

■ GSO Welcomes Two New Staff Members

The General Service Office (GSO) welcomed two new staff members in fall 2023 — both A.A. members who are coordinating and providing services through their work on staff assignments. At GSO, there are 12 staff member assignments, or “desks,” that are filled by a rotating group of professionals who are also A.A. members. With the help of staff assistants, staff members provide services specific to their desk, which cover a broad range of areas related to A.A., while responding to thousands of inquiries from the Fellowship.

Kelley C. joined GSO in September as a staff member on the Treatment/Accessibilities assignment. Her arrival at GSO entailed a cross-country move from California. As Kelley puts it, “I really do believe that my Higher Power puts me where I’ll be of maximum service.”

Originally from Binghamton, New York, Kelley says that “drinking was always a part of my family gatherings — there were a lot of drinkers, but only a few alcoholics, so A.A. wasn’t really around and people weren’t sober. I don’t actually remember my first drink, but I had graduated from college, was going through a breakup, and everything kind of set the scene where I thought, ‘You know what? Now’s my time [to drink].’ That’s when it kind of took off. I thought, ‘Oh, I want to do this all the time.’”

Kelley moved to the Oakland/San Francisco area in 2010 and spent the next 13 years there forging a career in sound engineering. “I had taken one class in recording engineering in college and really fell in love with it. I interned a lot of places and fell into this career as an audio engineer. I worked in live sound at venues, did recordings at studios, and then broadened my scope to audio/visual. I worked

at museums as an A/V tech. My last job was in video preservation, preserving and digitizing old VHS tapes. The nonprofit I worked for did work for different libraries and museums, as well as individuals.” Kelley says that one of her most fascinating jobs was digitizing 100 VHS tapes for La MaMa, the experimental art theater on New York City’s Lower East Side. She loved this aspect of her work because of “all the history I could see in front of me.”

Despite work that engaged her, her drinking continued. “My drinking was never really normal,” Kelley says. “I always wanted to drink until I blacked out. My thinking was always like, ‘Okay, something interesting or dramatic has to happen tonight.’ Messy relationships, dangerous situations, that was my story. It took me a lot of those experiences to finally ask for

“I’m learning so much and it’s informing how I look at my own sobriety and my own group. I think about who is having trouble accessing this message right now, whether through physical barriers or mental or cultural. It’s always been a passion of mine to support people who might not be ‘in the room,’ in whatever career or capacity that is.”

help. I was 26 by that time and while I didn’t lose my job, I was having personal relationship consequences. I couldn’t keep healthy relationships with friends or partners. Everyone was always worried about me and I was a burden to have in people’s lives. It was the ‘bondage of self.’ I was so obsessed with the Kelley show that I couldn’t really be there for people.”

After multiple attempts to stop drinking on her own, Kelley ended up meeting a friend of a friend who was sober, a woman who seemed remarkably comfortable with herself and her life. After six months of trying A.A., she got sober on November 15, 2014. Some of her sound engineering at this time was in bars or venues where people drank. As she gained in sobriety, she was ready to move on from that type of work. “I began to work in studios instead of bars, I just didn’t want to be in these dark, dank places.”

Kelley got sober at the High Noon group in San Francisco, her home group for the first five years of her sobriety. She did group-level service commitments that included treasurer and secretary, had numerous sponsees, and also became a GSR and Service Manual study secretary. (She knew nothing about the Service Manual when she raised her hand for the position, “but I’ve learned in A.A. just to say yes.”) When she saw the GSO staff job posted on Grapevine’s Instagram site she said to herself: “Wait, you could work for A.A.? That’s crazy. But I couldn’t stop thinking about it. So I applied and one thing led to another and I did the interview and I was just so encouraged by the idea that I would be able to work with other alcoholics — I love alcoholics and I love supporting alcoholics. So my thought was, ‘Why not try it?’”

