were reviewed without comments. The chair asked that reviewed reports be marked with the date of review, even when no revisions are made, to maintain a level of organization with reprinted reports.

The Grapevine Board will discuss the Publisher's compensation in March. The Affiliate Corporations will adjust pay levels or ranges as needed to stay in line with our compensation philosophy, appreciating that any decisions are up to each corporation.

The Director of Human Resources provided the following legal updates for 2025:

- Highly Compensated Employees annual salary threshold increased to $151,164.
- New York State hourly minimum wage is $16.50
- New York State exempt salary minimum wage is $64,350.
- Maximum average weekly wage for calculating NY Paid Family Leave increased to $1,757.19.

Both AAWS and AA Grapevine are in compliance with all applicable wage and hour laws.

The committee recommended that a suggestion be made to the next Compensation Committee to review the data sent to compensation consultants and to request a smaller peer group set, (using methodology to include three entities above and three below the organization's revenue and number of employees).

The committee also requested a review of past Requests for Proposals (RFIs) to determine the requirements for compensation consultants.

The chair will report to the General Service Board that this committee's duties have been fulfilled for this timeline, and that final decisions now rest with the corporate boards.

Reilly K., Chair

COOPERATION WITH THE PROFESSIONAL COMMUNITY/TREATMENT AND ACCESSIBILITIES

Trustees' Report: The trustees' Committees on Cooperation with the Professional Community and Treatment Facilities were combined by action of the General Service Board in April 1998. In August of 2009, the trustees' Committee expanded its scope to include service to Special Needs-Accessibilities Committee and oversight of Special Needs literature. The title of the committee was changed to Cooperation with the Professional Community/Treatment/Special Needs-Accessibilities in 2009. In November 2015, "Special Needs" was removed from the committee's name and throughout the committee's Composition, Scope and Procedure.

The trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities (CPC/TA) is responsible for implementing pending advisory actions of the General Service Conference, developing recommendations for the General Service Conference if appropriate, providing the tools to reach the professional community, treatment, accessibility and remote communities with an interest in fostering the kind of attitudes that allow A.A. to better reach the still-suffering alcoholic.

The trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities met five times since the 2024 General Service Conference. Activities over the past year have included:

Cooperation with the Professional Community (CPC):

Review development of a pamphlet for Mental Health Professionals — Following the 2021 Conference Committee on CPC advisory action "That the trustees' CPC/T-A Committee develop a pamphlet directed to mental health professionals…", the committee reviewed the continuing progress by the staff secretary, and committee members to develop material for a draft pamphlet. At the February meeting, the committee **agreed to forward** the draft pamphlet "*Alcoholics Anonymous: Information for Mental Health Professionals*" (working title) to the 2025 Conference Committee on Cooperation with the Professional Community.

CPC Exhibits Update — In November 2024 the committee noted the experience gained by the staff secretary, along with two Class A trustees, in presenting a workshop at the American Correctional Association (ACA) annual Congress of Correction in Nashville, Tennessee. The workshop provided an opportunity for the three to share in a general way about our program of recovery and to inform corrections professionals about ways to connect the incarcerated populations with the local Corrections committees, introduce A.A. literature via tablets and printed material, offer the Corrections Correspondence Service and describe the Pre-release program. The committee expressed keen interest in continuing this cooperation and requested the desk to apply to present a follow-up workshop at the August 2025 Congress of Correction in Denver, Colorado.

In February 2025, the committee noted that the 2025 exhibit calendar is under review to reduce costs and to focus on identifying effective expenditures. The committee noted that the staff secretary continues to explore



future exhibitions at national professional events focused on first responders and other emergency management services.

At the February meeting, the committee suggested considering that display materials might include the ways we connect professionals with our resources, the Meeting Guide app, the LinkedIn page, and About A.A. The committee will continue the discussion and looks forward to a progress report at the August 2025 meeting.

LinkedIn — Following the 2018 Advisory Action and committee consideration for creating a LinkedIn page, the committee continued to review progress on the LinkedIn page. The committee continued to note the usefulness of the LinkedIn page to share information about A.A. and resources with professionals.

In July 2024, the committee noted that trustees' Public Information Committee has given the Communication Services Department (CSD) and other departments the direction that digital assets from other media can be linked across platforms. The Staff secretary continues to explore with CSD ways that this can impact the LinkedIn page.

In February 2025, the committee received an update from the Communication Services Department (CSD) on additional content for future posts. This content includes outward facing messaging for professionals on other GSO Staff assignments, additional languages our A.A. materials are available in, and other ways that professionals can connect their clients with A.A.

CPC Kit and Workbook — In February the committee received an update on the CPC kit and workbook, noting that additional service material has been added to the workbook. The workbook has been forwarded to AAWS Publishing and is in the process of being translated into French and Spanish. The committee looks forward to a progress report at the August 2025 meeting.

Review effectiveness of CPC videos on aa.org — In November 2024 the committee noted that the project is on hold while the recently hired Multimedia Production Coordinator is onboarded.

In February 2025, the committee received an update from the CSD that the CPC video project is in the discovery phase, where all aspects of content creation are being considered, and exploring two possible paths forward which include the projected cost associated with, and the resources required to:

1. create new content, or
2. repurpose existing content.

The committee noted that outdated content may not be useful in effectively informing professionals. The committee also noted that using staff resources to produce repurposed videos may not be the path forward due to various factors including the look and content of the videos being out of date, leading to the need to produce entirely new content. 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. The committee looks forward to a progress report at the August 2025 meeting.

Discuss neurodivergent and unhoused alcoholics and how we inform professionals — In 2024, the committee held two interim meetings in addition to the quarterly meetings to discuss how CPC Committees inform professionals about neurodivergent and unhoused alcoholics.

The committee reviewed shared experience gathered from the Fellowship and noted the limited quantity of experience to date and offered suggestions for additional outreach including the staff secretary requesting input from local CPC Committee chairs.

The committee discussed ways local trusted servants perform outreach to these populations and 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. 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.

At the February 2025 meeting, the committee requested that the topics be separated into two items moving forward to provide more clarity on how both the Fellowship carries 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.

Treatment:

Treatment Committee Kit and Workbook — At the July 2024 meeting, the committee reviewed a report of the committee considerations of the 2024 Conference Committee on Treatment and Accessibilities suggestions to the Treatment kit and workbook and made no further changes. The edits will be reflected in the Treatment workbook in the next printing.

Update to the flyer "Where Do I Go From Here?" (F-4) — Following the 2024 General Service Conference advisory action to update the flyer with current and inclusive languages and updated information on how to find A.A. the committee reviewed the flyer and provided suggestions to the committee secretary in July 2024. In November 2024, the committee reviewed two proposed designs for the flyer and **agreed to forward** a design to the 2025 Conference Committee on Treatment and Accessibilities.

Accessibilities:

The Military Outreach Project — Since the 2024 General Service Conference, there's been some great progress on the Military Outreach Project. All active-duty member interviews have been added to aa.org and YouTube. A landing page for Military Members in A.A. has been created and can be found at www.aa.org/military. Two interviews with Francophone A.A. military members have been recorded and posted on www.aa.org/military. At the July 2024 meeting, a subcommittee was created to support the expansion of this audio project to veteran members in 2025. The subcommittee met twice in 2024 to create a timeline and action plan for the veteran interviews, including conducting some interviews at the July 2025 International Convention. A memo went out to the Fellowship in January 2025 calling for veteran A.A. members volunteers to interview. At the February 2025 meeting, the committee agreed that the number of interviews conducted for the Military Veteran Interview Project should fall within the range of 20-25.

Accessibility Resources Flyer — At the July 2024 meeting, the committee reviewed the Accessibility Resources flyer created after conference and requested the staff secretary (1) run an accessibility check on the flyer and (2) make the flyer available to the Fellowship and professionals on aa.org. Once added to aa.org, the flyer was shared in an activity update from the Accessibilities desk and shared on AAWS's LinkedIn page. In December 2024, the Communications Services Department (CSD) shared the following analytics on the number of clicks on aa.org for the Accessibility Resources Flyer:

Item Page	URL	Views in last 90 days
English	https://www.aa.org/accessibility-resources	281
Spanish	https://www.aa.org/es/recursos-de-accesibilidad	11
French	https://www.aa.org/fr/ressources-de-laccessibilite	13

This is information on item pages, not the PDF views or PDF downloads. CSD is hoping to get that level of detail back in the coming analytics updates in 2025.

Update to the flyer "Making the A.A. Message Accessible (F-107) with shared experience from neurodivergent alcoholics — At the July 2024 meeting, the committee reviewed the shared experience and stories from neurodivergent members. The committee requested the staff secretary add highlights of this shared experience to the flyer "Making the A.A. Message Accessible" (F-107). The committee reviewed a draft at the November 2024 meeting and sent a few more suggestions to the staff secretary. Once those changes were made, the committee **agreed to forward** to the 2025 Conference Committee on Treatment and Accessibilities for their reference. In addition to the shared flyer, highlights from the shared experience is below as an addendum to this report.

Quebec Sign Language (LSQ) Announcement/Press Release video added to deafaa.org — In 2022, the pamphlet "Access to A.A.: Members Share on Overcoming Barriers" (P-83) was translated into LSQ. In January 2024, the committee expressed support for the creation of a press release and LSQ video to announce that this resource is available to the Fellowship. A similar announcement was created for the ASL version of the Big Book (link to ASL video). To expediate the process, a video with an LSQ translator was recorded on Zoom and placed on deafaa.org. You can check it out here.

Haitian Kreyol translation Working Group — In collaboration with the International assignment and our Language and Intellectual Property department, there was a call out to the Fellowship for members who are fluent in English and Haitian Kreyol to participate in a working group to review the translation of the Big Book, *Alcoholics Anonymous*. Although translation of the Big Book into Haitian Kreyol began back in 2018 and completed in 2023, it currently needs to be reviewed for accuracy.

A memo was sent to the Fellowship in January 2025. Here is the link to the memo in English, French, and Spanish.

A.A. Service Manual Update — At the February 2025 meeting, the committee reviewed the descriptions of the Conference Committee on Treatment and Accessibilities (pg. 46) and the trustees' CPC/Treatment and Accessibilities Committee (pg. 57) included in the 2024-2026 edition of *The A.A. Service Manual*. The committee agreed that more language is needed to better describe the accessibilities work of these two committees. The committee requested that the staff secretary forward a suggested paragraph on accessibilities for consideration in the next revision of *The A.A. Service Manual* to the Group Services assignment.

Proposed Agenda Item (PAI) for the 2025 Conference — At the November 2024 meeting, the committee discussed the following 75th General Service Conference Proposed Agenda Item submission (PAI):

PAI #101: The committee discussed the proposed agenda item requesting "Increasing Awareness and Enhancing Accessibility in A.A.'s Literature, Resources, and Services" and took no action.

The committee noted that the request does not fall within the purview of the General Service Conference; and that current steps are being taken toward making the aa.org website and AAWS literature more accessible by GSO's Communications and Publishing department, respectively.

Highlights from the Shared Experience of Neurodivergent Alcoholics April-June 2024:

Suggestions for Meetings:

- Space between chairs and rows for fidgeting/movement.
- Allow handicrafts or hand-fidget activities.
- Permission to move freely (explicit permission from the script).
- Helpful to take a break halfway through meeting.
- Visible clocks for setting "guideposts".
- Online meetings are ESSENTIAL as in-person meetings can be really taxing on some neurodivergent individuals (due to masking)
- Allow video off if possible. Masking takes up a lot of energy both in-person and online.
  - » *"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 (all 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 prepared in advance.
  - » *"I struggle to retain and process what is being said in a meeting and then use that information to formulate a "topical" share- I'm spending all my energy trying to process what words are being said and what those words mean and trying to keep my brain from drifting- I'm lucky if I understand what is said (particularly readings)- it is impossible for me then to retain this information and also quickly synthesize it into a verbally delivered share that also somehow relates to both what was said before and my experience in the program. My brain cannot do that. As a result of the expectation that shares be verbally delivered, topical, spontaneous/unprepared, and coherently carry the message, especially if a sharer has significant sober time, I feel too incapable of sharing according to expectation and therefore am not very comfortable sharing and my default is to never speak or even consider participating that way in meetings on a regular basis."*
- Accommodation around commitments/spirit of rotation
  - » *"There was a developmentally challenged member who attended Union & Steiner for years, like decades probably. He might have been Autistic but I don't know. I have heard a similar story from an Autistic A.A. member too, so take that for what it's worth. This man had been the group's literature person for 11 years. When elections were held, that position never rotated. At first I was on my high horse when I heard about this. What about the spirit of rotation?! But then after I attended for a while and interacted with him, I realized that this was actually an accommodation. It was a commitment he could do well and dependably. He interacted with people but within boundaries of a transaction that was comfortable to him. Some Autistic people do better with longer service commitments."*
- For online meetings — Making sure documents/literature online can be used with screen readers. Perhaps providing some large print material at in-person literature 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.

Suggestions for Sponsors/Step Work:

- Be open to text communication instead of strictly phone calls.
- 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.
  - » *"I also really struggle with the "always say yes to service and fellowship" mentality- it is extremely important to my health and wellbeing that I be able to say no, that I be encouraged to, because as an autistic*

person, I take things extremely literally and so I hear this as a hard and fast NO MATTER WHAT. Also as an autistic person, I don't know what my energy limits are until I have completely exceeded them, risking my mental and physical health. It makes me more likely to drink if I say yes to everything, even when I am tired, to push past what my body is trying to tell me about my limits. So sometimes saying no to fellowship and service in A.A. is valid too."

» *"Listen to your sponsee and believe and respect what they are telling you about their neurodivergence. They are the expert on their neurodivergent experience and aren't exaggerating. Learn from them what it is like to have experiences that you haven't had, respect their assessments of what works for them and what doesn't, believe them, without judgement, when they say they don't have the capacity to do something on a given day, and understand that our needs and capacities fluctuate, so just because we can do something on one day, doesn't mean we can do it on another."*

- Consider working step 4 together with your sponsee. Sometimes it helps just having someone there.
- "In person amends can be particularly difficult for autistic people. Written and living amends should be allowed as equally valid alternatives"
- Do not play doctor with prescribed medications.
- Provide sponsees with speaker podcasts and audio resources on aa.org.
- Practice humility in accepting just because something works for you doesn't mean it is "more legitimate/more sober".
  - » Try to be flexible and curious, try some new resources.
- A bipolar member noted that hearing the audio of something while reading was extremely helpful for comprehension.
- 12 slogans banner, visual cues of steps visual cues during meetings with sponsee might be helpful.
- Encourage sponsee to find outside help if they need it.
- It might be helpful to have an emergency contact, in the case of mental health emergency.
- For some with dyslexia, reading our literature is like reading another language. Be patient as sponsees read and take breaks when needed.
- 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.

Suggestions for Fellowship:

- Be mindful of sensory overload for some people during Fellowship, before/after meeting. Don't pressure to participate if someone needs a break.
- Be open to text communication instead of strictly phone calls.

Key Takeaways:

- Neurodivergent brains are "different not broken".
  - » *"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."*
- Keep an open mind — we learn from each other. Don't assume someone is "balking" if they're having a hard time. Try to be flexible and provide all the resources we have as a Fellowship and on aa.org.
- Let's meet people where they're at.

Andie M., Chair

Staff Report: Experience indicates that many professionals are aware of A.A., yet relatively few know what A.A. is and what it is not. It appears that even fewer have been to an "open" A.A. meeting. The staff member on the Cooperation with the Professional Community (CPC) assignment, along with a staff services associate, provides information about A.A. and facilitates communication with those outside A.A. who may have direct contact with the still-suffering alcoholic through their professional work.

This assignment is also charged with assisting the A.A. members who carry our message to the suffering alcoholic through the professionals who are in contact with alcoholics seeking help. Below are some of the ways we carry this out:

- Reply to inquiries from professionals across the U.S. and Canada via telephone, email, and the A.A. website to connect these professionals with local CPC committees to further their understanding of Alcoholics

Anonymous, our Twelve Steps, and Twelve Traditions. The local committees respond with offers to send clients to meetings, share literature in professional settings, and other means to assure that A.A. resources are available.

- Arrange for the distribution to local committees of service materials, presentations, and letter templates in English, French, and Spanish. The CPC coordinator strives to ensure that all the service materials are available to local committees.
- Coordinate in-person attendance of A.A. at national professional conferences where local committee members interact with professionals to further education of A.A.
- The CPC coordinator serves as a liaison or representative to organizations in Canada and the U.S. such as the Advisory Council of the National Institute for Alcohol Abuse and Alcoholism (NIAAA).
- The staff member along with the staff services associate welcomes newly appointed Area and District CPC chairs and supports their efforts to carry the message to professionals in their local communities.
- Work closely with the Communication Services and Publishing departments to:
  - » Regularly post on our LinkedIn page information about A.A. and our message of recovery, focusing on stories and topics that relate to the professional community. The page currently has over 4,255 followers.
  - » Communicate with professionals through the newsletter *About A.A.* with a minimum of two issues per year.
  - » Continue development and updating of Conference-approved literature and assignment-related service material. A recent highlight is the development of a pamphlet for Mental Health Professionals as recommended by the 2021 Conference Committee on CPC.

Michael R.

Staff Report: The overall purpose of the Treatment/Accessibilities and Remote Communities staff assignment is to share A.A. and service committee experience and information through literature, activity updates and other communications. Area, district and intergroup committee chairs for Treatment/Accessibilities, Bridging the Gap (BTG) and Remote Communities currently receive communications from this assignment.

We currently communicate with 89 area and 393 district Treatment committees, 38 area and 134 district BTG committees, 66 area and 190 district Accessibilities committees, 16 Cooperation with the Elder Community area committees, and 23 area and 24 district Remote Communities committees.

New chairs receive welcome letters, workbooks, service-related materials, pertinent Grapevine issues, and service kits for their position and committee.

Most of the information that committees seek can be read on or printed from GSO's A.A. website (www.aa.org). On the committee web pages, anyone can access most of the committee service-related material regardless of their position within the committee. In addition, area level chairs receive a list of other area level chairs to share their local experience and activities.

Committee chairs receive updates on other committees' activities through *Box 4-5-9* articles and updates from the assignment coordinator that may contain ideas, activities, questions, and solutions from other committees. These activity updates contain information about the General Service Office, requests for local sharing and clarification of areas of potential confusion.

The Treatment/Accessibilities and Remote Communities staff member on this assignment also cooperates with GSO's Publishing department on developing and updating of literature for remote communities, accessibilities, and treatment.

The LIM (Loners and Internationalists Meeting newsletter) is coordinated by the staff member on this assignment. There are currently 360 LIM members who receive this *confidential* bimonthly bulletin and who correspond with one another year-round.

The staff member on this assignment serves as secretary to the Conference Committee on Treatment and Accessibilities, and as co-secretary to the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee.

Kelley C.

CORRECTIONS

Trustees' Report: The Trustees' Corrections Committee recommends to the General Service Board actions that support carrying the A.A. message to alcoholics confined in a variety of correctional settings. Since the 2024 General Service Conference, the trustees' committee has met three times.

The committee reviewed its Composition, Scope and Procedures and made no changes.

The committee reviewed the 2024 Conference Committee on Corrections report. The Staff secretary pro-

vided an update on the Advisory Actions and Committee Considerations. The committee noted that follow-through on all actionable items is taking place.

The committee reviewed the draft service piece, "Facilitating Online Meetings in Correctional Facilities" and asked the Staff secretary to work with Publishing to add this service piece to the Corrections workbook and kit.

The committee reviewed the Corrections workbook and kit, and included the open letter to Corrections Professionals from a Class A trustee.

The committee reviewed the mid-year reforecast of the trustees' Corrections 2024 budget and agreed to forward it to the trustees' Finance and Budgetary Committee without changes.

The committee accepted the budget and forwarded it to the trustees' Finance and Budgetary Committee.

Corrections Survey:

At the July 2025 meeting the Staff secretary reported that a survey is being developed to address the committee consideration from the Conference Committee on Corrections to gather shared experience on how local corrections committees encourage and engage members in corrections service.

At the February 2025 meeting the trustees' Corrections 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.

PAI #19: The committee discussed the proposed agenda item, "we want to propose that zoom meetings are allowed in all correctional facilities and that for those that don't have an iPad or phone A.A. will donate to the facility for this cause," and took no action.

The committee noted that the request falls under the purview of local committees and correctional facilities. While the committee appreciated the intention behind the proposal, they also noted that providing this technology falls outside the scope of AAWS.

Digital literature on tablets: 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.

Kerry M., Chair

Staff Report: The Corrections assignment is responsible for helping A.A. members and local committees carry the A.A. message to alcoholics confined in a variety of correctional settings. Approximately 200 letters arrive monthly from people in custody, many requesting free literature, information on how to start a meeting, how to participate in the Corrections Correspondence Service (CCS) or for help in contacting A.A., either by asking for a meeting in their facility or for a prerelease contact.

While not everyone who writes to the General Service Office (GSO) has a problem with alcohol, all letters are answered. Many letters received from alcoholics in custody request free literature. Those members may be sent a Big Book, a copy of Grapevine or La Viña, a selection of pamphlets, and often the booklet *A.A. in Prison: A Message of Hope*. Literature is always accompanied with a statement that it is made possible through the voluntary contributions of A.A. members throughout the United States and Canada. Information about tablet literature is also being sent to raise awareness of tablets as a free source for a wide catalog of A.A. titles. While this assignment provides some A.A. literature directly, the primary focus is connecting local service committees with requests for help from inside correctional facilities.

One of the most gratifying aspects of the assignment is communicating with area and district corrections committees. The desk fields daily calls and emails from A.A. members doing corrections service work. In 2024, we passed along to the area corrections committee chairs approximately 320 requests from persons in custody, corrections professionals, and A.A. members taking meetings into correctional facilities, for prerelease contacts, outside support, or A.A. literature.

Prerelease contacts help alcoholics in custody get acquainted and comfortable in A.A. within the community they are being released into. They are intended to be made three to six months prior to a release date. Requests from persons in custody are received by GSO and forwarded to the appropriate area corrections chair. In 2024, we forwarded almost 100 requests.

The Corrections Correspondence Service is coordinated through GSO and is intended for those who have more than six months to serve on a sentence. There are now 6,404 active participants. In 2024, 772 incarcerated A.A. members were matched with outside members. To maintain this service there are regular communications to the Fellowship through various channels requesting new correspondence volunteers. CCS continues to provide the spiritual connection of one member to another – sharing

experience, strength and hope. Sign-up forms have been updated to provide more accurate and effective matches. We are also working to increase awareness and participation in Canada.

Thanks to the voluntary contributions of A.A. members, contracts with various vendors have enabled AAWS and AA Grapevine literature to be available on tablets found in the various correctional settings in the United States. This is a new service that continues to expand. The total amount of unique starts through A.A. e-books and audiobooks in 2024 is 42,459 with 21,102 titles completed. There are 1,118 facilities throughout the US that have access to AAWS digital literature.

GSO's A.A. website has a dedicated section where most Corrections service material can be found, including current and past issues of the newsletter *Sharing from Behind the Walls* (SFBTW). This triannual publication contains excerpts of sharing from A.A. members in prison who have written to GSO. The Corrections Kit list and Workbook are also available in digital form through the Corrections page.

As always, we are very grateful to be of service.

Nick S.

FINANCE AND BUDGETARY

Trustees' Report:

2024 Actual Results vs. 2024 Budget

General Service Office:

The audit of 2024 financial statements was completed on April 22, 2025. All 2024 numbers cited in this report are audited.

For the year 2024, the GSO had an operating surplus before depreciation of $1,035,072 compared to a budgeted operating surplus of $856,146. The surplus was more than budgeted primarily because contributions exceeded the budget. The surplus would have been even greater had literature sales not fallen short of budget. Depreciation of $843,246, non-operating revenue of $6,050,585 and non-operating expense of $1,473,456 resulted in a bottom-line surplus of $4,768,956. Most non-operating transactions are non-cash transactions such as changes in the market value of the assets in the defined benefit pension plan and post-retirement medical fund and changes in expected future contributions to these plans. Appendix 1 details the non-operating revenue and expense.

Operating expenses were $18,684,246, virtually the same as the budget of $18,800,214. The GSO's largest expense, salaries, benefits, and payroll taxes was $11,927,756, 1% more than the budget of $11,828,041. Professional fees were $1,748,646, 6% less than the budget of $1,863,906. Please see Appendix 2 for a detailed listing of professional fees.

Gross literature sales were $14,452,652, about 14% less than the budget of $16,817,345, but roughly the same as the prior year. The expense of printing, shipping, and storing literature (cost of goods sold) was $6,585,045, 22% less than the budget of $8,408,672. When less literature is sold, cost of goods sold is also less.

Contributions were $11,248,573, about 7% greater than the budget of $10,500,000. Operating revenue (after subtracting cost of goods sold) was $19,719,318, essentially the same as the budget of $19,656,360.

GSO Actual vs. Budget	2024 Actual	2024 Budget	Difference
Operating Surplus/(Deficit)	1,035,072	856,146	178,926
Operating Expenses	18,684,246	18,800,214	(115,968)
Salaries, Benefits, and Payroll Taxes	11,927,756	11,828,041	99,715
Professional Fees	1,748,646	1,863,906	(115,260)
Gross Literature Sales	14,452,652	16,817,345	(2,364,693)
Cost of Literature Sold	6,585,045	8,408,672	(1,823,627)
Contributions	11,248,573	10,500,000	748,573
Operating Revenue	19,719,318	19,656,360	62,958

AA Grapevine:

The 2024 Grapevine budget anticipated a net deficit of $672,450 (based on decreasing print magazine subscriptions and increasing costs for paper, printing, shipping, and services to the Fellowship). The actual results were lower than projected, with a net deficit of $851,735.

GV Actual vs. Budget	2024 Actual	2024 Budget	Difference
Net Deficit	(851,735)	(672,450)	(179,285)

2024 Actual Results vs. 2023 Actual Results

General Service Office:

The 2024 operating surplus before depreciation of $1,035,072 compares to a surplus of $582,013 in 2023. The improved surplus is primarily attributable to lower cost of goods sold, which resulted in an increased gross margin percentage. Overall, 2024 operating revenue of $19,718,318 compares to $18,056,887 in 2023, and 2024 operating expenses of $18,684,246 compares to $17,474,874 in 2023.

Including non-operating transactions, the 2024 surplus of $4,768,956 compares to a $1,549,870 surplus in 2023. Non-operating revenue of $6,050,585 compares to $3,781,295 in 2023. Gross literature sales decreased from $14,641,476 in 2023 to $14,452,652 in 2024. Contributions increased, from $10,841,419 in 2023 to $11,248,573 in 2024.

Operating expenses were $18,684,246 in 2024 compared to $17,474,874 in 2023. The primary reason for this was that salaries, benefits, and payroll taxes increased to $11,828,041 in 2024 from $11,041,355 in 2023 due to promotions, cost of living increases, the creation of a new position, and an increase in our workers compensation tax rate. Non-operating expenses were $1,473,456 in 2024 compared to $1,756,808 in 2023.

GSO Actual vs. Last Year	2024 Actual	2023 Actual	Difference
Operating Surplus/(Deficit)	1,035,072	582,013	453,059
Surplus/(Deficit) including non-operating transactions	4,768,956	1,549,870	3,219,086
Operating Revenue	19,719,318	18,056,887	1,662,431
Non-operating Revenue	6,050,585	3,781,295	2,269,290
Gross Literature Sales	14,452,652	14,641,476	(188,824)
Contributions	11,248,573	10,841,419	407,154
Operating Expenses	18,684,246	17,474,874	1,209,372
Non-operating Expenses	1,473,456	1,756,808	(283,352)
Salaries, Benefits, and Payroll Taxes	11,927,756	11,041,355	886,401

AA Grapevine:

The AA Grapevine Magazine Operations and Content-Related Items:

Gross margin from all subscriptions, for 2024, was $766,004, compared to $580,493 in 2023. Income from subscriptions includes the print magazine, single copies, back issues, GV Complete, the GV App and Online. The average paid circulation in all formats was 59,190 (compared to 54,569 in 2023). 2024 is the first year with year over year subscription growth since the pandemic. Subscribers with App access averaged 14,142 in 2024.

The 2024 gross margin (sales minus production costs) from subscriptions and content-related items (books, audio, etc.) plus interest earned was $1,605,888, $367,174 more than 2023 and $174,868 below budget. Included in 2024 total gross margin is content-related income of $824,391 which was $29,827 more than budget, and $172,930 more than 2023.

Costs and expenses for editorial; circulation and business; and general and administration in 2024 were $2,457,623. Cost and expenses were $361,765 more than in 2023 and $10,309 over budget. Overall, Grapevine reported a deficit of $851,735 (which included accrued expenses, depreciation write-offs, and allowance for bad-debt accounts).

The Grapevine reported loss of $851,735 was higher than the 2024 budgeted loss of $672,450.

GV Actual vs. Last Year	2024 Actual	2023 Actual	Difference
Magazine Circulation (All Formats)	59,190	54,569	4,621
App Circulation	5,571	843	4,728
Gross Margin on Subscriptions	766,004	580,493	185,511
Gross Margin from other Published Items	824,391	651,461	172,930
Total Gross Margin (Including interest)	1,605,888	1,238,714	367,174
Total Expenses	2,457,623	2,095,858	361,765
Net Income (Loss)	(851,735)	(857,144)	5,409

La Viña Magazine Operations: In 2024, La Viña, the Spanish-language magazine (approved by the 1995 General Service Conference) experienced an average circulation of 7,492 as compared with the 2023 average circulation of 6,392, an increase of over 17%. This is a significant recovery from recent years where circulation incurred a significant drop-off, which is attributable to the pandemic-induced lack of live events in the Spanish-speaking community, where many subscriptions and renewals originate.

During 2024, subscription income was $109,717 against $98,148 of direct publishing costs. La Viña also realized approximately $137,586 from the sale of other content-related items (books, audio, etc.) against direct costs of $40,117. Total operating expenses (i.e., editorial, circulation and administrative costs) associated with these publication activities were $680,977. The shortfall between revenues earned from publishing activities versus the cost to produce and distribute was $571,939.

This shortfall of $571,939 was reimbursed by the General Service Board as a service activity to the Spanish-speaking members of our Fellowship. The 2024 shortfall of $571,939 represents a $183,810 improvement over 2023.

LV Actual vs. Last Year	2024 Actual	2023 Actual	Difference
Average Circulation	7,492	6,392	1,100
Net Operating Service Cost	571,939	755,749	(183,810)

2025 Budget

General Service Office:

The 2025 budget has an operating surplus before depreciation of $1,027,932 compared to a comparable surplus of $1,035,072 in 2024. 2025 operating expenses are budgeted at $19,326,943 compared to $18,684,246 in 2024. The increased operating expense is primarily in the professional fees and data, automation and website categories

2025 operating revenue is budgeted at $20,523,275 compared to $19,719,318 in 2024. This increase is expected to come from literature sales. Gross literature sales are

budgeted at $16,000,000 in 2025 compared to $14,452,652 in 2024. Contributions are budgeted at $11,000,000 for 2025 compared to $11,248,573 in 2024.

The 2025 capital budget is $209,200 for Communications Services, $71,245 for Publishing, $64,537 for Technology Services, and $2,030,000 for the office retrofit for a total of $2,374,982. The retrofit amount is not final as we are still waiting on one general contractor bid. This compares to capital expenditures of $198,300 in 2024.

GSO 25 Budget vs. 24 Actual	2025 Budget	2024 Actual	Difference
Operating Surplus/(Deficit)	1,027,932	1,035,072	(7,140)
Operating Expenses	19,326,943	18,684,246	642,697
Operating Revenue	20,523,275	19,719,318	803,957
Gross Literature Sales	16,000,000	14,452,652	1,547,348
Contributions	11,000,000	11,248,573	(248,573)
Capital (without office retrofit)	209,200	198,300	(10,900)
Office Retrofit	2,030,000	0	2,030,000

AA Grapevine:

The Grapevine

Budgeted overall circulation (print and digital) is projected to increase from 2024's 59,190 paid average to 63,497. Gross margin on subscriptions in 2025 is budgeted at $1,043,606, up from $766,004 in 2024. In 2025, content-related gross margin (books, audio, etc.) is projected to be $963,747, which is an increase from 2024's $824,391. If all goes according to plan, in 2025, Grapevine will improve on 2024 results by $716,872.

GV 25 Budget vs. 24 Actual	2025 Budget	2024 Actual	Difference
Print and Digital Circulation	63,497	59,190	4,307
Gross Margin on Subscriptions	1,043,606	766,004	277,602
Content Related Gross Margin	963,747	824,391	139,356
Total Costs & Expenses	2,151,215	2,457,623	(306,408)
Net Surplus/(Deficit)	(134,862)	(851,735)	716,873

La Viña:

Total circulation is projected to increase from 7,492 in 2024 to 8,538 in 2025. Total subscription income is expected to increase from $109,717 in 2024 to $161,022 in 2025. La Viña's net operating service cost reimbursed by the General Service Board in 2025 is expected to be $116,313 less than in 2024 ($455,626 compared to $571,939 in 2024).

LV 25 Budget vs. 24 Actual	2025 Budget	2024 Actual	Difference
Print Circulation	8,538	7,492	1,046
Subscription Income	161,022	109,717	51,305
Net Surplus/(Deficit)	(455,626)	(571,939)	116,313

Appendix 1
2024 GSO NON-OPERATING REVENUE

Dividends and Interest on Reserve Fund and Post-Retirement Medical Fund	713,522
Increase in the market value of Post-Retirement Medical Fund investments*	705,733
Increase in the surplus of the market value of the Defined Benefit Plan assets over the actuarial calculation of future benefits payable to participants*	3,976,446
Increase in the surplus of the market value of the Post-Retirement Medical Plan assets over the actuarial calculation of future benefits payable to participants*	653,275
Other	1,609
TOTAL NON-OPERATING REVENUE	**6,050,585**

*Non-cash item

2024 GSO NON-OPERATING EXPENSE

Disbursements from International Literature Fund	13,723
Disbursements from World Service Meeting Fund	70,229
Bad debt expense (write off of literature sales receivables)*	27,021
Credit card and bank transaction fees	167,972
GSB Support of La Viña	571,939
Penalties and interest	41,683
Transfer from Reserve Fund to Grapevine	573,792
Loss on currency exchange between US dollar and Canadian dollar	7,431
Other	(334)
TOTAL NON-OPERATING EXPENSE	**1,473,456**

*Non-cash item

Appendix 2
GSO PROFESSIONAL FEES

Accounting and Audit	305,674
Legal	181,842
Human Resources Services	60,126
Editorial Services	45,755
Information Technology	295,334
Temporary Help	245,180
Payroll Processing	34,175
Translation	299,204
Interpretation	68,705
Project Management	63,745
Other*	148,906
Total	**1,748,646**

NOTES:
*Other includes:
- Location Plus Consultant
- Management of Public Information Press Releases
- GSB Inventory Facilitator
- Graphic Design

Kevin P., Treasurer

ADDENDUM (FINANCE)

Trustees' Report: This addendum report offers a summary of additional actions, considerations, and projects of the trustees' Finance Committee (TFC) since the 2024 General Service Conference.

74th General Service Conference

The committee reviewed the Advisory Actions/Committee Considerations that resulted from discussions of the 2024 General Service Conference Committee on Finance and noted the following:

- The requested change to the language in the pamphlet "Self-Support: Where Money and Spirituality Mix" as per the 2024 Advisory Action was implemented as reported by the secretary.
- The maximum annual contribution from an individual A.A. member to the GSB has been increased from $5,000 to $7,500 as per the 2024 Advisory Action.

The committee discussed the 74th GSC Committee Consideration requesting that the trustees' Finance and Budgetary Committee develop supplemental financial reporting focused on the actual costs of the various service items we provide, and that the initial draft of the financial reporting based on projects be brought to the 75th General Service Conference, and took no action. The committee agreed that while the current reporting modules provide sufficient financial reporting, there is an ongoing exploration of additional methods and formats that can be utilized. Specifically, the Quarterly Financial Report ("QFR") modality, created in response to an Advisory Action of the 73rd GSC, is still being fully developed and additional schedules can be added over time based on expressed need (for example, the detail of deferred projects provided as part of the GSB/AAWS Budget Presentation in the most recent QFR.

Unaddressed Floor Action from the 74th General Service Conference: The committee reviewed and agreed to forward to the 2025 Conference Committee on Finance the request to reaffirm the 1975 Advisory Action requesting that delegates, 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.

75th General Service Conference:

The committee discussed the following proposed agenda item submissions (PAIs):

1. ***PAI 27:*** The committee reviewed a request for an amendment to the wording in "The Reserve Fund of General Service Board of Alcoholics Anonymous Statement of Investment Policy" and took no action. The Committee agreed that the proposed amendment would unduly restrict use of the Reserve Fund.
2. ***PAI 28:*** The committee reviewed a request to amend the Reserve Fund regarding the use of investment income and took no action. The committee agreed that the current policy provides use of the principal and investment income.
3. ***PAI 29:*** The committee reviewed a request to set a lower limit of nine months for the Reserve Fund and took no action. The committee agreed that setting a finite lower limit would unduly restrict use of and fundamentally change the nature of the Reserve Fund.
4. ***PAI 103:*** The committee reviewed a request that the General Service Board create a prudent reserve line item to allocate funds to pay for a future relocation out of NYC and took no action. The committee agreed that the suggestion had merit, however, currently there is a more pressing need to rebuild the Reserve Fund and there is a current process in place for a relocation study every ten years.
5. ***PAI 126:*** The committee reviewed a request that the General Service Board review funding levels for Grapevine and La Viña to provide a more equitable distribution of support based upon membership composition and took no action. The committee noted that Grapevine and La Viña have two different funding models. The committee also noted that this topic was forwarded last year to the Grapevine/La Viña Conference Committee for discussion and that that conference committee took no action.
6. ***PAI 134:*** The committee reviewed a request to revise the Reserve Fund Policy to insist that the General Service Board not allow the Fellowship's financial obligations to go unmet because of an unwillingness to draw from the reserve and took no action. The committee noted that the current guidelines regarding the Reserve Fund already allow for a prudent and effective use of the Fund, and that prioritization of payment obligations is within the Right of Decision of the General Service Board and the AAWS and AAGV Corporate Boards.
7. ***PAI 144:*** The committee reviewed a request that the presentation of the financial statements return to the spreadsheet format used prior to 2020 and took no action. The committee agreed that the formatting of the financial presentations was not a matter

of policy and therefore not within the scope of the General Service Conference.

Other Notable Items

- TFC Subcommittee on Financial Strategy was formed: Teresa J. serves as the chair of the subcom8ittee; the other committee members are Carolyn W., Joyce S., Reilly K., David S. and Ken T. The TFC Chair will serve as ex-officio of the committee; staff support will include Steven S.-I. and Zenaida M. as co-secretaries, as well as Paul K. and Donna C. Work of the subcommittee included the completion of an HR services agreement which has been approved by the AAWS and AAGV boards and will go into effect this year.
- A new department, General Service Board, has been created for 2025 to more clearly show expenses related to General Service Board meetings and trustee travel. These expenses were formerly part of the Administration department.
- It was reported to the TFC that AAWS (via recommendations from the AAWS Self-Support Subcommittee) was considering the following:
  - » A pilot project to develop infographics to be placed in the designated section for Self-Support in *Box 4-5-9*. The infographics would focus on the impact of contributions and can include specific hyperlinks to items that provide members with information about services provided through self-support.
  - » GSO Communication Services Department is developing a strategy to update the Self-Support page quarterly, incorporating requested content from the Self-Support Subcommittee.

Follow up on PAI #5 (submitted and discussed in 2023):

1. ***PAI 5:*** Develop ways to communicate the cost of services to the Fellowship. This would include a comprehensive, annual, "member's eye view" list of costs for services provided by the GSB, AAWS/GSO, and the AA Grapevine, and be included alongside any financial information released to the Fellowship, including but not limited to, the Picnic Table Slides and Final Conference Reports. The costs per service would also include any associated salary costs, employee benefits, legal fees, IT costs. etc.

The substance of this PAI was discussed by the trustees' Finance Committee in October 2023. The committee agreed that the topic warranted a more in-depth discussion and determined to forward this item to the AAWS and AA Grapevine Boards for discussion with the suggestion that a report be submitted to the 75th GSC Conference Committee on Finance.

However, subsequent to the discussions and determinations noted above, it was realized that a subsequent Advisory Action requesting expanded financial reporting was being addressed. For example, there is currently in place an expanded Quarterly Financial Report (QFR) that is updated after every General Service Board meeting and posted and accessible to all Conference members; and that the QFR modality is still being fully developed and additional schedules can be added over time based on expressed need (for example, the detail of deferred projects provided as part of the GSB/AAWS Budget Presentation in the most recent QFR.

Kevin P., Chairperson





GENERAL SERVICE CONFERENCE

Trustees' Report: The trustees' General Service Conference Committee (TGSCC) was first established as a subcommittee of the Policy Committee of the General Service Board in 1973. In July 1974, it became a full standing committee. At that time, primary responsibilities included determining conference themes, reviewing suggestions for participation by conference members during the week, and formatting workshops.

The responsibilities of the committee have grown over time to be concerned primarily with planning the annual General Service Conference including implementing related advisory actions and developing recommendations to the General Service Board (GSB) related to its scope. In recent years, additional interim virtual meetings have been added.

The TGSCC is also responsible for reviewing themes, presentation/discussion/workshop topics, assisting the secretary in developing the format and content of the Conference workshops, improving the participation of all Conference members, scheduling, reviewing the agenda, assigning the first term delegate members on each Conference committee, and communicating with all Conference members.

The TGSCC annually appoints a subcommittee on Conference Improvements (SCI) which is responsible for reviewing feedback on the evaluation forms, make any needed changes, and work with the Conference Coordinator to develop a Conference week schedule.

The committee met five (5) times since the 74th General Service Conference and has held several subcommittee meetings on the Conference Inventory, Equitable Distribution of Workload, and Conference Improvements.

Standing Items:

Composition, Scope, and Procedures (CSP): The committee removed from their CSP entries related to the EDW Pilot.

2025 Conference Budget: The committee reviewed the 2025 Conference budget and noted a breakdown in key drivers of variances and the negotiated discounts. The committee agreed to forward the 2025 Conference budget to the trustees' Finance and Budgetary Committee.

Delegate Committee Chair Orientation (Part II): The Conference Coordinator gave an overview of the updated handout, "Information and Suggestions for Delegate Chairpersons," and introduction to their committee secretaries and background in development was held by videoconference prior to the January General Service Board weekend.

Quarterly Communications to Conference Committee Chairpersons: The committee reviewed the report on feedback from Delegate Chairs on their quarterly communications with trustee chairs and agreed to forward the report to the 2025 Conference Committee on Agenda.

Feedback from Conference Committees on PAIs "October Feedback Call": Prior to the November GSB weekend, the chair met with Agenda, Policy and Admissions, and Report and Charter to get a sense as to whether related Proposed Agenda Items *(PAIs)* should be forwarded to their 2025 Conference Committee. The chair included each committee's feedback as the trustees' Committee considered each PAI.

First Year Delegate Assignment to Conference Committees: The committee noted that an a recent request to implement even rotation of panels on commit-

tees and ensure that broadest committee participation by areas was implemented. The committee discussed the recent changes to the custom software app. developed for this purpose and agreed to forward a request for a prioritized list of selection criteria to the 2025 Policy and Admissions committee.

Final Conference Report: The committee noted efforts to ship requested print versions of the 2024 Final Conference Reports to Area Delegates, and that the anonymity-protected 2024 Conference *Final Reports* were posted on aa.org.

Conference Committee Background Status: With excellent cooperation between the Language Services Department, Conference coordinator, committee secretaries, the background for Thirteen Conference committees was distributed simultaneously in English, French, and Spanish during February 20-24 February 2025.

Translation of Conference Background and other Materials: The committee included a memo from the interim AAWS Language Services committee in the Conference Manual which clarifies their suggestions on prioritizing translations. The committee recognized the need to work with informed policies about the shared resources within GSO.

Site Selection and Conference Dates: The committee noted the General Manager informed the Policy and Admissions Committee and all conference members on the site selection and dates for the 77th and 78th General Service Conferences. The 77th & 78th General Service Conferences will be held at the New York Marriot Marquis hotel located in the heart of Times Square in New York City. The following are their respective dates:

- The 77th General Service Conference will take place April 11-17, 2027.
- The 78th General Service Conference will take place April 23-29, 2028

Review Grid of Advisory Actions and Additional Considerations for 74th GSC: The committee reviewed a grid of 74th General Service Conference Advisory Actions, committee considerations pertinent to this committee and appreciated the format of the overview. While a few items were addressed by the full committee initially, the remainder of the grid items were assigned to subcommittees who provided recommendations back to the full trustee committee.

Subcommittee Appointments: The chair appointed the three subcommittees:

- *Conference Inventory* chaired by John W. with C., and Clinton M., noting that the subcommittee will be responsible to implement the advisory actions related to the 2025 General Service Conference Inventory Plan and additional committee considerations.
- *EDW (Equitable Distribution of Workload)* chaired by Marita R., with Tom H. and Andie M., noting that the subcommittee will be responsible to implement the 2024 advisory actions and additional considerations related to an Equitable Distribution of Workload process.
- *Conference Improvements* chaired by Vera F., with Teddy B-W., and Robert L., noting that this is a standing committee tasked with reviewing targeted and broad feedback from General Service Conference evaluations, the draft of the 2025 Conference week schedule, and additional committee considerations focused on improving the Conference experience.

74th GSC Items addressed by the TGSCC:

Proposed Agenda Item Deadline and Submission Form: The committee selected the new Proposed Agenda Item submission date deadline to be September 30. While the committee discussed two possible October deadlines, coordination and cost challenges better supported a September 30 deadline. The committee noted the from includes clarifying language that PAI submissions received past the deadline would be considered for the following year.

Delegate Chairperson Guidelines: The committee supported the 2024 Policy and Admissions Committee consideration that included suggested guidelines outlining the current roles and responsibilities for election of the Delegate Chairperson and were included in the 2025 General Service Conference Manual.

General Service Board Aligning communication: The committee agreed to forward the 2024 Agenda committee consideration to align Board information to the General Service Board. The committee also noted several ways information is communicated to the Fellowship from the three Boards: The Meeting Guide App, the A.A. Grapevine App, "*What's New*" page on aa.org, *AAWS Highlights, GSO Quarterly Report, Box 459 and annual board reports to members of the General Service Conference*.

74th GSC Items addressed by the Inventory Subcommittee:

The committee assigned two Advisory Actions and one committee consideration:

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 Agenda committee:

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 2025 Conference Committee on Agenda."

Progress report of the subcommittee's work forwarded to the 2025 Agenda committee. The committee noted that the following was implemented to have an effective Conference Inventory to take place within one year:

Inventory Schedule: Each report session will have three groups who have 20 minutes each to report out, followed by 20 minutes of discussion by the full Conference. Groups with similar questions are in one session.