For Kelley, taking on her new job has entailed moving with her partner and their cat to Maplewood,

New Jersey, not far outside New York. She’s excited about working in Treatment/Accessibilities. “I’m learning so much and it’s informing how I look at my own sobriety and my own group. I think about who is having trouble accessing this message right now, whether through physical barriers or mental or cultural. It’s always been a passion of mine to support people who might not be ‘in the room,’ in whatever career or capacity that is.”

Part of Kelley’s work on Accessibilities has been with the military audio project, which consists of interviews of active duty American and Canadian military members undertaken in an effort to improve A.A.’s outreach to the military. “When you’re a staff worker, no matter what you might have done in your past career, you come in and it’s like you don’t know anything. But I’ve been working on helping edit the [military] interviews and I’m so happy I could bring my past skills to the job.” Whatever Kelley’s assignment is, she says, “I have always been the kind of person where I don’t really care what I do, I just want to believe in what I’m doing. So what better way to work every day than with the program that saved my life?”

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Also joining GSO last fall is **Rainer L.**, a staff member on the Corrections assignment. Rainer says that he is “the beneficiary of a lot of gardeners, people who planted seeds and extended a hand and an invitation for me to fully participate in Alcoholics Anonymous.”

His journey to his sobriety date of January 2, 2005, began in Durham, North Carolina, when an aunt and uncle took him to a liquor store at age 12 and let him pick out a bottle of any type of alcohol he chose. He picked Anisette because he liked the taste of licorice jelly beans.

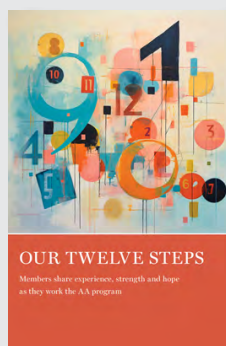
“Nothing horrendous and nothing magical happened on that occasion,” he says. “But that was the beginning. I had always been a kid who was a little bit stuck in my own head, and I did find that alcohol gave me the ability to connect with other people. There were a couple of neighborhood boys about my age and if we were passing a bottle around, I was suddenly the 13-year-old man with an answer. I was a part of life.”

Rainer’s drinking continued in high school — “I ended up plea bargaining my way through, because

Our Twelve Steps

(Softcover)

Our Twelve Steps is a brand-new collection of stories from AA members about the joys and challenges of working the program’s Twelve Steps of recovery. Each chapter illuminates a different Step through the experiences of a wide variety of AA members. This volume features all-new, up to date stories from the pages of Grapevine, the International Journal of Alcoholics Anonymous. Great for sponsees and AA Step meetings. **#GV47 \$13.99**



of truancy laws” — and to college at UNC Asheville, where he majored in history. “They’d threaten to expel me, I’d go on the Dean’s list for a semester, then revert back to form. My real interest was simply in staying in college as long as possible to try to avoid the real world.” He finally graduated at age 24, having repeated senior year four times. The bright spot was that he got sober before his graduation ceremony.

“I knew that if I was going to stay sober in A.A., my desire was not going to keep me sober. I started focusing on how I could manage things through Alcoholics Anonymous and steal happiness and satisfaction from life through my involvement.”

“I had kind of lived as a shut-in for a while, and I was trying to get back into the world and somebody I cared about told me I was drinking myself to death and she wouldn’t be a part of it,” Rainer says. “Knowing nothing about Alcoholics Anonymous, I reached out to my little sister who had a year sober in A.A. at age 19. She proceeded to type out in the body of an email the entirety of the District 70 schedule and I walked into a meeting. I introduced myself as an alcoholic and said I had no idea what that is and I have no idea who you are, but I need help. There was a sense of safety — and there was desperation on my part.”

The group was a clubhouse-style group in Asheville called Serenity Service, where there were three meetings a day, seven days a week. With nowhere else to go, Rainer kept coming back. “I knew that if I was going to stay sober in A.A., my desire was not going to keep me sober. I started focusing on how I could manage things through Alcoholics Anonymous and steal happiness and satisfaction from life through my involvement.”

At nine months sober, Rainer was sleeping in the back seat of an old car and eating two or three times a week if he could find someone to buy him a sandwich at the meeting after the meeting. But he heard that his younger sister had had a slip in Wilmington, and he headed there to try to help her out. He also

was able to sleep on his older sister’s couch and stop living in his car. (Today, his younger sister has 18 years of sobriety; Rainer’s older sister is sober as well.)

“I don’t know if I was able to help my sister,” he says. “But you all were helping her. And I’m grateful for the efforts of everyone in A.A. to make sure this thing was still here in 2005 when I needed it.”

It was in Wilmington that Rainer threw himself into his sobriety. He found work there, beginning with a sober job bagging groceries at a supermarket that led to an assistant manager position and other jobs in retail and manufacturing. He also met the sponsor that he would have for the next 13 years, who took him through the Twelve Steps and introduced him to the wider world of A.A. service beyond the groups. In March 2006, he went to his first Corrections meeting, and he was active in that along with his sponsor for more than seven years.

Rainer dove into general service. “I was a GSR, a DCM, and did service in several different area offices before serving as Area 51, Panel 71 delegate. I got to do the virtual General Service Conference in 2021. As we were approaching the return to the in-person Conference in 2022, I wanted to meet some people beforehand. I knew that I needed that comfort and that familiarity. So I flew up to Pittsburgh for NERAASA and I got to have dinner with [staff member] Diana L., and she asked had I ever thought about being a staff member. I hadn’t — but it was hard not to think about it after that! This past July, I was out of town, looking for a meeting on the Meeting Guide app and I saw that little red dot on the ‘News’ section and there was the job listing.”

Rainer moved to New York from North Carolina in December, trading a three-bedroom, two-bath town house for a studio apartment on the Upper East Side — a huge life change that he calls “a grand adventure.” He is enjoying his work on the Corrections desk, which builds on his earlier Corrections committee service. “Our Corrections volunteers are impassioned people who love A.A. and the work they can do with members on the inside,” he says. “What’s really important to me is how I can help to connect other people to our service, to make introductions. Linking inside and outside members through the Corrections Correspondence Service, drafting response letters to every inside member who writes the office, it’s an opportunity to participate and encourage another person’s growth in sobriety.”

■ 2025 International Convention to Welcome A.A. Members from Around the World to Vancouver

Mark your calendars and make plans to attend the gathering that will celebrate A.A.'s 90th anniversary!

Recently, Box 4-5-9 spoke with Patrick C., GSO staff member on the International Convention (IC) assignment, who is already deeply involved in planning the 2025 International Convention, to be held in Vancouver, British Columbia, Canada, July 3-6, 2025. Vancouver will be the first in-person International Convention since Atlanta in 2015. The 2020 International Convention, which was planned to take place in Detroit, Michigan, was canceled due to the COVID-19 pandemic. Patrick is well suited to the job; in addition to his experience as a GSO staffer, he has participated in every Convention since 2000 as a member of A.A., although this is his first convention working for the General Service Office.

Box 4-5-9: All our Conventions are truly special events, but this one is eagerly anticipated, since members have had to wait a long 10 years since Atlanta to meet in person.

Patrick: We've had this unique-in-our-history experience of not being able to get together because of the cancellation of the 2020 Detroit Convention, and to now have this opportunity again to meet face to face for our 90th celebration of the Fellowship really makes you understand how precious our time together is and how truly meaningful our A.A. International Conventions are.

Box 4-5-9: The estimates of attendance for the Detroit convention were somewhere in the ballpark of 50,000. Is that what we're talking about for Vancouver?

Patrick: We looked at our history for both the Montreal and Toronto conventions [1985 and 2005, respectively] and they both were at around 45,000, so we're taking that into consideration as far as who we're guesstimating might be there. But there's also that unknown factor of us not being together for a decade — is that going to give us numbers we've never seen? It's exciting and we'll be ready for whoever shows up to give them the celebration of a lifetime!