GSC Schedule	**Conference Inventory** (To be completed in one year)
Sunday, April 27, 2025	• Two-hour discussion by all Inventory Groups • 90 minutes; Report back session 1
Monday, April 28, 2025	• 90 minutes; Report back session 2 • 90 minutes; Report back session 3
Tuesday, April 29, 2025	• 90 minutes; Report back session 4
Wednesday, April 30, 2025	• 90 minutes; Report back session 5

Inventory Questions and Group Assignments: Inventory questions were assigned using a random number generator until four questions per group were assigned. Conference Members were assigned to inventory groups with the widest possible distribution of their service roles.

Inventory Survey Responses: Survey responses were distributed to Conference members in the language in which they were returned due to unanticipated expense of approximate $35,000 to translate approximately 7695 responses. The committee noted that a similar approach was taken with survey results on closing the International Convention Big Meetings.

Comprehensive Report Printing and Shipping Estimates: The Subcommittee agreed to forward the print and shipping estimates to the 2025 Agenda Committee for consideration.

74th GSC Items addressed by the EDW Subcommittee:

The following was address by to the Equitable Distribution of Workload (EDW) Subcommittee:

Advisory Action:

1. "The Equitable Distribution of Workload (EDW) process be adopted and implemented."

Committee Considerations from the 2024 Policy and Admissions Committee:

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.

A progress report, operational procedure, implementation plan, and proposal to simplify committee workloads were forwarded to the 2025 Policy and Admissions Committee.

Implementing the EDW process and Operational Procedure: The following activities supported implementation and developing an operational procedure:

- Reviewed the final EDW pilot report, and 2024 Conference Member survey results.
- Sought out feedback from committee secretaries and GSO/GV employees on their experiences with the three-year EDW pilot.
- Identified the short-term improvements to be implemented for the 75th GSC.
- Reviewing Committee Agendas noting the standing items, ongoing work, and newly forwarded agenda items, and explored opportunities

Proposal to simplify Committee Workloads based on suggested long-term changes for future GSCs.

Improvements Subcommittee related to the 74th GSC: The committee agreed to assign the following items to the Improvements Subcommittee:

Translation Grid in concert with Floor Action #12: 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. The committee also noted that a memo from the interim AAWS Language Services Committee would be included in the Conference Manual.

How The Conference Operates: The committee incorporated changes to the How the Conference Operates (HTCO) noting the 2024 Committee Consideration on reinforcing the mechanics of the Conference. The committee asked the co-chairs of the General Service Conference to communicate those changes to Conference members. The committee noted that while they have the purview to revise the "How the Conference Operates" (HTCO) document, they felt that additional communication to Conference Members would be appropriate, in addition to inclusion in the Conference Manual distribution in March 2025.

Saturday Meet and Greet: The committee approved a preconference Saturday Meet and Greet for Conference Members only to be held on Saturday, April 26, 7-9 pm at the hotel, noting the 2024 Committee Consideration on restoring an opportunity for Conference members to informally gather in person.

Sunday Opening Dinner: In response to input from the fellowship through Conference Evaluations and at the request of the Board, the committee discussed ways to focus on building a community prior to a busy week and fostering a unified and productive conference. While enhancing the work of the banquet was the primary focus, some consideration was given to financial reasons, which prompted taking another look at the purpose of the Banquet. The committee noted the vast amount of work that Conference Members put in serving for A.A., have cherished having the opportunity to share time at the Opening Banquet with their family.

The committee recommended the guest list focus on those who are directly involved with the General Service Conference: Conference Members, Appointed Committee Members (ACMs), Trustee Emeriti, GV/LV Editorial Board members, Hospitality Committee Captains, and current GSO/GV/LV employees, and interpreters.

Emeriti were recognized as being available during conference for any kind of consultation, and that their experience and expertise has been sought out at various times by the Conference Co-chairs. Also discussed was the role of the GV/La Viña Editorial Advisory Board who provide direction to layout, content, and engagement of Grapevine/La Viña service materials including the magazines, app, and social media. Hospitality committee co-chairs and volunteer captains coordinate daily activities throughout the week for guests and family of conference members. Last, but not the least, the committee recognized the contributions throughout the year by the current GSO/GV employees and the Appointed Committee Members (ACMs).

75th GSC Week Schedule: Several improvements included scheduling videoconference meetings for joint committees, Remote Communities and 1728 meetings prior to the Conference Week. As a result, additional time was available for Committee Reports, General Sharing Sessions, Questions and sharing related to the Board reports.

Backup Plan for the 75th GSC: The committee felt the backup plan adopted for the past two years would support participation of Conference Members at the 75th General Service Conference. A plan was distributed that outlined how participation, discussion, and voting will occur through a "fourth floor microphone," via videoconference meeting space, if a Conference member cannot physically be in the main session room.

Conference Evaluations: 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.

Conference Week Schedule: The committee requested that the Improvements Subcommittee review the Conference week schedule. Within its' scope the subcommittee will focus on building the 2025 Conference Inventory into the Conference week schedule and make suggestions on supporting the mechanics of the Conference.

Saturday and Sunday Pre-Conference Activities: The committee agreed to forward the consideration from the 2024 Conference Committee on Agenda regarding continuing

the Saturday and Sunday Pre-Conference Activities to the Improvement Subcommittee.

Reinforcing the mechanics of the Conference: The Improvements Subcommittee was asked to work on the following 2024 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 heard from the General Manager and General Service Board Chair in their role as co-chairs from the General Service Conference and agreed with the idea of a policy to rely on for decorum to address floor actions brought to the Conference floor. The committee noted the many concerted efforts to help produce an engaging, productive schedule including "How the Conference Operates," and the mechanics of the Conference.

Adding Area Service Highlights to Conference Manual: The committee agreed to ask the Improvements Subcommittee to look at the following Committee Consideration from the 2024 Conference Committee on Agenda to include Area Service Highlights in the Conference Manual, but the committee took no action due to the topic of Area Highlights will be discussed by the 2025 Agenda Committee.

Conference Meals offsite on your own: The committee noted that three additional meal stipends were added for Conference Members during the 2025 GSC in response to an additional committee consideration for additional non hotel meals.

Forwarded items to the following 2025 General Service Conference Committees:

Agenda:

1. Consider the request to suspend oral presentations of all Area Service Highlights and continue printing highlights in the final report. (PAIs 20 and 32)
2. 2025 Conference Inventory:
   - Plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory.
   - 2025 progress report on Conference Inventory.
3. Conference Improvements
   - 2025 progress report on Conference Improvements
   - 2024 Evaluation summary
   - 2025 evaluation questions
4. Consider a. proposed pilot for a Harmony and Effectiveness Session. (From the trustees' Nominating Committee.)
5. The feedback report of the Delegate Chairs on the quarterly communications.

Report and Charter:

1. Request to remove the word "woman" from the Concept IV essay. (PAI 75, 124).
2. Request to expand Article Three in the Conference Charter to protect the co-Founders' writings. (PAIs 81, 15, 26 and 109).
3. 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)* Note: This item was forwarded from the Report and Charter agenda as part of the 2025 Equitable Distribution Plan (EDW).



Policy and Admissions:

1. Equitable Distribution of Workload (EDW)
   - 2025 Progress report
   - 2025 Implementation plan
   - EDW operation procedure
   - EDW proposal for simplifying future committee workloads
2. Discuss the process of Simple Majority Items. The committee noted that Simple Majority items follow a process where they are forwarded to a trustees' Committee as consideration.
3. Consider request that a Super Majority of voting members be required to change or amend Founders Literature. (PAI 36, 93, 96)
4. Consider a request to develop guidelines for the roles and responsibilities of temporary replacement delegates. The committee noted that the videoconference GSC Sharing sessions have introduced some ambiguity to the roles. The committee felt that input from Conference on guidelines on the roles and responsibilities of temporary replacement delegates and sitting delegates would be useful.
5. Consider request to prioritize a list of selection criteria to inform the committee selection process. The committee felt that a list of prioritization criteria from Conference could help reach the best committee selection process.

Other Items

Effectiveness of GSC Sharing Sessions: The committee discussed the effectiveness of the GSC Sharing Sessions for Conference members held by videoconference and asked the secretary to include a related question in the 2025 GSC evaluation.

Advisory Actions related to the General Service Conference: The committee held a wide range and thoughtful discussion about the historical relevance of Advisory Actions related to the General Service Conference, noting the evolution of technical and practical procedures. The committee discussed historical Advisory Actions across all committees and Boards, noting the General Service Board adopts them following each Conference. The committee agreed to forward a suggestion to the General Service Board asking for guidance on how to discern the relevance and utility of historical Advisory Actions.

Communication of PAI Status and Conference Agenda: The committee reviewed the distribution history of PAI status lists from past conferences and agreed that a status list of PAIs would be distributed following the distribution of Committee Background.

Conference Information on aa.org: The committee noted the contact information to Service Areas and the Conference assignment is available to individual A.A. members on the PAI Information page on aa.org. The committee noted raised concerns whether the wide online distribution of the form could create avoidance by the Fellowship to go through the assemblies and service structure.

OnBoard Platform Messages: The committee discussed the range of messages from Conference members on the OnBoard platform, noting that some are questions related to trustees' and Board Committees, and felt that a response or referral protocol would be useful. The committee noted that the General Service Board is currently discussing a protocol to address inquiries made through OnBoard.

David S., Chair



Staff Report: The Conference coordinator is the GSO contact for General Service Conference members. The Conference process continues throughout the year and the coordinator corresponds regularly with delegates and alternate delegates who cooperate to make the annual Conference responsive to the needs of the Fellowship. The annual meeting of the General Service Conference, which first met in April 1951, is the closest thing A.A. has to a group conscience in the U.S. and Canada.

A.A. members are encouraged to submit topics through their area structures for consideration by the Conference. Suggested topics may be forwarded to a trustees' committee for consideration and, where appropriate, referred directly to a Conference committee. Occasionally topics are submitted that are more appropriately under the purview of either the General Service Board, AAWS or Grapevine Boards. These items are accordingly forwarded to those boards for their attention.

The Conference coordinator is responsible for:

- Serving as secretary to the Conference Agenda Committee and the trustees' Committee on the General Service Conference;
- Assembling suggestions for the Conference theme, presentation/discussion and workshop topics that are reviewed by the Conference Agenda Committee, which makes selections that are recommended to the Conference for approval;
- Working with the GSO staff and general manager on planning and coordinating each phase of the Conference program, agenda and scheduling;
- Working with the Language Services Department to schedule, assemble and coordinate translation of Conference material;
- Working with the Publishing department on the summer edition of *Box 4-5-9* and the print and anonymity-protected digital copies of the Conference *Final Report;*
- Administrator of the OnBoard software for the distribution of Conference material to Conference members, meetings, and related surveys.
- Receives the proposed agenda items.

Diana L.

GENERAL SHARING SESSION

Trustees' Report: Since the 74th General Service Conference, the General Service Board held three General Sharing Sessions. For each General Sharing Session, the chair provided a topic and selected two speakers in advance of the session to share, which was then followed by sharing from many in attendance.

The topic for the July General Sharing Session was, "Unity." The chair chose this topic in recognition that without A.A. unity, our Fellowship would cease to exist and won't be there for us or for future members.

Thoughtful sharing from the floor followed and was captured in the "July 2024 General Sharing Session Summary."

The topic for the session at the November Board Weekend was "The Group Conscience" Again, rich and varied sharing followed and was captured in the "November 2024 General Sharing Session Summary."

As is customary in February, the delegate chairs joined the Board Weekend and also participated in the General Sharing Session. The topic for the session was "A.A.'s Primary Purpose."

The sharing was captured in the "February 2025 General Sharing Session Summary."

If you wish to receive PDF versions of the summaries from all three General Sharing Sessions, please contact the Staff coordinator, staffcoord@aa.org.

The chair closed the February session expressing his gratitude for everyone's participation and for the opportunity to lead the sessions this year.

David S., Chair

AA GRAPEVINE

Office Report: The Grapevine and La Viña staff had a super busy and productive year. Since the last Conference, AA Grapevine, Inc., with its 14 full-time employees produced 12 monthly issues of Grapevine and six bi-monthly issues of La Viña. It also produced a keepsake "Language of the Heart" Grapevine Journal for the International Convention; a commemorative issue of one of AA Grapevine's most beloved books, *The Language of the Heart,* for Vancouver; and a bundle of both *Emotional Sobriety* books I and II with a pull-out of Bill's well-known essay "The Next Frontier" scheduled for spring 2025. This year, AAGV began production on an all-new La Viña "Best of" book scheduled for release in fall of 2025 and a brand-new Grapevine book of stories about Gratitude scheduled for release in spring 2026. AAGV is also producing a La Viña Agenda/Book later in 2025 specifically for groups to keep records of meeting information, a tool that has become very popular in Hispanic A.A. groups. Since partnering five years ago with Ingram Content Group to distribute AAGV's books, e-books and audiobooks, Grapevine and La Viña material is now reaching many more alcoholics in need.

It's been a year and a half since the launch of the new Grapevine and La Viña apps. The office has been working

full-time on getting the word out, putting notices in the magazines, on the Podcast and Instagram, and by increasing attendance and visibility at A.A. events. The challenge is getting members to subscribe after they download the app. Subscriptions are required to access the full stories and Archives. Digital subscriptions, which include the app and the website, are priced at only $2.99 USD per month. Because of these efforts, both GV and LV subscriptions are up from last year. AAGV brought on a new Digital Engagement Editor last year to help with membership engagement. As of December, the downloads for the Grapevine app were more than 61,900 and La Viña over 2,460. By November 2024, total subscribers with full access to the Grapevine app equaled 14,337. La Viña total subscribers with full access to the app was 435. At the start of 2025, AAGV plans to have the apps available internationally.

In 2024, the Digital Publishing Department focused on enhancing user experience, driving engagement, and strengthening our digital platforms. Key achievements include Innovative App Updates: Improved features like playlist controls and customizable fonts, with active subscriptions for Grapevine and La Viña increasing significantly. Websites and SEO Enhancements: Upgraded to Drupal 10, optimized security, streamlined workflows, and boosted search visibility. Engaging Content: Produced instructional videos and expanded free content for non-subscribers, driving broader audience reach. Performance Growth: Instagram followers rose steadily, over 13K followers, YouTube views jumped 43%, and the websites logged over 337,000 visits in Q3. Collaborative team: Key vendors like North Studio, Treeline, and Stikky Media for ongoing digital enhancements. Participated in inclusivity and digital engagement training, fostering a supportive, innovative team culture, and created the Digital Publishing Department troubleshooting guidelines. In 2024, Grapevine's Podcast became available on YouTube. Therefore, GV Podcast videos are more likely to be discovered or recommended to people interested in podcast content on that social media channel. In 2024, the Grapevine board signed on to releasing the apps internationally that were released in the first trimester of 2025.

In October 2024, AA Grapevine celebrated the three-year anniversary of its popular 30-minute Podcast "The Half Hour Variety Hour," which is available on the leading podcast platforms. New episodes continue to air every Monday at 9:00 a.m. EST and are then available at any time thereafter. The podcast has now had over one million downloads. AAGV continues working on new ideas to increase content on their YouTube channel, including explainer videos and short videos (in both English and Spanish) using members' original seven-minute personal audio stories from the GV and LV Audio Projects. The YouTube channel keeps growing, with more than 14,400 subscribers now, with 241,138 views. The videos gather thousands of views every month. This year AAGV began adding American Sign Language (ASL) videos with stories of experience, strength and hope for the Deaf alcoholic on their YouTube channel. AAGV has also continued to make AAGV/LV content available to prisons via e-tablets. AAGV also produced its annual wall calendar (with member photos) and a pocket planner in three languages.

Instagram accounts for both the AA Grapevine and La Viña magazines continue to grow followers and to hopefully reach more alcoholics in need. Users can read GV's Daily Quote each morning, know when our new magazine issues arrive, learn about new GV and LV books and be inspired by both A.A. pioneers and today's members. By November 2024, the Grapevine account (@alcoholicsanonymous_gv) had more than 13,174 followers, the La Viña account (@alcoholicosanonimos_lv) had over 1,861 followers. Members are invited to send in their own anonymity-protected photos for posting, after careful vetting by the GV/LV staff.

AA Grapevine, Inc. continued to expand its successful Carry the Message (CTM) Project to help members and groups get Grapevine and La Viña subscriptions into the hands of alcoholics in need. AAGV simplified the process to make it easier for members, groups and committees to get subscriptions to prisoners, members (at events and home groups), alcoholics in detoxes and rehab centers, or to help doctors, lawyers, parole officers, teachers and other professionals learn more about A.A. Throughout the year, AAGV, Inc. has collaborated with GSO's Corrections Desk to fulfill hundreds of Carry the Message subscriptions for inmates. The office currently has a long list of incarcerated A.A. members in need of a subscription. By year end 2024, our Carry the Message program fulfilled more than 800 Grapevine subscriptions and about 120 La Viña subscriptions to members in need. This year, the La Viña Anniversary in Oregon purchased $13,000 worth of LV books and subscriptions.

The GV/LV staff members have participated in many events in the U.S. and Canada, both in person and virtually, such as the National Corrections Conference, Founders' Day, ICYPAA, the Intergroup/Central Office Seminar, the National Hispanic A.A. Convention, La Viña Anniversaries and all four GSO Regional Forums. They also participated in many GV and LV conferences and workshops.

Paola M., La Viña Editor

GROUP SERVICES

Staff Report:

Service Material: The Group Services staff oversees the production and regular update of service material which provides information and shared experience not found in Conference-approved literature. As the chair of the Services Unit Meeting, the Group Services coordinator collaborates with all GSO desks in maintaining the shared experience found in the service materials remain relevant and timely.

Service material is developed by GSO based on group needs and common questions being directed to GSO. It provides shared experience to groups and members when there is a need for timely sharing of information. That is generally not possible through the Conference-Approval process. Kit lists are a standing agenda item for respective Conference Committees to review and make suggestions for updates, along with the service workbooks.

These materials fall into several categories:

1. Materials for service committees (kits, workbooks, committee related guidelines, self-support packet),
2. Reference and resource material that requires updating such as "Estimates of Groups and Members", and materials where processes are informally defined such as "How to Conduct a Sharing Session" and "Safety: Our Common Welfare."
3. A.A. Guidelines
4. Conference-approved service material such as *The A.A. Service Manual.*

The Group Services desk collaborates year round with the Publishing Department on revisions and updates, as well as with the Director of Operations for the annual service kit list update in print and digital formats. GSO continues to work toward providing service material in the three languages of the U.S./Canada Service Structure — English, French and Spanish.

In 2024, the AAWS board approved a set of "Service Material Procedures" that reaffirm the processes for creating, updating, and reporting on service material.

Update on Conference Committee considerations for service material: While service material is not generally conference-approved, from time to time, conference committees may provide considerations that are reviewed by the GSO Staff. This year, three considerations were reviewed, resulting in three new service pieces that will be distributed this year.

2023 Literature Committee Consideration:

The committee reviewed a draft pamphlet based on A.A.'s Three Legacies and requested that the material gathered for the draft pamphlet be made available to the Fellowship as service material, not a pamphlet. The committee suggested that the service material be included in the General Service Representative (GSR) and District Committee Member (DCM) service kits.

As a result, the following service piece is in process to be released this year:

SMF-240 Sponsorship within A.A.s Three Legacies

2024 Corrections Committee Consideration:

The committee discussed the 2021 and 2022 versions of the service piece "Safety and A.A.: Our Common Welfare" and concluded that the service piece is a necessary and useful tool for A.A. groups. The committee suggested revisions to be considered for inclusion in the next printing of the service piece.

As a result, the following service piece is in process to be released this year:

MG-25 A.A. Guideline for Safety & A.A. Groups

2024 Policy and Admissions Committee Consideration:

The committee reviewed the "Report of the GSB Ad Hoc Committee on Participation of Online Groups in the U.S./Canada Service Structure" and expressed appreciation for the report, particularly the results of the survey to delegates. The committee agreed that an important next step would be for delegates to find out more about the online groups in their areas and requested that the ad hoc committee provide them with sample questions they may use in that inquiry. The committee looks forward to the next iteration of the ad hoc committee and the continued exploration of the possibilities for the participation of online groups in the U.S./Canada general service structure.

As a result, the following service piece is in process to be released this year:

MG-26 A.A. Guidelines for Online Groups

Report & Charter Conference Committee: As the Report and Charter conference committee secretary, the Group Services staff member serves as a resource for the update and committee approval process of *The A.A. Service Manual* and the *Conference Final Report*.

This year, the Group Services coordinator served as secretary to the Report and Charter CSP Subcommittee and the Service Manual Review Subcommittee for the implementation of report and Charter conference committee advisory actions and committee considerations.

Communication and Participation: The Group Services desk collaborates with Member Services and related departments on projects having to do with the evolution of the "Fellowship Connection" portal, as well data stewardship collaboration with Area Registrars, through the Data Integrity Working Group and Quarterly Registrar call.

The desk serves as the GSO liaison to over 540 intergroup and central offices, in English, Spanish and French in the U.S. and Canada, and strives to facilitate information and updates to offices and IGCO managers on a regular basis, serving as a main point of contact for offices to address questions or concerns. Group Services also helps to maintain intergroup and central office shared experience and contact information for communication purposes as well as A.A. Near You, and coordinates AAWS participation at the annual Intergroup/Central Office/AAWS Seminar (ICOAA), working with the seminar's Communication, Policy and Site-Selection Committees, and coordinating a quarterly call with AAWS, the General Manager, the ICOAA Communications Committee to enhance communication between the offices and boards.

Group Services also serves as the GSO liaison to other Twelve Step fellowships and to Special International Contacts, helping to coordinate GSO participation in the "Day of Sharing," a cooperative event between A.A. and other Twelve Step fellowships that rotates coordination annually amongst the different fellowships.

The Group Services staff assignment serves as regional correspondent to the West Central region of the United States.

Karina C.

INTERNATIONAL COMMITTEE

Trustees' Report: The trustees' International Committee is responsible for reviewing information about A.A. activity around the world. The committee also reviews information regarding the World Service Meeting (WSM) held every two years. Noting that the GSB serves as the host country every four years, at the fall meeting, in the year prior to a WSM, the committee reviews and approves the proposed WSM budget. The committee reviews quarterly financial reports on the International Literature Fund and the World Service Meeting Fund maintained by A.A. World Services. The committee reviews suggestions regarding international travel made by the Trip Consultation Team, which includes as its members: the chair of the General Service Board, both trustees-at-large, U.S. and Canada, another trustee appointed by the General Service Board chair, general manager of GSO and the staff member on



the International assignment. The committee receives reports on all international trips taken on behalf of the GSB and GSO U.S./Canada.

The current International Literature Fund budget of $ 143,101.84 will allow A.A. World Services to translate and publish a variety of international-language books, pamphlets, and reprints. The International Literature Fund represents contributions from A.A. groups and structures around the world. AAWS holds the copyrights on all international-language versions of our Conference-approved material and issues licensing agreements for publication and distribution, as requested, to those countries that have an established general service board. Recognizing the need of new translations when there is not a service structure to support the project or when there are expressed needs from committees in the U.S./Canada structure for A.A. literature in languages not yet translated, general Service Office translate and publish the material, subject to scheduling by the Legal License Intellectual Property department and approval of the AAWS Board.

Composition, Scope and Procedure — The committee reviewed its Composition, Scope and Procedure and made no changes.

International Assignment Budget Reforecast — The com-

mittee reviewed the International mid-year reforecast of the trustees' International Committee 2024 Budget and agreed to forward it to the trustees' Finance and Budgetary Committee.

28th World Service Meeting Budget Reforecast — The committee reviewed the 28th World Service Meeting Budget Reforecast and agreed to forward it to the trustees' Finance and Budgetary Committee.

World Service Meeting Fund Report — The committee reviewed and accepted the World Service Meeting Fund report. The committee acknowledged that a WSMF report detailing pending transactions will be available at the next meeting, as well as a note reflecting the funds transferred from the WSMF to cover the 28th WSM deficit.

AAWS Licensing and Translations Activity Report Big Book and 12x12 Book International Translations — The committee appreciates the new information provided in this report and encourages ongoing development as new data becomes available to inform any expressed need that could be supplemented by the International Literature Fund.

The committee reviewed and accepted the AAWS Licensing and Translation Report and noted that A.A. Iran has initiated the process to translate the book Alcoholics Anonymous in Kurdish language to help carry the message of recovery to alcoholics of the Kurdish community living at the border with Iraq.

The committee received an update on the status of the translation of the book Alcoholics Anonymous into Kinyarwanda, a language spoken in Rwanda and some Areas of the U.S./Canada. The update highlighted the positive outcome of a professional revision made by the General Service Office (GSO) Legal, License and Intellectual Property (LLIP) department to the translation forwarded by a local A.A. member living in Canada who coordinated the project. Additionally, it was shared that a final revision by the local A.A. members who speak Kinyarwanda is needed to ensure the accuracy of the A.A. language before the translation is submitted to the Publishing department for printing.

License and Translation Procedures — The committee received an update from the Legal, License and Intellectual Property (LLIP) department on pending translations and requested that the LLIP department and the International assignment develop process and procedures for translation projects of languages requested that may need additional support. The committee also requested process and procedures for licenses requests from countries without an established GSO or with technical barriers.

International Literature Fund Report — The committee reviewed and accepted the International Literature Fund report. The committee noted the importance of including information about the U.S. and Canada contributions to the ILF.

The committee requested that future ILF reports include details on both the expenses covered by the U.S./Canada structure and the funds drawn from the ILF by the AAWS Board to support A.A. literature translations.

International Trips — Our General Service Board and General Service Office respond to many invitations from other countries to attend events including conventions, anniversary celebrations, conferences, board meetings, office visits and service assemblies. Since last year's General Service Conference, trustees and staff members traveled to the 12th A.A. Convention of Colombia, the 41st A.A. Central American Convention in El Salvador, the 58th Mexico General Service Conference, the 30th General Service Conference of Paraguay, the National Convention of Hungary, the A.A. Poland 50th Anniversary, 2nd International A.A. Convention in Portugal, and the 25th A.A. Bolivia Convention.

The Trustees-at-Large for the US and Canada shared about their experiences at General Service Conferences in Mexico and Paraguay noting that structures worldwide are addressing local issues guided by our shared A.A. principles. Also, the Trustees-at-Large for the U.S. and Canada shared about their experiences at A.A. conventions in Colombia, Portugal, and Poland noting the valuable opportunity to interact with members of the A.A. Fellowship in other countries and learn from their experiences carrying the message of A.A. to newcomers, to correctional facilities and reaching out to professionals.

Tentative international travel for 2025 includes the Japan's 50th A.A. Convention, and the 8th General Service Conference of A.A. Bulgaria.

Parameters for international travel — The committee reviewed and discussed information on international travel parameters, including recent requests from professionals to help carry the message to countries with fledgling A.A. activity. The committee noted the importance of providing information to countries and A.A. structures about the availability of U.S./Canada Trustee-at-Large and Staff on the international assignment to travel internationally. Additionally, the committee received information on the ongoing work updating the service piece "Country-

to-Country Sponsorship: Carrying the A.A. Message Worldwide" (F-168), including current sharing from old and new structures experience, strength and hope.

28th World Service Meeting International Delegates Sharing — The 28th WSM delegates attending the trustees' International Committee shared their experiences from the World Service Meeting. They agreed that regardless of the size of their structure or how long it has been in existence, the challenges faced by A.A. groups around the world—whether small, old, new, wealthy or poor—are similar. The love for A.A. and the desire to serve and help is a shared commitment among all.

Several delegates expressed their gratitude for the opportunity to connect with structures worldwide and to attend the General Service Board weekend. Many were impressed by how the U.S. and Canada conduct their business and appreciated the autonomy that each structure has.

Marita R., Chair

Staff Report: The International desk receives correspondence from groups, individual A.A.s and professionals interested in obtaining information about A.A. in countries outside of the U.S. and Canada. Additionally, the staff member corresponds with 65 international general service offices and/or literature distribution centers.

The International desk is also responsible for communication with structures, groups and members outside the United States/Canada. Correspondence arrives at the international desk in many languages and is answered in the appropriate language, often accompanied by A.A. literature. Currently the staff member on the assignment and the assistant are bilingual (English - Spanish) which simplifies a portion of the communications. For communications in other languages, we seek outside professional services through GSO Language Services department. Where there is a nearby office, we provide that contact information. We emphasize our trust in the fact that these members can maintain sobriety, help others and become independent in their own countries.

The International staff member benefits from the experience of GSO Staff, cooperation with the Legal License and Intellectual Property department (LLIP), the Publishing department, Finance department and the support of the trustees' International Committee, of which the coordinator serves as secretary.

Other responsibilities on the assignment are:

- Serving as coordinator for the biennial World Service Meeting (WSM) and maintaining contact with WSM delegates and their offices throughout the year. The 28th WSM was held in New York on October 27-31, 2024. The 28th WSM had a record attendance: 74 delegates representing 49 countries shared their experience strength and hope at the first in person WSM since 2018.
- Maintaining close communications with the Legal License and Intellectual Property department on requests for new translations of literature, and the beginnings of new general service or information offices that may be able to distribute literature to local members and groups.
- Each year, A.A. World Services, Inc. receives requests to translate our literature into international languages. Primary in consideration of each request is the need to ensure the integrity and authenticity of A.A.'s message. To that end, the Legal License and Intellectual Property department (LLIP) has the responsibility of having each translation checked against the English original. In countries where there is a general service board licensed to publish or distribute A.A. literature, an approved translation is often financed and published there. Where a stable A.A. structure is not yet present, the AAWS Board undertakes the new publication drawing funds from the International Literature Fund.
- Work closely with the Finance department and General Manager coordinating the International Literature Fund (ILF) and the World Service Fund (WSF), keeping records of requests to draw funds to assist the developing of A.A. literature around the world and coordinating the international contributions to the WSF.
- Handling communications related to international travel, including the Trip Consultation Team which considers international invitations, and attendance at Zonal Service Meetings. The U.S. and Canada is part of the Americas zone and is represented by our trustees-at-large at the Meeting of the Americas (REDELA). The Asia-Oceania, European and Sub-Saharan Africa zones have separate zonal meetings.
- Work closely with our Member Services department to ensure that updated contact information for GSOs, central offices and intergroups, groups, and contacts for countries outside of the United States and Canada is available.

Irene D.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

Trustees' Report: Since the 2024 General Service Conference the trustee's International Conventions/ Regional Forums (IC/RF) Committee has met 3 times

(including one interim meeting held on November 25, 2024).

International Conventions

The goal of the International Convention is to let the world know that A.A. is alive, flourishing, and available as a community resource, locally and internationally.

The objectives of the International Convention are:

- Provide a site for the International Convention that is conducive to celebrating sobriety and providing a useful opportunity to share the A.A. experience in a broader way.
- Provide opportunities for the rededication of attendees to the primary purpose of A.A.
- Enable attendees the opportunity to witness the success and growth of the A.A. program around the world.

The committee acts and makes recommendations to fulfill the broad purposes of the General Service Board, as those purposes relate to the strengthening of the Fellowship and the advancement of its message, through well-planned International Conventions. The detailed work inherent in putting on the Convention is executed by the Convention coordinator and a professional Convention consultant.

July 2024

The committee reviewed the 2024 Conference Committee on IC/RF Advisory Actions and Committee Considerations pertinent to the committee.

The committee accepted the staff report as presented.

The Staff secretary presented a new idea on how we might offer the 2025 International Convention Virtual Session Program Track, which currently costs $35 per attendee. The concept proposed was to allow local Correctional Committees trustees servants to coordinate "watch party" viewings for local Correctional Facilities meetings for A.A. members behind the walls. It was proposed to charge the local Correctional Committees one (1) registration at a cost of $35. The committee requested the Staff secretary to continue research that includes expanding the concept for other service committees and bring back a proposed plan to the November 2024 meeting.

The committee reviewed the 2024 Conference Committee on International Conventions/Regional Forums report and discussed the following:

1. The committee discussed the 2024 GSC Advisory Action regarding an anonymity-protected photograph of the flag ceremony and an encrypted, anonymity-protected Internet broadcast of the 2025 International Convention Opening Flag Ceremony. The Staff secretary shared plans that are underway. The committee accepted the report and looks forward to a progress report at the November 2024 meeting.



2. The committee discussed the 2024 GSC advisory action agreeing that the six options are the Serenity Prayer, Responsibility Statement, Declaration of Unity, the Third Step Prayer, the Seventh Step Prayer, or a Moment of Silence. The Staff secretary will note these choices in the working agendas prepared for the chairs of the Three Big Meetings.
3. The committee reviewed the 2024 GSC advisory action report about the delayed, anonymity-protected, digital access stand-alone product offering of the three Big Meetings. The committee accepted the report and looks forward to a progress report at the November 2024 meeting.
4. The committee reviewed the 2024 GSC advisory action report about producing anonymity-protected video footage with highlights of the 2025 International Convention. The committee accepted the report and looks forward to a progress report at the November 2024 meeting.

5. The committee reviewed a 2024 Conference Committee on IC/RF Committee Consideration concerning virtual programming for the 2025 International Convention. The committee agreed that we should consider having a virtual hospitality space or interaction with attendees and that virtual technological support be provided. The committee accepted the report and looks forward to a progress report at the November 2024 meeting.
6. The committee reviewed the 2024 Conference Committee on IC/RF Committee Consideration to develop a new declaration to be adopted at the 2030 International Convention. The chair appointed a subcommittee to include Clint M. (chair), Molly O., Kevin P., and Ken T., who will review the following:
   - 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. The committee looks forward to a progress report at the November 2024 meeting.

The committee considered adding a recurring contribution option to the 2025 and future International Conventions' online registration form. The committee requested the Staff secretary provide information on the process. The committee looks forward to a progress report at the November 2024 meeting.

The committee reviewed the draft letter inviting Al-Anon to participate in A.A.'s International Convention in 2030 in St. Louis, MO.

- The committee recommended to the General Service Board that Al-Anon be invited to participate in A.A.'s International Convention in 2030 in St. Louis, MO. Al-Anon's participation would be based on the very successful model used in Toronto (2005), San Antonio (2010), Atlanta (2015), Detroit (2020) — unfortunately cancelled due the impact of COVID-19, and the planned 2025 International Convention in Vancouver, BC, Canada. The board approved the recommendation at the July 29, 2024, General Service Board Meeting.

The committee discussed the need for audio recordings of any session at the 2025 International Convention. The Staff secretary and Talley Management Group (TMG) are obtaining information for the committee to review to help decide the need for recording all sessions at the 2025 IC. The report should include whether it will be profitable for a vendor to take on the work to record and sell these products. The committee looks forward to a progress report at the November 2024 meeting.

The committee reviewed and accepted the 2024 third quarter financial report from the AAWS Finance Committee including information on contracts and activities for the 2025 International Convention.

The committee reviewed a list of non-A.A. professional friends of A.A. suggested as potential speakers at the 2025 International Convention. The committee was encouraged to submit additional suggestions before October 2024. The Staff secretary will send the memorandum and form regarding non-A.A. speakers to all Conference members to see if we can obtain suggestions for the following professional panels:

1. A.A. and Correctional Facilities
2. A.A. and the Clergy
3. A.A. and the Workplace
4. A.A. in the News: Cooperation with the Media, Then & Now

The committee reviewed the 2024 Member Engagement Survey Results and requested the Staff secretary to consider future updates to the FAQs and other planned 2025 International Convention communications to support providing attendees with answers to their questions, as needed.

The GSO mobile app project team asked the committee to revisit the answers to questions about mobile app functionality to provide confirmation of a prior trustees' IC/RF Committee's answers.

- As a key learning from 2015, attendees were able to update a profile with their name and headshot, which were visible to other attendees. Is it a specific requirement that we do not allow participants to do this in the 2025IC app? The committee confirmed that no profile functionality should be included in the 2025IC Mobile app.
- The 2025IC app will allow location tracking that can be enabled/disabled by the user in a manner typical of apps such as Meeting Guide.
- Screenshots will be allowed from within the app.
- The method of sharing from within the app will be specific to the share feature native to the user's phone,

with the understanding that the feature on a phone will typically give the user the option to share via any installed share-capable programs, such as: Instagram, WhatsApp, Gmail, etc.

The committee received a verbal report from the 2025 Volunteer Welcome Committee (VWC) chair that included information about the interviews that have occurred to fill all Core Committee and Subcommittee positions. The committee is involved with generating local and regional excitement regarding volunteer activities. The VWC is anticipating the Volunteer Hub system to manage and assign the 4000+ volunteers needed to successfully support an International Convention. In addition, a Talley Management Group staff member will be assigned as the VWC's liaison, and a regular cadence of meetings will begin in Fall 2024. The committee looks forward to a virtual verbal update at the November 2024 meeting.

November 2024

The committee accepted the staff report as presented.

2025 IC Mobile App Project Update:

- The GSO project teams are Tracey G., Lorna G. and Bruce H.
- App requirements are documented
- Six vendors reviewed
- Two vendors left to review
- Our requirements show that the project cost is in the range of $30K to $40K.
- Our current budget for this project is $14K.

Secretary shared that a booth for *La Vigne*, the French language, Grapevine-styled magazine of the four General Service Quebec areas, was provided at the 2015, 2010 and 2005 International Conventions; and that a booth will be provided at the 2025 International Convention.

The committee received and asked questions about the fourth quarter financial report from TMG, including information on contracts and planning activities for the 2025 IC.

The committee discussed the following 75th General Service Conference proposed agenda item submissions (*PAIs*):

1. *PAI 10:* The committee reviewed and **agreed to forward** to the 2025 Conference Committee on International Conventions/Regional Forums, a request to consider that all Sovereign States flags be a part of the Flag Ceremony at an International Convention.
2. *PAI 69:* The committee discussed a request to rescind the Advisory Action of the 74th Conference removing "'the lord's prayer' from the choice of prayer at international conventions, forums, and big meetings," and allow international conventions to be autonomous in choosing "the lord's prayer" and took no action. The committee acknowledged that the 2024 General Service Conference had a thorough discussion on the topic resulting in this Advisory Action which will be implemented at the 2025 International Convention.

The committee reviewed and accepted the progress report of the subcommittee to develop a new declaration to be adopted at the 2030 International Convention. The committee appreciated the concept of creating a declaration related to our third legacy of service, specifically the topic of group conscience and participation. The committee looks forward to a progress report at the February 2025 meeting.

The committee received an update on vendor information on audio recordings at the 2025 International Convention. A firm was located to produce audio tapes for all International Convention sessions, including the A.A. portion of the Big Meetings. The 2025 IC Coordinator will consider the timing of when to open sales based on historical timelines. The committee looks forward to a progress report at the February 2025 meeting.

The committee reviewed and agreed to the suggested Non-A.A. Speakers' list from which twenty-one individuals will be invited to participate in the 2025 International Convention.

The committee agreed that invitations will be extended to one Board representative from the following Fellowships: Adult Children of Alcoholics & Dysfunctional Families (A.C.A) and Marijuana Anonymous (M.A.). The committee noted that representatives of other 12 Step Fellowships have been invited to prior International Conventions and participate on the panel "A.A. and Other 12 Step Fellowships."

The committee recommended to the General Service Board that the 43rd millionth Big Book, *Alcoholics Anonymous*, be presented to Dorchester Penitentiary federal prison in Dorchester, New Brunswick at the 2025 International Convention. [Note: The prison houses one of Canada's oldest A.A. prison groups.] The board approved this recommendation at the November 25, 2024, General Service Board Meeting.

The committee reviewed and approved the formats for the Friday night, Saturday night and Sunday morning

Big Meetings that will be held at BC Place.

The committee reviewed the speaker selection process for the International Convention and encouraged all members of the Board and World Service Meeting (WSM) delegates to suggest speakers for workshops and various meetings. It was noted that all General Service Conference members, international GSOs, and Intergroup and Central Offices were asked to suggest speakers.

The committee considered having a vendor produce and sell a 2025 International Convention coffee mug with the 2025 IC trademarked logo. The suggestion includes that a vendor be requested to design, produce, sell and fulfill the orders from convention attendees' pre-convention and onsite. The committee requested the IC Coordinator and Convention Consultant Management to explore the total cost for the project. The committee looks forward to a progress report at the February 2025 meeting.

The committee received a verbal report from the 2025 Volunteer Welcome Committee chair that included information about the six-member Core Team attending more than 20 service and fellowship events with International Convention displays. The volunteer mailing list is currently 1,678. Over 50 people were interviewed to fill Subcommittee Chairs and Co-Chairs positions. There are two extremely competent co-chairs, within a core team of five people with great skills and leadership abilities. The committee looks forward to a verbal update report at the February 2024 meeting.

November 2024 (Interim meeting)

The committee met once to review the current Request for Information (RFI) for the 2030 Convention consultant selection. The committee went through the document and made several suggested revisions.

There was a robust discussion as to why we do this Convention consultant selection process during an International Convention (IC) year. It was suggested we might consider doing this search the year before an IC. Clarification was provided that the alternate IC coordinator manages the process, so the current IC Coordinator does not have any additional responsibilities added at such a busy time. The GSO/GSB invites the selected RFI submitters to attend the IC as they prepare to submit an RFI so they can see all the aspects of an IC. It was mentioned that when the Detroit IC was cancelled the past consultants felt at a disadvantage when trying to submit an RFI as they did not have an opportunity to attend an IC in person.

Once the RFI is updated it will be sent to all prospective Convention consultants.

February 2025

During the staff report it was noted that approximately 28,000 people have registered for the 2025 IC to date. Preparations are made to welcome all of those who register. Housing options are continuing to be available through the Housing Bureau vendor, Showcare.

The committee received and asked questions about the first quarter financial report from Talley Management Group (TMG), including information on contracts and planning activities for 2025 IC.

The committee reviewed and accepted the final report of the subcommittee to develop a new declaration to be adopted at the 2030 International Convention and **agreed to forward** the report to the 2025 Conference Committee on International Conventions and Regional Forums.

The committee received an update on ordering the vendor produced and fulfilled 2025 IC audio recordings. The staff secretary reported the site sales link will be added to several communications channels including our FAQs, the Advance Program and the mobile app.

The committee reviewed a proposal to sell a 2025 International Convention coffee mug with the 2025 IC trademarked logo on American online marketplace, Zazzle. The vendor will produce, sell and fulfill all orders. The committee decided there would be no onsite sales at the 2025 IC of this item.

- The committee recommended to the General Service Board 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 approved for sale through the American online marketplace named Zazzle, leading up to and through the end of the 2025 International Convention. The board approved the recommendation at their February 3, 2025, General Service Board meeting.

The committee reviewed the GSO Convention Team's (Convention Coordinator, Alternate, GM and Past Convention Coordinators) proposed list of special guests who are surviving links to A.A.'s early history to invite to the 2025 International Convention. The committee agreed to extend invitations to Margie G. S. D., Bill W.'s great niece, John T., III: Ebby's great nephew and B. Dodge R. the grandson of Sam Shoemaker and his mother.

The chair of the Welcome Volunteer Committee has been holding regular meetings with the full Welcome Committee — those Sub-Committee Chairs and Co-Chairs are now officially in their roles. They all stepped up

beautifully Saturday, January 25, 2025, for the watershed Volunteer Kick-Off Rally where 775 eager A.A. 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 committee looks forward to a verbal update report at the August 2025 meeting.

1. The committee recommended to the General Service Board that in keeping with Tradition Twelve and the spirit of rotation the practice of assigning hotel rooms for the IC to past trusted servants and past employees be discontinued, unless they fulfill a current responsibility for the convention. The board approved the recommendation at their February 3, 2025, General Service Board meeting.
2. The committee recommended to the General Service Board that in keeping with Tradition Twelve and the spirit of rotation the practice of exceptions to the access rules for floor seating for the IC for past trusted servants and past employees be discontinued unless they fulfill a current responsibility for the convention. The board approved the recommendation at their February 3, 2025, General Service Board meeting.
3. The committee recommended to the General Service Board that a tiered pricing registration option be added 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:
   - 5-20 attendees = $200.00
   - 21-30 attendees = $300.00
   - 31-40 attendees = $400.00
   - 41-50 attendees = $500.00

   The board approved the recommendation at their February 3, 2025, General Service Board meeting.
1. The committee recommended to the General Service Board 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. The board approved the recommendation at their February 3, 2025, General Service Board meeting.

Regional Forums

In 2024, Regional Forums were held in the Western Canada, Eastern Canada, Pacific and Southeast Region. Attendance at the 2024 Regional Forums totaled 2,056, including 1,304 first-time attendees. General Service Board participants at the 2024 forums included 18 trustees, 4 AA Grapevine directors, 4 A.A. World Services directors, 4 employees of the General Service Office, and 5 special workers from GSO and Grapevine.

Each Forum offered an opportunity to foster communication and trust. There were several sharing sessions, workshops and presentations which enabled the exchange of information between board members, staff and attendees.

There were notable moments at each forum. Participation, inclusion, unity and bringing love into service were at the center of each forum. Efforts to include alcoholics from all backgrounds continue to take place in all Regions. There was a workshop on how stories were collected from indigenous members, presentations on remote communities and overcoming barriers to participation including language barriers. Other topics included how to make service attractive and available for all who wish to participate, including online A.A. groups. Safety was also a topic and continues to be discussed at all levels of service. Final reports are available for review.

Participation by Hispanophone members at the Pacific Regional Forum and Francophones at the Eastern Canada Regional Forum was at a high with over 20% and 40% attendees respectively. The feedback we received from both forums included suggested improvements to the interpretation services we provide.

The committee reviewed and accepted the summaries of the Evaluation Questionnaires for all 2024 Regional Forums. Summaries of the questionnaires have been included as background for the 2025 Conference Committee on International Conventions/Regional Forums.

Notable suggestions included the need to update the PowerPoint presentations for better readability, to have the forum program available sooner and to communicate the forum schedule with the Fellowship frequently to encourage all regions and areas to announce the Regional Forums at local A.A. events. Additional suggestions included the need to improve interpretation services, include more personal sharing from the presenters, add current "hot" topics and provide a time for attendees to fellowship. There was also feedback regarding the hotel choices and suggestions that we chose venues that are smoke-free.

The committee reviewed the 2024-2026 Regional/Local/Special Forum schedule and had no comments.

The committee reviewed the 2025 preliminary Regional Forum board schedule and made a few changes. The committee considered the possibility of adding additional AAWS and GV staff to the board schedule and took no action due to continued budget concerns. AAWS Board asked that the budget always be considered when deciding who attends the forums.

The following Regional Forums are scheduled for 2025:

Aug 22-24	East Central in Indianapolis, Indiana, Area 23
Sept 19-21	West Central in Omaha, Nebraska, Area 41
Nov 14-16	Southwest in Albuquerque, New Mexico, Area 46
Dec 5-7	Northeast in Providence, Rhode Island, Area 61

The committee reviewed the Special Forum Request submitted by Area 58 Oregon. The committee ***recommended*** to the General Service Board that we have a one-day on-line Special Forum for Deaf A.A. members. The date for the Special Forum is January 17, 2026.

In July, the committee discussed the 2024 reforecast budget (1.1) specifically focusing on the increasing costs for AV services and possible strategies to address this going forward. Strategies included communicating to the Fellowship the need to consider this cost when researching hotel options, obtaining an AV quote when the initial hotel contract is signed and negotiating AV costs with the hotels wherever possible. The committee agreed to forward the 2024 reforecast budget to the trustees' Finance and Budgetary Committee.

In January 2025, the committee reviewed the reforecast 2025 Regional Forums Budget. At the request of the AAWS Board, the RF Coordinator highlighted budget items that are estimates. Additional committee decisions requiring revision to the 2025 Reforecast Budget, included in-person interpretation estimated costs and a new item adding a "live-stream broadcast only" option at Regional Forums. The committee agreed to forward the updated budget to the trustees' Finance and Budgetary Committee.

The committee discussed the following 75th General Service Conference proposed agenda item submissions (PAIs):

PAI #35: The committee discussed the proposal "that the General Service Office (GSO) establish a policy prohibiting the organization [from the] hosting of A.A. forums, conferences, and other official gatherings in casinos" and took no action. The committee discussed that this is a decision for each service entity that coordinates A.A. events and gatherings to make for themselves.

PAI #55: The committee discussed the request that "Area 46 host a hybrid Southwest Regional Forum in 2025, which would serve as a test case for incorporating current technology, including streaming, virtual, and hybrid components into Regional Forums using local A.A. resources" and took no action. The committee noted that this item does not rise to the level of a General Service Conference policy decision because Regional Forums are hosted by the General Service Board. The committee also noted that the General Service Board will continue to consider the feasibility of hybrid components to Regional Forums.

The committee reviewed a 2024 Conference Committee on IC/RF Committee Consideration encouraging participation at Regional Forums that included six suggestions. Of the six, the staff secretary shared two new suggestions encouraging interest in and participation in Regional Forums.

- Consider creating short current anonymity protected videos about Regional Forums that can be shared on our communication channels.
- Consider adding the use of current technology including streaming, virtual and/or hybrid components to the Regional Forums; and the possibility of using local A.A. resources.

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.

The RF Coordinator reported on the research for the cost of a "live-stream broadcast only" option at Regional Forums. This option will enable members who cannot attend the Forum in person to listen to sessions in the main ballroom throughout the weekend. The estimated cost provided by one AV provider was $5,000.00.

The committee ***recommended*** to the General Service Board that a one-year pilot for a "live-stream broadcast only" option be made available at the 2025 Regional Forums. The committee will review feedback received from all online participants and discuss this at the January 2026 Board Meeting.

The committee reviewed a report from the RF Coordinator on the interpretation services offered at forums. The report shared that research began with the company Wordly, noting that this platform will be used at the 2025 International Convention. Wordly provides AI-powered translation for attendees at in-person, virtual, hybrid, and webinar events. The Wordly platform also provides remote, real-time, simultaneous translation without

the use of human interpreters, making it faster, easier, and more affordable to collaborate across multiple languages at once. A demonstration was provided by the vendor for the committee.

After thorough discussion, the committee unanimously supported the RF Coordinator moving forward with the implementation process of using Wordly at Regional Forums.

The committee agreed to appoint a subcommittee to review Regional Forums Request for Information (RFI) forms that included members from the Meetings, Events and Travel Services Department. The committee reviewed and accepted the report from the Subcommittee to Review Regional Forums Request for Information (RFI) and *agreed to forward* the report to the 2025 Conference Committee on International Conventions and Regional Forums.

The purpose of the subcommittee was to clarify roles and venue specifications in the communications sent to the Regional Trustees and Area Delegates for the venue selection process. The two substantive additions included adding language stating that the final decision for both the date and venue will be made by the General Service Office and reiterating the need to avoid using third party vendors.

Tom H., Chair

Staff Report: The International Convention assignment entails coordinating the myriad details involved in producing the A.A. International Convention, held every five years. Working with four committees — Trustees, Conference, GSO Planning and Volunteer Welcome — the International Convention coordinator is responsible for bringing the Convention to life and ensuring that thousands of A.A.s can share and celebrate A.A.'s Anniversary.

The goal of an International Convention is to let the world know that Alcoholics Anonymous is alive, flourishing, and available as a community resource locally and internationally.

Plans proceed at pace for the 2025 International Convention, which will be July 3 – 6, 2025, in Vancouver, BC, Canada. The Convention theme, chosen from suggestions sent in by the Fellowship, is "90 Years: Language of the Heart."

Throughout the Convention week, more than 4,000 local A.A.s, coordinated by the Vancouver Welcome Committee, will greet visitors from around the world. The 2025 International Convention will kick-off with a "Block Party" with dances and celebrations flowing in and around the Vancouver Convention Centre and local hotels in the downtown Vancouver area.

During the day on Friday and Saturday the Vancouver Convention Centre and local hotels in the downtown



Vancouver area will be packed with Workshops, Panels, Regional Meetings, Topic Meetings and Marathons. Approximately 750 speakers will participate in over 200 meetings. Friday night, Saturday night and Sunday morning all attendees will come together for the Big Meetings in BC Place Stadium, a comfortable walk or short ride away from the Vancouver Convention Centre.

The traditional flag ceremony of nations in attendance will take place at the Friday night meeting in the stadium and on Saturday night, Longtimers, chosen from the hat, will share about their years of experience, strength and hope in Alcoholics Anonymous.

Information about the 2025 International Convention is available on https://www.aa.org/international-convention, and will be updated as we move ahead. Excitement continues to build as this 90th Anniversary celebratory event draws closer!

Patrick C.

Staff Report: The staff member serving the Regional Forums assignment assists with the coordination of content and programming which makes up Regional Forums, Local Forums and Special Forums held in the U.S. and Canada. Forum weekends foster wider commu-

nication, understanding and trust among A.A. groups, members and trusted servants in a region, the General Service Board, A.A. World Services, Inc., A.A. Grapevine Corporate Board, and AA Grapevine and General Service Office staff.

Upon the invitation of the region, the General Service Board holds Regional Forums in each region every two years. The locations for Regional Forums are decided upon by the respective region and GSO.

The Regional Forums staff member coordinates with Forum programming, literature displays, newsletters and final reports. Presentation and workshop topics are suggested by attendees and decided upon jointly by Area Delegates, GSO staff and the Regional Trustee. Production of the annual Regional Forum flyers as well as distribution of individual forum registration forms to trusted servants in each region is handled by the staff member. Additionally, the staff member works closely with the Area Contact and the Volunteer Chair of each forum who is responsible for the coordination of local volunteers to assist during Regional Forum weekends.

While 'Additional' Forums were discontinued by the General Service Board as of 2016, Local Forums have continued since 2006, with nine being held to date. The General Service Board continues to encourage regions to support Local Forums which are structured to meet cultural, accessibility and population considerations within their own A.A. communities. The trustees' International Conventions/Regional Forums Committee continues to annually approve, at its July meeting, travel of up to two members of the General Service Board, directors of the AAWS or Grapevine Boards or the GSO or Grapevine staff at up to four Local Forums per year.

The General Service Board agreed in 2017 to re-implement Special Forums. Special Forms are designed for remote, sparsely populated or urban areas to serve A.A. members who would not normally be able to attend a Regional Forum as well as when there is an expressed need based on culture, language or geography.

The staff member on the A.A. Regional Forums assignment serves as co-secretary to the trustees' and Conference International Conventions/Regional Forums Committees.

Eileen A.

LITERATURE

Trustees' Report: The trustees' Literature Committee convened for three quarterly meetings and two interim meetings following the 2024 General Service Conference. This report provides a summary of the activities of the trustees' Literature Committee since the 2024 General Service Conference, including projects resulting from Advisory Actions and Committee Considerations of the 74th General Service Conference.

Projects completed since the 74th General Service Conference:

- "Literature Committee Workbook" was published in mid-September.
- "Black in A.A. — Experience, Strength and Hope" was published in mid-September.
- Large Print edition of *Reflexiones Diarias* was printed in late September.
- *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous* was published in early November.
- *A.A. Service Manual / Twelve Concepts for World Service*: 2024-2026 Edition was released as a digital-first item, with printed books being available in English in mid-December with the French and Spanish translation to follow.

Draft manuscripts/pamphlets/videos submitted to the 2025 Conference Committee on Literature:

- "Questions and Answers on Sponsorship"
- "A.A. for the Native North American" (retitled "Indigenous People in A.A.")
- "Twelve Steps Illustrated"
- Animated video on the Twelve Concepts

Progress reports and additional items submitted to the 2025 Conference Committee on Literature:

- Progress report: Fourth Edition of the book *Alcohólicos Anónimos* — Spanish.
- Progress report: Fifth Edition of the book *Alcoholics Anonymous*.
- Progress report: Asian and Asian American Alcoholic pamphlet
- Annual matrix of recovery literature.
- Discussion regarding the *Plain Language Big Book* revision process.
- ***PAI #23:*** 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.
- ***PAIs #34/64/106/90/92/121/122:*** 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*.

Additional items reviewed, discussed, and forwarded to other committees of the 2025 General Service Conference:

- Progress report: Revisions to the pamphlet "Do You Think You're Different?" (Conference Committee on Trustees via EDW)
- Progress report: Transgender Alcoholic pamphlet (Conference Committee on Corrections via EDW)
- Amendment section of Service Manual (Conference Committee on Report and Charter)
- *PAI #24/#63:* The committee considered the request "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. (Conference Committee on Trustees via EDW)
- *PAI #65:* The committee considered the request to "Update Appendix IV in the book *Alcoholics Anonymous* to include other awards and commendations received by A.A. since 1951" and **agreed to forward** to the 2025 Conference Committee on Literature. (Conference Committee on Corrections via EDW)

The Committee discussed the following proposed agenda items and did not forward to the 2025 General Service Conference for the reasons noted below:

- *PAI #11*: The committee considered a proposal "that the terms 'Indian and Eskimo' be removed from the February 19th entry in *A.A. Daily Reflections*" and noted that the change was previously made in March 2022, according to the A.A. World Services, Inc. Policy on Publication: Keeping A.A. Literature Current.
- *PAI #5:* The committee considered a proposal to "remove the A.A. videos currently on YouTube and social media" and house the content on aa.org only" and took no action. The committee noted that there has been heavy investment in the creation and implementation of a media plan and that a widely expressed need has not been voiced to discontinue these practices.
- *PAI #143*: The committee considered the request to "Discuss the development of a plan for the General Service Conference to observe a 2-3 year moratorium on non-editorial revisions and new product developments of AAWS literature to allow time for a comprehensive review of AAWS literature, to improve effectiveness and limit redundancy" and took no action. The committee recognized the problem which the PAI aims to address but felt that this item would be seen as binding instruction upon future conferences.
- *PAI #76*: The committee considered the request "That the General Service Conference have on its agenda a proposal to write a history of A.A. from 1955 forward potentially using previously written materials as a starting point" and took no action. The committee recognized recent consideration of a similar item through the Conference Archives Committee. The committee expressed value in forwarding the suggestion to the AAWS Board for their consideration as to the possible development of a 100th anniversary book.
- *PAI #43*: The committee considered the request "That the changes to *Twelve Steps and Twelve Traditions* enacted by the 71st General Service Conference be reversed and the text of *Twelve Steps and Twelve Traditions* return to the form as published prior to the 71st General Service Conference and took no action. The committee noted recent conference discussions regarding this request and the lack of new information which would inform otherwise.
- *PAI #56*: The committee considered the request to "Change back Twelve and Twelve" and took no action. The committee noted recent conference discussions regarding this request and the lack of new information which would inform otherwise.
- *PAI #113*: The committee considered the request "that the 2021 Advisory Actions #18 and #19 be rescinded: that the wording on pages 66 and 117 in the *Twelve Steps and Twelve Traditions* be restored. Further, a footnote be added to the Introduction that reads: 'In 2024, for Unity and historical accuracy, the GSC rescinded 2021 Advisory Actions 18 & 19 and restored the text in Steps 6 & 12'" and took no action. The committee noted recent conference discussions regarding this request and the lack of new information which would inform otherwise.
- *PAI #52*: The committee considered the request "that the editors of the *Twelve Steps and Twelve Traditions* expand the footnote on page 66 in the chapter 'Step Six' to include the original wording of the essay before the revision was made" and took no action. The committee noted that there was not a widely expressed need from the Fellowship to enact the requested change.
- *PAI #53*: The committee considered the request "that the editors of the *Twelve Steps and Twelve Traditions*

expand the footnote on page 117 in the chapter 'Step Twelve' to include the original wording of the essay before the revision was made" and took no action. The committee noted that there was not a widely expressed need from the Fellowship to enact the requested change.

- *PAI #46*: The committee considered the request "that a Fifth Edition of the Big Book, *Alcoholics Anonymous*, shall be developed, including an update of stories to better reflect current membership; the first 164 pages of the Big Book, *Alcoholics Anonymous*, the Forewords, 'The Doctor's Opinion,' 'Dr. Bob's Nightmare,' and the Appendices shall remain as is; and the draft shall include a new foreword, an updated preface and updates to expand on existing ideas in Appendices III [Medical View on A.A.] and V [Religious View on A.A.]" and took no action. The committee noted that the request reflects the current direction expressed through the group conscience of the 71st General Service Conference.
- *PAI #54*: The committee considered the request for "an additional appendix to the 5th edition of the Big Book titled 'Does A.A. Work', 'A Professional's View for the 21st Century' which would feature strong scientific evidence validating the therapeutic effectiveness of the A.A. program in helping chronic alcoholics achieve and maintain sobriety" and took no action. The committee noted that feedback obtained during the in-progress update and expansion of Appendix III has expressed that content should be included within the current Appendix.
- *PAI #45*: The committee considered the request "that the following text be restored to the Foreword of the Fourth Edition of *Alcoholics Anonymous*, which was excised at the third and all subsequent printings, but which appeared in the first and second printings of *Alcoholics Anonymous*, our 'Big Book': 'Fundamentally, though, the difference between an electronic meeting and the home group around the corner is only one of format'" and took no action. The committee noted a greater benefit to focus upon the forthcoming Foreword to the Fifth edition of *Alcoholics Anonymous*.
- *PAI #80*: The committee considered the request that "With the printing of the Fifth Edition of the Big Book of *Alcoholics Anonymous* consider adding back the sentence in the Foreword of the Fourth Edition that was removed by the 2002 General Service Conference 'Fundamentally, though, the difference between an electronic meeting and the home group around the corner is only one of format'" and took no action. The committee noted a greater benefit to focus upon the forthcoming Foreword to the Fifth edition *Alcoholics Anonymous*.
- *PAI #107*: The committee considered the request "that we include a paragraph in the forward of the 5th edition of the Big Book that explicitly addresses the importance of anonymity in the digital age, maintaining our commitment to our Spiritual foundation and providing clear guidance to members on navigating the evolving digital landscape" and took no action. The committee agreed to send a suggestion to the Publishing Department with recognition that additional information is already presented within other materials.
- *PAI #2*: The committee considered the request "that the new Plain and Simple Language translation of the Big Book be treated as Conference approved literature not as a translation" and took no action. The committee noted that the *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous* is already Conference-approved literature.
- *PAI #3*: The committee considered the request "that all actions concerning the production, publication, and distribution of a conference approved translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language be stopped. That this issue be sent back to the groups and members of Alcoholics Anonymous for further discussion so as to ensure a true consensus of the group conscience of A.A. as a whole on the rewriting of the Doctors Opinion and the first eleven chapters of our Big Book *Alcoholics Anonymous*" and took no action. The committee recognized that the Fellowship should be allowed an opportunity to read the book first.
- *PAI #4*: The committee considered the request "to review draft manuscript of the translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language." and took no action. The committee recognized that the Fellowship should be allowed an opportunity to read the book first.
- *PAI #25*: The committee considered the request "to consider rescinding the 74th Conference Advisory Action which approved the publication of the 'Plain Language Big Book — Tool for Assessing A.A.'" and took no action. The committee recognized that the Fellowship should be allowed an opportunity to read the book first.
- *PAI #77*: The committee considered the request "To quash the current concept, printing and subsequent distribution of the Plain Language Big Book, specifically the first 164 pages which include changes to the

12 steps of A.A." and took no action. The committee recognized that the Fellowship should be allowed an opportunity to read the book first.

- *PAI #82*: The committee considered the request "To stop the publishing of the plain language big book 90 percent of members are not supportive" and took no action. The committee recognized that the Fellowship should be allowed an opportunity to read the book first.
- *PAI #99*: The committee considered the request to "Rescind the 74th Conference Advisory Action that states, "the draft manuscript *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous* be approved" and took no action. The committee recognized that the Fellowship should be allowed an opportunity to read the book first.
- *PAI #142*: The committee considered the request to "Rescind the 74th Conference Advisory Action that states, "The draft manuscript *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous* be approved" and took no action. The committee recognized that the Fellowship should be allowed an opportunity to read the book first.
- *PAI #49*: The committee considered the request to "Retitle the Plain Language Big Book to: 'The Plain Language Guide to A.A.'s 12 Steps of Recovery'" and took no action. The committee noted that this topic was discussed at length during the 74th General Service Conference with the Conference voting to keep the current title.
- *PAI #62*: The committee considered the request "That the words 'Big Book' be removed from the title of the new 'Plain Language Text' and took no action. The committee noted that this topic was discussed at length during the 74th General Service Conference and the Conference voted to keep the current title.
- *PAI #88*: The committee considered the request to "change the title of the plain language version to remove 'Big Book,' as to clearly differentiate it from the original text" and took no action. The committee noted that this topic was discussed at length during the 74th General Service Conference with the Conference voting to keep the current title.
- *PAI #112*: The committee considered the request "to revise the content of the Doctor's Opinion in the Plain Language Big Book to correctly explain the physical component to alcoholism, also known as the allergy or the craving" and took no action. The committee noted that the Fellowship should have an opportunity to read the book first.
- *PAI #111*: The committee considered the request that "The GSB institute a process by which the conscience of the Fellowship in North America can be permitted to submit editorial and textual changes to the PLBB. That this be expeditiously implemented in order to facilitate a process to apply actionable items as soon as possible after the initial printing of the PLBB" and took no action. The committee noted that a review committee could sift through and filter proposals to the trustees' Literature Committee while providing information on engaging the Conference structure with new proposals.
- *PAI #48*: The committee considered the request to "Remove the 'explanation/translation' of our 12 Steps and 12 Traditions, in the 'next printing' of the book, *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous*" and took no action. The committee noted that a group conscience was expressed through discussion at the 74th General Service Conference.
- *PAI #108*: The committee considered the request "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 removed" and took no action. The committee noted that a group conscience was expressed through discussion at the 74th General Service Conference.
- *PAI #89*: The committee considered the request to "create a conference-approved supplemental gender-neutral (from the reader's viewpoint) version of the Big Book for the first 164 pages and took no action. The committee noted that allowing the Fellowship time to receive and respond to the *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous* would be beneficial before considering the development of an additional book.
- *PAI #57*: The committee considered the request "No changes to the Founders' Writings" and took no action. The committee noted that developing a group conscience through the service structure would be beneficial to proposed agenda items.
- *PAI #58*: The committee considered the request "No changes to founders' writings during global pandemic, war, major catastrophe" and took no action. The committee noted complications in tying the Conference's ability to conduct business to government declarations of emergency and recognized that future tools and technologies may allow for us to meet during the described circumstances.

- *PAI #40*: The committee considered the request "to create a pamphlet to address inappropriate and sometimes illegal behavior in A.A. that happens every day" and took no action. The committee noted the importance of avoiding directive content and recognized other sources of collective A.A. experience regarding safety and A.A.
- *PAI #125*: The committee considered the request "to consider creating a pamphlet on Service Sponsorship" and took no action. The committee noted expanding content on service sponsorship within the current pamphlet "Questions and Answers on Sponsorship" could be done with additional guidance on addressing the information gap.
- *PAI #95*: The committee considered the request "To discontinue the printing and distribution of the following pamphlets: P-21 'A.A. for the Native North American; P-90 'Hispanic Women in A.A.'; P-32 'LGBTQ Alcoholics in A.A.'; P-5 'Women in A.A.'; P-51 'A.A. for the Black and African-American Alcoholic'; and discontinue any and all pamphlets that single out the alcoholic by race, gender or sexual orientation" and took no action. The committee noted that these pamphlets are intended to be inclusive and welcoming rather than to exclude members or erect barriers to obtaining sobriety.
- *PAI #6*: The committee considered the request for further "revisions to the pamphlet "Questions and Answers on Sponsorship" and took no action. The committee noted that there is no widely expressed need to redirect the pamphlet content.



Teresa J., Chair

Staff Report: As secretary to the trustees' and Conference Committees on Literature, as well as the AAWS Publishing Committee, the Literature coordinator supports the efforts of the editors, writers and illustrators for the reviewing, updating and revising of new and existing recovery pamphlets, books and audiovisuals, in accordance with Advisory Actions / Committee Considerations from the General Service Conference. The final design and production of all this material is under the purview of the A.A. World Services Publishing Department.

Current projects include but are not limited to the development of a 4th Edition *Alcohólicos Anónimos*; the development of a 5th Edition *Alcoholics Anonymous;* revisions to the pamphlets "Do You Think You're Different," "A.A. for the North American Alcoholic," "The Twelve Steps Illustrated," and "Questions and Answers on Sponsorship." Additional projects underway include the video adaption of the pamphlet "The Twelve Concepts Illustrated."

The Literature desk receives and responds to correspondence from A.A. members, groups, and service entities about A.A. literature. The Staff Member on the literature assignment also serves as the Regional Correspondent for Eastern Canada.

Contact is maintained with all current area, district and intergroup/central office literature chairpersons. Each newly elected literature chairperson receives a welcome letter and service material to assist the chairperson in this vital responsibility. We are excited to extend the new Literature Committee Workbook as a resource for these trusted servants.

Communication responses often include assistance from the Member Services department, Publishing staff and/or Archives staff. The Legal, International Licensing and Intellectual Property department has also been extremely helpful, as the literature assignment is frequently presented with local A.A. products or third-party materials which need to be reviewed.

The *Box 4-5-9* newsletter is under the purview of GSO's Communications Department (along with all other GSO newsletters). However, responsibility for the administration of the *Box 4-5-9's* Calendar of Events is within the

purview of the literature assignment. There is an event submission form available on aa.org. We hope to hear from you about Area, Regional, National and International events, so that we can help raise awareness.

The Literature staff services associate is invaluable in supporting and helping facilitate the responsibilities of this aspect of the assignment. As literature is essential in helping to carry our message of recovery, this remains a challenging and rewarding assignment.

Rainer L.

NOMINATING

Trustees' Report: The trustees' Nominating Committee (TNC) was first appointed by the chair of the General Service Board on January 18, 1944. At that time, primary responsibilities were to "establish criteria for and to review resumes of trustee candidates and directors and to make recommendations regarding electoral procedures and matters which may affect the composition of the Board and election to it." (History and Actions of the TNC.)

Since that time, the TNC generally meets three times each year and, with the formation of the General Service Conference (GSC) in 1951, began to meet annually with the Conference Committee on Trustees. The responsibilities of the committee grew over time to encompass criteria for all vacancies, whether in the ranks of trustees or among key service directors and staff members.

The committee met six (6) times since the 74th General Service Conference, including three interim virtual meetings.

Activities of this committee in the past year:

Regional Trustee Elections: The committee reviewed all candidates submitted for East Central and Southeast regional trustees and found them all eligible for the elections in April 2025 to succeed Cathi C. and Tom H., respectively.

Trustee-at-Large/U.S. Elections: The committee reviewed all candidates submitted for Trustee-at-large/U.S. trustee and found them all eligible for the elections in April 2025 to succeed Marita R.

In response to a discussion regarding regional practices preceding regional elections, the committee expressed concern and discourages practices or actions that may advantage or disadvantage candidates prior to the General Service Conference.

General Service Trustees:

- The committee approved the recommendation of the AAWS nominating committee for John W. to succeed Deb K.
- The committee approved the recommendation of the AAGV nominating committee for Teddy B-W. to succeed Paz P.

General Service Board (GSB) Slates: The committee reviewed and recommended proposed slates of GSB members, officers of the board, and A.A. World Services (AAWS) and AA Grapevine (AAGV) directors to the annual meeting of the members of the GSB in May 2025, following presentation at the 2025 GSC for disapproval, if any.

It is noted the GSB used the Third Legacy Procedure to select board officers for 2025.

It is noted that the committee conducted a search and chose Tom I., Kelly P., and Veronica R. to fill the vacancies for Class A trustees, succeeding Al M., Sister Judith K., and Andie M.

AAWS Directors: The committee made the following recommendation to the GSB effective following the April 2025 General Service Conference:

- That Charlie H., West Central Regional Trustee, serve as trustee director for a two-year term on the AAWS Board to succeed Reilly K., Pacific Regional Trustee.
- That Matthew K. and Julie C. serve as Nontrustee Directors on the A.A. World Service Corporate Board, to succeed Vera F. and John W.

AAGV Directors: The committee made the following recommendation to the GSB effective following the April 2025 General Service Conference:

- That Gail P., West Canada Regional Trustee, serve as trustee director for a two-year term on the AAGV Corporate Board to succeed Joyce S., East Canada Regional Trustee.
- That Fredy M. serves as Nontrustee Director on the AA Grapevine Corporate Board, to succeed Teddy B-W.

Appointed Committee Members (ACMs): The committee reviewed updates on the status of ACMs serving on trustees' committees of the GSB for the year 2024-2025. The committee requested that trustee Committees consider that Appointed Committee Member (ACM) appointments are for one year and may be renewed for up to four years as needed depending on committee projects.

The committee also requested that as trustee Committees ascertain the need for new ACMs, they consider whether the role is best filled by an ACM with professional expertise in the subject matter or by an employee with the desired professional expertise.

The committee approved the following trustee committee recommendations:

The committee ***recommended*** to the General Service Board that Gerry C. of Peachland, BC, Canada be appointed for an additional one-year term to serve as an Appointed Committee Member on the trustees' CPC/TA Committee, commencing with the August 2025 General Service Board weekend.

The committee ***recommended*** to the General Service Board that Tom P. of Bradenton, FL be appointed for an additional one-year term to serve as an Appointed Committee Member on the trustees' CPC/TA Committee, commencing with the August 2025 General Service Board weekend.

The committee ***recommended*** to the General Service Board that Cesar F. of San Juan Capistrano, CA be appointed for an additional one-year term to serve as an Appointed Committee Member on the trustees' Literature Committee, commencing with the August 2025 General Service Board.

The committee ***recommended*** to the General Service Board that Gerry R. of East Helena, MT be appointed for an additional one-year term to serve as an Appointed Committee Member on the trustees' Literature Committee, commencing August 2025 General Service Board.

The committee ***recommended*** to the General Service Board that the trustees' Literature Committee begin the search for an Appointed Committee Member to assist with the development of a pamphlet for the Asian and Asian American alcoholic.

The committee ***recommended*** to the General Service Board that the trustees' Literature Committee begin the search for an Appointed Committee Member to assist with the development of a pamphlet for the Transgender alcoholic.

The committee ***recommended*** to the General Service Board that the trustees' Public Information Committee begin the search for an Appointed Committee Member with professional expertise in social media and marketing to assess the effectiveness of public information efforts in digital media for current and future public information projects. If approved, the Appointed Committee Member would replace Morgan B. who rotated from her role as Appointed Committee Member into a role as non-trustee Director on the AA Grapevine Board.

The committee ***recommended*** to the General Service Board that the trustees' Public Information Committee begin the search for an Appointed Committee Member with professional expertise in evaluation and interpretation of online metrics to assess the effectiveness of public information efforts in digital media for current and future public information projects. If approved, the appointed committee member will replace Kirk H. who will be rotating from the trustees' Public Information committee.

Calendar of Events and Rotation Schedule: The committee reviewed the Calendar of Events of the trustees' Nominating Committee and noted specific activities through the 2026 General Service Conference.

The committee also reviewed the current rotation schedule of Board servants, noting that there will be eight (8) vacancies in 2025.

2025	8 Trustees rotating	3 Class A Trustees 2 Regional Trustees 1 Trustee-at-Large 2 General Service Trustees
2026	3 Trustees rotating	2 Regional Trustees 1 General Service Trustee
2027	6 Trustees rotating	2 Class A Trustees 2 Regional Trustees 1 Trustee-at-Large 1 General Service Trustee
2028	4 Trustees rotating	1 Class A Trustee 2 Regional Trustees 1 General Service Board Chair

Note: The process for filling Class A Trustee vacancies in 2027 will begin following the 2026 GSC.

Preliminary 2025 budget: The committee reviewed their 2025 preliminary budget and forwarded it to the trustees' Finance and Budgetary Committee.

Update on Composition, Scope and Procedures: The committee discussed approaches to review their Composition, Scope and Procedures (CSP), which includes fourteen (14) procedures related to vacancies on the General Service Board, corporate boards, and specific employees at the General Service Office.

Update work of committee:

Trustee emeriti: The subcommittee on trustee emeriti was asked to continue the work of the previous subcommittee (recommitted in January 2024) to develop guidelines for trustee Emeriti; noting that a report or draft recommendations might be informed by A.A. history, recent research into trustee emeriti, and efforts to begin development of a broad GSB group conscience on trustee emeriti. The committee accepted the report and made the following recommendation to the General Service Board.

The committee ***recommended*** to the General Service Board the adoption of the "Role description of trustee emeriti."

The committee held a robust discussion regarding the practice of appointing trustee emeriti, considering the pros and cons of continuing the practice. The committee requested that the new chair of the trustees' Nominating Committee reappoint the subcommittee in August 2025 to continue the work of the subcommittee, and to continue development of a broad GSB group conscience regarding the appointment of new trustee emeriti. The chair will send a memo to that effect.

Grievances about GSB Actions: The subcommittee on Grievances about GSB actions 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.

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. After a robust and wide 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 Agenda the "Harmony and Effectiveness Proposal" accompanied by the subcommittee report.

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 this subcommittee in August 2025 to continue the work of the subcommittee, including, but not limited to, developing a mechanism and cadence to evaluate the effectiveness of the Harmony and Effectiveness Sessions during the pilot period. The chair will send a memo to that effect.

Nominating Procedures: The subcommittee on Nominating Procedures was asked to review procedures listed in the composition, scope and procedures (CSP) to identify the latest GSB approved versions and ensure consistency with the CSP. The committee received an update from the subcommittee that the background materials are now available after a delay due to technical system issues. The subcommittee is scheduled to meet in February 2025 and a report will be provided to the Staff secretary for inclusion as old business when the trustees nominating committee reconvenes in July 2025. The committee requested that the new chair of the trustees' nominating committee reappoint the subcommittee in August 2025 to continue the work of the subcommittee. The chair will send a memo to that effect.

As a result of receiving a single submission of the same candidate for both TAL and Regional trustee, the committee reviewed:

- 1976 Advisory Action stating that "No person be eligible simultaneously as a candidate for both regional trustee and general service trustee-U.S./Canada (changed in 1978 to trustee-at-large, U.S.)
- 1985 Advisory Action changing the wording to read "No area shall submit an individual as candidate for both regional trustee and trustee-at-large U.S./Canada in the same year.
- Page 56, 2024-2026 Edition of *The A.A. Service Manual* in the Trustees-at-Large Election Procedure/source of Nominations stating that "Note: Prior Conferences have recommended that no area shall submit the same person as a candidate for both regional trustee and trustee-at-large (U.S. or Canada) at the same Conference."
- Procedure No. 11 (Procedures for Electing Regional Trustee Candidates in the U.S. and Canada) stating that "Prior Conferences have recommended that no area submit an individual as a candidate for both regional trustee and trustee-at-large/U.S. or Canada in the same year."
- Procedure No. 12 (Procedures for Electing a Candidate for Trustee-at-Large U.S. or Canada) stating that "Prior Conferences have recommended that no area submit an individual as a candidate for both regional trustee and trustee-at-large/U.S. or Canada in the same year."

As a result, the committee agreed to forward a request to the Nominating Procedures subcommittee to further review the practice and procedures.

Review History and Any Proposed Changes to Procedure No. 2 and Procedure No. 3

Procedure No. 2 (Procedures for Selecting Appointed Committee Members for General Service Board Committees): The committee reviewed Procedure No. 2, and made the following recommendation to the General Service Board:

The committee ***recommended*** to the General Service Board revising Procedure No. 2, paragraph #6 which currently reads:

6. The trustees' Nominating Committee reviews the selection for approval. The trustees' Nominating Committee will move expeditiously, by conference call or other means, to review and approve a candidate so that the new appointed committee member can commence his/her service as quickly as possible.

To read:

6. The trustees' Nominating Committee reviews the selection and recommends approval by the General Service Board if it agrees. The trustees' Nominating Committee will move expeditiously, by conference call or other means, to review and approve a candidate so that the new appointed committee member can commence his/her service as quickly as possible.

Procedure No. 3 (Procedures Used by trustees' Nominating Committee to Recommend Officers of the General Service Board of Trustees): The committee reviewed the proposed revision to Procedure No. 3 to reflect the current practice of utilizing a Third Legacy procedure to recommend officers, submitted by the GSB Ad Hoc Committee on Policy. The committee noted with appreciation the work of the ad Hoc committee and presenting well-thought-out and crafted drafts. The committee agreed that trustees' Nominating Committee will continue the work required to finalize the draft through the committee's Nominating Procedures subcommittee.

Deb K., Chair

Staff Report: The staff member rotated on this assignment on August 23, 2022 and is responsible to the trustees' Nominating Committee and to the Conference Committee on Trustees, serving as secretary to these committees as well as to trustees' subcommittees. Since the last Conference, the staff member has prepared background, minutes, and reports for five (5) trustees' committee meetings.

Working closely with the trustees' Nominating Committee, the staff member facilitated the candidate interview and selection process to fill three Class A trustee vacancies at the close of the 75th General Service Conference.

The staff member worked with three subcommittees to complete work of ongoing projects: to improve communication tools to resolve concerns about General Service Board actions; to define the role of trustee emeriti and guidelines, respectively; and to review and update nominating procedures of the trustees' Nominating Committee.

The staff member also coordinated the receipt and review of candidate resumes from the East Central and Southeast service areas who made their names available to participate in this year's Conference Regional Trustee elections procedure. Also, the staff member coordinated the review of all candidates resumes from six regions in the U.S. who made their names available for Trustee-at-Large/U.S. to participate in this year's election procedure. Updated election procedures and materials are also coordinated by this assignment.

James H.

PUBLIC INFORMATION

Trustees' Report: "A.A.'s Movement-Wide Public Information Policy," approved by the 1956 General Service Conference (amended in 2002) states:

In all public relationships, A.A.'s sole objective is to help still-suffering alcoholics. Always mindful of the importance of personal anonymity, we believe this can be done by making known to still-suffering alcoholics, and to those who may be interested in their problem, our own experience as individuals and as a Fellowship in learning to live without alcohol. We believe that our experience should be made available freely to all who express sincere interest. We believe further that all our efforts in this field should always reflect our gratitude for the gift of sobriety and our awareness that many outside of A.A. are equally concerned with the serious problem of alcoholism.

The trustees' Committee on Public Information (PI) is charged with the responsibility of helping the membership carry the A.A. message of recovery to the general public, and ultimately to the alcoholic who still suffers. The committee does this by recommending and coordinating activities which include creating a greater public understanding of the Fellowship of Alcoholics Anonymous. In addition to public information meetings and speaking to community groups, the methods include carrying the message through the process of disseminating and exchanging information via mass media. Examples of mass media include:

a. Television
b. Radio
c. Newspapers
d. Magazines
e. Social media
f. Digital media
g. The internet

The committee is responsible for producing video and audio public service announcements (PSAs); reviewing the development and performance of the AAWS and AA Grapevine YouTube Channels; the Google Ad Grants program; the AAWS Meeting Guide; the GSO and AA Grapevine/La Viña Websites; the AA Grapevine and AAWS podcasts and the AA Grapevine/LaViña apps.

The committee is also responsible for overseeing the coordination of media and podcast interview requests; PI booths at health fairs and other community and school exhibits with local PI committees; conducting the A.A. Membership Survey; and carrying A.A.'s message through media such as developing and distributing press releases.

Activities over the past year have included:

2024 Conference Committee on PI Advisory Actions and Committee Considerations — The committee reviewed a report of the 2024 Conference Committee on Public Information reflecting 74th General Service Conference Advisory Actions and Committee Considerations pertinent to this committee. All actionable items were set as individual agenda items.

Comprehensive Media Plan — The committee discussed the need to develop an updated 2025 Comprehensive Media Plan (CMP). The chair appointed a subcommittee to include Teresa J. (chair), Morgan B., and Charlie H., to review and update the CMP, taking into consideration all relevant Committee Considerations. One goal of the subcommittee was to ensure that each section of the CMP focuses on strategic goal setting versus facts or operational processes. An ongoing discussion by the trustees' Public Information Committee has focused on how to continue to make the CMP useful for trusted servants throughout the service structure.

At an interim meeting in December 2024, the committee discussed the 2025 Comprehensive Media Plan and heard a verbal report outlining what revisions had been made by the Comprehensive Media Plan subcommittee.

The changes made for 2025 include:

- The addition of a list of current video Public Service Announcements, and when they were authorized.
- Thoroughly revised sections related to AA Grapevine and La Viña

The committee also noted that while many of the 2024 Committee Considerations related to the Comprehensive Media Plan had included useful suggestions, not all of them could be incorporated into the 2025 CMP at this time.

The committee suggested that the staff secretary add a note detailing this discussion to the background for the 2025 Conference Committee on Public Information. These included the suggestions to:

- *Add a more robust analytics section*
  It was noted that since the work of improving analytics is ongoing, updating the CMP with this information would be premature.
- *Add GSO's "brand guidelines" to the CMP*
  It was noted that these brand guidelines are an internal/ operational tool for use by the General Service Office.
- *Accepting "user-generated content" (videos) from members under the age of 18*
  It was noted that since individuals under the age of 18 would need the signed permission of a parent or guardian to assign the rights to their content to AAWS, doing so might require some young people to reveal their membership in A.A. to parents or guardians who might not otherwise know about it.
- *That trustees' Public Information collaborate with any other trustees' committee that has responsibility for content areas detailed in the Comprehensive Media Plan*
  It was noted that the current process for reviewing and revising the CMP includes consultation with GSO Staff and employees in other departments at GSO that have responsibility for implementation of the parts of the CMP under review.
  After consultation with the chair of the trustees' Cooperation with the Professional Community, Treatment and Accessibilities Committee, it was agreed that this process would be left unchanged and that responsibility for the CMP would remain with the trustees' Public Information Committee.
- The subcommittee also considered the Committee Consideration to update the CMP with information from the pending Social Media Policy. It was noted that that since the policy has not been finalized, this change could not yet be implemented.

The committee accepted the report of the CMP Subcommittee. The committee reviewed the *2025 Comprehensive Media Plan* and agreed to forward it to the 2025 Conference Committee on Public Information.

Communication Services Department Reports — The committee accepted the staff and Communication Services department (CSD) reports. The committee discussed the related work of the Analytics Working

Group, and a request from the Technology, Services and Communications (TCS) subcommittee of Alcoholics Anonymous World Services (AAWS) to consider what kinds of changes the committee would like to see in future reports from the Communication Services Department.

To begin addressing their reporting needs, the committee reviewed the Comp, Scope and Procedure of the trustees' PI Committee and considered whether the analytics reports currently received help the trustees' committee fulfil their responsibility to:

> *"Creating a greater public understanding of the Fellowship of A.A. by carrying the message through the process of disseminating and exchanging information via mass media" (from the 2024 CSP of the committee)*

The committee agreed that a greater focus on this scope was an important priority and agreed to discuss the matter in more detail at a future meeting, so that feedback on reporting priorities could be shared with the Staff secretary, the GSO Communication Services Department and AAWS.

At the February 2025 meeting, the committee reviewed a sample report (2024 Annual Report on AAWS oversight of GSO website, aa.org) that was created for the 2025 Conference Committee on Public Information. The committee appreciated the executive summary, the year over year data and glossary, and agreed that similar reporting and formatting would be useful for the trustees' Public Information Committee in the future. The committee requested more emphasis on the "Successes and Milestones" section in future reports.

Working Group on Analytics Reporting — The chair appointed an analytics working group to include Kirk H., Morgan B. And John W. to work with the Communication Services Department on the analytics reporting dashboard and other analytics projects as they evolve.

In 2024, external vendors were invited to submit bids for creation of a new analytics dashboard, which will enable the kinds of improved reporting suggested by the Analytics Working Group and other key stakeholders. A vendor was selected and the trustees' PI Committee looks forward to a progress report on the dashboard project at the August 2025 meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the 2024 Analytics Working Group progress report.

Public Information Media Platforms — The committee accepted all Media Platform reports.

GSO Podcast — *"Our Primary Purpose"* Throughout the year, the committee received regular reports from the Director of the Communication Services Department on the progress that had been made in developing the first season of the podcast, which included reporting on timing, budget, staffing, podcast naming, external vendors (for distribution) and editorial direction.

After internal consultation with the GSO Staff, the General Manager and Director of Staff Services, as well as the Director of the Communication Services Department, it was agreed that the host of the GSO Podcast should be an A.A. member. However, there was further clarification that noted that while the current host works for GSO in the Communication Services Department, future GSO podcast hosts could have a different role in the organization; and a future host would not need to be a full-time employee of GSO.

At the February 2025 meeting, the committee received a verbal report on podcast audience numbers, which included 4,841 unique listeners and 6,826 downloads in the first three weeks since the podcast launched in January 2025.

The committee expressed enthusiasm for the first few episodes of the podcast; and **agreed to forward** to the 2025 Conference Committee on Public Information the 2024 progress report on the GSO podcast.

AAWS YouTube Channel — *The* committee reviewed and accepted the first, second and third quarter 2024 AAWS YouTube Channel reports.

Along with reviewing the Committee Considerations from the 2024 Conference Committee on Public Information related to the 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 example, not allowing commenting) that impact search rankings.

The committee asked the Staff secretary to gather information related to the following two Committee Considerations:

- *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 learned that these kinds of tracking efforts have been under consideration by the Communication Services Department, but that given the many other reports required by the boards, subcommittees and senior management, it was not the highest priority.

- *The committee questioned whether YouTube and Vimeo are both needed.*

  The committee received a verbal report from the Communication Service Department outlining the different uses for the two platforms. For example, in the third quarter the committee noted with appreciation that timestamped ASL (American Sign Language) videos of the first ten chapters of the Big Book have been uploaded to the AAWS YouTube channel.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the 2024 YouTube channel report.

Google Ads — The committee reviewed and accepted the GSO Google Ads reports from the fourth quarter of 2023 and the first three quarters of 2024.

The committee also reviewed and discussed 2024 Public Information Committee Considerations related to Google Ads.

The committee received a verbal report on search terms and noted that each month most of the Google ad grant is being utilized.

The committee 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 **agreed to forward** to the 2025 Conference Committee on Public Information the 2024 Google Ads report.

Meeting Guide App — The committee reviewed and accepted the GSO 2024 first and second quarter AAWS Meetings Guide app reports, as well as the Meeting Guide report from the fourth quarter of 2023.

The committee also reviewed and discussed the 2024 Public Information Conference committee considerations related to the Meeting Guide app, which included suggestions:

- *to add A.A. literature to the Meeting Guide app.*
- *to create a mechanism for listing online meetings on the Meeting Guide app without tying them to particular locations.*
- *to add a clarification to the location information on the Meeting Guide app to specify that locations (like churches) do not imply affiliation.*
- *to add an option to make 7th tradition contributions possible through 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 improvements to the Meeting



Guide app that will provide additional options for finding online meetings.

The Committee **agreed to forward** to the 2025 Conference Committee on Public Information the 2024 Meeting Guide App report.

GSO's A.A. Website — The committee reviewed and accepted the 2024 GSO A.A. Website Quarterly reports. The committee also reviewed and discussed the 2024 Public Information Committee Considerations related to the website aa.org, which included suggestions:

- *to* explore adding chat functionality to the aa.org website
- to explore adding meeting information feature to aa.org

The committee appreciated both suggestions, and discussed each in depth, and took no action. The committee discussed that currently there was not an expressed need from the Fellowship to prompt these changes; and also noted that adding these kinds of functionality would require significant investment of time and resources as well as careful consultation with the Fellowship.

The committee noted that one important planned improvement to the website in 2025 is to make the website more "mobile-device friendly."

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the "2024 Annual Report on AAWS GSO's A.A. website."

Online Business Profiles — The committee reviewed and accepted the 2024 second, third and four quarter AAWS Online Business Profiles reports.

The committee also reviewed and discussed the 2024 Public Information Committee Considerations related to the Online Business Profiles and noted that the principle of anonymity is considered when responding to comments and questions.

The committee also 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.

It was noted that sample responses from the office to Online Business Profile comments would be included in the 2024 Online Business Profile report.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the "2024 Report on AAWS Online Business Profiles."

AAGV/La Viña Website, Marketing and Podcast — The committee reviewed and accepted the GSO 2024 first and second quarter AAGV/La Viña Website, Marketing and Podcast reports, as well as the fourth quarter report from 2023, 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 members.

The committee also reviewed and discussed the 2024 Public Information additional committee considerations related to the AA Grapevine and La Viña, and agreed to forward the suggestions in a memo to the Chair of the AA Grapevine Board

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the 2024 AA Grapevine and La Viña Website, Marketing, Podcast and App reports.

Public Service Announcements (PSAs):

Review the Annual Report on the Relevance and Usefulness of Public Service Announcements — The committee reviewed and discussed Advisory Actions of the 74th General Service Conference related to PSAs. It was confirmed that the Advisory Actions to discontinue three PSAs had been implemented. All had been removed from the aa.org website.

These included the :30 and :60 versions of the English language version of the video Public Service Announcement (PSA) "Since Getting Sober I Have Hope", and the :15 English language version of the radio Public Service Announcement (PSA) "We Know How You Feel."

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 appreciated the suggestions related to the PSA styles and formatting, as well as suggestions related to improving the Annual Report on Usefulness and Relevance.

To facilitate the "Annual review of PSAs for Usefulness and Relevance," the committee watched five of the English-language PSAs and provided feedback to the staff secretary, which will be incorporated into the "2024 Annual Report on Usefulness and Relevance" and forwarded to the 2025 Conference Committee on Public Information.

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 suggested that the Staff secretary continue to encourage PI Chairs to work with local broadcasters to have PSAs aired in their communities.

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 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.

The committee requested that the Staff secretary document the committee's comments as part of the 2024 Report on the Relevance and Usefulness of Video and Audio PSAs and agreed to forward it to the 2025 Conference Committee on Public Information.

The committee **agreed to forward** a suggestion to the 2025 Conference Committee on Public Information that a new video PSA be developed.

Feasibility of PSAs on Streaming Platforms — The committee discussed the 2024 Public Information additional committee consideration related to the feasibility of paid placement of PSA videos on streaming platforms. The committee did not take action on the suggestion to gather more information on placement of PSAs on streaming platforms.

Mesmerize Point PSA distribution proposal — The committee discussed the staff report on Mesmerize Point PSA distribution channel and the 2024 Public Information additional 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 in a more timely way to the committee in the future. In the absence of such reporting, the committee might consider the idea of finding another distributor.

At the February 2025 meeting, the committee discussed continued challenges with receiving timely reporting from Mesmerize Point on their pro-bono distribution of AAWS PSAs. 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.

The committee looks forward to a progress report at the August 2025 meeting.

The committee **agreed to forward** to the 2025 Conference Committee on Public Information the 2024 report on Mesmerize Point video PSA distribution in pharmacies and medical facilities.

"Point of Care" video screens in Canada — At an interim meeting in September, the committee suggested that the Staff secretary approach 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 A.A. PSAs is done in such a way that avoids implied affiliation.