Box 4-5-9: Part of your preparations consist of letting the Fellowship know that the 2025 Vancouver Convention is now actually on the horizon.

Patrick: We're doing a number of things in that regard. We have developed Save the Date flyers in English, French, and Spanish with QR codes, and these will be made available for download from our aa.org website for sharing locally, so groups and members can get excited about planning to attend. The Convention webpage on our site (aa.org/international-convention) will be updated frequently as we approach the dates to open registration and to make housing reservations, as well as other details. So,

bookmark the webpage and check back for the latest information.

Box 4-5-9: Are people already sending along queries?

Patrick: They are. We have posted a *frequently asked questions* section with links to information and other travel topics of interest (aa.org/international-convention-2025-faqs). For example, members have asked why we're holding the Convention in Canada as opposed to the U.S. The majority of our Conventions have been held in the U.S., but Canada has hosted three times, once in Montreal, twice in Toronto — the Responsibility Statement was adopted at the 1965 International Convention in Toronto. People are also asking whether there are any regulations or restrictions affecting travel to Canada, especially if they've had any legal issues. That information is included in the FAQs as well.

Box 4-5-9: How do you go about planning a celebration on this scale?

■ International Convention Sites for 2030 and 2035 Announced

Because of continued growth in attendance for International Conventions, it is necessary to reserve major meeting facilities and hotels well in advance. St. Louis, Missouri, has been selected by the General Service Board as the site for the International Convention celebrating A.A.'s 95th Anniversary in July 2030. (St. Louis also hosted A.A.'s 20th Anniversary Convention in 1955.)

For the milestone 100th anniversary of A.A.'s founding, the 2035 International Conventional will be held in Indianapolis, Indiana, July 4-7, 2035.

Patrick: Our convention consultants, Talley Management, work with the host city to handle the logistics and planning needs — as this will be the largest convention Vancouver has ever hosted. My role as the International Convention coordinator is to make sure that the A.A. portions of the program are developed, with the support of GSO and Grapevine employees. I will be responsible for obtaining more than 600 speakers, panelists, and chairpersons for all the programs, workshops, and “Big Meetings.” We’ve already named a chairperson for our Volunteer Welcome committee, Trish L. [former trustee-at-large/Canada]. She’ll lead a team of volunteer greeters, making sure everyone feels welcome to the city and to the celebration.

Box 4-5-9: Vancouver is considered a great place to visit.

Patrick: During the past year, I’ve been on site visits to Vancouver three times — it’s the tradition for the incoming IC coordinator to do this. I got familiar with the city, took tours of the two venues where the Convention will be held [Vancouver Convention Centre and BC Place Stadium], and I’ve been introduced to the staff at the convention bureau and several of the hotel properties. What I’m really trying to do is imagine what the experience will be like for a convention-goer. That’s the experience I want to bring to the table as I’m thinking about the entire program and putting it together. I’ve found the city to be easy to get around using public transportation. The walkability is also great. It lives up to its reputation as a beautiful city.

Box 4-5-9: It’s kind of incredible to think that 90 years after its founding A.A. is still here, still doing service.

Patrick: We’re really looking at what our public information message is going to be about the Fellowship of Alcoholics Anonymous at the 2025 International Convention. Ninety years is a long time to play such a major role and have such a widely spread program of recovery from alcoholism. So, our celebration in Vancouver is not just for us. Not only are we celebrating the recovery that has been attained by members of the Fellowship, but by our presence in such numbers, we’re sharing that we’re still here for those who haven’t yet found a solution to their drinking problem. Who knows, A.A. might be that solution for them and we are ready to welcome and help them.

Stay tuned to aa.org for more announcements about A.A.’s upcoming 90th International Convention, including registration and housing information.