At the November meeting, the Staff secretary reported that one company with "point of care" video screens in 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.

Distribution and Tracking of PSAs — The Staff secretary reported that work had also begun to implement the 2024 Advisory Action to distribute and track two video PSAs in English, Spanish and French to television stations in the U.S. and Canada.

In November 2024, the committee reviewed the October report from external vendor Connect360 detailing the distribution and tracking 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.

These telecaster numbers were secured in November, and distribution to Canadian stations began at that time.

QR Codes — The committee reviewed Committee Considerations to add QR codes to pamphlets and PSAs, and agreed to forward memos to the Publishing Department and the Communication Services Department, with the



understanding that the GSO procedures on QR codes were still being finalized.

A.A. Membership Survey — The chair appointed Reilly K. (chair), Joyce S. and Sister Judith K. with support from the Staff secretary and GSB trustee Deborah K. to serve on the Membership Survey Working Group; the scope of the subcommittee is to review research related to the Membership Survey Pilot and develop a plan for the next Membership Survey.

The committee asked the Staff secretary to forward reporting on the Membership Survey Convenience Sample Pilot to the Membership Survey Subcommittee, along with Additional Committee Considerations related to the Membership Survey from the 2024 Conference Committee on Public Information.

At an interim meeting in December 2024, the committee heard a verbal report from Reilly K., chair of the Membership Survey Working Group. The committee reviewed the three documents that had been provided as background:

- the final report of the 2024 Membership Survey Working Group,
- the final report from Dr. Alexandra C. on the findings from the 2023 Membership Survey Convenience Sample Pilot
- a comparison of Membership Survey results from 2011-2022.

After discussing the report and background, the committee made 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. Alexandra C., and the report "Comparison of Membership Survey Data from 2011-2022."

Young People Video Project — The Staff secretary reported that implementation of the Advisory Action to edit and distribute young people videos had begun. At the February 2025 meeting, the Staff secretary reported that work on a batch of five new young people videos was nearing completion.

The committee discussed the Committee consideration from the 2024 Conference Committee on Public Information that 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. The committee noted with gratitude that more than thirty new "user-generated' videos had been recently submitted, and suggested that the portal remain active.

The committee agreed to begin review of new user-generated videos submitted in 2024 and asked the Staff secretary to update the review process and provide a grid for committee members to track their reviews.

Draft survey of Area Delegates regarding communications with Young People — At the July meeting, 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. In September, questions on this topic were posted to OnBoard, and Area Delegates were given one month to respond.

The committee discussed the report on the survey of Area Delegates regarding communications with Young People and agreed to forward a revised version of the report with summarized comments to the 2025 Conference Committee on Public Information.

Discuss a Review Grid of Public Information pamphlets/ materials — The committee received a report confirming that the Advisory Actions of the 74th General Service Conference related to Public Information publications were being implemented. These included:

- Publication of the revised draft of the flyer "A.A. at a Glance" (F-1) with minor edits.
- Publication of the revised pamphlet "Speaking at Meetings Outside of A.A." (P-40)
- Retiring the flyer "A Message to Teenagers"

The committee also reviewed the grid of conference-approved materials and service materials under the purview of Public Information. The Staff secretary shared that some trusted servants have suggested that there is a need for a Conference-approved pamphlet for Public Information, noting that the existing Conference approved pamphlets include "Speaking at Meetings Outside of A.A." and "Understanding Anonymity," but not one that covers PI work in a more general way.

Create a new form of communication to address anonymity on social media — The committee reviewed the Additional Committee Considerations related to anonymity and social media from the 2024 Conference Committee on Public Information.

The committee also reviewed a report with 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 the topic of Anonymity and Social Media, but noted that the responses did not reflect any consensus. The committee suggested that 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 sharing 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 Viña 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 and social media might be a welcome topic for a future podcast.

Appointed Committee Members — The committee discussed the role of Appointed Committee Members (ACMs) and confirmed that the committee has requested authorization to search for two ACMS to be appointed in 2025. Memoranda requesting those ACMs have been drafted and submitted to the trustees' Nominating Committee.

Public Information Kit and Workbook — The committee reviewed the content of the PI Kit and Workbook.

Robert L., Chair

Staff Report: The goal of the Public Information assignment at GSO is to assist the Fellowship in assuring that the A.A. message of recovery reaches the still-suffering alcoholic by keeping the public informed about the A.A. program of recovery from alcoholism.

This assignment is also charged with assisting the A.A. members who carry our message to the suffering alcoholic through the general public. These A.A. members share information about A.A. at schools, health fairs, community events, libraries, and through all forms of media, including public websites. Below are some of the ways that this task was carried out in 2024:

- Communicate with 688 PI committee chairpersons at the area, district, and intergroup/central office level, providing them with aa.org resources, Workbooks, Guidelines, and current shared information on Public Information activity. Most of these materials can be provided digitally and/or in print version.
- Provide literature to supplement the efforts of local Public Information committees, at local health and community fairs, sharing information about Alcoholics Anonymous.
- Respond to all media inquiries that come to the office providing them with accurate information about Alcoholics Anonymous. Coordinate media coverage of A.A.'s International Conventions, held every five years and work closely with the Publishing and Communication Services departments regarding the development and distribution of press releases, social media postings and other key communications from the General Service Office.
- Read and review media stories that mention Alcoholics Anonymous and share relevant information as needed. Receive information from members regarding anonymity breaks at the level of press, radio, films, television, and the Internet, including many forms of social media.
- Pass along instances of anonymity breaks in the media to the delegate in the area in which the break occurred and provide them with an opportunity to contact the

member and share experience regarding our Eleventh Tradition.

- Send out the Annual Anonymity Letter to the Media. The February 2025 letter was emailed to over 30,000 media outlets in the U.S. and Canada. The email included a link to view a brief video on anonymity on aa.org. The letter was distributed to reporters, editors, and publishers at a variety of outlets in print, broadcast and online media.
- Work closely with the Publishing department regarding development and updating of Conference-approved literature and assignment-related service material.
- Coordinating an evaluation of the triennial A.A. Membership Survey process, questionnaire and how best to report out the results. At this time the latest survey completed was in 2022.
- Review reports from Communication Services and AA Grapevine about changes to the aa.org, aagrapevine.org and aalavina.org websites, as well as reports on our other platforms of communication, including YouTube, Grapevine Instagram, Meeting Guide app, and the AA Grapevine and La Viña apps all key to our Public Information efforts.
- Coordinate production of new television and radio Public Service Announcements (PSAs) as requested by the Conference, including coordination of the distribution and tracking of PSAs aired on television in the U.S. and Canada.
- Work closely with the Communication Services Department and the Publishing Department on other projects requested by the Conference, along with special media and digital projects under the purview of GSO, such as the A.A. Young People videos, AAWS YouTube Channel, Google Ads, the GSO podcast, Our Primary Purpose, and PI Service Cards.
- Development and implementation of an annual update to the Comprehensive Media Plan.
- Responding to comments and questions on three claimed online business profiles for A.A. World Services, Inc.

Misha Q.

STAFF COORDINATOR

Staff Report: The General Service Office provides services to A.A. groups and members, and shares A.A. experience when available. Currently, ten A.A. members comprise the "GSO Staff," with each person responsible for a functional assignment in addition to responding to requests from a specific region in Canada, the United States, or from other countries. The staff coordinator is also responsible for correspondence with members from the Southwest region.

The staff coordinator helps to assure that letters are answered when Staff members are involved in large projects or away from the office to attend A.A. events, or at times of illness or vacation. The staff coordinator is typically a member of Staff who has previously served on multiple assignments and can therefore share that experience with newer staff.

GSO staff benefit from the experience of A.A. groups gathered over many years. These resources are passed on to members who seek guidance for their group, central office, district or area assembly.

Questions and requests for sharing from the Fellowship are often brought to weekly staff meetings, which the staff coordinator is responsible for facilitating, so that responses reflect either research from A.A. literature or service material or the collective experience of GSO staff and archives. Our weekly staff meetings provide a forum for sharing ideas on how to better serve A.A. groups and members and how to provide the most complete answers to Fellowship inquiries and often include the general manager and director of staff services.

GSO Staff members serve as secretaries to trustee and Conference committees and are also voting members of the General Service Conference. The staff coordinator is secretary to the Conference Committee on Policy/Admissions.

In past year, GSO welcomed approximately 1,700 individual visitors including 35 English- and Spanish-speaking groups ranging in size from 10 to 50. Each visitor had an opportunity to see and hear "how GSO works" and visit with AA Grapevine/La Viña employees to learn of their "carry the message" efforts as well. Visiting members and guests often attended the open A.A. meeting held at GSO at 11:00 a.m. on Fridays. Traditionally, this has also been an opportunity for the GSO staff to welcome A.A. members from all over the world or from around the corner.

The staff coordinator has the privilege of serving as a director on A.A. World Services, Inc., in accordance with Concept IV, and serves as liaison between staff members and other GSO departments. This Staff member also serves as assistant secretary to the General Service Board. and helps to coordinate General Service Board weekends. None of these activities would be possible without the dedication and collective skill sets of a very capable GSO team.

Racy J.

Literature Distributed — 2024

ENGLISH

Books

Alcoholics Anonymous	224
Alcoholics Anonymous (jacketless)	346,886
Alcoholics Anonymous (soft cover)	262,696
Alcoholics Anonymous (large print)	49,862
Alcoholics Anonymous (pocket abridged)	49,946
Alcoholics Anonymous (large print/abridged)	37,698
Plain Language Big Book: A Tool for Reading Alcoholics Anonymous	71,988
Daily Reflections	82,214
Daily Reflections (large print)	11,292
Twelve Steps and Twelve Traditions (reg. ed.)	85,253
Twelve Steps and Twelve Traditions (gift ed.)	1,611
Twelve Steps and Twelve Traditions (soft cover)	134,654
Twelve Steps and Twelve Traditions (large print)	25,798
Twelve Steps and Twelve Traditions (pocket ed.)	12,004
A.A. Comes of Age	5,181
As Bill Sees It	12,878
As Bill Sees It (soft cover)	17,571
As Bill Sees It (large print)	4,552
Dr. Bob and the Good Oldtimers	5,007
"Pass It On"	3,545
Our Great Responsibility	2,043
Experience, Strength & Hope	6,477
A Visual History of Alcoholics Anonymous: An Archival Journey	802
Total	**1,230,182**

Booklets

The A.A. Service Manual/	16,951
Twelve Concepts for World Service	737
Living Sober	75,420
Living Sober (large print)	9,209
Came to Believe	19,958
Came to Believe (large print)	2,694
A.A. in Prisons: A Message of Hope	8,004
Total	**132,973**

Pamphlets

A.A. and the Armed Services	5,920
LGBTQ Alcoholics in A.A.	19,147
A.A. as a Resource for the Health Care Professional	17,521
A.A. for the Native North American	8,529
Women in A.A.	34,277
The A.A. Group	43,835
A.A. in Your Community	16,928
A.A. in Correctional Facilities	8,085
A.A. in Treatment Settings	10,425
The A.A. Membership Survey	22,348
The A.A. Member — Medications and Other Drugs	31,020
A.A. Tradition — How It Developed	10,349
A.A.'s Legacy of Service	4,785
A Brief Guide to Alcoholics Anonymous	59,515
Circles of Love and Service	22,029
Bridging the Gap	21,912
Faith Leaders Ask About Ask About A.A.	8,647
The Co-Founders of Alcoholics Anonymous	4,083
Do You Think You're Different?	41,210
Frequently Asked Questions	79,804
Frequently Asked Questions (large print)	4,218
GSR	24,099
Grapevine — Our Meeting in Print	10,386
How A.A. Members Cooperate	9,153
How It Works	18,290
If You Are a Professional	11,885
Inside A.A.	12,918
Black in A.A.	16,028
Is A.A. for You?	177,800
Is A.A. for Me?	50,397
Is There a Problem Drinker in the Workplace?	9,350
Is There an Alcoholic in Your Life?	19,673
It Sure Beats Sitting in a Cell	13,575
The Jack Alexander Article	5,213
Let's Be Friendly With Our Friends	2,880
A Member's-Eye View of A.A.	16,560
It Happened to Alice	7,668
Behind the Walls: A Message of Hope	12,935
A Message to Correctional Professionals	6,797
A Newcomer Asks	179,070
Problems Other Than Alcohol	47,606
Questions and Answers on Sponsorship	137,883
Speaking at Meetings Outside A.A.	5,968
The Twelve Concepts for World Service Illustrated	18,292
The Twelve Steps Illustrated	32,810
Twelve Tradition Flyer	2,989
The Twelve Traditions Illustrated	30,812
This Is A.A.	126,733
This Is A.A. (large print)	3,829
A.A. for the Older Alcoholic (Large Print)	9,320
Understanding Anonymity	23,429
What Happened to Joe	7,670
The "God" Word — Agnostic and Atheist Members in A.A.	29,288
A.A. for Alcoholics with Mental Health Issues and their sponsors	20,314
Young People in A.A.	39,134
Access to A.A. — Members share on overcoming barriers	6,028
Many Paths to Spirituality	31,044
Hispanic Women in A.A.	3,116
Experience Has Taught Us: Our Twelve Traditions Illustrated	4,976
Total	**1,660,505**

Miscellaneous

Wallet cards-two-fold	87,821
Wallet cards-I Am Responsible	12,572
Wallet cards-Anonymity	12,481
Anonymity Display Card	1,114
Parchment-scrolls	1,341
Placards	608

C.P.C. Workbook	951
Archives Workbook	575
Corrections Workbook	1,098
P.I. Workbook	603
Treatment Facilities Workbook	1,064
Treatment Facility Kit	214
Accessibilities Workbook	584
Literature Workbook	433
Twelve and Twelve on Computer Disk	0
A.A. Guidelines	31,074
Group Handbook	1,585
Wire Racks	1,023
Cassettes (tape cassettes)	4
Three Legacies by Bill CD	58
Voices of our Co-Founders CD	50
Bill Discusses the Twelve Traditions	47
A Brief Guide to A.A. CD	36
A.A. for the Alcoholic with Special Needs CD	7
Markings on the Journey	14
A.A. in Correctional Facilities DVD	21
Bill's Own Story DVD	137
Bill Discusses the Twelve Traditions DVD	16
Carrying the Message Behind These Walls	21
Your A.A. GSO, the Grapevine, and the General Service Structure	1,380
Hope: A.A. DVD	23
Young's People's Videos	210
Alcoholics Anonymous ASL DVD	284
Twelve Steps and Twelve Traditions ASL DVD	226
A.A. Cooperation with the Professional Community DVD	19
Young People's Animation Videos (Set of 4) DVD	5
ASL A.A. for the Alcoholic with Special Needs	169
A New Freedom DVD	27
Alcoholics Anonymous (cassette album)	7
Alcoholics Anonymous (4th Ed cassette album)	5
Alcoholics Anonymous (4th Ed cd album) unabridged	362
Alcoholics Anonymous (4th Ed cd album) abridged	165
A.A. Comes of Age (cd album)	56
Twelve Steps and Twelve Traditions (cassette album)	3
Twelve Steps and Twelve Traditions (cd album)	183
TV Public Service Announcement	0
Radio Public Service Announcements	5
Twelve Steps Shade displays	1,164
Twelve Traditions Shade displays	1,127
Fact File	0
Table Top Display 12 & 12	260
Pioneers of AA (cassette album)	1
Pioneers of AA (cd album)	7
Living Sober (cd album)	36
Total	**161,276**
Grand Total	**3,184,936**

SPANISH

Libros

Alcohólicos Anónimos (Alcoholics Anonymous soft cover)	11,413
Alcohólicos Anónimos (Alcoholics Anonymous hardcover)	594
Alcohólicos Anónimos (Alcoholics Anonymous jacketless)	11,472
Alcohólicos Anónimos (Alcoholics Anonymous abridged pocket size)	4,456
Alcohólicos Anónimos (Alcoholics Anonymous large print)	6,580
Alcohólicos Anónimos (Alcoholics Anonymous large print/abridged)	3,387
Como Lo Ve Bill (As Bill Sees It)	4,204
A.A. Llega a su Mayoría de Edad (A.A. Comes of Age)	2,515
El Dr. Bob y los Buenos Veteranos (Dr. Bob and the Good Oldtimers)	1,604
Transmitelo (Pass it On)	2,596
Reflexiones Diarias (Daily Reflections)	9,104
Reflexiones Diarias (Daily Reflections large print)	617
Viviendo Sobrio (Living Sober)	13,406
El Manual de Servicios de A.A./ Doce Conceptos para el Servicio Mundial (A.A. Service Manual/Twelve Concepts)	2,179
Doce Pasos y Doce Tradiciones (Twelve Steps and Twelve Traditions)	15,854
Llegamos a Creer (Came to Believe)	6,234
A.A. en Prisiones de Preso a Preso (Inmate to Inmate)	4,161
Doce Pasos y Doce Tradiciones (pocket ed.)	2,530
Doce Pasos y Doce Tradiciones (large print)	8,278
De las tinieblas hacia la luz	4,246
Nuestra Gran Responsabilidad (Our Great Responsibility)	2,154
Una historia visual de Alcohólicos Anónimos: un viaje archivistico	684
Experiencia, Fortaleza y Esperanza (Experience, Strength & Hope)	2,959
Total	**121,227**

Folletos

A.A. en Su Comunidad (A.A. in Your Community)	3,171
Preguntas Frecuentes Acerca de A.A. (Frequently Asked Questions about A.A.)	6,808
Esto es A.A. (This is A.A.)	12,459
Es A.A. para Usted? (Is A.A. for You?)	39,216
Hay un Alcohólico en su Vida? (Is There an Alcoholic in Your Life?)	3,274
Detrás de los muros: un mensaje de esperanza (Behind the Walls: A Message of Hope)	52
El Punto de Vista de un Miembro de A.A. (A Member's-Eye View)	875
Alcohólicos Anónimos por Jack Alexander (Jack Alexander Article)	1,224
Seamos amistosos con nuestros amigos (Let's be Friendly with our Friends)	90
Un Principiante Pregunta (A Newcomer Asks)	6,847
Comó Funciona el Programa (How It Works)	1,839
Lo que le Sucedió a José (What Happened to Joe)	242
Comprendiendo el Anonimato (Understanding Anonymity)	1,715
El Grupo de A.A. (The A.A. Group)	3,609
Preguntas y Respuestas sobre el Apadrinamiento (Questions and Answers on Sponsorship)	6,212
El Miembro de A.A. — Los Medicamentos y Otras Drogas (The A.A. Member — Medications and Other Drugs)	1,785
Las Doce Tradiciones Ilustradas (The Twelve Traditions Illustrated)	854
A.A. en las Instituciones de Tratamiento (A.A. in Treatment Settings)	810
Los Jóvenes en A.A. (Young People in A.A.)	5,584

La Tradición de A.A. — ¿Cómo se Desarrolló? (A.A. Tradition — How It Developed)	1,015
Una Breve Guía a A.A. (A Brief Guide to A.A.)	5,286
A.A. en las Instituciones Correccionales (A.A. in Correctional Facilities)	1,368
Problemas Diferentes del Alcohol (Problems Other Than Alcohol)	4,253
Es Mejor que Estar Sentado en una Celda (It Sure Beats Sitting In a Cell)	3,231
¿Cómo Cooperan los Miembros de A.A.? (How A.A. Members Cooperate)	1,090
Dentro de A.A. (Inside A.A.)	1,130
A.A. como Recurso para los Profesionales de la Salud (A.A. as a Resource for the Health Care Professional)	1,554
Los líderes religiosos preguntan acerca de A.A. (Faith Leaders Ask About A.A.)	1,192
RSG (GSR)	1,838
¿Se Cree Usted Diferente? (Do You Think Your Different?)	3,272
Le Sucedió a Alicia(It Happened to Alice)	175
Hablando en Reuniones no-A.A. Speaking at non-A.A. Meetings	1,063
A.A. Para la Mujer (A.A. for the Woman)	835
Encuesta Sobre los Miembros de A.A. (A.A. Membership Survey)	1,879
¿Hay un bebedor problema en el lugar de trabajo? (Is there a Problem Drinker in the workplace?)	984
Es A.A. Para Mi? (Is A.A. for Me?)	13,264
A.A. para el alcohólico de edad avanzada (A.A. for the older alcoholic)	1,178
Los Doce Pasos Ilustrados (The Twelve Steps Illustrated)	5,266
Círculos de Amor y Servicio (Circles of Love & Service)	1,557
Uniendo las Orillas (Bridging the Gap)	58
Los Doce Conceptos Ilustrados (Twelve Concepts Illustrated)	1,115
A.A. para los alcohólicos gays/lesbianas (A.A. for the Gay and Lesbian Alcoholic)	2,472
El Legado de Servicio de A.A. (A.A. Legacy of Service)	193
Si Usted es un Profesional (If you are a Professional...)	1,747
El Grapevine y La Viña de A.A. (Grapevine and La Viña our Meetings in Print)	912
Acceso a A.A. los miembros hablan sobre superar las barreras (Access to A.A. — Members share on overcoming barriers)	645
Muchas sendas hacia espiritualidad (Many Paths to Spirituality)	1,469
A.A. y las Fuerzas Armadas (A.A. and the Armed Services)	149
La palabra "Dios" — Los miembros de A.A. agnósticos y ateos (The "God" Word — Agnostic and Atheist Members in A.A.)	1,384
A.A. para los alcohólicos con problemas de salud mental — y sus padrinos (A.A. for Alcoholics with Mental Health Issues — and their sponsors)	1,458
A.A. para el alcohólico negro y afroamericano (A.A. for the Black and African American Alcoholic)	169
Esto es A.A. (This is A.A. large print)	371
Preguntas frecuentes acerca de A.A. (Frequently Asked Questions about A.A. — Large Print)	107
A.A. para el Native Norteamericano (A.A. for the Native North American)	127
Mujeres hispanas en A.A. (Hispanic Women in A.A.)	2,203
La experiencia nos ha enseñado: una introducción a nuestras Doce Tradiciones	345
Total	**163,020**

Miscellaneous

Guias (Guidelines)	6,646
Parchments, Spanish	471
Tarjetas Tamaño Billetera (wallet cards)	6,065
Alcohólicos Anónimos (cassette album) (Big Book on cassette)	6
Alcohólicos Anónimos (cd album) Texto integro (Big Book on cd)	78
Alcohólicos Anónimos (cd album) Abreviada (Big Book on cd)	165
Doce Pasos y Doce Tradiciones (cd album)	114
Total	**13,545**
Grand Total	**297,792**

FRENCH

Livres (Books)

Les Alcooliques Anonymes (Alcoholics Anonymous — format relie, sans veste)	3,704
Les Alcooliques Anonymes (Alcoholics Anonymous — format souple)	1,151
Les Alcooliques Anonymes (Alcoholics Anonymous — format poche)	359
Les Alcooliques Anonymes (Alcoholics Anonymous — large print)	492
Les Alcooliques Anonymes (Alcoholics Anonymous — large print/abridged)	291
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format relie)	1,283
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format souple)	903
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — large print)	392
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format poche)	197
Le Mouvement des A.A. devient Adulte (A.A. Comes of Age)	196
Reflexions de Bill (As Bill Sees It)	1,533
Reflexions Quotidiennes (Daily Reflections)	2,915
Dr Bob et les pionniers (Dr. Bob and the Good Oldtimers)	245
Experience, force & espoir (Experience, Strength and Hope)	121
Transmets-Le (Pass It On)	241
Les A.A. en Prison (A.A. in Prison)	364
Notre grande responsabilité (Our Great Responsibility)	149
Une histoire visuelle des Alcooliques anonymes : voyage au coeur des archives (A visual history of Alcoholics Anonymous: an archival journey)	161
Total	**14,697**

Plaquettes (Booklets)

Nous en sommes venus a croire (Came to Believe)	708
Vivre... sans alcool! (Living Sober)	3,560
Le Manuel du Service et les Douze Concepts	382
Total	**4,650**

Brochures (Pamphlets)

Voici les A.A. (This is A.A.)	8,184
Foire Aux Questions Sur Les AA (Frequently Asked Questions about A.A.)	383
Les A.A.: sont-ils pour vous? (Is A.A. for You?)	7,904
AA pour la femme (Women in A.A.)	816
Collaboration des membres des A.A. (How A.A. Members Cooperate)	412
Y a-t-il un Alcoolique dans Votre Milieu de travail? (Is there an alcoholic in the workplace?)	204
Le membre des A.A. face aux medicaments et a la drogue (The A.A. Member — Medications & Other Drugs)	960
Les A.A. — Article du Saturday Evening Post (The Jack Alexander Article)	287
Collaborons avec nos amis (Let's Be Friendly With Our Friends)	55
Questions et reponses sur le parrainage (Questions and Answers on Sponsorship)	1,180
Les A.A.: Une ressource pour les medecins (A.A. as a Resource for the Health Care Professional)	262
Les A.A. dans les centres de traitement (A.A. in Treatment Settings)	325
La Tradition des A.A. et son developpement (A.A. Tradition/How It Developed)	77
Vous vous occupez prof. d'alcoolisme? (If You Are a Professional)	304
L'Histoire de Nicole (It Happened to Alice)	263
Jean face a son probleme d'alcool (What Happened to Joe)	470
Les A.A. dans votre milieu (A.A. in Your Community)	446
Problemes autres que l'alcoolisme (Problems Other Than Alcohol)	856
Point de vue d'un membre sur les A.A. (A Member's-Eye View of A.A.)	493
Les Douze Traditions illustrees (The Twelve Traditions Illustrated)	1,183
AA Dans Les Centres Détention (A.A. In Correctional Facilities)	514
Ça Vaut Mieux que de Poireauter en Prison (It Sure Beats Sitting in a Cell)	868
Petit guide pratique sur les A.A. (A Brief Guide to A.A.)	1,166
Les leaders religieux s'informent sur les AA (Faith Leaders Ask About A.A.)	106
Les deux fondateurs d'A.A. (The Co-founders of A.A.)	147
Derrière les murs : un message d'espoir (Behind the Walls: A Message of Hope)	460
Message aux Dir. d'Etabl. Correctionnels (Message to Correctional Facilities Administrators)	157
Le groupe des A.A. (The A.A. Group)	1,092
Les Douze Concepts illustres (Twelve Concepts Illustrated)	614
Le sens de l'anonymat (Understanding Anonymity)	1,361
Y-a-t-il un alcoolique dans votre vie? (Is There an Alcoholic in Your Life?)	1,040
Le RSG (The GSR)	684
Causeries a l'exterieur des A.A. (Speaking at Meetings Outside A.A.)	242
La Structure de l'Association des A.A. (Inside A.A.)	480
L'héritage Du Service Des AA (A.A.'s Legacy of Service)	198
Cercles d'amour et de service (Circles of Love & Service)	465
Vous croyez-vous different? (Do You Think You're Different?)	724
Sondage sur les membres des A.A. (The A.A. Membership Survey)	1,314
Les jeunes chez les A.A. (Young People in A.A.)	1,470
Votre B.S.G. (Your GSO)	414
AA pour l'alcoolique plus âgé (AA for the older alcoholic)	
Un nouveau veut savoir (A Newcomer Asks)	4,079
Les A.A. sont-ils pour moi? (Is A.A. for Me?)	806
Favoriser de rapprochement (Bridging the Gap)	592
Les Douze Etapes Illustrees (Twelve Steps Illustrated)	909
Les A.A. et les Autochtones d'Amerique du Nord (A.A. and the Native North American)	119
L'accès aux AA — Des Members Racontent Comment ils ont Surmonté des obstacles (Access to A.A. — Members share on overcoming barriers)	244
Différentes avenues la spiritualité (Many Paths to Spirituality)	4,662
Les AA et les forces armées (A.A. and the Armed Services)	122
Le mot « Dieu » — Membres agnostiques et athées chez les AA (The "God" Word — Agnostic and Atheist Members in A.A.)	1,223
Les alcooliques LGBTQ des AA (LGBTQ Alcoholics in A.A.)	729
Les AA pour les alcooliques atteints de maladie mentale (A.A. for Alcoholics with Mental Health Issues — and their sponsors)	792
Voici les AA (This is A.A. Large Print)	
Foire aux questions sur les AA (Frequently Asked Questions about A.A. large print)	457
Lignes de conduite A.A. (Guidelines)	
Les femmes hispaniques chez les AA	208
L'expérience nous a appris : une introduction à nos Douze Traditions	595
Total	**54,117**

Divers (Miscellaneous)

12 & 12 (cassette album)	-
12 & 12 (cd album)	59
Les Alcooliques Anonymes/Intégrale (cd album)	70
Les Alcooliques Anonymes/Abrégée (cd album)	87
Carte 12 Etapes/12 Traditions (Wallet card 12 Steps & 12 Traditions)	386
Carte anonymat (Francais/anglais) (Anonymity wallet card)	205
Carte Je Suis Responsible (I am responsible wallet card)	231
La Transmission Du Message (DVD)	3
Notre Methode (How It Works)	13,641
Manuel de Groupe	-
Pochette de l'Information Publique	5
Pochette des Centres de Detention	-
Pochette de la CMP	1
Prière de la Sérénité (12x16) (Parchment Serenity Prayer)	44
Pochette des Centres de Traitement	9
Dossier d'Information sur les A.A. (Fact File)	0
Total	**14,741**
Grand Total	**88,205**

AA Grapevine Literature Distributed — 2024

BB01	First Edition Facsimile	250
BB06	The Best of Bill	3,539
BB07	The Best of Bill Large Print, Softcover	1,245
BI01	Back Issues of Grapevine Mag Pack of 30	570
BNFB0B	For Beginners (set) Book Set	397
BNHB9B	The Heartbeat of AA (set) Book Set	150
BNLS76	The Lighter Side (set) Book Set	226
CD03	Classic Grapevine V.2	0
CD04	Classic Grapevine V.3	4
CD05	Not for Newcomers Only	7
CD07	Historias de La Viña CD	10
CD09	What It Was Like	10
CD11	Twelve Traditions	5
CD12	It Works If We Work It	11
CD13	The Best of Bill	9
CD18	Emotion Sobriety CD V.2	14
CD21	The Home Group CD V.1	4
CD22	The Home Group CD V.2	3
CD23	The Language of the Heart CD	41
CONT	Carry the Message (US, Canada, International)	1,211
FBB06	Les Meilleurs Articles de Bill	712
FCD23	Le Langage du Coeur CD	12
FGV07	Le Groupe d'Attache	147
FGV11	Le Langage du Coeur	218
FGV17	La Sobriété Émotive	931
FGV29	Heureux, Joyeux et Libres	414
FGV30	En Tête à Tête	191
FGV32	Citation du jour Livre	485
FMS03	L'homme sur le lit	11
FMS04	Les Slogans Jeu de 5	96
FMS06	Plaquette de Victor E.	3
FMS15	Les Cofondateurs des AA Le Dr. Bob et Bill W	96
GV06	The Language of the Heart Hard Cover	3,150
GV08	El Lenguaje del Corazón Cubierta blanda	3,806
GV11	The Language of the Heart Soft Cover	5,015
GV13	Thank You For Sharing Book	408
GV14	Spiritual Awakenings Volume 1	3,389
GV15	Home Group (Revised) Revised Edition, Softcover	N/A
GV16	I Am Responsible: Hand of AA Soft Cover-Discontinued 8/29/23	N/A
GV17	Emotional Sobriety: The Next Frontier	5,545
GV18	The Language of the Heart Large Print	729
GV19	In Our Own Words	503
GV20	Beginners' Book	2,627
GV21	Voices of Long-Term Sobriety	772
GV22	A Rabbit Walks into a Bar	1,446
GV23	Spiritual Awakenings II Volume 2	959
GV25	Step by Step	1,169
GV26	Emotional Sobriety II Volume 2	4,444
GV27	Young & Sober	806
GV28	Into Action	1,490
GV29	Happy, Joyous & Free	1,611
GV30	One on One	1,070
GV31	No Matter What	1,726
GV33	Sober & Out	864
GV34	Forming True Partnerships	1,140
GV35	Our Twelve Traditions	1,248
GV36	Making Amends	1,313
GV37	Voices of Women in AA	4,246
GV38	AA in the Military	351
GV39	One Big Tent	1,424
GV40	Take Me to Your Sponsor	998
GV41	Best of Grapevine Volumes 1-3	553
GV42	Daily Quote Book	1,930
GV43	Free on the Inside	1,645
GV44	Prayer & Meditation	3,096
GV45	Fun in Sobriety	1,391
GV46	The Home Group Heartbeat of AA	888
GV47	Our Twelve Steps	7,837
MS01	AA Preamble	298
MS03	Man on the Bed Oil Painting Reproduction	519
MS04	The Slogans set of 5	459
MS05	Serenity Prayer	332
MS06	Victor E. Poster poster	38
MS08	Annual Wall Calendar	1,823
MS08LV	Annual Wall Calendar—Spanish	790
MS09	Annual Pocket Planner	1,243
MS09LV	Annual Pocket Planner—Spanish	462
MS15	Co-Founders' Memorial Issues	422
MS20	Traditions Checklist pack of 50	518
MS23	75 Year Anniversary Toolkit	N/A
SBB06	Lo Mejor de Bill	0
SBI01	Ejemplares Anteriores paquete de 20	192
SCD09	Historias de La Viña III CD	0
SCD10	Lo Mejor de Bill CD	36
SCD12	Despertares Espirituales V.1 CD	8
SCD13	Despertares Espirituales V.2 CD	15
SCD14	Las Doce Tradiciones V.1 CD	1
SCD15	Las Doce Tradiciones V.2 CD	6
SCD16	El Grupo Base V.1 CD	0
SCD23	El Lenguaje del Corazón CD	0
SGV01	Lo Mejor de La Viña	1,156
SGV03	Un Día a la Vez	0
SGV04	Frente a Frente	0
SGV15	El Grupo Base	0
SGV17	Sobriedad Emotional	0
SGV29	Felices, Alegres y Libres	1,410
SGV32	Libro de Cita Diaria	1,015
SGV37	Mujeres en AA	0
SGV39	Bajo el Mismo Techo	0
SGV44	Oración y Meditación	0
SMS03	El Hombre en la Cama hermosa reproducción	1,42
SP01	Preámbulo de AA	153
SP04	Los Lemas 5 lemas	259
SP05	La Oración de la Serenidad	203
SP20	Un Chequeo de las Tradiciones	38
SP20BU	Un Chequeo de las Tradiciones paquete de 50	N/A
SP20BULK	Un Chequeo de las Tradiciones paquete de 50	22
	Total books	**108,462**

E-books: *(showing only annual sales of 75 or more)*

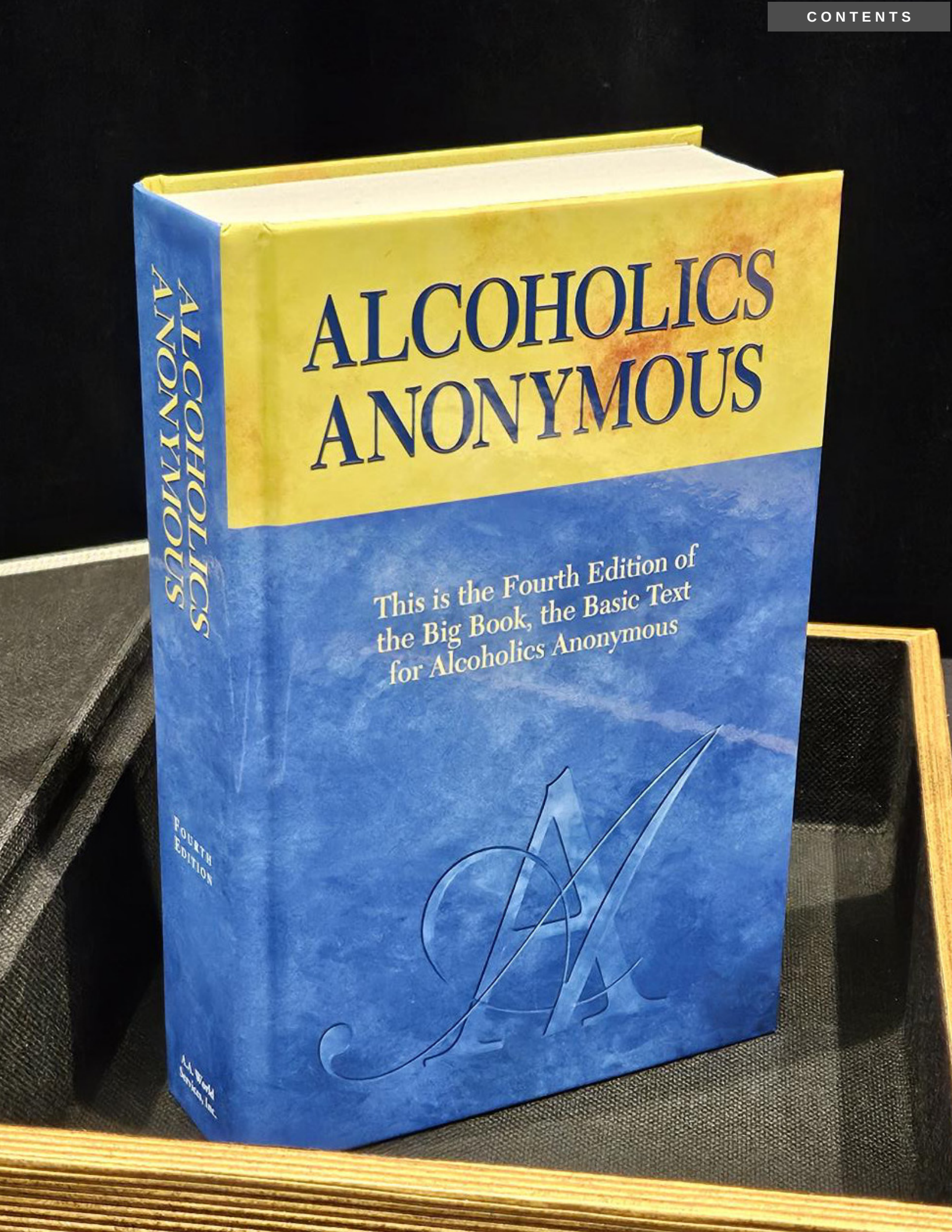
Emotional Sobriety	1,141
The Language of the Heart	710
Emotional Sobriety II	499
The Best of Bill	284
Voices of Women in AA	247
Prayer & Meditation	195
Spiritual Awakenings	157
One Big Tent	129
Step by Step	73
No Matter What	76
Total E-Books	**3,757**
CDs, Cassettes and MP3s — English	**570**
CDs, Cassettes and MP3s — Spanish, French	**211**
Total:	**781**
Grand Total	**113,000**

Grapevine and La Viña Subscriptions — Geographical Breakdown

COUNTRY	GRAPEVINE	LA VIÑA
Email Only		
(Digital Only)	10,627	413
Argentina	2	3
Aruba	3	–
Australia	96	1
Austria	1	2
Barbados	2	–
Belgium	13	–
Belize	2	–
Bermuda	1	–
Bolivia	–	4
Brazil	12	2
Bulgaria	4	–
Cambodia	1	–
Canada		
AB	495	7
BC	910	9
MB	234	2
NB	129	1
NL	69	–
NS	145	3
NT	9	–
NU	2	–
ON	1,369	11
PE	81	–
QC	230	12
SK	259	1
YT	38	–
Cayman Islands	3	2
Chile	1	5
China	3	–
Colombia	3	10
Costa Rica	1	5
Croatia	3	–
Cuba	–	2
Cyprus	1	–
Czechia	6	–
Denmark	29	–
Dominican Republic	1	–
Ecuador	–	2
Egypt	1	–
El Salvador	2	12
Ethiopia	1	–
Finland	13	–
France	29	–
Georgia, Republic of	2	–
Germany	60	1
Ghana	1	–
Greece	5	–
Guatemala	–	4
Guyana	1	–
Honduras	–	14
Hong Kong	5	–
Hungary	11	–
Iceland	4	–

COUNTRY	GRAPEVINE	LA VIÑA
India	21	–
Indonesia	1	–
Ireland	69	1
Israel	15	–
Italy	17	1
Japan	33	–
Kazakstan	1	–
Kenya	1	–
Korea, North	2	–
Korea, South	8	1
Latvia	2	–
Lithuania	7	–
Luxembourg	5	–
Malaysia	2	–
Malta	1	–
Mexico	21	119
Monaco	1	–
Netherlands	19	–
New Zealand	31	–
Nicaragua	–	4
Norway	9	–
Panama	1	–
Peru	1	4
Phillipines	4	–
Poland	4	–
Portugal	9	–
Serbia	1	–
Singapore	5	–
Slovakia	4	–
Slovenia	3	–
South Africa	2	–
Spain	16	29
Sri Lanka	1	–
Sweden	22	–
Switzerland	24	2
Taiwan	1	–
Tanzania	1	–
Thailand	13	–
Trinidad and Tobago	1	–
Turkey	2	–
United States	–	–
AE	22	–
AK	359	3
AL	502	27
AP	7	–
AR	444	11
AZ	2,203	474
CA	9,247	4,288
CO	1,971	68
CT	1,067	27
DC	141	3
DE	347	14
FL	4,980	374
GA	1,773	116
GU	10	–

COUNTRY	GRAPEVINE	LA VIÑA
HI	476	4
IA	982	7
ID	689	13
IL	2,756	190
IN	1281	62
KS	834	24
KY	750	5
LA	622	13
MA	1,856	71
MD	1,394	97
ME	618	49
MI	2,266	19
MN	2,088	26
MO	1,758	11
MS	257	6
MT	656	7
NC	1,901	73
ND	355	1
NE	773	97
NH	625	3
NJ	1,788	134
NM	558	34
NV	774	187
NY	3,776	272
OH	1,963	15
OK	526	37
OR	1,944	241
PA	4,433	131
PR	24	182
PW	2	–
RI	352	15
SC	732	6
SD	292	2
TN	1,073	10
TX	3,453	3,759
UT	696	173
VA	1,892	50
VI	14	–
VT	325	2
WA	2,854	328
WI	2,096	21
WV	364	7
WY	229	2
Uganda	2	–
United Kingdom	198	2
Vietnam	1	–
Zambia	1	–
Total Count	**91,673**	**12,482**
US Count	**76,170**	**11,791**
Canada Count	**3,970**	**46**
Foreign Count	**906**	**232**
Digital Only Count	**10,627**	**413**


ALCOHOLICS ANONYMOUS
This is the Fourth Edition of the Big Book, the Basic Text for Alcoholics Anonymous
FOURTH EDITION
ALCOHOLICS ANONYMOUS

Report of the Independent Auditor

The Board of Trustees
The General Service Board of
Alcoholics Anonymous, Inc. and Affiliates

Opinion

We have audited the consolidated financial statements of The General Service Board of Alcoholics Anonymous, Inc. and Affiliates (collectively the Organization), which comprise the consolidated statements of financial position as of December 31, 2024 and 2023, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Organization as of December 31, 2024 and 2023, and the change in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

BDO USA, P.C.

New York, NY, April 23, 2025

Exhibit A

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2024

	General Service Board									
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	Total	A.A. World Services, Inc.	A.A. Grapevine, Inc.	Eliminations	Total
Assets										
Cash and cash equivalents (Note 2)	$1,094,402	$4,268,422	$-	$32,688	$-	$5,395,512	$4,267,981	$125,037	$-	$9,788,530
Investments (Notes 2, 4, and 6)	-	8,186,316	-	8,756,889	-	16,943,205	-	-	-	16,943,205
Accounts receivable, net of allowance for credit losses of $87,491 (Note 2)	-	-	-	-	-	-	701,353	200,304	-	901,657
Inventory (Note 2)	-	-	-	-	-	-	2,990,009	292,955	-	3,282,964
Prepaid expenses and other assets (Notes 2 and 7)	1,406,762	-	-	-	11,414,732	12,821,494	668,413	114,041	-	13,603,948
Due from affiliates/intercompany funds (Note 8)	-	-	-	-	-	-	4,730,514	211,276	(4,941,790)	-
Property and equipment, net (Notes 2 and 5)	-	-	908,980	-	-	908,980	202,821	491,476	-	1,603,277
Operating lease right-of-use asset (Note 9)	-	-	-	-	-	-	949,133	-	-	949,133
Total Assets	$2,501,164	$12,454,738	$908,980	$8,789,577	$11,414,732	$36,069,191	$14,510,224	$1,435,089	$(4,941,790)	$47,072,714
Liabilities and Net Assets										
Liabilities										
Accounts payable and accrued expenses (Note 8)	$4,298,157	$540,000	$-	$-	$-	$4,838,157	$2,189,005	$257,883	$(4,941,790)	$2,343,255
Deferred revenue (Note 2)	-	-	-	-	-	-	4,858,133	1,772,800	-	6,630,933
Postretirement benefit (Note 6)	-	-	-	5,189,509	-	5,189,509	-	-	-	5,189,509
Operating lease liability (Note 9)	-	-	-	-	-	-	949,133	-	-	949,133
Total Liabilities	4,298,157	540,000	-	5,189,509	-	10,027,666	7,996,271	2,030,683	(4,941,790)	15,112,830
Commitments and Contingencies (Note 2)										
Net Assets (Deficit) Without Donor Restrictions (Note 2)	(1,796,993)	11,914,738	908,980	3,600,068	11,414,732	26,041,525	6,513,953	(595,594)	-	31,959,884
Total Liabilities and Net Assets (Deficit)	$2,501,164	$12,454,738	$908,980	$8,789,577	$11,414,732	$36,069,191	$14,510,224	$1,435,089	$(4,941,790)	$47,072,714

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2023

	General Service Board									
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	Total	A.A. World Services, Inc.	A.A. Grapevine, Inc.	Eliminations	Total
Assets										
Cash and cash equivalents (Note 2)	$915,860	$2,754,519	$-	$39,082	$-	$3,709,461	$62,072	$188,299	$-	$3,959,832
Investments (Notes 2, 4, and 6)	-	10,449,356	-	7,910,801	-	18,360,157	-	-	-	18,360,157
Accounts receivable, net of allowance for credit losses of $48,388 (Note 2)	-	-	-	-	-	-	802,647	275,365	-	1,078,012
Inventory (Note 2)	-	-	-	-	-	-	3,777,797	389,141	-	4,166,938
Prepaid expenses and other assets (Note 7)	533,684	-	-	-	7,183,690	7,717,374	364,483	65,874	-	8,147,731
Due from affiliates/intercompany funds (Note 8)	-	-	-	-	-	-	3,061,667	291,541	(3,353,208)	-
Property and equipment, net (Notes 2 and 5)	-	-	1,445,988	-	-	1,445,988	310,759	507,542	-	2,264,289
Operating lease right-of-use asset (Note 9)	-	-	-	-	-	-	1,886,482	-	-	1,886,482
Total Assets	$1,449,544	$13,203,875	$1,445,988	$7,949,883	$7,183,690	$31,232,980	$10,265,907	$1,717,762	$(3,353,208)	$39,863,441
Liabilities and Net Assets										
Liabilities			-							
Accounts payable and accrued expenses (Note 8)	$2,960,746	$573,012	$-	$-	$-	$3,533,758	$2,452,907	$382,103	$(3,353,208)	$3,015,560
Deferred revenue (Note 2)	-	-	-	-	-	-	207,675	1,677,182	-	1,884,857
Postretirement benefit (Note 6)	-	-	-	5,631,648	-	5,631,648	-	-	-	5,631,648
Operating lease liability (Note 9)	-	-	-	-	-	-	1,886,482	-	-	1,886,482
Total Liabilities	2,960,746	573,012	-	5,631,648	-	9,165,406	4,547,064	2,059,285	(3,353,208)	12,418,547
Commitments and Contingencies (Note 2)										
Net Assets (Deficit) Without Donor Restrictions (Note 2)	(1,511,202)	12,630,863	1,445,988	2,318,235	7,183,690	22,067,574	5,718,843	(341,523)	-	27,444,894
Total Liabilities and Net Assets	$1,449,544	$13,203,875	$1,445,988	$7,949,883	$7,183,690	$31,232,980	$10,265,907	$1,717,762	$(3,353,208)	$39,863,441

See accompanying notes to consolidated financial statements.