■ **Vancouver:** *Places to go, things to see*



Vancouver, a thriving seaport town in British Columbia, has been voted one of the best places to move to in Canada. The climate is mild, the natural scenery spectacular, and the culture and arts scene draws talented painters, writers, and musicians. It’s also a major hub of film and television production, so much so that it’s known as Hollywood North (in 2018 a total of 450 productions were filmed in the city).

The International Convention from July 3-6, 2025 will be the largest, by far, that the city has ever hosted, and stands to bring in as much as \$71 million in direct spending to the local economy. A.A. attendees will enjoy Friday, Saturday, and Sunday “Big Meetings” at BC Place Stadium as well as meetings, panels, and workshops at the Vancouver Convention Centre, one of Canada’s largest. In between, there’s a lot to do, see, and experience. Vancouver’s beauty extends from the high vantage points in Queen Elizabeth Park to its many beaches (English Bay is a prime spot to watch the spectacular sunsets over the water and mountains). The more adventurous can walk the Capilano Suspension Bridge Park that spans the Capilano River. The bridge may feel a trifle wobbly, but don’t worry — according to its website, it can hold “75 full-grown elephants” at one time.

If that’s a little too much adrenaline for you, you can sip some of the best coffee in North America at Vancouver’s numerous coffee shops, eat Canadian hamburgers (different from your basic American burger), or try the delicious food choices at Granville Island’s Public Market. To work off all those calories, take a run along the Stanley Park Seawall on a 5.5 mile loop closed to vehicular traffic. And to understand a bit more about British Columbia’s indigenous peoples, visit the UBC Museum of Anthropology, which has more than 7,000 ethnographic and archeological objects from British Columbia’s First Nations.

■ A.A. in Québec: Celebrating 80 Years

The founding of A.A. in Québec is dated from April 7, 1944, the day Dave B. became a member.

“I look back ... to a day in early spring,” said Dave, “the time when everything is clean and fresh and new. But I wasn’t clean and fresh and new ... I was dirty and alone and terribly afraid. I had lost all that a man holds dear, everything that I valued in life ... my wife, my family, my job, I had lost everything, and I was in jail.” Dave’s story was documented in a Souvenir Album published by the Southwest Area of Québec (87) marking the 50th anniversary of A.A. in Québec in 1994, a collaboration of volunteers and the area’s archives committee.

At this low ebb of his life, after repeated efforts to reach out, Dave received a piece of mail from Bobbie B., a staff member at the Alcoholic Foundation in New York, the forerunner of the

General Service Office. “She said the words that have been said so many thousands upon thousands of times that have given hope to so many of us,” said Dave. “She said, ‘I am an alcoholic too, there are many of us down here, and we have found a way to get sober, and if you want it, we’ll help you.’ That was a tremendous thing: ‘We’ll help you.’ I thought nobody in the world gave a damn if I lived or if I died and here were these people, 500 miles away, way off in a different country who were saying ‘We have recovered, if you want, we’ll help you.’ What a tremendous message.” On April 7, 1944, Dave became a member of Alcoholics Anonymous.

Working together with Bobbie B., who sent him the names of people in Québec who had reached out for help by mail, as he had, Dave began to contact as many people in person as he could. Much like Bill W. had in the earliest days of A.A. in the U.S., Dave met with halting success in carrying the message to others, but slowly a few got sober.

With time and experience, Dave learned that the best way to help someone was first to make sure that person wanted to be helped. Tens and soon hundreds of letters from Québec alcoholics to New York were forwarded to him. From 1945 on, the first groups appeared in Montréal.

As recounted by a member who joined A.A. in 1960, “The Fellowship did not impress me too much in the beginning, but Dave’s enthusiasm got to me. He was such a motivator. I fell in love with this man. Through him I found countless answers. ... So, let us not forget our pioneers, they deserve our gratitude. The beginnings were not easy times.”

While A.A. had started in Toronto some years earlier, the growth of A.A. in Québec provided a foothold for the Fellowship to spread throughout the eight Canadian provinces. As often happened in A.A. history, it started with a letter in the mail, a letter written in the language of the heart.