Exhibit B

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF ACTIVITIES

Year Ended December 31, 2024

	General Service Board							A.A. Grapevine, Inc.			
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	Total	A.A. World Services, Inc.	Grapevine	La Viña	Total	Total
Operating Revenue and Support											
Gross sales revenue (Note 2)	$-	$-	$-	$-	$-	$-	$14,785,435	$3,037,271	$207,186	$3,244,457	$18,029,892
Less: discounts	-	-	-	-	-	-	(568,359)	-	-	-	(568,359)
Net Sales	-	-	-	-	-	-	14,217,076	3,037,271	207,186	3,244,457	17,461,533
Cost of literature distributed:											
Cost of goods delivery	-	-	-	-	-	-	(6,585,045)	(1,446,876)	(98,148)	(1,545,024)	(8,130,069)
Gross Profit from Literature	-	-	-	-	-	-	7,632,031	1,590,395	109,038	1,699,433	9,331,464
Contributions (Note 2)	11,248,573	-	-	-	-	11,248,573	-	-	-	-	11,248,573
Investment income, net (Notes 2 and 4)	-	357,334	-	1,062,394	-	1,419,728	-	15,493	-	15,493	1,435,221
Total Operating Revenue and Support	11,248,573	357,334	-	1,062,394	-	12,668,301	7,632,031	1,605,888	109,038	1,714,926	22,015,258
Operating Expenses (Note 2)											
Program services	12,293,835	-	226,758	-	-	12,520,593	2,695,943	2,287,778	680,977	2,968,755	18,185,291
Supporting services	5,673,486	-	279,527	-	-	5,953,013	4,142,449	169,845	-	169,845	10,265,307
Total Operating Expenses	17,967,321	-	506,285	-	-	18,473,606	6,838,392	2,457,623	680,977	3,138,600	28,450,598
Change in Net Assets, before non-operating activities and pension-related changes	(6,718,748)	357,334	(506,285)	1,062,394	-	(5,805,305)	793,639	(851,735)	(571,939)	(1,423,674)	(6,435,340)
Non-Operating Activities (Note 2)											
G.S.B. support for La Viña	(571,939)	-	-	-	-	(571,939)	-	-	571,939	571,939	-
Other revenue	831,325	-	-	-	-	831,325	1,471	-	-	-	832,796
Intercompany and interfund transfers (Note 8)	469,173	(1,073,459)	(30,723)	(193,380)	254,596	(573,793)	-	597,664	-	597,664	23,871
Contributed nonfinancial assets (Note 2)	5,704,398	-	-	-	-	5,704,398	-	-	-	-	5,704,398
Total Non-Operating Activities	6,432,957	(1,073,459)	(30,723)	(193,380)	254,596	5,389,991	1,471	597,664	571,939	1,169,603	6,561,065
Change in Net Assets, before pension-related changes	(285,791)	(716,125)	(537,008)	869,014	254,596	(415,314)	795,110	(254,071)	-	(254,071)	125,725
Pension-Related Changes											
Other components of net periodic pension cost (Notes 6 and 7)	-	-	-	(187,300)	829,978	642,678	-	-	-	-	642,678
Pension and postretirement changes other than net periodic costs (Notes 6 and 7)	-	-	-	600,119	3,146,468	3,746,587	-	-	-	-	3,746,587
Total Pension-Related Changes	-	-	-	412,819	3,976,446	4,389,265	-	-	-	-	4,389,265
Change in Net Assets (Deficit) Without Donor Restrictions	(285,791)	(716,125)	(537,008)	1,281,833	4,231,042	3,973,951	795,110	(254,071)	-	(254,071)	4,514,990
Net Assets (Deficit) Without Donor Restrictions, beginning of year	(1,511,202)	12,630,863	1,445,988	2,318,235	7,183,690	22,067,574	5,718,843	(341,523)	-	(341,523)	27,444,894
Net Assets (Deficit) Without Donor Restrictions, end of year	$(1,796,993)	$11,914,738	$908,980	$3,600,068	$11,414,732	$26,041,525	$6,513,953	$(595,594)	$-	$(595,594)	$31,959,884

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF ACTIVITIES

Year Ended December 31, 2023

	General Service Board							A.A. Grapevine, Inc.			
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	Total	A.A. World Services, Inc.	Grapevine	La Viña	Total	Total
Operating Revenue and Support											
Gross sales revenue (Note 2)	$-	$-	$-	$-	$-	$-	$14,935,497	$2,631,349	$220,516	$2,851,865	$17,787,362
Less: discounts	-				-	-	(453,695)	-		-	(453,695)
Net Sales	-	-	-	-	-	-	14,481,802	2,631,349	220,516	2,851,865	17,333,667
Cost of literature distributed:											
Cost of goods delivery	-	-	-	-	-	-	(7,726,991)	(1,399,395)	(81,416)	(1,480,811)	(9,207,802)
Gross Profit from Literature	-	-	-	-	-	-	6,754,811	1,231,954	139,100	1,371,054	8,125,865
Contributions (Note 2)	10,841,419	-	-	-	-	10,841,419	-	-	-	-	10,841,419
Investment income, net (Notes 2 and 4)	-	206,302	-	1,138,041	-	1,344,343	-	6,760	-	6,760	1,351,103
Total Operating Revenue and Support	10,841,419	206,302	-	1,138,041	-	12,185,762	6,754,811	1,238,714	139,100	1,377,814	20,318,387
Operating Expenses (Note 2)											
Program services	23,451,935	-	407,406	-	-	23,859,341	2,758,825	1,865,449	894,849	2,760,298	29,378,464
Supporting services	4,877,851	-	255,330	-	-	5,133,181	3,917,582	230,409	-	230,409	9,281,172
Total Operating Expenses	28,329,786	-	662,736	-	-	28,992,522	6,676,407	2,095,858	894,849	2,990,707	38,659,636
Change in Net Assets, before non-operating activities and pension-related changes	(17,488,367)	206,302	(662,736)	1,138,041	-	(16,806,760)	78,404	(857,144)	(755,749)	(1,612,893)	(18,341,249)
Non-Operating Activities (Note 2)											
G.S.B. support for La Viña	(755,749)	-	-	-	-	(755,749)	-	-	755,749	755,749	-
Other revenue	479,186	-	-	-	-	479,186	308	-	-	-	479,494
Intercompany and interfund transfers (Note 8)	271,343	(500,000)	103,234	(374,577)	-	(500,000)	-	500,000	-	500,000	-
Contributed nonfinancial assets (Note 2)	16,899,522	-	-	-	-	16,899,522	-	-	-	-	16,899,522
Total Non-Operating Activities	16,894,302	(500,000)	103,234	(374,577)	-	16,122,959	308	500,000	755,749	1,255,749	17,379,016
Change in Net Assets, before pension-related changes	(594,065)	(293,698)	(559,502)	763,464	-	(683,801)	78,712	(357,144)	-	(357,144)	(962,233)
Pension-Related Changes											
Other components of net periodic pension cost (Notes 6 and 7)	-	-	-	(153,428)	536,234	382,806	-	-	-	-	382,806
Pension and postretirement changes other than net periodic costs (Notes 6 and 7)	-	-	-	(89,825)	1,861,872	1,772,047	-	-	-	-	1,772,047
Total Pension-Related Changes	-	-	-	(243,253)	2,398,106	2,154,853	-	-	-	-	2,154,853
Change in Net Assets (Deficit) Without Donor Restrictions	(594,065)	(293,698)	(559,502)	520,211	2,398,106	1,471,052	78,712	(357,144)	-	(357,144)	1,192,620
Net Assets (Deficit) Without Donor Restrictions, beginning of year	(917,137)	12,924,561	2,005,490	1,798,024	4,785,584	20,596,522	5,640,131	15,621	-	15,621	26,252,274
Net Assets (Deficit) Without Donor Restrictions, end of year	$(1,511,202)	$12,630,863	$1,445,988	$2,318,235	$7,183,690	$22,067,574	$5,718,843	$(341,523)	$-	$(341,523)	$27,444,894

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

For The Year Ended December 31, 2024

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

	PROGRAM SERVICES				PROGRAM SERVICES								
	Literature Development and Distribution - Alcoholics Anonymous World Services, Inc.	Literature Development and Distribution - The General Service Board of Alcoholics Anonymous, Inc.	Communications - Alcoholics Anonymous World Services, Inc.	Communications - The General Service Board of Alcoholics Anonymous, Inc.	Language Services - Alcoholics Anonymous World Services, Inc.	Language Services - The General Service Board of Alcoholics Anonymous, Inc.	Group Services	Public Information	Cooperation with Professional Community	Treatment/ Accessibility	Correctional Facilities	International Assignment	General Service Conference
Salaries	$1,038,908	$53,892	$338,955	$338,955	$183,858	$183,858	$212,688	$156,981	$153,321	$91,973	$142,422	$225,351	$208,570
Payroll taxes and benefits (Notes 6 and 7)	318,709	-	42,235	85,324	54,075	54,067	49,957	44,863	44,079	42,823	42,648	48,143	53,827
Total Personnel Costs	1,357,617	53,892	381,190	424,279	237,933	237,925	262,645	201,844	197,400	134,796	185,070	273,494	262,397
Professional fees	144,013	-	14,727	14,728	8,097	8,098	2,647	74,461	2,932	4,860	13,586	69,939	149,259
Printing	3,687,108	-	31,941	32,801	959	437	98,265	7,934	13,669	399	17,746	3,679	84,121
Data, automation, and website	21,610	-	115,588	115,587	6,234	6,755	3,201	3,287	2,815	2,735	2,719	3,072	3,442
Selling expenses	2,903,856	-	-	-	-	-	-	-	-	-	-	-	-
Insurance	-	-	-	-	-	-	-	-	-	-	-	-	-
Facility and equipment	147,017	-	39,476	39,472	24,935	24,932	23,696	20,872	26,172	19,667	19,748	22,110	24,969
Travel and meetings	4,255	-	928	928	130	130	4,866	2,416	55,252	8,494	1,770	399,213	1,025,460
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-	-	-
E-commerce and bank service fees	-	-	-	-	-	-	151,293	-	-	-	-	80	-
Depreciation and amortization (Note 5)	106,250	-	28,888	-	18,236	-	-	-	-	-	-	-	-
Office services and expenses	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous	-	-	-	-	-	-	(671)	-	-	-	-	83,839	-
Contributed nonfinancial assets — advertising (Note 2)	-	-	-	-	-	-	-	5,704,398	-	-	-	-	-
Total Expenses	8,371,726	53,892	612,738	627,795	296,524	278,277	545,942	6,015,212	298,240	170,951	240,639	855,426	1,549,648
Less: cost of goods and delivery	(6,585,045)	-	-	-	-	-	-	-	-	-	-	-	-
Plus: capital projects depreciation	-	(200)	-	28,283	-	18,233	16,455	15,066	14,710	14,352	14,199	16,107	18,033
Total Operating Expenses	$1,786,681	$53,692	$612,738	$656,078	$296,524	$296,510	$562,397	$6,030,278	$312,950	$185,303	$254,838	$871,533	$1,567,681

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

For The Year Ended December 31, 2024

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

	PROGRAM SERVICES							SUPPORTING SERVICES				
	Regional Forums	Archives	Nominating	International Convention	Grapevine	La Viña	Total Program Services	General Service Board	Alcoholics Anonymous World Services, Inc.	Grapevine	Total Supporting Services	Total
Salaries	$163,112	$445,761	$187,865	$184,939	$1,104,897	$390,205	$5,806,511	$2,834,343	$2,007,749	$-	$4,842,092	$10,648,603
Payroll taxes and benefits (Notes 6 and 7)	45,266	118,055	50,720	50,027	318,721	116,576	1,580,115	776,159	612,824	-	1,388,983	2,969,098
Total Personnel Costs	208,378	563,816	238,585	234,966	1,423,618	506,781	7,386,626	3,610,502	2,620,573	-	6,231,075	13,617,701
Professional fees	30,625	4,557	1,669	680	374,171	58,964	978,013	606,784	596,989	18,484	1,222,257	2,200,270
Printing	21,853	3,075	151	-	-	-	4,004,138	140,014	141,385	-	281,399	4,285,537
Data, automation, and website	2,895	8,633	3,233	-	-	-	301,806	147,662	129,317	-	276,979	578,785
Selling expenses	-	-	-	-	1,707,196	152,679	4,763,731	-	-	239	239	4,763,970
Insurance	-	-	-	-	10,210	2,157	12,367	37,608	37,608	-	75,216	87,583
Facility and equipment	22,924	70,931	23,672	-	14,270	12,226	577,089	434,268	302,550	8,244	745,062	1,322,151
Travel and meetings	211,904	1,573	2,301	-	89,796	-	1,809,416	693,105	49,334	1,374	743,813	2,553,229
Bad debt expense	-	-	-	-	-	-	-	-	27,021	-	27,021	27,021
E-commerce and bank service fees	-	-	-	-	-	-	151,373	893	15,706	-	16,599	167,972
Depreciation and amortization (Note 5)	-	-	-	-	-	-	153,374	-	183,585	136,018	319,603	472,977
Office services and expenses	-	-	-	-	13,319	-	13,319	-	-	1,645	1,645	14,964
Miscellaneous	1,392	-	-	-	101,835	46,318	232,713	2,650	38,381	4,080	45,111	277,824
Contributed nonfinancial assets — advertising (Note 2)	-	-	-	-	-	-	5,704,398	-	-	-	-	5,704,398
Total Expenses	499,971	652,585	269,611	235,646	3,734,415	779,125	26,088,363	5,673,486	4,142,449	170,084	9,986,019	36,074,382
Less: cost of goods and delivery	-	-	-	-	(1,446,637)	(98,148)	(8,129,830)	-	-	(239)	(239)	(8,130,069)
Plus: capital projects depreciation	15,136	39,459	16,925	-	-	-	226,758	279,527	-	-	279,527	506,285
Total Operating Expenses	$515,107	$692,044	$286,536	$235,646	$2,287,778	$680,977	$18,185,291	$5,953,013	$4,142,449	$169,845	$10,265,307	$28,450,598

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

For The Year Ended December 31, 2023

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

	PROGRAM SERVICES				PROGRAM SERVICES						
	Literature Development and Distribution - Alcoholics Anonymous World Services, Inc.	Literature Development and Distribution - The General Service Board of Alcoholics Anonymous, Inc.	Communications - Alcoholics Anonymous World Services, Inc.	Communications - The General Service Board of Alcoholics Anonymous, Inc.	Group Services	Public Information	Cooperation with Professional Community	Treatment/ Accessibility	Correctional Facilities	Loners and Overseas Services	General Service Conference
Salaries	$1,236,262	$394,748	$302,170	$302,148	$313,400	$168,030	$137,795	$117,692	$159,587	$318,682	$174,646
Payroll taxes and benefits (Notes 6 and 7)	381,395	117,753	90,045	152,091	129,810	28,076	53,926	36,625	53,597	46,284	54,277
Total Personnel Costs	1,617,657	512,501	392,215	454,239	443,210	196,106	191,721	154,317	213,184	364,966	228,923
Professional fees	162,580	1,584	18,166	20,276	2,351	34,330	10,737	6,430	29,308	43,074	169,343
Printing	4,634,658	-	22,063	20,343	78,110	1,382	8,454	278	13,158	1,056	86,006
Data, automation, and website	30,338	7,821	92,325	102,742	8,686	1,990	3,478	2,303	3,478	2,890	3,478
Selling expenses	3,135,917	-	-	-	-	-	-	-	-	-	-
Insurance	-	-	-	-	-	-	-	-	-	-	-
Facility and equipment	192,922	55,768	-	74,517	62,134	13,256	24,876	16,473	24,876	21,052	25,118
Travel and meetings	888	-	-	-	2,412	6,244	52,030	6,660	1,676	85,714	1,165,611
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-
E-commerce and bank service fees	-	-	-	-	129,644	-	-	-	-	275	122
Depreciation and amortization (Note 5)	186,056	-	-	-	-	-	-	-	-	-	-
Office services and expenses	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous	-	-	31	-	-	-	-	-	-	17,109	-
Contributed nonfinancial assets — advertising (Note 2)	-	-	-	-	-	16,899,522	-	-	-	-	-
Total Expenses	9,961,016	577,674	524,800	672,117	726,547	17,152,830	291,296	186,461	285,680	536,136	1,678,601
Less: cost of goods and delivery	(7,726,991)	-	-		-	-	-	-	-	-	-
Plus: capital projects depreciation	-	51,295	-	71,201	59,369	11,832	23,769	15,740	23,769	19,755	30,085
Total Operating Expenses	$2,234,025	$628,969	$524,800	$743,318	$785,916	$17,164,662	$315,065	$202,201	$309,449	$555,891	$1,708,686

See accompanying notes to consolidated financial statements.

Exhibit D *(Continued)*

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

For The Year Ended December 31, 2023

	PROGRAM SERVICES						SUPPORTING SERVICES				
	Regional Forums	Archives	Nominating	Grapevine	La Viña	Total Program Services	General Service Board	Alcoholics Anonymous World Services, Inc.	Grapevine	Total Supporting Services	Total
Salaries	$127,012	$378,116	$157,549	$941,565	$529,339	$5,758,741	$2,343,336	$1,837,884	$61,449	$4,242,669	$10,001,410
Payroll taxes and benefits (Notes 6 and 7)	54,318	133,491	54,296	210,099	109,358	1,705,441	676,271	510,042	-	1,186,313	2,891,754
Total Personnel Costs	181,330	511,607	211,845	1,151,664	638,697	7,464,182	3,019,607	2,347,926	61,449	5,428,982	12,893,164
Professional fees	34,429	6,584	9,614	105,102	53,860	707,768	657,784	635,036	14,726	1,307,546	2,015,314
Printing	22,515	4,861	60	-	-	4,892,944	140,058	131,518	-	271,576	5,164,520
Data, automation, and website	3,478	9,775	3,478	-	-	276,260	151,568	145,765	-	297,333	573,593
Selling expenses	-	-	-	1,397,228	60,821	4,593,966	-	-	202,434	202,434	4,796,400
Insurance	-	-	-	-	-	-	37,169	33,715	-	70,884	70,884
Facility and equipment	24,901	77,441	24,876	63,627	3,505	705,342	316,111	269,439	1,092	586,642	1,291,984
Travel and meetings	190,145	3,056	24,582	-	-	1,539,018	532,692	75,999	-	608,691	2,147,709
Bad debt expense	-	-	-	-	-	-	-	44,749	-	44,749	44,749
E-commerce and bank service fees	16	-	-	-	-	130,057	2,197	12,646	-	14,843	144,900
Depreciation and amortization (Note 5)	-	-	-	-	-	186,056	-	207,839	82,259	290,098	476,154
Office services and expenses	-	-	-	194,076	-	194,076	-	-	-	-	194,076
Miscellaneous	-	-	-	150,715	137,966	305,821	20,665	12,950	70,883	104,498	410,319
Contributed nonfinancial assets — advertising (Note 2)	-	-	-	-	-	16,899,522	-	-	-	-	16,899,522
Total Expenses	456,814	613,324	274,455	3,062,412	894,849	37,895,012	4,877,851	3,917,582	432,843	9,228,276	47,123,288
Less: cost of goods and delivery	-	-	-	(1,196,963)	-	(8,923,954)	-	-	(202,434)	(202,434)	(9,126,388)
Plus: capital projects depreciation	23,769	59,369	17,453	-	-	407,406	255,330	-	-	255,330	662,736
Total Operating Expenses	$480,583	$672,693	$291,908	$1,865,449	$894,849	$29,378,464	$5,133,181	$3,917,582	$230,409	$9,281,172	$38,659,636

See accompanying notes to consolidated financial statements.

La Viña line items for 2023 on this report have been corrected (an adjustment of $1,582, which is less than 2/10 of 1% of La Viña Expenses) from those printed in the 2024 Final Conference Report. There is no impact on the level of GSB support for La Viña for 2023 which remains $755,749.

Exhibit E

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF CASH FLOWS

(with comparative totals for 2023)

Year Ended December 31, 2024

	2024	2023
Cash Flows from Operating Activities		
Change in net assets	**$4,514,990**	$1,192,620
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Pension-related changes other than net periodic pension cost	**(3,146,468)**	(1,861,872)
Postretirement-related changes other than net periodic cost	**(600,119)**	89,825
Unrealized gain on investments	**(705,733)**	(997,644)
Realized gain on investments	**-**	(16,611)
Reserve for credit losses	**27,021**	44,749
Non-cash operating lease expense	**937,349**	909,395
Depreciation and amortization	**979,262**	1,138,889
Changes in assets and liabilities:		
Decrease (increase) in assets:		
Accounts receivable	**149,334**	(357,136)
Inventory	**883,974**	317,347
Prepaid expenses and other assets	**(5,456,217)**	(2,042,594)
Increase (decrease) in liabilities:		
Accounts payable and accrued expenses	**(672,305)**	255,417
Deferred revenue	**4,746,076**	41,517
Postretirement benefits	**3,304,448**	2,015,300
Principal reduction in operating lease liability	**(937,349)**	(925,979)
Net Cash Provided by (Used in) Operating Activities	**4,024,263**	(196,777)
Cash Flows from Investing Activities		
Purchases of investments	**(10,689,179)**	(7,471,050)
Proceeds from sales of investments	**12,811,864**	8,748,900
Acquisition of property and equipment	**(318,250)**	(705,676)
Net Cash Provided by Investing Activities	**1,804,435**	572,174
Net Increase in Cash and Cash Equivalents	**5,828,698**	375,397
Cash and Cash Equivalents, beginning of year	**3,959,832**	3,584,435
Cash and Cash Equivalents, end of year	**$9,788,530**	$3,959,832

See accompanying notes to consolidated financial statements.

THE GENERAL SERVICE BOARD OF ALCOHOLICS ANONYMOUS, INC. AND AFFILIATES

See accompanying notes to consolidated financial statements.

1. Organization and Nature of Activities

The General Service Board of Alcoholics Anonymous, Inc. (G.S.B.) and affiliates, Alcoholics Anonymous World Services, Inc. (A.A.W.S.) and Alcoholics Anonymous Grapevine, Inc. (A.A.G.V.) (collectively, the Organization), are not-for-profit organizations organized in New York for the purpose of assisting in the formation of Alcoholics Anonymous groups and coordinating the Alcoholics Anonymous (A.A.) program of rehabilitating alcoholics throughout the world, and publishing books, magazines, pamphlets, and other material directly related to that purpose. The trustees of G.S.B. are ex officio members of A.A.W.S. and A.A.G.V., and as such, elect their boards of directors. As members, they also have the sole right to amend the A.A.W.S. and A.A.G.V. bylaws and approve their budgets.

G.S.B., A.A.W.S., and A.A.G.V. are exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code (IRC).

The activities of G.S.B. are conducted in four separate funds, as follows:

General Fund — This fund is comprised of those assets not included in any of the other funds and that may be used for any purpose for which the Organization was formed. These purposes presently include activities related to communication and information services to A.A. groups and members; public information; cooperation with the professional community; and regional, national, and international meetings, conferences, and conventions.

Reserve Fund — This fund was established in 1954 for the purpose of accumulating a prudent operating reserve, which, during 1977, was redefined by a special General Service Board Committee as the prior year's combined operating expenses of A.A.W.S., A.A.G.V., and the General Fund of G.S.B. The committee also recommended that all investment activities of the operating entities be consolidated into the Reserve Fund. That advisory action was approved by the Board of Trustees and since that time, all funds of the operating entities in excess of those required for working capital have generally been transferred to the Reserve Fund. Included in such transfers from A.A.G.V. have been amounts held for unfulfilled subscriptions reflected as a liability of the Reserve Fund on the accompanying consolidated statements of financial position. Any withdrawals from the Reserve Fund must be specifically authorized by G.S.B. upon recommendation of the Trustee's Finance Committee. In 2022, the General Service Board adopted a Statement of Investment Policy to codify all aspects of the Reserve Fund, including its purpose, its use, where it is invested and reported, and who has authority and responsibility for Reserve Fund actions.

Capital Projects Fund — This fund accounts for the cost of leasehold improvements, computer hardware and software, furniture and equipment, and website development incurred under major capital projects and records depreciation and amortization on such assets.

Postretirement Medical Fund — In 2016, a goal of accumulating assets was established to fund 100% of the liability by 2025. The goal was achieved in 2022 (see Notes 3 and 7).

2 Summary of Significant Accounting Policies

Principles of Consolidation

The consolidated financial statements of the Organization have been prepared by consolidating the financial statements of G.S.B., A.A.W.S., and A.A.G.V. All intercompany transactions and balances (when applicable) have been eliminated in the consolidation.

Basis of Presentation

The accompanying consolidated financial statements of the Organization have been prepared on the accrual basis of accounting. The Organization adheres to accounting principles generally accepted in the United States of America (GAAP).

Net Assets

The Organization maintains its net assets under the following classes:

Without Donor Restrictions — This class represents net assets not subject to donor-imposed stipulations and that have no time restrictions. Such resources are available for support of the Organization's operations over which the Board of Directors has discretionary control.

With Donor Restrictions — This class represents net assets subject to donor-imposed stipulations that will be met by actions of the Organization or by the passage of time. When a stipulated time restriction ends or purpose restriction is accomplished, such net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions. The Organization had no net assets with donor restrictions as of December 31, 2024 and 2023.

The Organization does not accept contributions with

restrictions. Therefore, all net assets of the Organization are net assets without donor restrictions as of December 31, 2024 and 2023.

Cash and Cash Equivalents

The Organization considers all highly liquid investments with a maturity of three months or less when acquired to be cash equivalents, except for cash equivalents held as part of the Organization's investment portfolio.

Fair Value Measurements

GAAP establishes a hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that inputs that are most observable be used when available. Observable inputs are those that market participants operating within the same marketplace as the Organization would use in pricing the Organization's asset or liability based on independently derived and observable market data. Unobservable inputs are inputs that cannot be sourced from a broad active market in which assets or liabilities identical or similar to those of the Organization are traded. The Organization estimates the price of any asset or liability for which there are only unobservable inputs by using assumptions that market participants that have investments in the same or similar assets or liabilities would use as determined by the money managers for each investment based on best information available in the circumstances. The input hierarchy is broken down into three levels based on the degree to which the exit price is independently observable or determinable, as follows:

Level 1 — Valuations are based on quoted market prices in active markets for identical assets or liabilities. Since valuations are based on quoted prices that are readily and regularly available in an active market, valuation of these products does not entail a significant degree of judgment.

Level 2 — Valuations are based on quoted market prices of investments that are not actively traded or for which certain significant inputs are not observable, either directly or indirectly, such as quoted prices for similar assets or liabilities, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3 — Valuations are based on inputs that are unobservable and reflect management's best estimate of what market participants would use as fair value.

Investment return, net, is recognized when earned and consists of interest, dividends, and realized and unrealized gains and losses, less direct external investment expenses. Dividends are recorded on the ex-dividend date. Purchases and sales are recorded on a trade-date basis.

Inventory

Inventory is valued at the lower of cost or net realizable value, as determined on the weighted-average cost method. Net realizable value is defined as the estimated selling price (in the ordinary course of business) less reasonably expected costs for completion, disposal, and transportation. Literature distributed without charge is included in the cost of printing as a reduction of inventory. Inventory costs include paper, printing, binding, warehousing, and shipping.

Property and Equipment, Net

Property and equipment acquisitions are stated at cost, less accumulated depreciation. Depreciation is charged to expense on the straight-line basis over the estimated useful life of each asset.

The estimated useful lives for each major depreciable classification of property and equipment are as follows:

Asset Category	Years
Furniture and equipment	8
Software and hardware	3-5
Website	5
Leasehold Improvements	Life of lease

The Organization's policy is to capitalize all capital assets with an individual acquisition cost exceeding $1,000.

Leases

Leases are classified as operating leases based on the underlying terms of the agreement and certain criteria, such as the term of the lease related to the useful life of the asset and the total lease payments to be made as compared to the fair value of the asset, amongst other criteria. For leases with initial terms greater than a year (or greater than one year remaining under the lease at the date of adoption of Accounting Standards Codification (ASC) 842, *Leases*) the Organization records the related right-of-use (ROU) assets and liabilities at the present value of the lease payments to be paid over the life of the related lease. Variable lease payments are excluded from the amounts used to determine the ROU assets and liabilities unless the variable lease payments depend on an index or rate or are, in substance, fixed payments. Lease payments related to periods subject to renewal options are also excluded from the amounts used to determine the ROU assets and liabilities unless the Organization is reasonably certain to exercise the option to extend the lease. The present value of lease payments is calculated by utilizing the dis-

count rate stated in the lease, when readily determinable. For leases for which this rate is not readily available, the Organization has elected to use a risk-free discount rate determined using a period comparable with that of the lease term. The Organization has made an accounting policy election not to separate lease components from non-lease components in contracts when determining its lease payments for all of its asset classes, as permitted by ASU 2016-02. As such, the Organization accounts for the applicable non-lease components together with the related lease components when determining the ROU assets and liabilities. The Organization has made an accounting policy election not to record leases with an initial term of less than a year as ROU assets and liabilities.

Accounts Receivable, Net

Trade receivables include receivables due within 30 days for a range of literature and related materials for the purpose of recovery from alcoholism including books, pamphlets, flyers, video, and audio recordings. Receivables consist of amounts billed to entities both within and outside the A.A. service structure such as Intergroups, Central Offices, International General Service Offices, districts, areas, groups, meetings, government entities, book retailers, and addiction treatment organizations in exchange for obligations that take place during the year. Accounts receivable are presented net of an allowance for credit losses, which is an estimate of amounts that may not be collectible. The Organization estimates credit losses based on management's historical collection experience, adjusted for management's expectations about current and future economic conditions. At December 31, 2024 and 2023, the Organization determined that historic and future loss rates will be consistent during the next fiscal year and considered the need for any additional qualitative adjustments and concluded for 2024 and 2023 to record $87,491 and $48,338, respectively, allowance on outstanding balances. Management has correlated the history of the ratio of bad debts to accounts receivable with economic data and noted that the ratio increased in four of the last five recessions. Therefore, management has determined that the allowance for credit losses should be increased when a recession is forecast for the coming year. However, since economic growth is forecast for 2025, management has not adjusted the allowance for credit loss as of December 31, 2024 for current and future economic conditions.

Taking place once every five years, the A.A. International Convention marks the anniversary of its two founders, Bill W. and Dr. Bob's, first meeting and the birth of Alcoholics Anonymous in 1935.

A.A. members and their families and friends from around the globe attend the event. At the International Convention, people attend meetings, workshops, dances, and events. The 2025 convention takes place in Vancouver, British Columbia from July 3-6, 2025. Attendees pay a registration fee of $160-$185. This fee is refundable until May 9, 2025. Because the registration fee is refundable, registration receipts are credited to deferred revenue when received and recognized as revenue upon the completion of the convention. A.A.W.S. also sells a souvenir book and transit pass in connection with the convention. The accounting treatment of these receipts is the same as the treatment of registration receipts. Direct expenses related to the convention such as site research, mailings, deposits, and other miscellaneous expenses are debited to prepaid expense when disbursed and recognized as expense upon the completion of the convention. As of December 31, 2024, deferred revenue from the convention totaled $4,737,179.

Revenue Recognition

The Organization earns revenue from the publication of magazines and distribution of literature. Magazine revenue is recorded as subscriptions are fulfilled. Revenue from the distribution of other publications is recognized when goods are shipped. Performance obligations are identified in the arrangement based on the relative standalone selling price of each publication and are recognized as revenue when the subscriptions are fulfilled or when shipped. Payments received in advance related to subscriptions are reflected as deferred revenue on the accompanying consolidated statements of financial position. Revenue is accounted for under ASC 606, *Revenue from Contracts with Customers*.

Revenue with customers is comprised of the following:

December 31

	2024	2023
Gross profit from literature sales	**$9,331,464**	$8,125,865
Total Revenue Subject to ASC 606	**$9,331,464**	$8,125,865
Total Revenue Not Subject to ASC 606	**$12,683,794**	$12,192,522
Total Operating Revenue and Support	**$22,015,258**	$20,318,387

Accounts receivable, net balances were as follows:

December 31, 2024

	Contract Assets Liabilities	Contract Liabilities
Beginning of year	$1,078,012	$1,884,857
End of year	$901,657	$6,630,933

December 31, 2023

	Contract Assets Liabilities	Contract Liabilities
Beginning of year	$765,625	$1,843,340
End of year	$1,078,012	$1,884,857

Contributions

The G.S.B. accepts contributions from A.A. groups and members. Contributions are non-exchange transactions in which no commensurate value is exchanged. Therefore, contributions fall under the purview of ASC Topic 958, *Not-for-Profit Entities*. Contributions are recorded as increases in net assets with or without donor restrictions, depending on the existence and/or nature of any donor restrictions. Contributions that are restricted by the donor are considered as increases in net assets without donor restrictions if the restrictions are satisfied in the period in which the contributions are recognized. The Organization does not receive or solicit pledges, so contributions are recorded as revenue when cash is received. The Organization does not accept contributions with restrictions. For the year ended December 31, 2024, all contributions were included in net assets without donor restrictions.

A contribution, gift, or grant is conditional if an agreement includes a barrier that must be overcome and either a right of return of assets transferred or a right or release of a promisor's obligation to transfer assets. The presence of both a barrier and a right of return or right of release indicates that a recipient's promises to give are not recognized until they become unconditional—that is, when the barriers in the agreement are overcome. As of December 31, 2024, there were no conditional contributions.

Contributed Nonfinancial Assets

Contributions of nonfinancial assets are recognized when goods or services are received if they (a) create or enhance nonfinancial assets or (b) require specialized skills, and are provided by individuals possessing those skills, and would typically need to be purchased if not donated. Contributed nonfinancial assets are recorded at their estimated values at the time that such nonfinancial assets are contributed.

The Organization receives free airtime for Public Service Announcements (PSAs) from broadcast stations and other media outlets. The fair value of the free PSAs received totaled $5,704,398 and $16,899,522 for the years ended December 31, 2024 and 2023, respectively, and is reflected as contributed nonfinancial assets in the consolidated statements of activities and contributed nonfinancial assets — advertising on in the consolidated statements of functional expenses.

Functional Allocation of Expenses

The cost of providing the various program and supporting services has been summarized on a functional basis in the accompanying consolidated statements of functional expenses. Accordingly, certain costs have been allocated among the program and supporting services benefited. The Organization only considers costs that are directly spent for the fellowship as program expenses. Other expenses are not indirectly allocated and are considered supporting services.

Use of Estimates

The preparation of consolidated financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Income Taxes

The Organization is exempt from federal, state, and local income taxes under Section 501(c)(3) of the IRC and, therefore, has made no provision for income taxes in the accompanying consolidated financial statements. In addition, the Organization has been determined by the Internal Revenue Service (IRS) not to be a "private foundation" within the meaning of Section 509(a) of the IRC.

Year ended December 31, 2024

Consolidated Financial Statement Disaggregation	Revenue Recognized	Utilization in Programs/Activities	Donor Restrictions	Valuation Techniques/Inputs
Contributed nonfinancial assets	$5,704,398	Public Service Announcements	No donor restrictions	Estimated fair market value based on other observable inputs (Level 2) gathered from the nation's largest media buying services.

Year ended December 31, 2023

Consolidated Financial Statement Disaggregation	Revenue Recognized	Utilization in Programs/Activities	Donor Restrictions	Valuation Techniques/Inputs
Contributed nonfinancial assets	$16,899,522	Public Service Announcements	No donor restrictions	Estimated fair market value based on other observable inputs (Level 2) gathered from the nation's largest media buying services.

Under ASC 740, an organization must recognize the financial statement effects of a tax position taken for tax return purposes when it is more likely than not that the position will not be sustained upon examination by a taxing authority. The Organization does not believe that it has taken any material uncertain tax positions and, accordingly, it has not recorded any liability for unrecognized tax benefits. The Organization has filed for and received income tax exemptions in the jurisdictions where it is required to do so. Additionally, the Organization has filed IRS Form 990 information returns, as required, and all other applicable returns in jurisdictions where so required. For the years ended December 31, 2024 and 2023, there were no income tax-related interest or penalties recorded or included in the consolidated statements of activities.

Concentration of Credit Risk

Cash and cash equivalents that potentially subject the Organization to a concentration of credit risk include cash accounts with a bank that may exceed the Federal Deposit Insurance Corporation (FDIC) insurance limits. Accounts are insured up to $250,000 per depositor per insured financial institution. The financial institutions have strong credit ratings and management believes that credit risk related to these accounts is minimal.

Risks and Uncertainties — Investments

The Organization's investments consist of a variety of investment securities. Such securities are subject to various risks that determine the value of the funds, such as interest rate, credit, and overall market volatility risk. Due to the level of risk associated with certain securities and the level of uncertainty related to changes in the value of these securities, it is reasonably possible that changes in market conditions in the near term could materially affect the value of the Organization's investments reported in the accompanying consolidated financial statements.

Operating Measure

The Organization includes in its definition of operations all revenues and expenses that are an integral part of its program and supporting activities. Changes in retirement liabilities, support for La Viña, contributed nonfinancial assets, and intercompany and interfund transfers are recognized as non-operating activities.

3. Liquidity and Availability of Resources for Operating Expenditures

The Organization regularly monitors its financial assets available to meet general expenditures during the course of 12 months. It operates within a budget and anticipates collecting sufficient revenue to cover general expenditures. The Organization has eight non-interest-bearing accounts that enable it to meet these needs.

The Organization considers all expenditures related to its ongoing programs, as well as services undertaken to support these activities, to be general expenditures.

The Organization's liquid financial assets were as follows:

December 31

	2024	2023
Cash and cash equivalents	**$5,520,108**	$1,205,313
Investments	**$16,943,205**	$18,360,157
Accounts receivable, net	**$901,657**	$1,078,012
	$23,364,970	$20,643,482
Less: assets held for Postretirement Medical Fund	**$(8,789,577)**	$(7,949,883)
Less: long-term investments held in Reserve Fund	**-**	$(1,530,470)
Total Financial Assets Available to Management for General Expenditures Within One Year	**$14,575,393**	$11,163,129

The Reserve Fund is not considered available for operations. The Reserve Fund may be available to management for the Organization at the discretion and approval of the G.S.B. Cash and cash equivalents in the Reserve Fund amounted to $4,268,422 and $2,754,519 as of December 31, 2024 and 2023, respectively.

4. Investments

As described in Note 1, all funds of the Organization not required for working capital are invested in the Reserve Fund of G.S.B. In accordance with established policy, the Reserve Fund invests in certificates of deposit.

The Postretirement Medical Fund holds investments designed to assist in reaching the stated goal of accumulating assets equal to 100% of the accrued postretirement health benefits by December 31, 2025. The goal was achieved in 2022. This fund invests in bond and equity mutual funds.

Investments recorded at fair value have been categorized based upon a fair value hierarchy in accordance with GAAP. See Note 2 for a discussion of the Organization's policies regarding this hierarchy.

The financial assets are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Organization's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the placement within the fair value hierarchy levels.

A description of the valuation techniques applied to the Organization's assets measured at fair value is as follows:

Mutual Funds — Mutual funds are carried at their

aggregate market value, as determined by quoted market prices. These investments are classified as Level 1.

Certificates of Deposit — Certificates of deposit are priced by the investment managers using nationally recognized pricing services. These investments are classified as Level 2.

The following table represents the Organization's fair value hierarchy for those assets measured at fair value:

December 31, 2024

	Fair Value	Level 1	Level 2	Level 3
Reserve Fund:				
Certificates of deposit	$8,186,316	$ -	$ 8,186,316	$ -
Postretirement medical fund:				
Mutual funds — bond funds	3,205,390	3,205,390	-	-
Mutual funds — equity funds	5,551,499	5,551,499	-	-
	8,756,889	8,756,889	-	-
Total Investments	**$16,943,205**	**$8,756,889**	**$8,186,316**	**$ -**

December 31, 2023

	Fair Value	Level 1	Level 2	Level 3
Reserve Fund:				
Certificates of deposit	$10,449,356	$ -	$10,449,356	$ -
Postretirement medical fund:				
Mutual funds — bond funds	2,875,460	2,875,460	-	-
Mutual funds — equity funds	5,035,341	5,035,341	-	-
	7,910,801	7,910,801	-	-
Total Investments	**$18,360,157**	**$7,910,801**	**$10,449,356**	**$ -**

There have been no changes in the methodologies used at December 31, 2024. There were no transfers between levels during the year ended December 31, 2024.

5. Property and Equipment, Net

Property and equipment consisted of the following:

Year ended December 31

	2024	2023
Furniture and equipment	**$158,744**	*$663,267*
Software and hardware	**$1,615,981**	*$3,060,811*
Website	**$949,930**	*$400,111*
Leasehold improvements	**$2,231,416**	*$2,231,416*
Total Cost	**$4,956,071**	*$6,355,605*
Less: accumulated depreciation and amortization	**$(3,352,794)**	*$(4,091,316)*
Net Book Value	**$1,603,277**	*$2,264,289*

Depreciation and amortization expenses amounted to $979,262 and $1,138,889 for the years ended December 31, 2024 and 2023, respectively.

6. Postretirement Health Benefits

The Organization provides health care benefits for retired employees, substantially all of whom become eligible if they attain retirement age while working at the General Service Office (GSO). Benefits are provided through health insurance contracts maintained by the Organization.

For employees hired before 2004, 25% of the cost is borne by the retirees.

For employees hired after January 1, 2004 through June 30, 2016, there is a three-tier structure in the level of group medical insurance premiums paid for on behalf of employees who retire directly from the GSO. For employees with five to nine years of service, the Organization pays 25%; ten to 15 years, 50%; and more than 15 years, 75%.

In March 2016, the Organization decided to no longer provide health care benefits upon retirement for employees hired after June 30, 2016.

Change in benefit obligation is as follows:

December 31

	2024	2023
Benefit Obligation, beginning of year	**$5,631,648**	$5,388,395
Service cost	**$57,903**	$52,170
Interest cost	**$274,420**	$272,577
Plan participants' contributions	**$106,301**	$127,069
Actuarial gain	**$(534,006)**	$238,693
Benefits paid	**$(346,757)**	$(447,256)
Benefit Obligation, *end of the year*	**$5,189,509**	$5,631,648

As described in Note 1, a Postretirement Medical Fund has been created by the Board with the purpose of accumulating assets to fund 100% of the postretirement health benefits liability. As of December 31, 2024 and 2023, this fund had assets with a fair value of $8,789,577 and $7,949,883, respectively. As required under GAAP, such assets are not reported net of the related postretirement benefit obligation on the accompanying consolidated statements of financial position.

The net change in the retirement liability is reported as non-operating activity in the accompanying consolidated statements of activities and amounted to $600,119 and $(243,253) for the years ended December 31, 2024 and 2023, respectively.

The components of the net periodic benefit cost are as follows:

December 31

	2024	2023
Service cost	**$57,903**	$52,170
Interest cost	**$274,420**	$272,577
Amortization of net gain	**$(145,023)**	$171,319
Net Periodic Cost	**$187,300**	$496,066

The assumed health care cost trend rate used to measure the expected cost of benefits covered by the plan was 4.037% and 4.037% as of December 31, 2024 and 2023, respectively, and the ultimate trend rate is anticipated to be 4.037% by 2075. A discount rate of 5.02% has been used to measure the accrued postretirement health benefit obligation reflected on the accompanying consolidated statements of financial position as of December 31, 2024.

Contributions expected to be paid to the plan during the next fiscal year amounted to $345,016.

Included in net assets without donor restrictions is an unamortized net gain of $600,119 and net loss of $89,825 as of December 31, 2024 and 2023, respectively, which has not yet been recognized as a component of net periodic benefit cost.

The expected postretirement benefits to be paid for the next ten years are as follows:

Year ended December 31	
2025	$345,016
2026	$336,279
2027	$342,230
2028	$335,686
2029	$336,338
2030-2034	$1,725,096

7. Retirement Plans

The Organization adopted a defined benefit pension plan (the Plan) effective January 1, 1965 to provide retirement benefits to eligible employees who have completed one year of service.

The Plan provides an annual benefit equal to 2% of final average compensation multiplied by years of service (not to exceed 35 years), less 0.65% of average social security earnings multiplied by years of service (not to exceed 30 years). The social security offset cannot reduce the gross benefit by more than 50%.

The funding status of the Plan is as follows:

Year ended December 31		
	2024	**2023**
Change in Benefit Obligation		
Benefit Obligation, beginning of year	**$26,028,397**	$25,570,160
Service cost	**$193,516**	$175,129
Interest cost	**$1,235,282**	$1,297,132
Actuarial gain	**$(1,439,385)**	$823,958
Benefits paid	**$(1,835,849)**	$(1,837,982)
Benefit Obligation, end of year	**$24,181,961**	$26,028,397
Fair value of Plan assets	**$35,596,693**	$33,212,087
Funded Status	**$11,414,732**	$7,183,690
Prepaid Pension Benefit Obligation, recognized in the consolidated statements of financial position	**$11,414,732**	$7,183,690

The components of the net periodic benefit cost are as follows:

Year ended December 31		
	2024	**2023**
Service cost	**$193,516**	$175,129
Interest cost	**$1,235,282**	$1,297,132
Expected return on Plan assets	**$(2,258,776)**	$(2,055,771)
Amortization of actuarial gain	**–**	$47,276
Net Periodic Cost	**$(829,978)**	$(536,234)

Other changes in Plan assets and benefit obligations recognized in the change in net assets without donor restrictions are as follows:

Year ended December 31		
	2024	**2023**
Actuarial gain	**$3,401,064**	$1,814,596
Amortization of actuarial gain	**–**	$47,276
Net Periodic Benefit	**$3,401,064**	$1,861,872

Weighted-average assumptions used to determine benefit obligations were as follows:

December 31		
	2024 (%)	**2023 (%)**
Discount rate	**5.59%**	5.00%
Salary increases	**4.00%**	3.00%
Expected long-term return on assets	**6.00%**	7.00%

Weighted-average assumptions used to determine net periodic pension cost were as follows:

Year ended December 31		
	2024 (%)	**2023 (%)**
Discount rate	**5.00%**	5.25%
Salary increases	**3.00%**	3.00%
Expected long-term return on assets	**7.00%**	7.00%

The expected rate of return on Plan assets is determined by those assets' historical long-term investment performance, current asset allocation, and estimates of future long-term returns by asset class.