Today, A.A. in the province comprises four areas: Area 87 Southwest Québec, Area 88 Southeast Québec, Area 89 Northeast Québec, and Area 90 Northwest Québec.

Congratulations to Québec for the powerful example of what can happen when one alcoholic reaches out to another.

■ REMINDER

UPDATED CONTRIBUTIONS MAILING ADDRESS FOR CANADA

Please note below the correct mailing address for individuals, groups, districts, areas, and other entities within the service structure to use when making contributions by check to the General Service Board. Which address you should use depends on whether the check is denominated in Canadian dollars or US dollars.

**Checks in Canadian dollars payable to
“General Service Board” may be mailed to:**

Post Office, Box 459
Grand Central Station
New York, NY 10163

**Checks in U.S. dollars payable to
“General Service Board” may be mailed to:**

Post Office, Box 2407
James A Farley Station
New York, NY 10116-2407

GSO receives your contribution fastest when you contribute online via the secure portal on the A.A. Contributions webpage at contributions.aa.org. If you prefer to pay directly from your bank account rather than use a credit card, please open a PayPal account and link your bank account to your PayPal account. You may then use the PayPal option on our contributions portal. Please consider creating a recurring contribution.

**For questions or assistance with contributing,
contact Member Services at memberservices@aa.org
or 212-870-3023.**

WHAT'S NEW

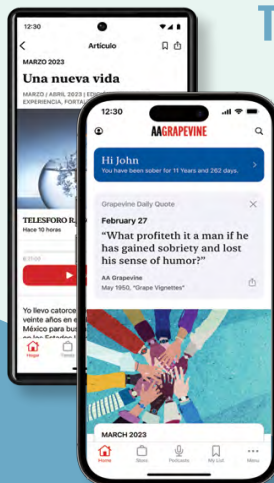
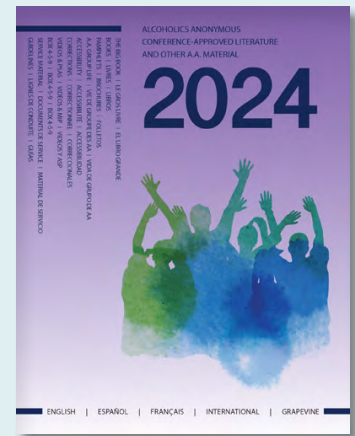
■ Publishing Update

- The **A.A. Membership Survey** was published in December and is available in pamphlet form and in an expanded version at aa.org/membership-survey-2022 that features downloadable survey infographics and access to past survey results. More than 6,000 A.A. members were randomly selected and surveyed in 2022 by the General Service Office for the U.S. and Canada. Those results were then carefully collated and used to create this updated Membership Survey, which has been conducted periodically since 1968 and provides a snapshot of the A.A. fellowship and its members.



Two new items are now available in Haitian Creole.

- **“How It Works”** (Item HACRP-10), the text excerpted from Chapter 5 of the Big Book, *Alcoholics Anonymous*, has been translated into Haitian Creole and is available as a double-sided flyer at the list price of 20 cents each. This excerpt includes the Twelve Steps and is often read at the start of A.A. meetings around the world. Also new from Publishing is a Haitian Creole translation of the illustrated pamphlet **“Is A.A. for Me?”** (Item HACRP-36), which includes the list of questions for people who think they may have a drinking problem. It is available at the list price of 30 cents each. Both new publications are available at the online bookstore (onlineliterature.aa.org).
- **Coming later this Spring** — the new 2024 Publishing Catalogue featuring dozens of General Conference approved items of A.A. literature and new formats and other materials. First online, and then in print format, completely redesigned and refreshed since the last Publishing Catalogue in 2020, this version will be the comprehensive updated listing of all available A.A. publications.