The fair value of Plan assets was classified as follows:

December 31, 2024				
	Level 1	**Level 2**	**Level 3**	**Total**
Cash and cash equivalents	$725,934	$-	$-	$725,934
Mutual funds — domestic equity	$20,731,226	$-	$-	$20,731,226
Mutual funds — international equity	$4,227,471	$-	$-	$4,227,471
Mutual funds — bond funds	$10,272,062	$-	$-	$10,272,062
Total Investments	**$35,956,693**	**$-**	**$-**	**$35,956,693**

December 31, 2023

	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	$1,633,578	$-	$-	$1,633,578
Mutual funds — domestic equity	$17,573,579	$-	$-	$17,573,579
Mutual funds — international equity	$4,013,004	$-	$-	$4,013,004
Mutual funds — bond funds	$9,991,926	$-	$-	$9,991,926
Total Investments	**$33,212,087**	**$-**	**$-**	**$33,212,087**

The expected benefits to be paid for the next ten years are as follows:

Year ending December 31	
2025	$1,865,527
2026	$1,875,409
2027	$1,808,447
2028	$1,746,823
2029	$1,706,041
2030-2034	$8,218,599

For the years ended December 31, 2024 and 2023, the Organization did not contribute to the Plan.

Effective January 1, 2013, the Organization implemented a soft freeze of the Plan. Employees in the Plan as of December 31, 2012 continue to accrue benefits; however, employees hired after that date are eligible to participate in a new defined contribution plan. The Organization contributes 5% of eligible salary plus a 50% match on employee contributions up to a maximum of 5% of eligible salary. For the years ended December 31, 2024 and 2023, contributions to the defined contribution plan amounted to approximately $410,000 and $317,000, respectively.

8. Intercompany and Interfund Transactions

As of December 31, 2024 and 2023, G.S.B. owed A.A.W.S. $4,298,157 and $2,353,092, respectively, for various organizational expenses.

The Reserve Fund of G.S.B. includes transfers from A.A.G.V. that represent amounts held for unfulfilled subscriptions. This balance amounted to $540,000 and $573,012 as of December 31, 2024 and 2023, respectively. The balance is reflected as an asset of A.A.G.V. and a liability of the Reserve Fund of G.S.B on the accompanying consolidated statements of financial position.

Additionally, $374,577 was transferred from the Post-retirement Medical Fund to the General Fund for the year ended December 31, 2023. Funds of $103,234 were transferred from the General Fund and A.A.W.S. to the Capital Projects Fund for the year ended December 31, 2023. For the year ended December 31, 2024, $30,723 was transferred from the Capital Projects Fund to the General Fund and A.A.W.S.

9. Leases

A.A.W.S., as fiscal agent for G.S.B. and A.A.G.V., has a lease agreement for the office space at 475 Riverside Drive in New York City expiring in December 2025.

The operating lease ROU asset and operating lease liability are recorded in the accompanying consolidated statements of financial position.

The following table summarizes information related to the lease asset and liability:

Year ended December 31	**2024**	**2023**
Operating lease cost	**$955,572**	$955,572
Other information:		
Cash paid for accounts included in the measurement of lease liabilities:		
Operating cash flows from operating leases	**$955,572**	$925,711
Weighted-average remaining lease term — operating leases	**1 year**	2 years
Weighted-average discount rate — operating leases	**1.25%**	1.25%

The following table reconciles the undiscounted operating lease payments to the lease liabilities recorded on the accompanying consolidated statements of financial position at December 31, 2024:

Year ending December 31	
2025	$955,572
Total Lease Payments	$955,572
Less: imputed interest	$(6,439)
Present Value of Net Minimum Lease Payments	$949,133

10. Subsequent Events

Management has evaluated, for potential recognition and disclosure, events subsequent to the date of the consolidated statements of financial position through April 23, 2025, the date the consolidated financial statements were available to be issued.

Contribution Report — 2024

INDIVIDUAL

CREDIT TO	# Contributions	Contribution Amount	Average Contribution	% of Total Contribution $
Birthday	2,333	$208,817	$89.51	5%
Group	10,012	$1,364,016	$136.24	34%
Individual	14,519	$1,315,818	$90.63	32%
Meeting*	23	$370	$16.09	0%
Memorial	172	$145,932	$848.44	4%
Special	264	$73,643	$278.95	2%
Not Specified	5,317	$947,061	$178.12	23%
TOTAL	**32,640**	**4,055,657**	**$124.25**	**100%**

Most common contribution by an individual **$50.00**

INDIVIDUAL BY DOLLAR AMOUNT

	Number	% of Total	Dollars	% of Total
Less than $50	14,862	45.53%	$288,867	7.12%
$50 to $100	9,218	28.24%	$671,914	16.57%
$100 to $150	2,657	8.14%	$344,149	8.49%
$150 to $200	1,854	5.68%	$342,154	8.44%
$200 to $300	1,760	5.39%	$443,973	10.95%
$300 to $400	752	2.30%	$267,909	6.61%
$400 to $500	557	1.71%	$262,596	6.47%
$500 to $600	207	0.63%	$116,082	2.86%
$600 to $700	92	0.28%	$60,162	1.48%
$700 to $800	112	0.34%	$84,292	2.08%
$800 to $900	56	0.17%	$48,180	1.19%
$900 to $1,000	197	0.60%	$194,759	4.80%
$1,000 to $5,000	294	0.90%	$744,073	18.35%
$5,000 to $7,500	11	0.03%	$76,097	1.88%
$7,500 to $10,000 (bequests)	11	0.03%	$110,450	2.72%
TOTAL	**32,640**	**100%**	**$4,055,657**	**100%**

Number of $7,500 individual contributions	7
Number of $10,000 bequests	9

*conventions, conferences, roundups, service assemblies, and other A.A. events.

GROUPS AND OTHER ENTITIES

AREA	# Active Groups	# Groups Contributed	% Groups Contributed	Total Group Contributions	Average Contributed by a Group for the Year
001 - Alabama/N.W. Florida	394	124	31.47%	$44,981	$362.75
002 - Alaska	152	60	39.47%	$19,891	$331.51
003 - Arizona	1,231	362	29.41%	$162,935	$450.10
004 - Arkansas	231	96	41.56%	$37,337	$388.93
005 - Southern California	771	190	24.64%	$85,789	$451.52
006 - Northern Coastal California	1,689	638	37.77%	$224,298	$351.56
007 - Northern Interior California	871	328	37.66%	$123,937	$377.86
008 - San Diego/Imperial California	595	264	44.37%	$90,986	$344.64
009 - Mid-Southern California	2,030	513	25.27%	$179,228	$349.37
010 - Colorado	883	351	39.75%	$150,999	$430.20
011 - Connecticut	478	395	82.64%	$141,040	$357.06
012 - Delaware	176	110	62.50%	$51,155	$465.04
013 - District of Columbia	259	75	28.96%	$28,385	$378.47
014 - North Florida	963	364	37.80%	$146,022	$401.16
015 - So. Florida/ Bahamas/ US Virgin Islands/ Antigua	2,029	690	34.01%	$355,958	$515.88
016 - Georgia	573	326	56.89%	$135,663	$416.14
017 - Hawaii	175	106	60.57%	$48,549	$458.01
018 - Idaho	253	89	35.18%	$29,912	$336.10
019 - Chicago Illinois	956	122	12.76%	$40,808	$334.49
020 - Northern Illinois	792	259	32.70%	$81,049	$312.93
021 - Southern Illinois	411	104	25.30%	$23,000	$221.16
022 - Northern Indiana	505	146	28.91%	$28,130	$192.67
023 - Southern Indiana	746	176	23.59%	$35,663	$202.63
024 - Iowa	604	201	33.28%	$64,705	$321.91
025 - Kansas	329	102	31.00%	$35,480	$347.84
026 - Kentucky	791	208	26.30%	$77,948	$374.75
027 - Louisiana	654	125	19.11%	$38,672	$309.37
028 - Maine	505	178	35.25%	$40,760	$228.99
029 - Maryland	884	226	25.57%	$60,398	$267.25
030 - Eastern Massachusetts	1,420	408	28.73%	$156,869	$384.48
031 - Western Massachusetts	313	118	37.70%	$22,795	$193.18
032 - Central Michigan	699	171	24.46%	$37,735	$220.67
033 - Southeastern Michigan	921	165	17.92%	$43,131	$261.40
034 - Western Michigan	398	151	37.94%	$41,553	$275.18
035 - Northern Minnesota	486	190	39.09%	$34,638	$182.31
036 - Southern Minnesota	828	286	34.54%	$95,762	$334.83
037 - Mississippi	271	54	19.93%	$20,818	$385.52
038 - Eastern Missouri	248	137	55.24%	$42,495	$310.18
039 - Western Missouri	222	88	39.64%	$29,136	$331.10
040 - Montana	280	101	36.07%	$57,019	$564.54
041 - Nebraska	577	173	29.98%	$49,461	$285.90
042 - Nevada	596	158	26.51%	$63,236	$400.23

AREA	# Active Groups	# Groups Contributed	% Groups Contributed	Total Group Contributions	Average Contributed by a Group for the Year
043 - New Hampshire	615	213	34.63%	$59,619	$279.90
044 - Northern New Jersey	1,029	343	33.33%	$143,922	$419.60
045 - Southern New Jersey	277	189	68.23%	$74,263	$392.92
046 - New Mexico	304	124	40.79%	$33,252	$268.16
047 - Central New York	510	184	36.08%	$54,909	$298.42
048 - Northeast New York	708	228	32.20%	$56,476	$247.70
049 - Southeast New York	1,393	413	29.65%	$219,204	$530.76
050 - Western New York	282	68	24.11%	$20,968	$308.35
051 - North Carolina	1,048	445	42.46%	$208,536	$468.62
052 - North Dakota	149	62	41.61%	$23,329	$376.27
053 - Central & Southeast Ohio	428	157	36.68%	$25,668	$163.49
054 - Northeast Ohio	1,324	198	14.95%	$40,110	$202.58
055 - Northwest Ohio	286	71	24.83%	$18,188	$256.18
056 - Southwest Ohio	353	185	52.41%	$38,020	$205.52
057 - Oklahoma	417	123	29.50%	$37,793	$307.26
058 - Oregon	957	382	39.92%	$127,732	$334.38
059 - Eastern Pennsylvania	1,671	570	34.11%	$208,970	$366.61
060 - Western Pennsylvania	738	233	31.57%	$50,129	$215.15
061 - Rhode Island	245	91	37.14%	$29,470	$323.85
062 - South Carolina	417	211	50.60%	$119,194	$564.90
063 - South Dakota	167	45	26.95%	$14,086	$313.02
064 - Tennessee	636	177	27.83%	$71,436	$403.59
065 - Northeast Texas	341	134	39.30%	$69,124	$515.85
066 - Northwest Texas	261	34	13.03%	$10,500	$308.82
067 - Southeast Texas	680	172	25.29%	$70,724	$411.18
068 - Southwest Texas	583	166	28.47%	$81,227	$489.32
069 - Utah	302	133	44.04%	$52,344	$393.57
070 - Vermont	288	91	31.60%	$22,433	$246.52
071 - Virginia	961	426	44.33%	$159,829	$375.18
072 - Western Washington	1,020	479	46.96%	$196,040	$409.27
073 - West Virginia	226	76	33.63%	$14,234	$187.29
074 - Northern Wisconsin/ Upper Peninsula Michigan	638	205	32.13%	$39,864	$194.46
075 - Southern Wisconsin	1,024	410	40.04%	$78,815	$192.23
076 - Wyoming	87	40	45.98%	$11,086	$277.15
077 - Puerto Rico	97	25	25.77%	$5,631	$225.24
078 - Alberta / Northwest Territories Canada	440	191	43.41%	$67,884	$355.42
079 - British Columbia/Yukon Canada	485	245	50.52%	$125,221	$511.11
080 - Manitoba Canada	98	23	23.47%	$9,547	$415.09
081 - New Brunswick/ Prince Edward Island Canada	84	45	53.57%	$20,071	$446.02
082 - Nova Scotia/ Newfoundland/ Labrador Canada	180	66	36.67%	$27,181	$411.83
083 - Eastern Ontario Canada	509	155	30.45%	$81,756	$527.46
084 - Northeast Ontario Canada	129	38	29.46%	$18,846	$495.95
085 - Northwest Ontario Canada	54	14	25.93%	$5,873	$419.51
086 - Western Ontario Canada	620	154	24.84%	$85,966	$558.22
087 - Southwest Quebec Canada	346	25	7.23%	$62,384	$2,495.36
088 - Southeast Quebec Canada	102	11	10.78%	$7,022	$638.35
089 - Northeast Quebec Canada	140	7	5.00%	$30,796	$4,399.48
090 - Northwest Quebec Canada	247	18	7.29%	$58,194	$3,233.00
091 - Saskatchewan Canada	228	70	30.70%	$24,029	$343.27
092 - Washington State East	476	157	32.98%	$48,640	$309.81
093 - Central California	966	289	29.92%	$89,157	$308.50
095 - Outside the service structure	1,295	101	7.80%	$664,898	$6,583.15
TOTAL GROUPS	**55,050**	**17,840**	**32.41%**	**$7,192,917**	**$403.19**

Average contributed by a group in a single contribution	**162.04**
Most common amount contributed by a group in a single contribution	**100.00**
Cost of program services	**9,512,138.39**
Cost of services per group	**172.79**

GROUP CONTRIBUTIONS BY DOLLAR AMOUNT

	Number	% of Total	Dollars	% of Total
Less than $50	12,416	27.97%	$330,283	4.59%
$50 to $100	14,254	32.11%	$1,053,014	14.64%
$100 to $150	5,582	12.57%	$719,210	10.00%
$150 to $200	3,650	8.22%	$664,046	9.23%
$200 to $300	3,743	8.43%	$955,312	13.28%
$300 to $400	1,646	3.71%	$587,068	8.16%
$400 to $500	1,038	2.34%	$483,514	6.72%
$500 to $600	575	1.30%	$324,945	4.52%
$600 to $700	264	0.59%	$173,259	2.41%
$700 to $800	308	0.69%	$231,395	3.22%
$800 to $900	163	0.37%	$140,316	1.95%
$900 to $1,000	215	0.48%	$210,377	2.92%
Over $1,000	537	1.21%	$1,320,178	18.35%
TOTAL	**44,391**	**100%**	**$7,192,917**	**100.00%**

SUMMARY OF ALL CONTRIBUTIONS

Groups	63.95%	$7,192,917
Individuals	36.05%	$4,055,657
GRAND TOTAL	**100.00%**	**$11,248,574**

The General Service Office

2025 OPERATING BUDGET

PROFIT AND LOSS

OPERATING REVENUE	2025 Budget	2024 Audited	Variance
Publishing			
Gross Literature Sales	16,000,000	14,452,652	1,547,348
Shipping Charges	350,000	340,281	9,719
Discounts	400,000	568,379	(168,379)
Net Sales	15,950,000	14,224,553	1,725,447
Cost of Goods Sold	7,200,000	6,585,045	614,955
Gross Profit	8,750,000	7,639,508	1,110,492
Contributions			
Individuals/Groups	11,000,000	11,248,573	(248,573)
Conference Delegate Fees	204,600	199,811	4,789
Additional Conference Contributions	210,000	245,551	(35,551)
World Service Meeting Delegate Fees	N/A	148,000	N/A
World Service Meeting Fund	30,000	94,772	(64,772)
International Literature Fund	60,000	143,102	(83,102)
Total Contributions	11,504,600	12,079,809	(575,209)
International Convention			
Souvenir Book Sales	430,500	N/A	N/A
Three Big Meeting Video	58,000	N/A	N/A
Cost of Goods Sold	219,825	N/A	N/A
Gross Profit	268,675	N/A	N/A
TOTAL OPERATING REVENUE	20,523,275	19,719,318	803,957
OPERATING EXPENSE			
Salaries, Benefits, and Payroll Taxes	12,063,225	11,927,756	135,469
Professional Fees	2,118,862	1,748,646	370,216
Printing, Postage, and Supplies	560,206	604,373	(44,167)
Data, Automation & Website	702,736	578,785	123,951
Insurance	85,739	75,217	10,522
Facility and Equipment	1,297,255	1,287,410	9,845
Travel and Meeting	2,498,920	2,462,059	36,861
TOTAL OPERATING EXPENSE	19,326,943	18,684,246	642,697
OPERATING SURPLUS	1,196,332	1,035,072	161,260
NON-OPERATING REVENUE	0	6,050,585	(6,050,585)
NON-OPERATING EXPENSES			
Depreciation	945,632	843,246	102,386
Other	168,400	1,473,456	(1,305,056)
TOTAL NON-OPERATING EXPENSES	1,114,032	2,316,702	(1,202,670)
BOTTOM LINE SURPLUS	82,300	4,768,955	(4,686,655)

Other includes:

— Credit card and bank service fees
— Bad debt expense
— Interest expense
— Currency exchange loss

2025 Budget AA Grapevine, Inc. (for the year ending December 31, 2025)

GRAPEVINE	2025 Budget	2024 Actual	Variance
Circulation			
Magazine Circulation Average (all formats)	54,530	53,618	912
App (Avg Annual Paid Subs)	8,967	5,571	3,396
Total Circulation	**63,497**	**59,189**	**4,308**
Revenue per GV Print Subscription	2.58	2.43	0.15
Revenue per GV Complete (print & online)	3.94	3.84	0.10
Revenue per GV Online subscription	2.74	2.28	0.46
Revenue per GV App	2.33	2.57	(0.24)
REVENUE			
Subscription Revenue			
GV Print Magazine	1,378,461	1,314,376	64,085
GV Complete	266,643	250,016	16,627
GV Digital	145,001	86,049	58,952
GV App	250,707	171,731	78,976
Back Issues/Prison & Hospital issues	145,000	47,543	97,457
Prior Year Revenue Adjustment	0	87,772	(87,772)
Total Subscription Revenue	**2,185,812**	**1,957,486**	**228,325**
Direct Cost	1,142,206	1,125,076	(17,130)
Gross Margin on Subscriptions	**$1,043,606**	**$832,410**	**$245,455**
Content Related Revenue			
Total Content Related Revenue	1,281,847	1,079,785	202,062
Direct Cost	318,100	277,428	(40,672)
Gross Margin Other Published Items	**$963,747**	**$802,357**	**$161,390**
Total Gross Margin	**$2,007,353**	**$1,634,767**	**$372,586**
EXPENSES			
Editorial Cost	468,665	724,130	(255,465)
Circulation and Business	1,405,467	1,642,252	(236,785)
General and Administrative	137,083	14,293	122,790
Total Expenses	**2,011,215**	**2,380,675**	**(369,460)**
Net Operating Income (Loss)	**($3,862)**	**($745,908)**	**$742,046**
Non-Operating Income			
Interest Reserve Fund	9,000	15,493	(6,493)
Net Income (Loss) Grapevine	**$5,138**	**($730,415)**	**$735,553**
Depreciation	140,000	121,317	18,683
Net After Depreciation	**($134,862)**	**($851,732)**	**$716,870**

LA VIÑA	2025 Budget	2024 Actual	Variance
Circulation			
Paid Magazine Circulation Average (all formats)	7,975	7,217	758
LV App (Avg Annual Paid Subs)	563	275	288
Total Circulation	**8,538**	**7,492**	**1,046**
Revenue per LV Print Subscription	2.78	2.28	0.50
Revenue per LV Complete (print & online)	4.02	3.64	0.38
Revenue per LV Online subscription	2.19	1.80	0.39
Revenue per LV App	2.32	1.26	1.06
REVENUE			
Subscription Revenue			
LV Print Magazine	128,153	96,039	32,114
LV Complete	4,827	2,853	1,974
LV Digital	1,202	863	339
LV App	7,840	2,077	5,763
Back Issues/Prison & Hospital issues	19,000	14,063	4,937
Prior Year Revenue Adjustment		(6,177)	6,177
Total Subscription Revenue	**161,022**	**109,717**	**51,304**
Direct Cost	**88,676**	**98,148**	**9,472**
Gross Margin on Subscriptions	**$72,346**	**$11,568**	**$41,832**
Content Related Revenue			
Books/Audio/ Specialty items Revenue	216,919	137,587	79,332
Direct Cost	61,502	40,231	(21,271)
Gross Margin on Other Published Items	**$155,417**	**$97,356**	**$58,061**
Total Gross Margin	**$227,763**	**$108,925**	**$118,838**
EXPENSES			
Editorial	295,517	309,574	(14,057)
Circulation and Business	301,181	356,588	(55,407)
General and Administrative	86,690	14,701	71,989
Total Expenses	**683,389**	**680,864**	**2,525**
La Viña — Cost of Service	**($455,626)**	**($571,939)**	**$116,313**
Contribution-GSB	**$455,626**	**$571,939**	**($116,313)**
Net Income (Loss) La Vina	**-**	**-**	**-**

Area Service Highlights — Panel 75 Delegates

(Only first-term delegates give Area Highlights, and, per a 2019 Conference Advisory Action, these highlights are lightly edited and presented "in their entirety.")



PACIFIC REGION

California (Southern), Area 5: Hello, my name is Nikki U., and I am an alcoholic. Mi nombre es Nikki y soy alcohólica. It is both an honor and a privilege to serve Southern California Area 5 as Delegate for Panel 75. I also serve on the Corrections Committee and the Archives Committee. My sobriety date is January 4, 2003, and my home group is Downey Beginners. Area 5 spans approximately 1,400 square miles, covering parts of Los Angeles, San Bernardino, and Orange Counties. We are surrounded by Area 93, Area 9, and the Pacific Ocean. While small in geography, Area 5 is one of the most densely populated regions, rich in cultural diversity. Meetings are available in multiple languages, including English, Spanish, both in person and virtually. Area 5 holds quarterly Assemblies and Area Committee Meetings, along with an annual two-day Pre-conference Workshop featuring presentations, roundtables, and report-backs. Interpretation is provided at these events, ensuring accessibility for all. Our Area 5 newsletter, SCAAN, is published in both English and Spanish. We serve approximately 750 active groups through 33 districts, including six Spanish linguistic districts. Seventeen dedicated Area Committees work tirelessly to extend the hand of A.A. to the still-suffering alcoholic. This year, Area 5 is proud to host: The 29th Anniversary of La Viña Pacific Region (July 25th – 27th) and The National Bridging the Gap Workshop (September 5th – 7th.) We warmly invite you to join us at both events. Thank you. — ***Nikki U.***

California (Northern Coastal), Area 6: Area 06 follows the coastline of Northern California. We live in redwoods, rugged beaches, wine country, college towns, the Bay Area, Silicon Valley, and California farmland. We are diverse and free thinking, we communicate in multiple languages, and are focusing on widening access to the alcoholics we are missing. We have been utilizing technology for greater communication purposes. We have our first virtual subdistrict. We lessened the amount of time it takes to count votes by using text-to-vote. Our Area Committee chairs now have a voice and a vote at our Area Committee Meetings and Assemblies, and are now eligible to stand for Delegate and Area Officer positions, thereby widening our pool of qualified trusted servants. We have created a hybrid subcommittee within our Area Technology committee, to smoothly handle all audiovisual aspects of a hybrid bilingual Area gathering. We are distributing our Area Newsletter and flyers in both virtual and paper format, lessening costs and increasing access to those

who are not on sight at an event. We are developing an app that will allow GSR's to share what's new in General Service at the District, Area, and Conference levels to their home groups at the touch of a button. What are the spiritual costs of using technology? We are weighing the heavy questions of virtual costs to community, and efficiency vs isolation. Can we put a price on the value of an in-person hug? — *Chitra S.*

Hawaii, Area 17: First, on behalf of Area 17, I would like to thank everyone who made the 75th Annual Conference possible. Please accept our sincere thanks for your unparalleled commitment to servant leadership. Area 17 is home to three hundred registered groups between fourteen districts and six islands. Our remote home state sits about 2,000 miles southwest of the U.S. mainland and is the only state not on the North American continent. Hawaii is a melting pot of North American and East Asian cultures and has the largest proportion of multiracial people in the United States. I am happy to report Hawaii Area is solvent through group and individual contributions. Our chief priority of spending guarantees my attendance at the conference, followed by the assurance, that we can conduct Area business hosted in various locations throughout our remote structure while ensuring standing committee resources are available to carry the message. Standing Committee work aligns with six conference committees and one secondary committee while the Mynah Bird, our area newsletter, Convention Steering, and Website committee serve and inform our local fellowship. Nonetheless, all our dutiful work exhibits our obligation to the Responsibility Declaration. In addition, we have a genuinely close relationship with our Intergroups, the State Convention, the Roundup community, and the Al-Anon community that echoes our cooperation in fostering participation and inclusivity in our State. Experience has shown us to overcome challenges we find it helpful to educate our fellowship with the issue at hand; and align solutions with the A.A. Traditions; in most cases, a parallel look at the Concepts for World Service avails a new and or better understanding. — **Deborah S.**

Nevada, Area 42: Area 42 covers all of Nevada and a slice of California, where I live—east of the Sierras, from the Oregon border to Bishop, CA. Area 42 includes the beautiful Mammoth Mountains, Lake Tahoe as well as the deserts of Nevada. Area 42 consists of two population centers and a vast, sparsely populated territory. We have listed 549 regular meetings and 18 virtual meetings. Area 42 is divided into two service structures: the northern, including Reno, and the southern, including Las Vegas. Both hold four service meetings each year. Additionally, we have two assemblies annually in beautiful downtown Tonopah, located in the middle of Nevada. Due to the pandemic, we developed an outstanding technology team to support virtual meetings. The tech team has worked hard to implement hybrid meetings for the assemblies, as well as for the northern and southern meetings, including roundtable agenda meetings. Technology has had a wonderful impact in fostering unity and accommodating special needs, making it possible for those who cannot travel to participate. Area 42 has officially approved the practice of the Area Conference Committees (ACCs) for the pre-conference assembly. We distribute the agenda topics and background information to thirteen committees. The standing committee chairs, along with others, summarize and facilitate these committees—an effort known affectionately as March Madness! These committees are the backbone for our Area to prepare for the Conference and I am grateful for their service. — *Lyle C.*

Utah, Area 69: My name is Mike and I am an alcoholic, I am humbled to have the opportunity to serve Area 69 as their Panel 75 Delegate. Drunks in Utah. Yes, we have drunks in Utah. And we have recovery in Utah, thanks to all the A.A. pioneers who paved the way for us. Area 69 has a long legacy of participation in the general service structure of Alcoholics Anonymous, and it is my great honor to serve as their collective voice for the next two years. With 3-three-day Assemblies, 2-two-day workshops, 2-single day committee meetings, and 1- one-day Standing Chair Workshop that rotate throughout our state, we have an opportunity to communicate and understand the ever-changing needs of our groups. Area 69 includes the entire state of Utah. With 12 active Districts, one of them being a Spanish linguistic district that is an Area-wide district, it is home to more than 400 meetings that are as diverse as their members. UCYPAA has a presence and is growing with the hopes of hosting the WACYPAA Convention in 2026. We are also hosting the National Corrections Conference in 2026. While recently attending a local Central Office meeting, I was overwhelmed with a feeling of respect, tolerance, and inclusiveness. A deep sense that the loving hands of Alcoholics Anonymous were alive and well in that room. My heart was full, knowing that the message was being carried to the best of our ability. Utah is home to many State and National Parks. The natural beauty of our state is surpassed only by the love we have for our cherished program. We hope that if

your travels bring you our way, you will join us for a meeting and coffee and that you will add your spirit to ours. That you will circle up with us as we pray and carry our love with you as you trudge the road to happy destiny. Godspeed until then. — ***Mike F.***

Washington (Western), Area 72: Good morning! My name is Courtney and I'm an alcoholic, and proud to be part of Area 72 in Western Washington. Our Area stretches from the Pacific Ocean to the Cascades mountains, bordered by Canada and Oregon. We have 44 districts, including three Spanish-speaking and one virtual district. Our Area consists of over 1,600 groups. Our annual assembly brings together 800 participants and around 400 voting members. The pandemic taught us that we can move quickly... as virtual groups sprang up, this led to the creation of our virtual District 25, giving these groups a voice in our service structure. To meet the growing needs of our Area, we also established a Technology Steering Committee, which build and maintains an incredible hybrid setup to ensure inclusivity and keep members connected. How does Area 72 stay informed with just one annual area assembly? Well, we do that through a variety of other meetings across Western WA. We hold three committee quarterlies, the delegate conducts at least 4 pre-conference assemblies, and we have 4-8 pre-assembly sessions prior to our annual Area assembly to ensure our GSRs and Area are informed. We also take part in the Pacific Northwest Conference, which started in 1948. We just released the third edition of Area 72's history book, called Our Stories Disclose, and we're excited to host the National A.A. Archives Workshop in 2026 and Pacific Region Alcoholics Anonymous Service Assembly in 2027! The heart of Area 72 is its members. From GSRs and DCMs, to those working behind the scenes, their dedication keeps us focused on our primary purpose. Past delegates inspire with wisdom and leadership, while elected officers and committee members bring energy and engagement. And, of course, it's the boots-on-the-ground members—those who carry the message to treatment centers and correctional facilities—who truly show the spirit of our Fellowship in action. Thank you for letting me share. — ***Courtney S.***



California (Central), Area 93: Celebrating our 25th Birthday, Area 93 is made up of 26 active districts, 17 English speaking and eight Hispanic linguistic districts. There are about 1,500 active groups, 120 are Spanish-speaking and approximately 30,000 A.A. members. Our area birthday event happened at the 50th General Service Conference as a result of a floor action on May 5th in 2001. Up to today, we have had six females and seven males, 13 delegates. Their different backgrounds are evidence of our diversity, since the 51st General Service Conference. Our area's territory begins in the Hollywood Hills at Mulholland Drive, geographically limits in the south with Area 5, which gave birth to our Area 25 years ago. The border goes northeast through the Mojave Desert to the foot of the Owens Valley and then west across the southern Sierra Nevada Mountains. It goes across the very productive area of San Joaquin Valley and farther west to the Pacific Ocean, touching the limits with our neighbors to the north in Areas 6 and 7. Finally, heading down the coast from Cambria, all the way to the south, past Santa Barbara and then east to the San Fernando Valley, approximately 16,000 thousand square miles, serving about 106 cities and six counties. Area 93 has eight committee meetings and nine Area Assemblies within a panel. The Area also has a pre-Conference workshop, Budget-setting meeting, Spanish Forum, old-timers' event and Hispanic women's workshop. We have 14 standing committees and recently created the Technology Committee. We are updating our guidelines describing the duties and expectation of our Technology Committee and Women Workshop Committee. We have a very large Spanish speaking community. We will

have our very first Area Assembly in Spanish. We also closed our meetings with the Responsibility Statement in English and Spanish. We welcome everyone who wants to be of service to accomplish the unity of purpose that's CCAA93. — ***Rudy M.***

SOUTHWEST REGION

Arkansas, Area 4: Arkansas is known as "The Natural State" because its scenery varies from the plains of the Delta to the beauty of the Ozark and Ouachita mountains. Arkansas has over 3 million residents and untold numbers wildlife living in 53,000 square miles. We are home to 600,000 acres of lakes and nearly 10,000 miles of rivers. A.A. came to Arkansas in March 1940 when the U.S. Postal Service delivered our Big Book and is the home of the first group created through the book alone. In a 1946 Grapevine article, this group was referred to as the "Mother Group of the Southwest." We are home to 222 active groups within 13 districts, which includes 12 groups and 1 linguistic district for our Spanish speaking members. Area 4 meets four times annually at a central location for a hybrid assembly in January, April, July and October to conduct the business of A.A. Each assembly is a weekend event hosting approximately 150 members. Saturday's agenda includes the study of a Tradition and its corresponding Concept, area officer reports, D.C.M. reports, an Ask-It Basket panel, committee meetings, and an open A.A. speaker meeting. Sunday's agenda is made up of a D.C.M. meeting, a G.S.R. workshop and orientation, committee reports, and a service workshop; it concludes with a business meeting. Translation services have been built into our Structure both at assemblies and our conventions. Our home groups offer the magic of our fellowship when one alcoholic shares with another. Our membership has embraced technology at the group, district, and area levels to carry the message of recovery to the still-suffering alcoholic and conduct business of the fellowship ensuring full participation regardless of rural location or resources. I serve at the pleasure of all Area 4 members. — ***Stacy S.***

Colorado, Area 10: Area 10 covers the entire state of Colorado, with 32 active districts—30 geographic and 2 Spanish-speaking. We serve 870 active groups, 16 of which meet virtually, and an estimated 20,000 A.A. members. Our Area has 12 standing committees, two State Convention Committee Chairs, and one active ad hoc committee. We hold three Assemblies each year—March, July, and November—all of which meet exclusively in-person, with an average of 200 participants. Our Assembly venues rotate around the state, and are hosted by volunteer districts. In response to a variety of needs, the Area has appointed an ad hoc committee to review all fundamental aspects of our Assembly processes, including timing, frequency, venue, budget, technology use, and accessibility. Our connection to the General Service Conference process has been impacted by the new, earlier submission deadline for Proposed Conference Agenda Items, as part of the Equitable Distribution of Workload process. The Assemblies Ad Hoc Committee is exploring solutions for this, such as adding an extra Assembly or adjusting the timing of our Winter Assembly to give us more opportunity to meet and discuss proposed agenda items. We look forward to receiving recommendations from the committee. In 2024, Colorado voted to invite a General Service Board Trustee or A.A. World Services staff member to our Winter Assemblies on alternate years when we do not hold our elections. We look forward to hosting West Central Regional Trustee, Charlie H., in November 2025. Our Area has also recently looked at the potential use of electronic voting mechanisms for our election Assemblies, although to date, no motions have been made to adopt any such changes. Above all, our Area remains focused on ensuring active participation in our General Service Structure, so that we can continue reaching the alcoholic who still suffers. — ***Martha M.***

Statistics on Area Delegates

(93 Responses)

	Years
Average Age	58
Oldest	79
Youngest	29
Average Length of Sobriety	22
Longest Sobriety	47
Shortest Sobriety	7
Average Length of Service	17
Longest Service	47
Shortest Service	6

Also, statistically speaking, it was noted by one delegate from the Western U.S. that there were more cows than A.A. members in his state. Not to be outdone, another delegate noted that there were more deer than A.A. members where he is from. And, finally, a Canadian delegate added that there were more trees than A.A. members where she is from.

Missouri (Eastern), Area 38: Area 38 covers the eastern half of Missouri, split pretty much right down the middle. We're made up of 24 districts, most of which are active with participating DCMs and committees. We also have one Spanish-speaking linguistic district, which we share with Area 39, the western half of Missouri. Our area includes about 650 groups with approximately 10,000 members. It's a vibrant and growing community, and we're proud of the work being done to carry the message across our region. Each summer, we co-host a state convention with Area 39—one of the longest-running state conventions in A.A. We hold quarterly hybrid assemblies, with virtual standing committee meetings in between. Our spring pre-conference assembly includes a model/mock conference. This has become an essential part of preparing our delegate for the General Service Conference. It also helps us form a clear group conscience and ensures that the voices of our members are heard at the conference level. Area 38 has a very strong technology committee that has been instrumental in advancing and developing technology throughout the A.A. service structure. They continue to meet the ever-expanding needs of our area standing committees and recently hosted the National A.A. Technology Workshop, showcasing their leadership and innovation. We're also fortunate to have a very active archives committee, always looking to capture and present our history in interesting and engaging ways. They're currently putting the finishing touches on a multimedia history of the development of our districts and are constantly interviewing and recording the stories of Area 38 old-timers to ensure their experiences aren't lost. They provide comprehensive displays at all assemblies and most other A.A. events within the Eastern Area and are always willing to offer their services to our friends in the Western Area or other areas when asked. Finally, our corrections committee continues to form effective relationships with wardens and local law enforcement. They've been successful in implementing client tablets and raising awareness of the pre-release program in many correctional institutions, helping to carry the message to those who need it most. It's an honor to serve such a dedicated and active area, and I'm grateful for the opportunity to represent Area 38 at the conference. — *James L.*

Missouri (Western), Area 39: Area 39 Western Missouri represents 59 counties covering approximately 35,000 square miles of the western half of the Show-Me State, from the Atchison County Wild Bunch in the northwest corner of District 1, to the Lampe Lamplighters near Table Rock Lake on the southern edge of District 16. The area is a mix of rural, small town communities, like the one I got sober in, and major metropolitan areas with a broad and diverse swath of people representing the spectrum of human experiences, best exemplified by my current homegroup, Unity On The Plaza in Kansas City. Area 39 has 211 groups spread amongst 16 active districts, and one linguistic district, which is currently inactive. The oldest active meeting is Kansas City Group No. 1, which celebrated 84 years in April. We are also home to one of the first integrated meetings — The Paseo Group, which was founded in August 1947 on the basis of what would become our Third Tradition, that the only requirement for A.A. Membership is the desire to stop drinking. Both of these meetings are still active in General Service today. Our area is served by two Central Offices — one in the Kansas City Missouri metro area, and one further south in Springfield, the two biggest cities in Area 39. We host quarterly Area Assemblies for our GSRs, DCMs, Area Committees and others who are interested in participating in general service. These assemblies have been hybrid thanks to the efforts of the trusted servants on our Technology Committee since September 2020. We host an area convention, The Colors Of Fall, the last weekend of October, and we partner with our friends in Area 38 to host the Missouri State A.A. Convention, the first weekend of August. Our current crop of Area Officers is the youngest group of trusted servants I've ever seen in my decade-plus of area service. Our delegate, alternate delegate, and alternate area chair are all 40 or under. The future of A.A. in Western Missouri is bright, and forward-looking. — *Greg G.*

Oklahoma, Area 57: Area 57 covers the entire state of Oklahoma and is a member of the southwest region. We have over 400 registered groups with nearly 9,000 members. These groups are all spread across 8 geographic districts, and one linguistic district for our Spanish-speaking members that covers the entire state. Our two largest cities, Oklahoma City and Tulsa, each contain two districts themselves. Each month, each pair of districts host a Joint Service meeting, the purpose of which is to both familiarize members who are new to service about how they can do their job, as well as to help members network with one another who are both old and new to service. We have four quarterly Area Committee meetings that are hosted and run by our DCMs. During our September Committee meeting, we hold our annual Area Assembly where our GSR are in charge of things like approving the next year's



budget and electing new officers (every two years). To help support our members, we have an Intergroup office in OKC, and a Northeast Central Services (NECS) in Tulsa. Prior to our September Area meeting, Oklahoma puts on an all-day conference called Fun in the Fellowship. This day is sort of a crash-course school for all levels of service, from GSR to DCMS to committee chairs, to learn about their role and how they can help others carry our primary purpose. Our three-day State Conference is held in May each year, alternating between OKC and Tulsa. If you want to hear the delegate's report, eat ice cream, sing karaoke, and get a resentment from not winning bingo, this is the place to be. Lastly, since Oklahoma is more or less centrally located in our region, we host an annual Delegate's Assembly called SWRDA to help get current delegates ready for the GSC. This is an amazing opportunity for new delegates from across the SW region to reap the benefits of others' decades of experience in service. I feel inexplicably grateful and privileged to be serving Oklahoma as their Panel 75 delegate. — ***Bryan T.***

Texas (Northeast), Area 65: Northeast Texas Area 65 covers North to South from the Oklahoma border to Waco, Texas and East to West from the Louisiana border to Abilene, Texas. We have 30 active Districts (24 English and 6 Spanish speaking). We have 340 in person/hybrid groups and 9 virtual only groups. In Area 65, we conduct three (3) orientation meetings each January located around our area geographically to help set members up for that year in their service positions; three (3) weekend Area Assemblies (Spring, Summer, & Fall) each year; four (4) Area Committee meetings each year; one (1) Service Workshop and one (1) Area Convention (both at our Fall Assembly in years one and two respectively of the panel). Maximum engagement for our members is vital in our Area and to that end, we created a new series of virtual engagement opportunities called, "Delegate's Sharing Sessions" and "Town Halls" where myself and our Alternate Delegate have made ourselves available virtually to visit with NETA65 members on such topics as proposed agenda items, final agenda items, pre-conference mock committees, agenda item submission process, reports & updates from our Southwest Regional Trustee, and anything else that will help our members better understand how we're all connected to the General Service Conference and what our participation is in it. Over the years, our Area has experienced somewhat of a separation between our English & Spanish speaking communities but we're excited to see that changing for us. We've gone to great lengths to ensure that we are always inclusive, never exclusive by removing any barriers to service and have begun to see stronger participation from our Hispanic members so they too, feel they are a part of our Area and of the general service structure. This year during our mock committee assembly we offered interpretation in each of our 8 mock committee rooms for our Hispanic members to be able to provide feedback on all agenda items. I'm beyond grateful to God for the opportunity to serve the Fellowship and my Area in Panel 75 in this position and pray that my participation has helped to bring unity, love, prudence, and steadfastness to Alcoholics Anonymous and all its members. — ***Sarah P.***

Southeast Texas, Area 67: Area 67 of Southeast Texas consists of 655 active registered groups. The Area includes eight contiguous counties, including Harris County the third largest county in the United States. The total population of the Area is approximately seven million people. Area 67 is geographically the smallest of the four Areas in Texas but has the highest population. Area 67 consists of 18 total Districts, 13 English speaking districts and five Spanish speaking Districts. We hold four Assemblies per year, with the first of the year being held in conjunction with our Area Convention in January. The annual Convention rotates among the cities of Houston,

Beaumont and Galveston and generally is attended by 1000 to 1500 A.A., Al Anon and Alateen members. The three remaining Assemblies are held in April, July and October and are attended by 150 to 200 A.A. members and trusted servants. Area 67 will be hosting the Southwest Regional Alcoholics Anonymous Service Assembly aka (SWRAASA) October 9 to 11, 2026. We are excited and working diligently to make the event a success. If you find yourself in and around the Greater Houston Area look us up, we'd love to have you. — ***Christina S.***

WEST CENTRAL REGION

Iowa, Area 24: Iowa has a few urban pockets, but it is mainly rural. Area 24 has 22 geographic districts, one linguistic district with 594 active A.A. groups and 8 virtual. Several groups offer hybrid participation as part of their meeting format. This year we had the privilege of hosting the 27th National A.A. Archives Workshop, "24 Hours a Day: Then & Now" in Des Moines which was well attended and had a number of amazing presentations including Hank P, Marion Iowa — Big Book Contributor, and The Untold Story Of A.A."s "Fantastic Communicator" a book about Bobbie B, our second National Secretary. Our Area holds five business meetings a year, with includes a service weekend in January, the GSC Agenda review in March, our spring Assembly in June, a business meeting in August and our Fall Assembly in October. Our January, March and August meetings are held at a central location in the state, whereas our assemblies are held in a host district location. Our GSR's participate in all of our business meetings with the ability to vote during the Spring and Fall assemblies. In Area 24 our past delegates also have voting privileges and are seen a vital part of our Area's service structure. We have recently added a hybrid component to our business meetings which has seen a big improvement with the purchase of some higher tech equipment rather than the hodge podge of borrowed equipment we started with. We also have a new sub-committee position on Tech chair whose expenses are covered like our other service chairs. For now, our tech chair is being helped by past delegates volunteer's. If you're traveling through Iowa use your meeting guide app and you'll find a friendly smile and a hand shake almost anywhere in the middle of nowhere! — *Dan P.*

Minnesota (Southern), Area 36: We help manage aaminnesota.org website along with Area 35, which the Meeting Guide (folding chair) app accesses daily for meeting updates. Between both areas there are 1954 meetings in Minnesota on our site. Per Fellowship Connection of AAWS platform this week there are 828 active groups in our area. 22 of our 26 Districts are active. We hold three ACMs that are virtual. D27 is our Linguistic Spanish Speaking whose groups have to be in our geographic footprint. We started this past year to use Zoom translate function for $5 month based on our license VS translation services that approximate $2000 per day. The DCM was running late to our Election Assembly in October while carpooling and we were able to participate online while in transit. Get in the car are 4 powerful words in our society. A couple 2024 highlights — Our PI Committee has an A.A. information booth at our great Minnesota get together, the Minnesota State Fair where roughly 2 million attend over a 12-day period. Archives displays were up at many locations including Gopher State Roundup over 6000 people attend. Archives, as well, had a workshop at Gopher with over 100 attendees and with capacity of the room exceeded people were turned away. Here in Southern Minnesota, we take our recoveries very seriously, but we try and not take ourselves so seriously and of course we can use your help to remind us of that on occasion. — *Doug H.*

Montana, Area 40: Greetings from Montana, "The Land of the Shining Mountains," home to Gallatin County — my home county — which the CDC named in January "the drunkest county in the US," based on multiple sources and types of data. Across Area 40 — which includes all of Montana except for four towns up in the northwestern and northeastern corners of the state — it's estimated that between 20 and 25% of adults drink excessively. It's apparently closer to 27% in my hometown. The good news is that whenever any of those folks are ready for A.A., Area 40 is ready for them. We're home to 14 districts and 108 towns with active meetings. Across the state, there are 832 in-person meetings every week, and 102 virtual or hybrid meetings. We meet twice a year for area assemblies in Central Montana, and many of our attendees drive for four or more hours to get there, because Montana is BIG. We recently began conducting our assemblies in a hybrid format, which has boosted participation considerably among people for whom health issues or expense or other barriers might otherwise prevent participation. At last year's fall assembly, we had record turnout and a remarkable and heartening willingness to serve from candidates from every part of the state. Area 40 members are currently gathering online every week for a Plain Language Big Book Study and once a month for a Concept Study.

I invite anyone interested in either subject to join us. You can find the details on our fabulous area website, aa-montana.org. In the past month, our site has had more than 19,000 hits from 5,600 active users, including almost 1,700 visits to our newcomer page. Our webmaster and many others who serve Area 40 constantly inspire me with their willingness to go to any lengths to help the still suffering. It is an honor and a privilege to serve alongside each and every one of them in Area 40. — *Lisa C-D.*

North Dakota, Area 52: Area 52 encompasses all of North Dakota and a single group in Montana. We have approximately 150 groups spread across 10 districts. We are quite large in area, but relatively small in population. As such, the rural nature of many of our groups is an ongoing challenge we face in carrying the message effectively. We continue to navigate barriers in regard to travel, costs, and communications. Other issues we've faced include finding suitable services and solutions for our Hotlines; and, like many others, battling the difficulties of fostering new participation in service. Despite some of these obstacles, Area 52 is very much alive and thriving. We hold three Area Assemblies per year. Part of our March assembly is reserved to discuss the GSC agenda items and to collect a group conscience for our Delegate. Our June assembly is rotated between the West and East side of the state each year, and our one-day September assembly is held in conjunction with our Area Roundup. Our Area officers and committee chairs hold a monthly committee call that allows for continuity between Assemblies. Additionally, we hold G.S.R. schools, P.I./C.P.C. workshops, and General Service workshops. Our Area currently has no central offices or intergroups. What we do have are very passionate, active groups and districts that host a wide variety of workshops, service events, and fellowship opportunities. We are also fortunate to have a tech team that has created an amazing Area website packed with information (aanorthdakota.org). Lastly, we are proud to be a member of the friendly West Central Region, which hosts a Service Conference every year to discuss agenda items prior to the Conference. — *Jessica W.*

WESTERN CANADA REGION

British Columbia/Yukon Canada, Area 79: Alcoholics Anonymous in BC/Yukon Area 79 is represented by over 400 active groups meeting across 47 districts. Our meetings include a mix of in-person, hybrid, correctional, and virtual-only formats. Spanning 1.4 million square kilometers, it's the second-largest Delegate Area in the Canada/USA service structure. Our area includes all of the Yukon, most of British Columbia, and Point Roberts, Washington. Many of our physically remote members live in communities accessible only by ferry, small plane, or boat, facing unique challenges staying connected to the Fellowship. In June 2024, during Panel 73, Area 79 published: Our Stories: First Nation, Inuit, and Métis Recovery in the BC/Yukon Area. Recognizing an unmet need, an Ad Hoc committee was formed to develop this literature. This is the first publication of its kind in our Area history. The book shares 15 recovery stories from First Nations, Inuit, and Métis members whose lives were transformed through Alcoholics Anonymous. Their stories embody resilience, strength, perseverance, and hope. Countless anonymous acts of service made this book possible—from members announcing the project at meetings, to behind-the-scenes administration, editing, and collaboration with past and



present trusted servants. We took responsibility for this Twelve Step work, knowing how vital it was to honor the Indigenous cultures within our Area. This was not something our General Service Office could have produced—it needed local members who truly understood the unique needs of our communities to fulfill our primary purpose. Most importantly, this project would not exist without our Indigenous members who courageously shared their stories and trusted the process. The response has been overwhelmingly positive. Our area is beyond excited to host the 2025 International Convention in Vancouver, BC, July 3-6! You'll be blown away by our province's beauty—and our West Coast Canadian enthusiasm for the program. Please visit the Western Canada hospitality suite for a warm dose of Canadian A.A. love. We hope to see you there! — ***Drew W.***

Saskatchewan. Area 91: Area 91 is home to Saskatchewan, the middle of Canada's prairie provinces, bordered by the Northwest Territories, Alberta, Manitoba, Montana, and North Dakota. Our name originates from the word for "swift-flowing river" in Cree. The largest city in Saskatchewan is Saskatoon, followed by our capital city of Regina. We have 19 active districts, with two covering the remote and sparsely populated entire northern half of the province. We are exploring options to improve our connection with members in our northern communities, including bringing service events closer to them. We currently have 214 active in-person groups and ten online groups. Our committees meet online to discuss agenda items before our Spring Assembly in addition to meeting in-person and providing report backs at the Assembly. This allows more opportunity for discussion and review of agenda items, enhancing our Delegate's preparation for the General Service Conference. Prior to our Spring Assembly, we also provide online information sessions tailored to explain the agenda item review process to our newly elected GSRs. We are improving our aasask.org website to make it more relevant, informative, and user-friendly. We now have two web servants, with distinct roles: Digital Operations and Digital Collaborations. Additionally, we have updated the Area 91 guidelines, which are now easily accessible to all members, with a process in place for making changes. Currently, we are developing policies and procedures for the retention and distribution of Area 91 digital information, ensuring secure storage, consistency, easy access, and accurate transfer of information during transitions to future panels. Plans are underway to implement registration for service events through our website. We are pleased to collaborate with Western Canada Region to offer a hospitality suite at the Vancouver International Convention. Additionally, we look forward to hosting the Western Canada Regional Forum in Saskatoon from June 12 to 14, 2026. — ***Alison G. T.***

EASTERN CANADA REGION

Nova Scotia/Newfoundland, Area 82: Area 82 is the easternmost Area in Canada, stretching from Yarmouth, NS in the west to Cape Spear, NL the easternmost point in Canada. It stretches from Cape Sable Island, NS in the south to Cape Chidley, Labrador in the north. Area 82 borders two oceans, the Atlantic and the Arctic, and includes the Arctic Circle, and Canada's warmest province. It covers a land area of 460,464 square KM. Our Area is split in the middle by the Gulf of St. Lawrence, with an 8-hour ferry ride needed to get us all together for assemblies. It IS a challenge, but one Area 82 overcomes annually to get together in one of the provinces for our Fall Assembly. The assembly rotates between four cities, two in each province. Prior to Covid, each province held a provincial service weekend to deal with Area topics specific to their province, and to prepare for items common to both provinces for the Fall Assembly. With Covid, these weekends were ceased, and a were replaced with a virtual Zoom Assembly each spring. The groups decided at the Fall 2024 Assembly that we would return to the service weekends and cease the Spring Assembly. We currently have 279 active groups scattered over the two provinces and territory. We have remote communities in Labrador year-round, and seasonally in Cape Breton in the winter months. Our area has made good use of Zoom for remote communities. An ongoing hybrid RC meeting is hosted by Area 82 every Wednesday evening, with the in-person side taking place in Makkovik, Labrador, and members from across the area and Canada Zooming in. We have also started a Quarterly Area Officer/DCM meeting on Zoom. As you will understand, prior to Zoom, this was an impossibility for our Area. These meetings allow us more transparency in financial matters, as well as an ability to have the entire Area Committee have a say in decisions made between assemblies. Zoom has also given us the opportunity to hold a Pre-Conference Assembly each spring to allow our Delegate to have a better handle on the Conscience of the Area going to New York. Our Active Area Committees are chaired by our Alternate DCM, with Co-chairs of each committee from each province. The Active Area Committees host a meeting on the last Monday of each month, open to members of all districts,

to share ideas, what's working in their districts, and what's not. A general service sharing session, that has been well received and attended. Area 82 went through a period of painful growth and change through the Covid and post Covid years. But I am happy to report that we have come through it, accepting hardship as the pathway to peace, and are stronger and more ready to carry the A.A. message going forward, One Day At A Time. — ***Anne B.***

Ontario (Eastern), Area 83: Hello friends, I have the honour to Serve Area 83 Eastern Ontario and A.A. as a whole as a Panel 75 Delegate and my name is Amy L. Perched on the north shore of Lake Ontario, Area 83 spans an impressive 445 km from Quebec border east to Mississauga, reaching north up to the wilds of Algonquin Park and dipping south into New York State. This is home to 13,000 members across 568 active groups—including 33 virtual and eight in correctional facilities—our Area includes Toronto, the most linguistically diverse city in Canada. District 16 ensures our Spanish-speaking members are supported, and we continue seeking ways to reach the other 100+ languages spoken here. Embracing the digital age, we elected our Panel 75 trusted servants with seamless electronic voting, including a new Technology Chair. Our tech committee ensures all Area meetings—four Assemblies and seven ACMs per term—are hybrid, allowing participation from every corner of our Area. Our monthly online GSR and DCM workshops, now in their second term, have become a gateway for many to catch the service bug, igniting passion for A.A.'s future in Eastern Ontario. Now in its sixth year—and third as a hybrid event—our pre-conference agenda-sharing sessions continue to grow in participation, helping our delegate better understand the collective conscience of Area 83. As part of the Eastern Canada Region, we actively engage in CERAASA (odd years) and the virtual Eastern Canada Delegates' Orientation (even years), both of which strengthen regional unity and prepare delegates for the General Service Conference. With its energy, dedication, and ever-evolving approach to service, Area 83 remains a shining example of dynamic, inclusive General Service. Being part of this journey is an honor, and I am forever grateful to serve. — ***Amy L.***

Northwestern Ontario, Area 85: Area 85 is located in Northwestern Ontario Canada. From our Western most point to our Eastern most point it would take approximately 9.5 hours to drive and most of the Northern part is only accessible by plane. Although we may be one of the bigger areas area-wise, we are more sparsely populated. Although, in some districts, attendance is higher and filling service positions comes easily, much of Area 85 struggles with maintaining service positions as well as keeping meeting rooms open in some districts. To combat this, our Area has an Ad Hoc Committee for "Turning on the lights" meant to connect "dark districts" within the Area and to give support and re-establish communication lines within the Area. The Ad Hoc Committee has plans of going on the road and taking a "Boots on the ground" approach as well as a virtual approach to bridge the gap. They have had some success getting groups to the Area Assemblies in person and via video conferencing. It also gives me much joy to add that A.A. is STILL alive and well in Area 85 with the Round-Up Committee and The Way Out Group being the focus of my highlights. The Round-Up Committee has been dubbed the funnest committee in our Area and have done a great job in facilitating Area Round Ups as well as getting people young in sobriety involved in service. Our Round-Up theme this year is "Miracles in Recovery" and will be held on May 24-25th, we would love to have you if you can make the trip. Also, the Way Out Group is a re-occurring bi-annual step study group that has been very successful in taking new and old members through the steps and installing the importance of sponsorship and other twelfth step work. It is a Hybrid meeting, so they are also able to reach members outside of their physical location in Thunder Bay. I have met some of the newer members that have gone through the series, and it is easy to see the





level of serenity they now possess, and it is moments like that that remind me of the importance of this program. I am so very grateful to be of service at this capacity and look forward to serving with you for the next couple of years. Thank you/Gichi Miigwetch. — *Joel C.*

Quebec (Southeast), Area 88: Geographically, Area 88 is very diverse; south of the magnificent St. Lawrence River, the gateway to the first French-speaking settlers in 1534, it is home to beautiful farmland in the west and rugged landscapes at the eastern end of the Gaspé Peninsula. It includes a thin strip in northern New Brunswick as well as the Magdalen Islands, northeast of Prince Edward Island. A vast territory (some members have to travel 415 miles for the annual area...), our members have different language accents, reflecting their origins! As we know, our area was founded in 1974 and had 8 districts. Its delegate was Raymond H. Today we have 17 districts, 141 groups and 153 meetings per week. Of these, 10 virtual groups have been formed since the beginning of the pandemic and have continued to operate since. We have only 2 English speaking groups that hold 5 meetings per week. The French language has predominated since the beginning of our area. In 1945, the ROMATA group in Matane (in the Lower St. Lawrence, just before the Gaspé) became the first bilingual group outside of Montreal (and is still in operation). The number of francophone groups exploded in the early 1960's with the publication of the Gros Livre in French in 1963. We hold 3 area assemblies and an annual general meeting each year. The theme of our 2025 Conference: Working together, Increasing trust, is well chosen because, after all the turmoil of the past few years due to the pandemic, it is clear that our recovery, unity in the Fellowship, and service have been tested and it is good to bring them up to date. Currently, all meetings other than the area assemblies (3) and the annual general assembly, are done via the virtual platform of the area. This way of operating allows us to meet as needed, without waiting, which makes us more efficient at a lower cost. I love my area for the dynamism of its members, for its great democracy, for its capacity to adapt to changes. — *Jean-Yves M.*

Quebec (Northeast), Area 89: Area 89 began its activities in September 1975. It covers a vast territory stretching 800 kilometers along the St. Lawrence River and 550 kilometers northward, including a district on the south shore in front of Quebec City. Our Area consists of 17 districts and 205 groups, primarily French-speaking, but also includes five English-speaking groups and four groups located in Native Communities. Among our 205 groups, 17 are online. Our Area serves seven Correctional Centers and 26 Treatment Centers. Our annual area calendar includes eleven executive committee meetings, four executive meetings with our eight committees' chairs, two general assemblies for GSRs and DCMs, and four area assemblies. Our committees are the following: Public Information including CPC and Remote Communities, our newsletter called "Le Nordet" (East Wind), Archives, Literature, Corrections and Treatment Centers, Helpline, Seminars and Web Services. At our annual area assembly in December, we hold a service meeting, alternating each year between "Welcoming New Servants" and "Our Area Inventory." Our area has implemented a new Internet-based VoIP telephone system for our help line.

This system routes incoming calls to responders who are pre-scheduled through a Google Calendar. Incoming calls from the provincial phone line are also redirected via VoIP to the province's 35 local call centers, based on the call's origin. An in-house software program called Switchboard registers the contact details of scheduled responders in the VoIP platform. Voicemail messages left by callers who did not receive a response are sent via email to a Google account. The account manager can then follow up accordingly. Our remote communities are located on the North Shore of the St. Lawrence River at the easternmost part of our area and in the northern part of the province. Every August, a Native community organizes a Roundup held in a traditional longhouse built specifically for this occasion. They also offer participants a traditional meal prepared by their community. Many Native individuals have found their way to A.A. through this special event. I am very proud and grateful to serve an Area that honors the principles and traditions of A.A. — *Jocelyne C.*

EAST CENTRAL REGION

Illinois (Chicago), Area 19: Area 19 incorporates the City of Chicago and surrounding suburbs within Cook County. We have 20 geographically defined districts and four linguistic districts (three Spanish and one Polish). Chicago Alcoholics Anonymous has 2,600 meetings, 500 of these meet online and 140 meetings are hybrid. Additionally, we have almost 370 meetings conducted in Spanish and another 50 in Polish. We also have meetings in Russian and Lithuanian. The Chicago Area Service Assembly meets on the 3rd Saturday of the odd month. The Area Assembly is conducted in a hybrid format (in person and online) with 70-100 voting members. We have 15 area service committees, 8 standing committees and 7 special committees. In 2024, the Accessibilities Committee submitted a proposed agenda item to the conference desk requesting the General Service Conference (GSC) Literature Committee recommend that all new or revised documents, publications and literature be produced and/or published in an accessible format. This motion received unanimous area support. Our annual All Chicago Open (ACO) is a celebration of the first A.A. meeting in Chicago in 1939. We revised our ACO matrix to help ensure the diversity and inclusion of the participants. Our annual budget includes operation of our Service Office, Bookstore (physical and online), Services Committees such as Grapevine, Hosptial and Treatment Facilities, and all other Area expenses. The budget for 2025 is approximately $822,000. We are humbled to be part of the East Central Region and the General Service Structure carrying the message to the suffering alcohol. — *Robert J.*

Illinois (Southern), Area 21: Area 21 consists of the central and southern parts of Illinois, which is 2/3rds of the state. We cover 73 counties and measure 350 miles north to south by 200 miles east to west. We are predominantly rural areas of smaller towns, but also include the larger cities of Springfield, Peoria, Champaign and Bloomington-Normal. Our Area contains 24 of the 28 state correctional facilities in Illinois, which hold over 25,000 incarcerated people. Carrying the message to all these facilities obviously keeps our corrections committee members very busy. Our fellowship consists of 14 active Districts with 400 active groups, including 2 Virtual groups. We have one CSO which coordinates answering services for many of our districts. We have 7 Area Officers, 10 Area Committees and 8 past delegates who continue to be very active in Area service and events. The Area 21 Service Assemblies occur quarterly, and Districts rotate hosting duties. We hold a Pre-GSC Conference in April with our DCM's and GSR's. We rotate hosting the Illinois State Convention with Areas 19 and 20. Pre-GSC Conference have continued to be hybrid since 2020, so all may attend. In Area 21, we are fairly large geographically, which can make it challenging to feel connected. As an Area however, we are a tightknit group who work well together. We are dedicated to carrying the message over all those miles to ensure the hand of A.A. will always be there. We are extremely grateful to be part of the general service structure and to participate in the 2025 GSC. — *Jodi B.*

Northern Indiana, Area 22: Indiana is divided into 2 areas with Area 22 being the northern half and we are a part of the East Central Region. We are comprised of 49 districts that serve 486 active groups. We hold 4 assemblies per year in odd years and add an election assembly for 5 assemblies in even years. Our area is divided into 4 quadrants and we have a structured rotation for each assembly to encourage participation for those whom might not be able to travel the greater distances. Our election assembly is held in October and is centrally located to encourage the most participation. Every May we host a service weekend centered on General Service which concludes with the delegate giving their report on the General Service Conference at the Sunday assembly. We started an orientation committee in February of 2023, where we added an orientation session to our assemblies for anyone new to general service. As a result of this the area has put together a "GSR School" presentation where we will travel

to districts. To date we have presented our "GSR School" at 2 districts. We also have 2 DCM conferences per year. The March/April conference is dedicated to preparing our delegate for the General Service Conference. The October DCM Conference focuses on general service structure. In March we hosted the 72nd annual Indiana State Convention where Bob W. was our Sunday Morning Speaker. — *Karin O.*

Michigan (Central), Area 32: Greetings General Service Conference Members. It is with great pleasure that I present to you our area highlights. If you were to cut the lower peninsula of Michigan in half down the middle, Area 32 is the Eastern half, save for Detroit and the surrounding areas which make up area 33, and Monroe, which is part of area 55. Approximately 300 miles north to south, and up to 125 miles wide, 8 of the 14 districts in Area 32 border Lake Huron, one of the Great Lakes. We have over 15,000 members, 673 listed active groups, and 10 listed virtual groups. In Area 32 our area assembly is held the first Sunday of the month in even numbered months, and Districts vie for the privilege of hosting the rotating area assembly. Our rotating district system allows participation of members that otherwise would not travel 250 miles or more to attend. Our average attendance varies between about 70 and 120 depending on the season and the location, and our area assembly has remained hybrid since the pandemic era, with accessibility in mind. We find that there are nearly always members attending and serving benefiting from the hybrid format. Area 32 partners with areas 33 and 34, the other two areas in the lower peninsula of Michigan, in three main collaborations: the State Convention and the Michigan Mock Conference, which the 3 areas rotate the hosting duties for annually, and our statewide service committee meetings, which meet quarterly to allow corrections, CPC, and Grapevine committees to collaborate, share information and strategies, and in the case of the corrections committee, put on a rotating statewide corrections workshop annually. I have been blessed to be a part of service in area 32 for well over ten years, and from my personal experience I can tell you that Alcoholics Anonymous remains alive, well, free, and flourishing in area 32. — *Jon S.*

Michigan (Southeast), Area 33: From our urban downtown to the rolling hills and lakes of our suburbs to the salt-free shores we share with our Canadian neighbors, in Area 33 we seek to fulfill our primary purpose with the same gritty determination our Motor City is known for. The over 900 listed meetings are dispersed throughout 5 counties in Southeast Michigan, divided into 24 geographical districts and 1 linguistic district serving our Spanish speaking population. Area 33 has 13 active committees. One unique committee, March Roundup, is responsible for our annual convention. The weekend long March Roundup, held in Detroit, draws visitors from all over Michigan, our neighboring states and Canada. The funds raised contribute to Area 33's budget and support the vital work of our committees. Each year, the Area 33 Alternate Delegate is responsible for coordinating a Pre-Conference in early April to give our members the opportunity to share their thoughts on a selection of actual agenda items. The Area also hosts a Service Fair each September with the goal of educating and encouraging participation in our standing committees. Regular business occurs in all other months at the Area 33 Assembly with Committee Chair and Officer elections alternating years in October. In an expression of unity, Area 33 participates with the other Michigan Areas, 32 and 34, in a quarterly Statewide committee. This body presents a weekend long State Convention. In late 2024, we performed an Area-level inventory. An Ad Hoc Committee has been formed to identify and propose actionable recommendations the Area can implement from the robust and insightful inventory findings. An additional Ad Hoc Committee has been formed to refresh our guidelines, including defining guidelines for online participation and exploring the possibility of a Technology Committee. We are committed to the inventory being but our first step into action and continuing to educate and encourage participation in general service. — *Cheryl B.*

Ohio (Central & Southeast), Area 53: Area 53 encompasses southeast and central Ohio. It is geographically a large area that contains all facets of living. Urban, suburban and small town county folk. My home group resides in Woodsfield, OH. The population of which is 2000 (more cows than people.) Area 53 has 453 registered groups, 27 districts with 40 blocked out and 11 standing committees. There are 4 area assemblies with the first assembly in March. This assembly shares the weekend with a 2-day mini conference. The other 3 Ohio areas join us in the mock conference. The conference is usually attended by around 100 — 120 people. As for the standing committees I will say the Correctional Facility Committee is very strong and has a long standing history with great participation at jails and state prisons. Currently the CFC supports 13 facilities and additionally, 5 are lightly supported (looking for permanent sponsorship.) On the other side of the spec-

trum during Panel 73 the Treatment Facilities Committee began a resurgence and is continuing to grow. It has had elections and great A.A. members have stepped into vital roles necessary to continue growing. It has been a pleasure to watch. I am blessed and honored that the A.A. members of Area 53 asked me to represent them during Panel 75. I have asked God to guide, direct and show me the way including the patience needed to wrangle sooooo many cats. As a side note: I am not a native Buckeye. I would be derelict to not mention we are the home to the National Champion Ohio State Buckeyes (I know this is definitely a multiple tradition breaker.) — *Joel K.*

Ohio (Northeast), Area 54: Area 54 encompasses Northeast Ohio from Sandusky (North to Mansfield, northwest corner), east along Lake Erie through Cleveland to the PA border, S to Youngstown through Jefferson City, w thru Holmes & Wayne cities, and to Mansfield, north to Lake Erie. Akron, the birthplace of A.A. is centrally located in our Area. We host Founders Day in June each year to honor Dr. Bob's Anniversary. Members come from all over the World to attend. Area 54 has 1,200 groups, 63 Districts, 17 committee chairs, (6) Area Assemblies, GSR School/ DCM College, (2) free floating Spanish Districts. Out OYPAA Liaison, Travis Z. relays info to A.A. members, both Young and Young at Heart to get involved in Service work. OYPAA has it's 42nd annual event, which will be hosted in Columbus this year, we look forward to you being there. I am eternally grateful for this opportunity to serve. With that I pass. — *Beverly F.*

Wisconsin (Southern), Area 75: Greetings to the 75th General Service Conference. It is an honor and very humbling to be here. Area 75 is comprised of a few metro areas, like Milwaukee, Madison and Janesville, though a significant amount of the Area's population is in small towns and rural areas. There are approximately 2000 meetings listed in Fellowship Connection, but the breakdown is 976 active and 702 inactive. The Area has had a dozen newly registered groups since January 1st. We have 39 Districts including District 10, an at large Spanish speaking district. The Area Committee is a good steward of the contributions sent in by the groups. We have a solid prudent reserve, but do not carry excess funds for no purpose. Our committees all have chairs and the funds they need to carry the A.A. message throughout the Area. As many of you know, getting back in to treatment, corrections and other facilities since covid has often been challenging. Our committees have been persistent and have even re-started meetings in the Oxford Federal Corrections Facility after many years. The love of A.A. is evident from small rural groups to the cities' big meetings and the past Delegates who are steadfast arbiters of the Area's collective conscience and ready guides through difficult decisions. Area 75 takes the primary purpose of A.A. to heart. Carrying the message of hope to suffering alcoholics from the Mississippi River to Lake Michigan. The decisions we make and the actions that follow are for that singular purpose. — *Bob S.*

NORTHEAST REGION

Connecticut, Area 11: Area 11 is comprised of all but two of Connecticut's 169 towns, with a dedicated fellowship and continually active service committees at both the area and district levels. Connecticut is known for many things—its rich history, picturesque landscapes, and proximity to both Boston and New York City. We're less known for being the first state to impose a speed limit — just 12 miles per hour — in 1901. Fortunately, things are moving much faster in Connecticut these days. And our A.A. scene is no exception. In recent times, we've seen ongoing redistricting efforts expand, growing from nine geographic districts and one linguistic district in 2019 to 33 geographic districts and one linguistic district today, with more districts considering similar steps. A simple goal has guided these efforts: to foster better communication and reach the still sick and suffering alcoholic more effectively. Connecticut's A.A. community is engaged well beyond the homegroups. We host three assemblies per year, along with six area committee meetings, four sharing sessions, and a variety of service events. Our fellowship comes together for five major annual events — with Al-Anon participation — to celebrate sobriety, two conventions, a roundup, a bilingual service event, and even a family camping weekend. Our young person's community remains vibrant. Like all our event committees, the Connecticut State Convention of Young People in A.A. (CSCYPAA) committee's Chairperson has voice and vote participation at Area Committee meetings and assemblies. This immersion in general service often leads to ongoing involvement. In fact, most of our current Area 11 officers have had past or present involvement in YPAA convention planning committees. While our structure has evolved, our mission remains the same—to carry A.A.'s message wherever it's needed and to strengthen A.A.'s work across all levels of service. — *Michael R.*

District Of Columbia, Area 13: Although geographically small compared to the other 92 areas of US and Canada, Area 13 is a diverse cosmopolitan community consisting

of the District of Columbia and Maryland's Prince Georges and Montgomery Counties. Area 13 also includes thirteen English and two Linguistic Districts. In total, Area 13 has 15 Districts by which the first Linguistic group was started in 1967, and it was called Latino Uno, followed by Renacer Hispano and Central, both of whom were started in 1971. I am a member of the Cosmopolitan Group, whose humble beginnings started with Jim's story, found on page 232 of the Fourth Edition of the book *Alcoholics Anonymous*. Jim S., the founding member of the Cosmopolitan Group, was instrumental getting an integrated group started in Washington, DC. and the first person of color to be invited, to speak, and be introduced by Bill W. at the First International A.A. Convention which was held at St. Louis, Missouri in 1950. Area 13 is privileged to have had three Trustees to serve on the General Service Board. Besides our monthly Area Committee meetings, we hold four Assemblies annually, of which our Spring Assembly is regarded as our Pre-conference Assembly or the Mini Conference. Area 13 was adversely affected by the 2020 COVID-19 pandemic, like many Areas throughout the US and Canada, but beginning with Panel 73 Area 13 began to rebound with enthusiasm and being highly committed to service by reinstituting in-person Area Committee and Assembly meetings. — ***Stan C.***

Massachusetts (Eastern), Area 30: Eastern Massachusetts includes Boston and Cambridge along with the Cape and the Islands, the North Shore stretching up to the New Hampshire border, and west to Worcester, Ma and Area 31. There are 1399 active registered groups, 991 inactive groups, and 12 active virtual groups. There are approximately 2372 meetings held a week in Area 30. We are supported by 5 Intergroup offices. Area 30 encompasses 23 Districts and 14 Area Committees. Several Districts are not active at the moment and we are working on bringing them back to life. The Spanish linguistic District has over 20 meetings/week and Portuguese speakers can find 11 meetings/ week. Area 30 hosts 5 Assemblies/ year, each hosted by a different District. We hold 6 Area meetings/year, a decrease from 12 area meetings /year and we have seen attendance increase at these meetings. GSR participation has been a challenge at our Assemblies and we are hoping to increase their participation at the Assemblies by personal outreach to the Districts and to the General Service Representatives. The Area has an Ad Hoc Committee this panel to look at Area finances. Our costs have skyrocketed, especially for the repository and hosting hybrid Assemblies and Area meetings, to which we are committed. Our CPC Committee regularly outreaches with professionals in Medicine, Social work, and the biosciences. The Public Information Committee brings Literature and Young people to Middle schools, High schools and Health Fairs. The Literature Committee has been busy at the MA State Convention and the Eastern Area Convention of Young People in A.A. held recently at the Boston Hilton. The Corrections Committee supports over 20 meetings/month to facilities within Eastern Mass. Archives just moved to a new repository and items are being shelved, catalogued, and readied for future research work by members of the fellowship. It is an exciting time to be a member of A.A. and Area 30. — ***Mary Jane R.***

New Jersey (Northern), Area 44: Greetings from Area 44! In the great Garden State, divided north and south and Taylor Ham vs. pork roll, we stand united in our love of Alcoholics Anonymous. North Jersey's first A.A. meeting occurred on May 14, 1939, in the Montclair home of Hank P. Our fellowship has now grown to over 2,000 groups making up 32 geographic districts, 2 Spanish linguistic districts and 1 Polish linguistic district. A cornerstone of Area 44's service structure is our 7 Standing Committees that focus on core services, and 14 Special Committees that handle other vital services. For example, our Convention Committee organizes the annual Area 44 Convention and it's World-famous Grapevine Play! Other events include Workshops, Days of Sharing, and our very special GSR Midwinter Luncheon hosted annually to recognize our GSR's for their vital role in our service structure. Many of our committees and events are co-funded and co-chaired in cooperation with the Northern NJ Intergroup. This close collaboration has been a hallmark of Northern NJ A.A. service, ensuring unity between Area and Intergroup as we carry the message together. All 21 committees and their events support our mission in North Jersey. While Area 44 provides a wide range of services and support to A.A. groups and the members throughout, its primary purpose is to make 12th Step work possible — helping alcoholics achieve sobriety — by supporting their efforts to carry A.A.'s message both inside our fellowship, and outward to our community. These efforts remind me of a simple question posed to me by a mentor, "How did you get here?" He often asked this question in large rooms full of trusted servants. He taught me to draw a straight line connecting my personal sobriety to the combined efforts of our entire service structure working to make sure a drunk like me could achieve sobriety through participation in all 3 Legacies of Recovery, Unity, and Service. Our



3 Legacies are alive and well in Area 44, and it's my honor and privilege to serve. — ***Luke M.***

New York (Central), Area 47: Area 47 Central NY has approximately 510 active groups and 61 active districts that meet from just west of Rochester to just East of Syracuse, and from Watertown in the north country to Sayre, PA in the south. Our area assembly meets one Sunday afternoon each month in a hybrid format, except in May when we hold a Day of Sharing that includes the delegate report back on the Conference. Like a General Service traveling road show, assembly is held in a different location each month, graciously hosted by our districts on a rotating, volunteer basis. Our continued use of the hybrid format makes us more accessible to alcoholics with health, mobility, transportation and neurodivergence challenges. Participation finally seems to be rebounding from the COVID nosedive as evidenced by increased numbers at assembly and a full slate of Standing Committee Chairs for this panel. We are blessed with Past Delegates who still support Area 47 by attending assemblies, sharing experience and serving as DCM school leads and ad hoc committee chairs. Last year, as a result of a long overdue inventory we implemented some new ideas to help GSRs feel more welcome at assembly and more comfortable in General Service. In addition to assemblies and district meetings, our trusted servants help carry the message in amazing ways! We had the privilege of hosting the New York State Informational Workshop, an annual event bringing together the standing committees from all 4 areas in New York to share experience and ideas in carrying the message in their respective service areas. About 100 alcoholics came together on a large collaborative Public Information project to staff a PI table for all 13 days of the New York State Fair in Syracuse where volunteers spoke with more than 950 people, giving out information and literature. This coming year, the Empire State Conference of Young People in A.A. (ESCYPAA) returns to Area 47 in Binghamton where I am sure the enthusiasm for recovery and service will be as palpable as it has been in the past. The future is bright in Area 47 and I am proud to serve with such a great bunch of alcoholics who are committed to carrying the message so that others may share in the joy of recovery. — ***Cindy D.***

New York (Southeast), Area 49: Willingness is the word that defines Area 49, SENY our shorthand for Southeastern New York. Whether through technology, accessibility, workshops, ad hoc committees, or service events, SENY remains eager to grow, adapt, and serve. Hybrid access and participation remain a priority, with all five Assemblies and Delegate's Day of Sharing held in a hybrid format. Simultaneous Spanish interpretation is provided at all Assemblies and Committee meetings, ensuring full participation from our Hispanic District trusted servants. In preparation for the General Service Conference, SENY's Delegate's Questionnaire plays a key role in gathering our Area's voice. This year for our Delegate's Day of Sharing, I asked DCMs to present background information on selected Agenda Items from the Delegate's Questionnaire. This not only strengthens engagement but also allows GSRs to see trusted servants close to them actively participating in the Conference process. While many Areas are organized primarily by Districts, SENY has a unique county-level service structure. Our Area is made up of twelve counties and a linguistic district: Bronx Upper Manhattan, Brooklyn, Manhattan, Nassau, Orange, Queens, Putnam, Rockland, Staten Island, Suffolk, Sullivan, Westchester, and our Hispanic Districts. This structure bridges the gap between individual Groups, Districts, and the broader Area, enhancing communication, collaboration, and unity. By coordinating service efforts locally before moving them up to the full Area level, we ensure stronger connections and more effective participation. I also want to recognize SENY Past Delegates, who continue to step up as voting members of our Area, offering their experience, strength, and guidance to those stepping into service. During

Conference week, SENY continues a cherished tradition by serving as the hospitality committee for guests of Conference members. Each year, our volunteers ensure visitors receive a warm welcome and experience the best of New York City. Area 49 continues to evolve while staying rooted in our commitment to accessibility and participation. We bring new energy and willingness into service because that's just who we are in SENY. — ***Nisaa A.***

Pennsylvania (Eastern), Area 59: Eastern Pennsylvania spans a diverse geographic region with a rich service culture, from the more populated and urban sections in the southeast, to the more rural, and sparsely populated regions in the northern and western part of the area. We are home to more than 1,600 groups (32 online), and 33,000 members. Our A.A. fellowship extends across 48 total districts, one of which is our Spanish linguistic district. The Area Committee, which conducts business quarterly, consists of six officers and 48 DCMs. Each DCM is assigned by the Delegate to serve on one of our eight subcommittees, who are the primary drivers of area business. These subcommittees are Archives, CPC/PI (newly combined), Corrections, Finance, Grapevine/LaViña, Structure, Treatment/Accessibilities, and Ad Hoc Digital Communications. Appointed special servants include the Archivist, Web and Technology Servants and their assistants, the Bridging the Gap Coordinator, and Spanish interpreters. We hold one annual assembly each November, which is a weekend event planned by our convention committee of past delegates. Last year we had 556 voting members and over 830 in attendance. We host share-a-days with YPAA and our ten intergroups, to foster cooperation and connection. Although the area overall has general service enthusiasm, we have been striving to increase participation and inclusion from the northern and western parts, as well as from districts that have been inactive or barely participating for several years. Some of our efforts include asking inactive districts to host Area events, ensuring fair geographic rotation of events, continuing outreach discussions, and for the first time in many years, a goal to host a share-a-day with every intergroup during this panel. We have made some strides in this, but still have more work to do. Our Area Inventory in October will be a great opportunity to reflect upon this, and other ways we can serve alcoholics, and carry the message more effectively, across all of eastern PA! — *Dan B.*

Western Pennsylvania, Area 60: Area 60 is comprised of the territory between Lake Erie — NY border to the western slopes of the Allegheny Mountains to the WV border near the Mason-Dixon line to the Ohio border. Some of our larger cities include Erie, Altoona, Johnstown, and Pittsburgh. We have a strong fellowship with over 800 groups, 10,000 members and 44 districts. We also have 2 Intergroups (Pittsburgh and Erie) which provide multiple services including meeting lists, literature and answering services. With Akron being a little over 100 miles away we are home to a few old meetings, East Liberty, Erie and Aliquippa with over 80 years of meetings each, started in 1941 and 1942. We have 4 quarterly meetings and 3 assembly meetings a year. We have 7 elected officers and 4 appointed officers. Area 60 has 8 service committees: Archives, Corrections, CPC/PI, Grapevine, Literature, Meeting Technology, Treatment/Accessibility and Website. We are currently getting ready for PCAW (Pre-Conference Assembly Weekend) which we are always excited about. This is where we have discussions on most of the agenda items on Saturday, and then we have a Sunday meeting on what was discussed Saturday, to give the delegate a group conscience of what the area's consensus is on the different agenda items. We host a website and have a Newsletter which is published 4 times a year. We have Days of Sharing throughout the year, held by different districts which provides fellowshipping, and discussions or panels on conference related themes, this year is Working Together, Increasing Trust. They usually have good lunches too, which is a bonus! Thanks for letting me serve! — *Mario D.*

SOUTHEAST REGION

Alabama/Florida (Northwest), Area 1: Every Area 1 Delegate that I've heard give this presentation has always stated that we are the number 1 area in all of Alcoholics Anonymous. Well, I've never found that statement to sound much like 'Walking Shoulder to Shoulder' or to be in line with our suggested spirit of Unity. BUT, the facts are the facts, AND we just so happen to be the number 1 area in all of Alcoholics Anonymous. Area One includes Northwest Florida, that's the panhandle, and all of Alabama. We have 480ish Groups in 24 Districts. 23 Geographic and 1 Linguistic, which is District 24, our Spanish district which encompasses our entire area. They account for 16 of our 480ish groups, and often have up to twelve GSRs present at our assemblies. They also had their first ever District 24 Conference this past November. We have a paid Spanish interpreter for all of our assemblies as well as paid services for sound and online coordinating. Currently, 21 of our districts are active and we're working



to be as helpful as we can to our contacts in the other 3. Our Area Assembly meets quarterly for a full weekend of workshops, committee meetings, A.A. meetings, and area business. Our fearless Technology Committee has led us much closer to the 21st century with a hybrid assembly since 2020, electronic voting since this past October, an Area One Zoom account that our officers and committee chairs utilize in between assemblies, a newly vamped website, and a soon to come information only Facebook Page for better communication. We typically have an Area 1 Convention every other year hosted by one of our districts, and we have a very active YPAA community that hosts an ALCYPAA conference annually. Many of our current Area 1 servants, including myself, got introduced to General Service through ALCYPAA and other YPAA committees. ALCY ALCY ALCY (response from attendees, "PAA PAA PAA"). I'm grateful to be a part of this life in any way I can. Thank you for allowing me to serve. — ***Luke B.***

Florida (North), Area 14: It is an honor to speak to you today about Area 14 North Florida, a dynamic and dedicated body of Alcoholics Anonymous committed to carrying the message of recovery. Geographically, our Area stretches from the Space Coast shore to the Nature Coast shore, reaching north through the Big Bend woodlands and Florida State, and across to the sun kissed beaches of Duvall County including Jacksonville our largest city. We cover a vast and diverse region, with 917 registered groups across 33 Districts. This also includes a Virtual District with 16 registered groups and a Linguistic District. In the past year, Area 14 has embraced innovation and growth. We voted to establish a Virtual District which has opened new doors for participation, bringing in active and engaged members to serve in vital service positions. Recognizing the growing role of technology in reaching the still-suffering alcoholic, we provide Zoom access to our Quarterly Business Meeting, facilitated by our Technology Chair, a position created to support the Area's technology needs. Our service structure is thriving—all panel positions are filled, and we have a strong tradition of members standing for positions, ready and willing to serve. This commitment to leadership and responsibility is what keeps Alcoholics Anonymous in North Florida vibrant and effective. As we continue forward, we remain dedicated to carrying the message, embracing change while honoring our traditions, and ensuring that A.A. is here for the next suffering alcoholic—no matter where they are or how they reach us. Thank you all for your service and for being a part of this incredible fellowship. Together, we make a difference. — ***Lori P.***

Florida (South)/Bahamas/US V.I./Antigua, Area 15: Area 15 has 20 districts that include three Spanish linguistic districts, and three districts in the Caribbean Islands, two of which are active. We have approximately 1,972 total registered active groups which includes 46 online groups and 32 correctional facility groups. From those in-person and online groups we have 18 DCMCs, 71 DCMs, 22 Alternate DCMs, 468 GSRs, 157 Alternate GSRs and 25 Past Delegates in our area. Our assemblies rotate around South Florida, are hosted by local districts and are three-day weekends meeting four times a year. Number of voting members has stayed constant at 320-350. We provide ASL and Spanish interpretation during our Sunday business meeting and translate our minutes, assembly flyers and programs to Spanish. Our Saturday schedule includes 17 Standing Committee meetings, Traditions, Concepts, Service Manual workshops and a What's On Your Mind? session. We continue to have online pre-Conference meetings in addition to in-person sharing at our April Assembly. Post Conference Report Backs are done by visiting most districts in person and a few online. Many of our committees are meeting online in addition to the in-person sharing at assemblies. We recently added a Technology Committee that will assist with the online meetings and audio recordings. There is also a new AdHoc Committee looking into the possi-



bility of submitting for an additional Delegate area. We have a Florida State Convention and we work together with Area 14, North Florida, on an advisory committee to guide the host committees. Our members continue to be well informed and hopefully with an open mind that allows for change and growth as our Area moves forward. — *Lisa D.*

Louisiana, Area 27: Good morning, everyone. Today, I am excited to share the incredible work and achievements of Area 27 in Louisiana. Area 27 encompasses the entire state, boasting 24 districts, including a statewide Spanish language district and a virtual district. We are proud to have 664 registered groups, with our oldest, active group dating back to 1945. Our Area meets four times a year with a strong focus on welcoming newcomers, preparing for the General Service Conference, conducting inventories and elections, and addressing ongoing business and committee work. These gatherings typically see attendance of over 150 voting members and guests. One of our significant accomplishments is conducting assemblies in full hybrid mode. This allows virtual members to actively participate in area service work and interact seamlessly with in-person attendees. Area 27 is supported by 10 standing committees and three ongoing support positions. At our assemblies, we also coordinate with Young People in Alcoholics Anonymous (YPAA), Central Offices, and Intergroups to ensure a collaborative approach to our work. During the unexpected January snowstorm in South Louisiana, our accessibilities committee quickly set up an open virtual meeting space for groups unable to meet in person. This initiative, along with our established virtual and hybrid platforms, proved crucial in maintaining our support for groups carrying the message. One of our most recent challenges is in finding a venue to hold our area assemblies. Hotel rates, as everything else, are going up in price significantly for meeting space and hotel rooms. The cost of our current location more than doubled. We have been fortunate to find suitable accommodations in Alexandria, Louisiana; so, our remaining 3 assemblies for 2025 and the 4 in 2026 will be held at the Holiday Inn Downtown in Alexandria. Join us if you are in the area. Lastly, I am thrilled to announce that our new committee chairs and officers are embracing modern communication methods. This enhances our ability to work together effectively between assemblies, keeping everyone informed and engaged. Thank you for your time and service to Alcoholics Anonymous! — *Jay T.*

North Carolina, Area 51: North Carolina encompasses 39 districts with 3 being Spanish, and has 1086 active groups including 63 correctional, 57 Hispanic, and 20 virtual. Our Area 51 spans 503 miles east to west, with an eight-and-a-half hour drive from Murphy to Manteo. Regions within our state (western, central, eastern, and Spanish linguistic) hold annual preconference events to discuss Conference Agenda items to inform members and for the Delegate to hear the voices of Area 51. The Hispanic presence continues to grow in General Service throughout our state, with all 3 districts actively participating. Having both a Spanish interpreter and translator as Area coordinators helps ensure that everyone can participate. Currently we are working on becoming a 501c3 organization and continue to discuss the possibility of adding a virtual component to our Area service events. Area Committee meetings are held 4 times a year — Winter, Spring, Summer, and Fall —

coinciding with Area Assemblies in the Spring and Fall. Recovery is celebrated at our annual State Convention, Spanish State Convention, and Correction Conference, Freedom from Bondage. Our events are back to prepandemic attendance. Larger than life aliens greet people at the door for all our events! I want to take a moment in these area highlights to sincerely thank the fellowship for the love and support we received when our mountains were devastated by hurricane Helene late last year. No one knows how long it will take to get all the roads and infrastructure repaired after the storm, but A.A. in the Western districts has continued in spite of all the obstacles. And in closing, I invite everyone to attend the 2026 South East Regional Forum in Raliegh, North Carolina, September 18-20! — ***Denise M.***

Virginia, Area 71: Warm greetings from Area 71, home to passionate A.A. members! Area 71 covers the entire state of Virginia, including Guantanamo Bay, Cuba, thanks to the strong US Navy presence in the Tidewater region. Our tourism slogan is "Virginia is for Lovers." Virginia, located in the southeastern United States, stretches from the Chesapeake Bay to the Appalachian Mountains and boasts a long Atlantic coastline, encompassing over 42,000 square miles and serving a population of more than eight million. Many people choose to relocate here to enjoy the beauty of all four seasons. I am proud to be a Virginian, born and raised. Virginia has thriving A.A. communities filled with love and service. We currently have 904 active groups along with 26 virtual ones, organized into 43 districts, which includes one dedicated linguistic district. Our members carry the message behind the walls to over 30 correctional facilities and over 50 treatment centers. Throughout the year, we organize two agenda-setting meetings during the Winter and Summer, along with two assemblies in the Spring and Fall, and biannual conventions. To promote engagement across the state, districts take turns bidding to host these events. Our Virginia Area Committee is composed of six area officers, 14 committee chairs, nine special assignment coordinators, a web team, and an ad-hoc committee to facilitate our new linguistic district. We are fortunate to have a consistent presence of 4 to 7 Rusted Servants at our meetings and assemblies, providing valuable guidance and experience. The area also hosts annual workshops focused on Corrections, CPC & PI, Growth, and Treatment & Accessibilities, with districts bidding to hold these workshops as well. Additionally, we celebrate an Archives Open House each May at our Archives office in Mechanicsville, VA. Fourteen years ago, we hosted the first Southern States Alcoholics Anonymous Service Assembly, and we are excited to welcome the eighth assembly this December. I love serving with my fellow brothers and sisters of Alcoholics Anonymous. Remember, if you aren't having fun you are doing wrong. Make today amazing! — ***Christy E.***

West Virginia, Area 73: Area 73 includes the entire State of West Virginia plus a little chunk of Ohio and a tiny bit of Pennsylvania. We currently have 16 Districts with one or two struggling to stay active. I am very excited about the next two years in our Area. At this last election we elected some younger members as our Area officers. Our new Area Chairperson, Gabby, is a young lady who as DCM of her District really got new people involved and really energized that District. I look forward to seeing what she and the rest of the new Officers and Committee Chairs can bring to our Area with their enthusiasm and new ideas. Our Area has made large strides in our Corrections work over the last 2 to 3 years. We now have meetings going into almost all of our Regional jails and our Federal prisons. After trying for 10 years we finally got into one of our Federal prisons and currently have roughly 100 women weekly at our meeting plus they have implemented meetings on each of their Units. As of the first of March we will also be starting a meeting at the Mens Camp at the same facility. We have several Virtual meetings in addition to all the In Person meetings. We have 2 Assemblies and a Convention every year. At our Spring Assembly we have a Mini Conference in addition to our regular Business meeting. Attendance has been gradually increasing for the Mini Conference which is encouraging. Most of our Districts are in rural areas and as such the membership is quite spread out in those Districts. This makes getting members involved difficult in general. We are going to be planning several workshops presented by the Area to hopefully garner some interest in getting involved in some way in their District functions. We really hope to change the perception that General Service is just sitting in meetings and doing reports. We want to emphasize the Fellowship and friendships that come from being involved in making sure that the hand of A.A. is always there whenever someone reaches out for help. Area 73 is a beautiful area to visit with many attractions and some breathtaking scenery to view. Come visit us and find one of our 273 meetings. You will be welcomed with open arms and caring hearts in Wild and Wonderful West " By God" Virginia. — ***Bill A.***

2025 Conference Committees

Agenda

PANEL 74
Penny H.** — *Area 58, Oregon*
Guy K. — *Area 48, Northeast New York*
Erik L.* — *Area 20, Northern Illinois*

PANEL 75
Rudy M. — *Area 93, Central California*
Stacy S. — *Area 4, Arkansas*
Jay T. — *Area 27, Louisiana*
Jessie W.— *Area 52, North Dakota*
Secretary: Diana L.

Cooperation with the Professional Community

PANEL 74
Dan D.** — *Area 86, Western Ontario*
Allen S. — *Area 28, Maine*
Alexandra W.* — *Area 9, Mid-Southern CA*

PANEL 75
Dan B. — *Area 59, East Pennsylvania*
Beverly F. — *Area 54, Northeast Ohio*
Jim L. — *Area 38, Eastern Missouri*
Denise M. — *Area 51, North Carolina*
Secretary: Michael R.

Corrections

PANEL 74
Bridget B.* — *Area 25, Kansas*
Steve J.** — *Area 50, Western New York*
Paul L. — *Area 23, Southern Indiana*
Rick P. — *Area 62, South Carolina*
Sue W. — *Area 43, New Hampshire*

PANEL 75
Luke B. — *Area 1, Alabama/NW Florida*
Lisa C-D. — *Area 40, Montana*
Joel C. — *Area 85, Northwest Ontario*
Nikki U. — *Area 5, Southern California*
Secretary: Nick S.

Finance

PANEL 74
Corey D.* — *Area 26, Kentucky*
Lisa G. — *Area 92, Washington East*
Marietta M. — *Area 81, New Brunswick/PEI*
Nicholas S-S.** — *Area 74, N. WI/Upper Pen. MI*
Ilir T — *Area 12, Delaware*

PANEL 75
Cindy D — *Area 47, Central New York*
Alison G. T. — *Area 91, Saskatchewan*
Sarah P. — *Area 65, Northeast Texas*
Deborah S. — *Area 17, Hawaii*
Secretary: Zenaida M.

Grapevine and La Viña

PANEL 74
Matthew L.** — *Area 7, Northern Interior CA*
Diane R. — *Area 35, Northern Minnesota*
Jim T. — *Area 70, Vermont*
Alan W. — *Area 84, Northeast Ontario*
Liz W.* — *Area 16, Georgia*

PANEL 75
Stan C. — *Area 13, District of Columbia*
Martha M. — *Area 10, Colorado*
Bob S. — *Area 75, Southern Wisconsin*
Courtney S. — *Area 72, Western Washington*
Secretary: Paola M.
Secretary: Jon W.

Literature

PANEL 74
Blas A. — *Area 3, Arizona*
Lawrence P. — *Area 80, Manitoba*
Warren G.** — *Area 56, Southwest Ohio*
Terry P.* — *Area 29, Maryland*
Linda W. — *Area 66, Northwest Texas*

PANEL 75
Anne B. — *Area 82, Nova Scotia/NL*
Lisa D. — *Area 15, South Florida/Bhams/VI/Antigua*
Doug H. — *Area 36, Southern Minnesota*
Mary Jane R. — *Area 30, East Massachusetts*
Secretary: Rainer L.

Policy and Admissions

PANEL 74
Ed B.* — *Area 34, Western Michigan*
Kerri K.** — *Area 46, New Mexico*
JoEllen L.— *Area 2, Alaska*
Julio M. — *Area 77, Puerto Rico*

PANEL 75
Robert J. — *Area 19, Chicago, Illinois*
Joel K.I — *Area 53, Central SE Ohio*
Lori P. — *Area 14, North Florida*
Dan P. — *Area 24, Iowa*
Michael R. — *Area 11, Connecticut*
Secretary: Racy J.

Public Information

PANEL 74
André D. — *Area 87, Southwest Québec*
Tricia D.** — *Area 61, Rhode Island*
Nick K.* — *Area 41, Nebraska*
Karen O. C. — *Area 78, Alberta/NWT*

PANEL 75
Christy E. — *Area 71, Virginia*
Greg G. — *Area 39, Western Missouri*
Luke M. — *Area 44, Northern New Jersey*
Karin O. — *Area 22, Northern Indiana*
Chitra S. — *Area 6, Northern Coastal CA*
Secretary: Misha Q.

Report and Charter

PANEL 74
Josh D. — *Area 55, Northwest Ohio*
Jimmy W.* — *Area 64, Tennessee*
Kade W.** — *Area 18, Idaho*

PANEL 75
Jodi B. — *Area 21, Southern Illinois*
Mario D. — *Area 60, W. Pennsylvania*
Amy L. — *Area 83, Eastern Ontario*
Jean-Yves M. — *Area 88, Southeast Québec*
Secretary: Karina C.

Treatment and Accessibilities

PANEL 74
Dave D. — *Area 63, South Dakota*
KC H. — *Area 68, Southwest Texas*
Wendy M.* — *Area 45, Southern NJ*
Katherine Y.** — *Area 37, Mississippi*

PANEL 75
Jocelyne C. — *Area 89, Northeast Québec*
Mike F. — *Area 69, Utah*
Jon S. — *Area 32, Central Michigan*
Bryan T. — *Area 57, Oklahoma*
Drew W. — *Area 79, BC/Yukon*
Secretary: Kelley C.

Trustees

PANEL 74
Deb L.c — *Area 90, Northwest Québec*
Steve M.* — *Area 76, Wyoming*
Stephen M. — *Area 31, W. Massachusetts*
Richard O.** — *Area 8, San Diego/Imp. CA*

PANEL 75
Bill A. — *Area 73, West Virginia*
Nisaa A. — *Area 49, Southeast New York*
Cheryl B. — *Area 33, Southeast Michigan*
Lyle C. — *Area 42, Nevada*
Christina S. — *Area 67, Southeast Texas*
Secretary: James H.

Archives[1]

PANEL 74
Tricia D. — *Area 61, Rhode Island*
Alice G. — *Area 80, Manitoba*
Nicholas S-S.**— *Area 74, N. WI/Upper Pen. MI*
Kade W.* — *Area 18, Idaho*

PANEL 75
Bill A. — *Area 73, West Virginia*
Anne B. — *Area 82, Nova Scotia/NL*
Stacy S. — *Area 4, Arkansas*
Nikki U. — *Area 5, Southern California*
Secretary: Michelle M.

International Conventions/ Regional Forums[1]

PANEL 74
Kerri K.** — *Area 46, New Mexico*
Karen O. C. — *Area 78, Alberta/NWT*
Katherine Y.* — *Area 37, Mississippi*

PANEL 75
Lyle C. — *Area 42, Nevada*
Joel C. — *Area 85, Northwest Ontario*
Robert J. — *Area 19, Chicago, Illinois*
Luke M. — *Area 44, Northern New Jersey*
Secretary: Eileen A.
Secretary: Patrick C.

*Chair
**Alternate Chair

[1]Members of this committee serve on this as a second committee assignment.

2026 CONFERENCE CHAIRPERSONS AND ALTERNATE CHAIRPERSONS

Committee	*Chairperson*	*Alternate*
Agenda	Stacy S., Arkansas	Jessie W., North Dakota
CPC	Dan B., East Pennsylvania	Jim L., Eastern Missouri
Corrections	Luke B., Alabama/NW Florida	Lisa C-D., Montana
Finance	Cindy D., Central New York	Alison G. T., Saskatchewan
Grapevine/La Viña	Martha M., Colorado	Courtney S., Western Washington
Literature	Lisa D., S. FL/Bahamas/VI/Antigua	Doug H., Southern Minnesota
Policy and Admissions	Michael R., Connecticut	Joel K., Central & SE Ohio
Public Information	Luke M., Northern New Jersey	Greg G., Western Missouri
Report and Charter	Jodi B., Southern Illinois	Amy L., Eastern Ontario
Treatment and Accessibilities	Drew W., British Columbia/Yukon	Jon S., Central Michigan
Trustees	Nisaa A., Southeast New York	Cheryl B., Southeast Michigan
Archives*	Nikki U., Southern California	Bill A., West Virginia
International Conventions/Regional Forums*	Joel C., Northwest Ontario	Robert J., Chicago Illinois

*Members of this committee serve on this as a secondary committee assignment.

2025 Trustees' Committees*

Archives
Sister Judith K., *chair*
Cathi C.
Dawn K.
Deborah K.
Clint M.
Al M.
Molly O.
Gail P.
Michelle M., *secretary*

Audit
Kevin P., *chair*
Tom H.
Gail P.
Paz P.
Marita R.
Paul K., *secretary*

Compensation
Reilly K., *chair*
Andie M.
David S.
Paul K., *secretary*

Conference
David S., *chair*
Teddy B-W.
Cathi C.
Vera F.
Tom H.
Robert L.
Clint M.
Andie M.
Marita R.
John W.
Diana L., *secretary*

Cooperation with the Professional Community/ Treatment and Accessibilities
Andie M., *chair*
Teddy B-W.
Morgan B.
Vera F.
Dawn K.
Al M.
Molly O.
***Gerry C., *consultant*
***Tom P., *consultant*
Michael R., *secretary*
Kelley C., *secretary*

Corrections
Kerry M., *chair*
Charlie H.
Dawn K.
Al M.
Nikki O.
Gail P.
Paz P.
Nick S., *secretary*

Finance & Budgetary
Kevin P., *chair*
Teresa J.
Reilly K.
Sister Judith K.
Deborah K.
Joyce S.
David S.
Ken T.
Carolyn W.
John W.
Zenaida M., *secretary*

International
Marita R., *chair*
Robert L., *vice chair*
Vera F.
Tom H.
Kerry M.
Nikki O.
Irene D., *secretary*

International Conventions/ Regional Forums
Tom H., *chair*
Clinton M.
Molly O.
Nikki O.
Gail P.
Paz P.
Kevin P.
Ken T.
Patrick C., *secretary, —International Conventions*
Eileen A., *secretary, —Regional Forums*

Literature
Teresa J., *chair*
Teddy B-W.
Morgan B.
Cathi C.
Charlie H.
Reilly K.
Paz P.
Marita R.
**Cesar F., ACM
**Gerry R., ACM
Rainer L., *secretary*

Nominating
Deborah K., *chair*
Kerry M.
Andie M.
Kevin P.
Joyce S.
David S.
Ken T.
Carolyn W.
James H., *secretary*

Public Information
Robert L., *chair*
Morgan B.
Charlie H.
Teresa J.
Reilly K.
Sister Judith K.
Joyce S.
John W.
**Kirk H., ACM
Misha Q., *secretary*

GSB Sharing Session
David S. *chair*
Karina C., *secretary*

Officers of the General Service Board
Chair, Scott H.
First Vice-Chair, Deborah K.
Treasurer, Kevin P., MBA, CFA, CPA
Secretary, Teresa J.
Assistant Treasurer, Paul K.
Assistant Secretary, Racy J.

* GSB chair is an ex officio member on all committees; GSO's general manager is an ex officio member on all committees except the Audit Committee, Compensation Committee and the Nominating Committee.
** Appointed Committee Member
*** Consultant

2025 Conference Members

CLASS A (NONALCOHOLIC) TRUSTEES

Terry B. (Albany, NY) is a medical administrator and longtime friend of Alcoholics Anonymous. He served as treasurer of the General Service Board in 2008. Terry is a past chair of the GSB and serves as the chair of the audit committee and chairs the trustees' finance committee.

***Sr. Judith K., CSA, FACHE** (Richfield, OH) was elected Class A trustee in May 2019. Sister Judith is the congregational leader of the Sisters of Charity of St. Augustine and the immediate past president and CEO of the Sisters of Charity Health System. Begun in 1962, her health care ministry has included working as a clinical pharmacist as well as serving in numerous executive positions and leadership roles in health care administration, including board chair of the Catholic Health Association in 2015. She has won many awards and distinctions along the way, and is a Life Fellow of the American College of Healthcare Executives. She served on the trustees' nominating, finance, compensation and audit committees.

Dawn K. (Asheville, NC) was elected Class A trustee in April 2024. She has been chief operating officer and owner of the Employee Assistance Network since 2002. Dawn is a Licensed Mental Health Counselor in North Carolina. She served as an Employee Assistance Program Coordinator for Mental Health Services of Catawba County, as well as a program therapist for Inpatient and Intensive Outpatient Programs, providing chemical dependency treatment at Horizon Health at Rowan Regional Medical Center. From 2012 to 2016, she was instrumental in developing Employee Assistance Program Association Conferences, an Addictions Professional Conference, and the Alcoholics Anonymous Convention in Atlanta, Georgia. Dawn earned a Bachelor of Science degree in Psychology and a Masters degree in Mental Health Counseling. Over the years she has held offices in the North Carolina Employee Assistance Professionals Association (NCEAPA) — from treasurer to vice president to past president. Dawn has sat on the Board of Directors for the International Employee Assistance Professionals Association, and in 2018 she received the John Burke President's Achievement Award, NCEAPA. Currently, she is the Vice Chair of the Asheville Humane Society. She chairs the trustees' CPC/treatment-accessibilities committee and is on the archives committee.

***Hon. Kerry M.** (Minneapolis, MN) was elected Class A trustee in April 2022. Kerry is a district court (trial) judge for the Fourth Judicial District in Minneapolis. Kerry has presided over the DWI, Mental Health and Veterans Treatment Courts. She has held court leadership and assignments at the district, county and state levels, including criminal and treatment courts. She is also the State Judicial Outreach Liaison to address impaired driving issues with judges throughout Minnesota. Kerry is actively involved in community service, appearing as a guest speaker at local schools and colleges as well as local A.A. conferences, sharing on topics of cooperating with professionals. She chairs the trustees' conference committee and serves on the CPC/treatment-accessibilities and nominating committees.

***Al J. M., III, MD, FAAFP, FASAM** (Cary, NC) was elected Class A trustee in May 2019. He has provided medical care in the specialties of family health, behavioral health, community health and addiction medicine for over 40 years. A noted author and a respected pioneer in the field, Al helped establish the certification standards for addiction medicine in the United States in the 1980s. For most of his career, Al has held an adjunct faculty position with the Department of Family Medicine at the University of North Carolina. Currently, he is involved in projects promoting addiction awareness worldwide. He served on the trustees' archives and CPC/treatment-accessibilities committees.

***Anadora "Andie" M.** (Washington, D.C.) was elected Class A trustee in April 2022. Andie is the principal and owner of a criminal justice consulting firm based in Washington, D.C. The firm provides consulting services to federal, state, and local government agencies and private organizations, including the National Institute of Corrections (NIC), Bureau of Justice Assistance (BJA), and the Bureau of Justice Statistics (BJS) in the field of criminal justice. Andie has given numerous presentations throughout the U.S. on various aspects of the criminal justice system and on organizational leadership and related subjects. She is also the author of several textbooks and papers. Andie is a current member of the American Correctional Association, American Probation and Parole Association and other professional associations and has been the recipient of several notable awards. She is a past chair of the trustees' corrections committee and has

*Rotating at the close of the 2025 Conference.

served on the nominating committee and the centennial commemoration ad hoc committee.

Molly O. (Williamsville, NY) was elected Class A trustee in April 2021. Molly is currently the executive director, of the Center for Leadership and Organizational Effectiveness at the University of Buffalo. Molly has 30 years of experience developing organizations around the world, and her areas of expertise include strategic planning, board development, fundraising, communications and program development. She has fostered strong partnerships with leading companies, organizations, government leaders and educational partners to deliver programs locally and globally. A leader in her community, Molly has achieved recognition and awards in several notable disciplines. She serves on the trustees' nominating committee, and the international convention/regional forums committee.

***Kevin P., MBA, CFA, CPA** (St. Louis, MO) was elected Class A trustee in May 2021. With a professional background in accounting and finance, Kevin is currently Senior Director of Finance of the Catholic Health Association of the United States, which advances the interests of the largest group of nonprofit healthcare providers in the nation. In addition to managing a $25 million budget, Kevin serves in a cross-functional role impacting resource planning, investment and treasury management, risk management, financial reporting and operations. Kevin was the treasurer of the General Service Board, chair of the finance and audit committees, and served on the international conventions/regional forums committees.

CLASS B (ALCOHOLIC) TRUSTEES

***Cathi C.** (Indianapolis, IN) was elected East Central regional trustee in April 2021. Cathi was a Panel 64 delegate and has stayed active in area service since rotating, most recently as chair of the ad hoc Committee on Virtual Assemblies and as Area 23 archivist. She has served as area secretary and on a variety of group, district and area committees including CPC, Finance, Literature, Grapevine/La Viña, Archives, Group Services and State Convention. Now retired, Cathi has wide experience in retail management, customer service, staff training and management development. Cathi is a past chair of the AAWS board and served on the ad hoc orientation committee as well as the trustees' archives, conference and finance committees.

Charlie H. (Lincoln, NE) was elected West Central regional trustee in April 2024. A past delegate for Area 41 (Panel 56) he served as GSR for his home group, There Is a Solution, was DCM for District 29, and was one of the first area registrars in Area 41. Charlie has been an active and helpful leader, functioning in many posts throughout the Fellowship. He has been area workshop chair, secretary, and alternate delegate. Charlie was an owner of an insurance agency and was employed as a banker. He has spent many years doing treatment and correctional work. He is now a setup coordinator of his home group and a self-proclaimed retired real estate investor, who still buys and manages many properties. He is the chair of the trustees' corrections committee and serves on the trustees' literature and conference committees.

***Tom H.** (Marietta, GA) was elected Southeast regional trustee in April 2021. As a Panel 62 delegate, Tom chaired the Conference Committee on Trustees. He has also served on the Grapevine Online Editorial Advisory Board and as alternate delegate, area chair, and in many other home group, intergroup, district and area service positions, including co-chair of the volunteer host committee for the 2015 International Convention. Tom served extensively with the International Conference of Young People in Alcoholics Anonymous (ICYPAA), including as chair of its advisory council. He retired as a lieutenant in his county's fire and emergency services department.

Scott H. (Kamloops, BC, Canada) was elected trustee-at-large/Canada in 2015. A Panel 61 delegate, Scott takes meetings into a local detox and facilitates Twelfth Step weekends. He is an attorney. Scott serves as General Service Board chair.

Teresa J. (Albuquerque, NM) was elected Southwest regional trustee in April 2023. A Panel 68 delegate, Teresa has stayed active in area service since rotating, recently as Treasurer of the Southwest Regional Delegates' Assembly. She has served as area chairperson, treasurer, area website meeting editor, office volunteer at the Albuquerque Central Office, group inventory facilitator and is actively engaged in sponsoring members. Teresa has extensive professional experience in graphic design and has owned her own business in this area for over 30 years. She is also a trained educator and experienced chemist. She serves as chair of the trustees' public information committee and on the CPC/treatment-accessibilities and conference committees.

Reilly K. (Winston, OR) was elected Pacific regional trustee in April of 2022. Reilly was a Panel 66 delegate from Area 58 (Oregon) and has been actively involved in A.A.

*Rotating at the close of the 2025 Conference.

service since the mid 1960s, including serving as the area's Grapevine/La Viña Committee chair and chairing various committees. Reilly holds decades of experience in financial management as a licensed tax consultant of 23 years and owner of a tax and consulting firm. She chairs the trustees' archives committee, and serves on the trustees' nominating and conference committees.

***Deborah K.** (Durham, NC) was elected general service trustee in April 2021. She served as an AAWS director from 2017 to 2021. Deborah was a Panel 59 delegate from Area 51 (North Carolina). She is a clinical neuropsychologist and associate professor at a major university medical center, and has expertise in clinical diagnosis, research design and global health. Deb is a past chair of the public information committee GSB sharing session, was a director on the AAWS board and served on the trustees' policy and nominating committees.

Robert L. (Quebec, Canada) was elected trustee-at-large/Canada in April 2023. He was a Panel 48 delegate for Area 89, northeast Quebec, and served as a member of the Board of La Vigne and Publications françaises. Robert has been actively involved in A.A. service since the mid-1980s. He implemented a Bridging the Gap Committee, served as area chair and a member of several local committees. He has actively facilitated workshops on the Traditions and Concepts, founded study groups, participated in many area and regional events, including the Eastern Canada Territorial Services Assembly and the Quebec Provincial Assembly. Robert was instrumental in convening meetings with the Archbishop of Dakar and the Bishop of Casamance in helping to bring information about A.A. to the clerical community. In his professional life, Robert is a freelance journalist, photographer, writer and lecturer and the author of several books and other published works. He has also traveled extensively around the world for humanitarian purposes. He chairs the trustees' international committee and serves on the trustee's corrections and conference committee.

Gail P. (Victoria, BC, Canada) was elected Western Canada regional trustee in April 2024. She previously served as Area 79 delegate (Panel 69). Her many years of service include serving as area treasurer, area alternate chair and Grapevine chair, alternate delegate, and Literature Committee chair. An active, enthusiastic member of her community, she is on the board of directors for a senior housing facility and has been on the board of other community organizations. From 1996 to 2012, she owned and operated a scuba diving shop and café. Since then, she has been self-employed as a bookkeeper for small businesses. Gail chairs the trustees' international convention/regional forums committee and serves on the trustees' nominating and finance committees.

***Paz P.** (Tucson, AZ) was elected general service trustee in April 2021. Paz served as a nontrustee director on the AA Grapevine Board from 2014 to 2018 and as a member of the La Viña Editorial Advisory Board from 2008 to 2014. In her area, she has been Hispanic coordinator, interpreter, newsletter editor and AA Grapevine coordinator. Paz is currently a human resources specialist, with skills in benefits administration, data and compliance management, and on-boarding activities. She chaired the Grapevine Board.

***Marita R.** (Mesquite, NV) was elected trustee-at-large/U.S. in April 2021. As a Panel 49 delegate, she chaired the Conference Report and Charter Committee. While residing in other areas, she served as director of an intergroup board and as liaison to a Hospitals & Institutions intergroup. Marita also created and chaired the first Native American Intertribal/GSO meeting in Southern California. Now retired, Marita has professional experience in both education (including on a Native American reservation) and in economic development (including projects in several Southeast Asian countries). She has traveled extensively throughout the world and within the U.S. She chaired the international committee and served on the CPC/treatment-accessibilities, audit, orientation and public information committees.

Joyce S. (Toronto, Ontario, Canada) was elected Eastern Canada regional trustee in April 2022. A Panel 65 delegate, Joyce has served at the district and area levels and has chaired and assisted in various conferences and service assemblies, including the first Eastern Canada Delegates Orientation in 2021. Joyce also served as co-chair and treasurer for the Canadian Eastern Regional Alcoholics Anonymous Service Assembly (CERAASA) in 2015. Joyce is semi-retired and has been employed as an executive assistant for the past 35 years. Joyce enjoys golfing and traveling and is currently involved in volunteer work at a local community organization, providing mentoring and support to those in need. She is a director on the Grapevine Board and serves on the trustees' public information and corrections committees.

David S. (East Chatham, NY) serves as chair of the Grapevine board, David is actively involved in local service activities, held several service positions including group

*Rotating at the close of the 2025 Conference.

and district treasurer, and participated in several area service workshops. David's professional experience lies in media business, subscription marketing for a variety of products, print and digital, as well as in online product development and marketing. He leads his own consultancy, working with challenged businesses to help accelerate their growth through various strategies. He also serves on the trustees' archives and finance committees.

Ken T. (Pepperell, MA) was elected Northeast regional trustee in April 2023. A past panel 63 delegate from Area 30, Ken has held numerous service positions including area chair, secretary/treasurer of the Northeast Regional Delegates (NERD) Reunion, chaired NERAASA in 2017, MA State Convention in 2016 and continues to be active on the State Convention committee. In his professional life, Ken is a software engineer and is currently employed as a senior software engineer/technical lead. He has gained extensive experience in this field through his work with a variety of industries, including audio, video, medical devices, and others. In addition, as a website developer, Ken is conversant in many levels of technologies involved in this field, on both the server and application side of development. He serves on the trustees' conference and finance committees and is chair of AAWS.

Carolyn W. (Surrey, BC, Canada) served as a nontrustee director on the AAWS Board from 2018-2022 and was elected general service trustee in April 2022. Prior to serving on AAWS, she served as the Panel 63 delegate for Area 79. Carolyn remains very active locally in her home group and in sponsorship. Professionally, Carolyn is the Privacy Director for a large health care company in Canada. She is certified as an Information Privacy Professional and an Information Privacy Manager. Prior to this role, she was responsible for clinics with combined revenues of over $14 million per year. Carolyn serves on the Canadian Advisory Board for the International Association of Privacy Professionals. She chairs the trustees' nominating committee and serves on the literature and conference committees.

NONTRUSTEE DIRECTORS

Teddy B-W. (Oakland, CA) was elected AA Grapevine nontrustee director in April 2023. Teddy was a past Panel 69 delegate from Area 06 and served the area in various service positions, including chair of Interpretation & Translation Committee. He is the chair of PRAASA 2024. Teddy has focused his life on service to others and working with diverse communities from across the globe, such as Interpride, which is an International LGBTQ pride organizers association. He also served on the board of the San Francisco Visitors and Conventions Bureau, where he worked with local business leaders. Teddy's business skills lie in nonprofit management, and he currently serves on a variety of charitable organizations, both regional and national, as a director and chief marketing officer, with special emphasis on strategic planning, communications, financial management, policy development and legal work. Teddy also worked as a legal executive with London law firms, specializing in trust and charity administration, estates, tax planning, will drafting and more. He chairs the trustees' literature committee and serves on the nominating and international conventions/regional forums committees.

***Morgan B.** (New Orleans, LA) was elected nontrustee director on the AA Grapevine Board in April 2023. Morgan recently served as an appointed committee member on the trustees' Public Information Committee from 2021 to April 2023. In her area, she served as the Technology Chair, Webmaster, and DCM. In her professional life, Morgan is the owner of a digital marketing company and has extensive experience in marketing, where she specializes in creating and executing custom cross-platform digital marketing campaigns.

***Vera F.** (Lanesborough, MA) was elected AAWS director in April 2021. She has served in several roles, including quality assurance coordinator and general manager, during her 17 years at a nonprofit whose mission is to empower people of diverse abilities. A Panel 68 delegate for Area 58, Vera has served in her area on Grapevine/La Viña and various host committees. She brings a multidimensional view to her professional life and service by utilizing the myriad of her lived experiences. Vera has focused her life's work on advising others to move toward healing in the areas of cancer survivorship, sexual identity, drug and alcohol addiction, and racialized trauma. She recently retired after 32 years in social services and enjoys traveling, camping, theater, dance, photography and spending time with family and friends. Vera served on the trustees' conference and international committees.

Clinton M. (Ottawa, Ontario, Canada) was elected AAWS director in April 2022. A Panel 64 delegate for Area 80 (Manitoba), Clinton also served in various positions at the local and area levels, including chair of the Policies and Procedures Committee of Ottawa Area Intergroup. Professionally, Clinton is a manager of a professional

*Rotating at the close of the 2025 Conference.

accounting practices group with over 25 years of experience leading multi-disciplinary teams in the federal public service and private sector. Clinton is a member of a local Masters Swim Club, a pilot and speaks French as a second language. He serves on the trustees' public information, conference, and literature committees.

Nikki O. (Freeport, ME) was elected AA Grapevine director in May 2024. She is a past delegate (Panel 70) and has been involved in area service as Northeast Regional Secretary/Treasurer, alternate delegate, convention chair, and served for two years on the Grapevine and La Viña committees. Nikki has developed a life and career built upon service and forging partnerships and strong alliances with life-changing organizations across Maine. She is director of Clinical Operations in experiential clinical marketing and development. She has been a licensed alcohol and drug counselor since 2006 and a certified clinical supervisor since 2008. Nikki worked as a program development manager for a residential addiction treatment and behavior health treatment program from 2008–2015. She was an advisory group member of a statewide initiative for women and children affected by substance abuse, 2020–2023, has been involved in statewide strategic planning for health care initiatives, 2022–2023, and received a Leadership Award from the governor in 2015. Nikki serves on the trustees' international convention/regional forums committee as well as the trustees' literature and international committees.

John W. (New York, NY) was elected AAWS director in April 2021. He has over 25 years' experience as a nonprofit executive, specializing in resource development, strategic planning and governance. John has also served in a leadership capacity on various civic and nonprofit boards over the last two decades. As the Panel 67 delegate for Area 49, he served on the conference literature committee, which he chaired in 2018, as well as on the archives committee. John serves on the trustees' international convention/regional forums committee and the finance committee.

Class B Trustees elected by the General Service Board following the 2025 Conference

Jennifer B. (Santa Rosa, CA) was elected trustee-at-large/U.S. in 2025. As a Panel 71 Delegate, she chaired the Conference Committee on Trustees. She chaired PRAASA in 2024 and served on the host committee of the 63rd ICYPAA. Other previous service positions include GSR, DCM, area chair and area PI/CPC chair. Through these roles, she has gained valuable experience in building mutual relationships, particularly with linguistic communities (Spanish-speaking), and engaging with the wider Fellowship. Her service has also included liaison work with H&I, Intergroup, and several other entities in her local area. Her professional career has spanned editorial and production roles in book publishing as well as legal administration. She is a member of the Sonoma County Beekeepers Association and serves on the trustees' public information committee and the international and corrections committees.

Cheryl (Sherry) S. (Curtise, Ohio) was elected East Central regional trustee in April 2025. She is from northwest Ohio and served as Area 55/Panel 72 delegate. Sherry has been actively involved in local service activities and has held various service positions at the district, area and regional levels. She has participated in service workshops and continues to serve as a sponsor and service sponsor. Sherry's professional experience includes national certifications as a paralegal, participation as a regional director and chair of the certifying committee for a nonprofit association, employment in a corporation as a labor paralegal and employment as a university public records manager in the legal department prior to her retirement. Sherry serves on the CPC/treatment-accessibilities, corrections, and public information committees.

Susan V. (Lewisburg, WV) was elected southeast regional trustee in May 2025. She has been very actively involved in the Fellowship since becoming sober in 2009. She has served as her home group's archives and Grapevine chair, and her district's Grapevine chair, eventually becoming DCM and fully becoming involved in general service. Susan had the honor of being chair of the Grapevine committee at Area 73 level, eventually becoming chair of Area 73 and Panel 69 delegate serving on the agenda committee. She is currently on the trustees' literature, archives, and international committees on the general service board.

Class A Trustees elected by the General Service Board following the 2025 Conference

Thomas (Tom) I. (Chapel Hill, NC), MD, MPH, FACOG was elected Class A trustee in April 2025. As of March of 2025, Tom serves Novant Health as Chief Clinical Officer and Senior VP for their Triad Region of NC. In

this role, Tom provides executive oversight for clinical operations, quality, patient safety, and medical staff for five hospitals. Tom previously spent over 21 years at UNC Hospitals and UNC School of Medicine, serving as Chief Medical Officer and Chief Quality Officer for the last eight years. A heavy emphasis of his career has been in healthcare quality and safety, especially aimed at driving systems-level improvement. Earlier work included several years working with health systems in Sub-Saharan Africa, including those in Malawi, Zambia, and Ghana, in addition to sponsoring projects in Guatemala and the Republic of Georgia. The work completed by these teams has resulted in substantial improvements in multiple measures of healthcare quality while building local capacity and capabilities to continue improving systems of care. Tom serves on the trustees' public information committee as well as the CPC/treatment-accessibilities committee.

Kelly P. (Helena, MT) was elected Class A trustee in April 2025. She currently serves as Chair of the Health Sciences Department at Carroll College. She brings over a decade of experience on the Saint Peter's Health System Board of Directors and has also chaired both the National Sexual Violence Resource Center Advisory Board and the Lewis and Clark County Board of Health. Her leadership in health fields is reflected in her management of several grants aimed at preventing tobacco use, alcohol abuse, and sexual violence. She has received national recognition for her efforts, including being named the National Outstanding Prevention Professional of the Year and receiving the National Visionary Voice Award for her work in violence prevention. In 2015, she was selected to participate in the White House Think Tank on sexual assault prevention. Most recently, she was honored with the Champion of Public Health Award by Lewis and Clark County. She has also served as the Sexual Violence Prevention Coordinator for the Montana Coalition Against Domestic and Sexual Violence and spent four years on its Board of Directors. Her public service includes appointments to the Montana Crime Victim's Services Committee and the Governor's HIV/AIDS Advisory Council. Kelly serves on the trustees' corrections, literature and international committees.

Veronica R. (Laredo, TX) was elected Class A trustee in April 2025. She is an accomplished public servant and criminal justice practitioner with twenty-three years of experience in community corrections, including Federal Probation and Pretrial Services and the Texas Department of Criminal Justice, Parole Division. A thankful and privileged friend of A.A. since 2016, Veronica attended the A.A. Unity in Service Conference in Concord, California in September 2016 and is privileged to have served on several corrections panels. Veronica helped organize and present at the Corrections Conference held in 2019 inside the walls of the Louisiana State Penitentiary in Angola, LA. Veronica serves on the trustees' international conventions/regional forums committee as well as the corrections and CPC/treatment-accessibilities committees.

Nontrustee directors elected by the General Service Board following the 2025 Conference

Julie C. (Nevada, CA) was elected AAWS director in May 2025. She served as the Panel 71 delegate for Area 42. She has more than three decades of experience in financial and administrative leadership and has held senior roles in both nonprofit and for-profit sectors. Most recently she served as board treasurer for a rural community foundation that became a leader in disaster recovery and long-term revitalization following a devastating wildfire. In each role, whether professional, service-related, or volunteer, Julie brings a deep commitment to servant leadership, financial transparency, and collaborative governance. Julie serves on the trustees' International Convention/regional forums committee as we all the corrections and finance committees.

Matt K. (West Hartford, CT) was elected AAWS director in May 2025. Prior service experience includes participating in a Young People in Alcoholics Anonymous (YPAA) committee and serving as a Panel 71 delegate for Area 11 (CT). In addition to various service roles, Matt remains actively engaged in sponsorship. He started two careers in sobriety: currently as a lawyer, and previously as a social worker. Matt's litigation experience includes interactions with a wide range of professionals from many occupations. Matt serves on the trustees, Conference committee as well as the International and finance committees.

Fredy M. (Ontario, Canada) was elected Grapevine director in May 2025. With a career in financial administration, Fredy has served at the district level in public information, as treasurer, alternate DCM, DCM (District 8, Area 86) and at the Area 86 level: treasurer, alternate delegate, Panel 66 delegate (2016–2017) assigned to Grapevine and international convention/regional forums committees. Fredy serves on the trustees' international, archives and literature committees.

As we celebrate 90 years of helping alcoholics recover from a deadly illness that affects not only the alcoholic, but whole families; we present this 43rd millionth copy of the book "Alcoholics Anonymous" (the Big Book) to Dorcester Penitentary.

Your support of meetings of AA not only helped members of AA behind bars, but untold numbers of others - families and volunteer members - people you could never know.

Area Delegates

What do panel numbers mean? Delegates to each Conference are made up of two "panels." One is even-numbered and includes those elected to start serving in an even year. The other is odd-numbered and includes those elected to start serving in an odd year. The 75th Conference includes Panel 74 (delegates now serving for their second year) and Panel 75 (new delegates).

1. **ALABAMA/ NORTHWEST FLORIDA** (Panel 75)
   Luke B., Dothan, AL
2. **ALASKA** (Panel 74)
   JoEllen L., Anchorage, AK
3. **ARIZONA** (Panel 74)
   Blas A., Mesa, AZ
4. **ARKANSAS** (Panel 75)
   Stacy S., Sherwood, AR
5. **SOUTHERN CALIFORNIA** (Panel 75)
   Nikki U., Downey, CA
6. **NORTHERN COASTAL CALIFORNIA** (Panel 75)
   Chitra S., Napa, CA
7. **NORTHERN INTERIOR CALIFORNIA** (Panel 74)
   Matthew L., Meadow Vista, CA
8. **SAN DIEGO/IMPERIAL CALIFORNIA** (Panel 74)
   Richard O., San Diego, CA
9. **MID-SOUTHERN CALIFORNIA** (Panel 74)
   Alex (Alexandra) W., Redondo Beach, CA
10. **COLORADO** (Panel 75)
    Martha M., Erie, CO
11. **CONNECTICUT** (Panel 75)
    Michael R., Collinsville, CT
12. **DELAWARE** (Panel 74)
    Ilir T., Camden Wyoming, DE
13. **DISTRICT OF COLUMBIA** (Panel 75)
    Stan C., Silver Springs, MD
14. **NORTH FLORIDA** (Panel 75)
    Lori P., Spring Hill, FL
15. **SOUTH FLORIDA/BAHAMAS/ VIRGIN ISLANDS/ANTIGUA** (Panel 75)
    Lisa D., Pompano Beach, FL
16. **GEORGIA** (Panel 74)
    Liz W., Savannah, GA
17. **HAWAII** (Panel 75)
    Deborah S., Kailua, HI
18. **IDAHO** (Panel 74)
    Kade W. Hagerman, ID
19. **CHICAGO, ILLINOIS** (Panel 75)
    Robert J., Chicago, IL
20. **NORTHERN ILLINOIS** (Panel 74)
    Erik L., Naperville, IL
21. **SOUTHERN ILLINOIS** (Panel 75)
    Jodi B., Green Bay, WI
22. **NORTHERN INDIANA** (Panel 75)
    Karin O., Schererville, IN
23. **SOUTHERN INDIANA** (Panel 74)
    Paul L., Indianapolis, IN
24. **IOWA** (Panel 75)
    Dan P., Waukee, IA
25. **KANSAS** (Panel 74)
    Bridget B., Topeka, KS
26. **KENTUCKY** (Panel 74)
    Corey D., Owensboro, KY
27. **LOUISIANA** (Panel 75)
    Jay T., Monroe, LA
28. **MAINE** (Panel 74)
    Allen S., Bucksport, ME
29. **MARYLAND** (Panel 74)
    Terry P., Columbia, MD
30. **EASTERN MASSACHUSETTS** (Panel 75)
    Mary Jane R., Milford, MA
31. **WESTERN MASSACHUSETTS** (Panel 74)
    Stephen M., Holyoke, MA
32. **CENTRAL MICHIGAN** (Panel 75)
    Jonathon (Jon) S., Ypsilanti, MI
33. **SOUTHEAST MICHIGAN** (Panel 75)
    Cheryl B., Rochester, MI
34. **WESTERN MICHIGAN** (Panel 74)
    Ed B., Kentwood, MI
35. **NORTHERN MINNESOTA** (Panel 74)
    Diane R., Hibbing, MN
36. **SOUTHERN MINNESOTA** (Panel 75)
    Doug H., Edina, MN
37. **MISSISSIPPI** (Panel 74)
    Katherine Y., Waveland, MS
38. **EASTERN MISSOURI** (Panel 75)
    James (Jim) L., Saint Charles, MO
39. **WESTERN MISSOURI** (Panel 75)
    Greg G., Kansas City, MO
40. **MONTANA** (Panel 75)
    Lisa C-D., Bozeman, MT
41. **NEBRASKA** (Panel 74)
    Nick K., Omaha, NE
42. **NEVADA** (Panel 75)
    Lyle C., Chester, CA
43. **NEW HAMPSHIRE** (Panel 74)
    Sue W., Merrimack, NH
44. **NORTHERN NEW JERSEY** (Panel 75)
    Luke M., Belmar, NJ

45. **SOUTHERN NEW JERSEY** (Panel 74)
Wendy M., Hammonton, NJ

46. **NEW MEXICO** (Panel 74)
Kerri K., Los Lunas, NM

47. **CENTRAL NEW YORK** (Panel 75)
Cindy D., Homer, NY

48. **NORTHEASTERN NY** (Panel 74)
Guy K., High Falls, NY

49. **SOUTHEAST NEW YORK** (Panel 75)
Nisaa A., Brooklyn, NY

50. **WESTERN NEW YORK** (Panel 74)
Stephen (Steve) J., Buffalo, NY

51. **NORTH CAROLINA** (Panel 75)
Denise M., Raleigh, NC

52. **NORTH DAKOTA** (Panel 75)
Jessica (Jessie) W., Minot, ND

53. **CENTRAL & SOUTHEAST OHIO** (Panel 75)
Joel K., Woodsfield, OH

54. **NORTHEAST OHIO** (Panel 75)
Beverly F., Lakewood, OH

55. **NORTHWEST OHIO** (Panel 74)
Josh D., Toledo, OH

56. **SOUTHWEST OHIO** (Panel 74)
Warren G., Dayton, OH

57. **OKLAHOMA** (Panel 75)
Bryan T., Edmond, OK

58. **OREGON** (Panel 74)
Penny H., Newberg, OR

59. **EASTERN PENNSYLVANIA** (Panel 75)
Dan B., Philadelphia, PA

60. **WESTERN PENNSYLVANIA** (Panel 75)
Mario D., Monroeville, PA

61. **RHODE ISLAND** (Panel 74)
Tricia D., Saunderstown, RI

62. **SOUTH CAROLINA** (Panel 74)
Rick P., Clover, SC

63. **SOUTH DAKOTA** (Panel 74)
Dave D., Rapid City, SD

64. **TENNESSEE** (Panel 74)
Jimmy W., Soddy Daisy, TN

65. **NORTHEAST TEXAS** (Panel 75)
Sarah P., Carrollton, TX

66. **NORTHWEST TEXAS** (Panel 74)
Melinda (Linda) W., Lubbock, TX

67. **SOUTHEAST TEXAS** (Panel 75)
Christina S., League City, TX

68. **SOUTHWEST TEXAS** (Panel 74)
Kenneth (KC) H., Corpus Christi, TX

69. **UTAH** (Panel 75)
Mike F., Ogden, UT

70. **VERMONT** (Panel 74)
James (Jim) T., Montpelier, VT

71. **VIRGINIA** (Panel 75)
Christy E., North Chesterfield, VA

72. **WESTERN WASHINGTON** (Panel 75)
Courtney S., Seattle, WA

73. **WEST VIRGINIA** (Panel 75)
William (Bill) A., Grafton, WV

74. **N. WISCONSIN/ UPPER PENN. MICHIGAN** (Panel 74)
Nicholas S-S., Chippewa Falls, WI

75. **SOUTHERN WISCONSIN** (Panel 75)
Robert (Bob) S., Almond, WI

76. **WYOMING** (Panel 74)
Steve M., Gillette, WY

77. **PUERTO RICO** (Panel 74)
Julio M., Arecibo, PR

78. **ALBERTA/NWT** (Panel 74)
Karen O. C., Calgary, AB

79. **BRITISH COLUMBIA/ YUKON** (Panel 75)
Drew W., Cumberland, BC

80. **MANITOBA** (Panel 74)
Alice G., Winnipeg, MB

81. **NEW BRUNSWICK/ PRINCE EDWARD ISLAND** (Panel 74)
Marietta M., Stratford, PE

82. **NOVA SCOTIA/NEWFOUNDLAND/ LABRADOR** (Panel 75)
Anne B., Truro, NS

83. **EASTERN ONTARIO** (Panel 75)
Amy L., Pickering, ON

84. **NORTHEAST ONTARIO** (Panel 74)
Alan W., Sudbury, ON

85. **NORTHWEST ONTARIO** (Panel 75)
Joel C., Sioux Lookout, ON

86. **WESTERN ONTARIO** (Panel 74)
Dan D., Hamilton, ON

87. **SOUTHWEST QUÉBEC** (Panel 74)
André D., Montréal, QC

88. **SOUTHEAST QUÉBEC** (Panel 75)
Jean-Yves M., Sherbrooke, QC

89. **NORTHEAST QUÉBEC** (Panel 75)
Jocelyne C., Lévis, QC

90. **NORTHWEST QUÉBEC** (Panel 74)
Debbie (Deb) L., Ottawa, ON

91. **SASKATCHEWAN** (Panel 75)
Alison G. T., Moose Jaw, SK

92. **WASHINGTON EAST** (Panel 74)
Lisa G., Libby, MT

93. **CENTRAL CALIFORNIA** (Panel 75)
Rudy M., Agua Dulce, CA

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Jonathan S., *Production Manager*

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Terry B.
Ward E.
Michelle G.

Vendors
Denis K., *DOTS Coordinator*
Rowan S. R., *DOTS Coordinator*

Trustee Farewells

On the Saturday morning following the Conference there were a round of goodbyes from seven trustees and one AAWS director. Below are some of the remarks they made in their heartfelt goodbye talks.



Cathi C., *East Central Region Trustee* — "Last night (referring to the attempted censure of the board) was great sadness, this morning is great joy, we have issues that are more important than pamphlets. We talk about taking out delegate highlights so we can talk more business. Our business is our delegate's areas! More important than agenda items. I love literature — you can tell I have a bit of a grudge against pamphlets. We all deserve to be here. We need to talk about the real actions that need to be taken to improve participation — we need to come together without our laptops, without our phones — with each other, not at each other. That's how we can ensure that A.A. is there for anyone who reaches out for help."

Sister Judith K., CSA, FACHE, *Class A Trustee* — "I didn't prepare anything. Today what I can say is thank you God for the rest of our lives and for the first day of the rest of A.A.'s life. Yesterday was a very painful time. Parts of the last six years have been very painful. All of us need God's healing. A board member said you're a part of A.A., as a class A. Even though I am not in recovery I will always be a part of A.A. I remember when I was first chosen. I was invited to stand for election. Michelle and I were at Dr. Bob's grave and Terry called Michelle and wanted to know if I was still interested in being a board member. From then on, I have felt a tremendous tender loving care."

Deborah K., *General Service Trustee* — "Staff and Emeriti it is to you that I speak. Some think the tenure of a trustee is too long, but a critical factor for stability is continuity. I can tell you the shape of Carolyn's eyeliner, how Teresa's eyes look and how Scott is alive to things and how Bob humbly leads. I will continue to inventory myself and try not to inventory you. I believe in the profound spirit of rotation, so that we don't become intolerant or experts or, indeed, intolerant experts. 'My family served you well.' My husband, he too has waited for me. Deepest gratitude goes to them for their sacrifice for our Fellowship."

Dr. Al J. M. III, MD, FAAP, FASM, *Class A Trustee* — "If someone ever tells you 'this is how A.A. should run' tell 'em to go to hell and shoot a bird. In 2019 I said 'I might be too old for this service' and I was told 'Al that's not your decision, A.A. decides if we want you to serve.' I can't remember what I can and can't say but what I know now is I am being prepared for something. You shouldn't be alive after an oak tree falls on you. I was told 'I've never seen anyone come out of a two-week coma with a smile on their face.' Well, I have friends who see the optimism in everything and I'm a real tree hugger kind of guy even if an oak tree did fall on us. I had a smile on my face because I have friends like you in this room. So, God must have a purpose for you. I'm adjusting a lot like people in early recovery have to adjust. I might be the only person in the room who met Bill W. and shook his hand. Nobody has asked about that."

Anadora "Andie" M., *Class A Trustee* — "Let there be joy in the morning. Even though I'm rotating, I plan to be a great friend of A.A. I am often asked why anyone would want to be a class A. I'm not sure. I came into A.A. with a broken heart. In the dark part of my early grief God has a funny way of operating — just fill out the paperwork, and I did, and the rest is history, and I want to thank the people on the nominating committee. Best thing you can do with a broken heart is serve. Why be a class A? I wanted to heal. It takes three years to know what you're doing as a trustee."

Paz P., *General Service Trustee* — "I moved to the states in 2000. I do broken English; I don't do broken Spanish. This has been a journey. Next year we will have a Class A trustee who also speaks Spanish. And when the table (pointing to the dais) is half of them women and half of them men, send me a picture. That's the next step, the next frontier. The Grapevine took a chance with me, and I am grateful for that. The Grapevine asked for person with a connection to the Spanish community. Thank you, Paola, thank you, Karina, it has been a journey. They know the challenge to serve in this community. It's not for the weak heart. It's not about you, it's about whatever is going to happen. I hope we think of our magazines as a way to pass the message."

Marita R., *U.S. Trustee-at-Large* — "My hair was the color of Paz when I became a trustee. I'm here because I had a sponsor who didn't say 'you should' they said 'come with me,' a sponsor who made my life easier by showing me how to do my life. He passed away and I got myself a new sponsor — she was a finger in the chest kind of woman, and she was a trustee. I said 'I don't think this is for me, I don't like microphones and crowds,' and she said 'oh it's too late we've already invested time and money. We'll let you know when you're done.' My husband passed away. Service saved me. No matter how bad life gets, service saves me. I can't wait to rotate. I'm going back to sponsoring that gal who got sober December 1st and to be an active member of my home group."

Vera F., *AAWS Director* — "Thank you, members, of the 75th General Service Conference and to the staff who have supported me the last four years. Thank you for the opportunity. There have been many adventures the last four years, and I would not trade it for anything. It's 'We are in this together' instead of 'You are doing it wrong.' There is a big difference between being in service and being of service. I have been both a witness to and a participant in this service. I used to ask 'why me?' Eventually, 'why not me?.'"


LOBBY
LOUNGE

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