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Part III:

All About Allocations

This is the third in a series of columns from the chair of the General Service Board (GSB) Finance and Budgetary Committee (commonly known as “the Finance Committee”). The purpose of this series is to demystify the GSB finance and budget processes and provide information on planning and oversight.



By Kevin Prior
Chair, General Service Board
Finance Committee

For this issue of *Box 4-5-9*, we are going to take a closer look at the topic of **allocations of costs**. These allocations are important to an organization’s budgeting process and assessing the cost and value of projects and services.

First, let’s look at some of the terminology we use when discussing allocations.

For this general overview, the words **cost**, **expense**, **expenditure**, and **outlay** may be used interchangeably. In some cases, the words do have shades of meaning for those working with finances and budgets, but for this discussion, they all mean money out the door.

Second, every expenditure can be defined in two dimensions — **natural** and **functional**.

Natural is the “what” of the expense. For example, salary costs, electric utilities, paper and printing, and office supplies.

Functional is the “why” of the expense. For example, at GSO an office supply expenditure could be to provide for the needs of the Corrections desk, or for the Finance Department, or for the Fifth Edition Big Book project.

Some costs fall neatly into a single natural and a single functional category. For example, the cost to print a brochure for the 2025 International Convention has an expense of 100 percent printed materials cost (natural), and 100 percent is attributable to the cost of the 2025 International Convention (functional).

Most costs, however, are not so easily categorized. In these cases, allocations must be made. What is an allocation? It is an estimate of which of multiple

“buckets” a cost belongs. In general, more allocations are required for functional expenses than natural expenses.

Here’s an example:

Bill makes \$50,000 a year (all salary, no overtime) and spends 50 percent of his time in Department A, 30 percent in Department B and the remaining 20 percent on four different projects — Book C, Book D, Project E, and Special Project F.

The natural expense here is easy to determine — \$50,000 salary cost.

The functional expense is a bit more complicated. In this calculation \$25,000 goes to Department A, \$15,000 goes to Department B, and \$2,500 each goes to C, D, E, and F.

Why are allocations useful?

Bringing this discussion back to A.A. and the work of GSO, there is a desire to know, as accurately as possible, the cost of various projects and services. If the all-in allocated cost of a given project or service is known, that can be evaluated as what value that brings to the Fellowship for the amount of outlay.

A real-life example is the relative cost to process online versus mailed contributions. Our Finance Department team did a deep dive into the exact amount of time and effort and the direct costs of processing each method of contribution.

We learned that for online contributions, credit card and other processing fees average \$2.93 per contribution. For mailed contributions, we receive 100 percent of the contribution minus a small bank fee for processing the check (less than \$1 per check). So far in this analysis, mailed contributions seem less expensive to process.

However, the amount of manual effort to process a mailed contribution, which includes searching group numbers, sending an acknowledgement, etc., is substantial, whereas this process for an online contribution is automated. **Therefore, when all costs are considered and allocated, online contributions**

cost \$2.93 on average to process and mailed contributions cost \$5.60. This is a case where allocations provide very useful information for budgeting and administration of our projects and services.

Challenges and possible pitfalls

Any cost-benefit analysis for projects and services requires time and effort, which of course come with their own cost. In many cases this undertaking can be worthwhile. For example, at law or consulting firms, staff track where every hour is spent by client/project because revenue is directly linked to staff time. Nonprofits rarely find that level of tracking worth the effort. But knowing where and to what our resources go is no less important.

Second, and perhaps more important, is that the all-in allocated cost does not automatically answer the question “If we cut it, exactly what would we save?” Going back to the Special Project F mentioned above, let’s say its “all-in” costs were as follows.

Printing of Project F materials	\$500 (direct cost)
Travel for Project F meetings	\$1,000 (direct cost)
Travel for Project D and F meeting	\$200 (\$400 total; this is called a “joint cost”)
Office Space used by Project F	\$300 (allocated)
Bill’s time (from above)	\$2,500 (allocated)
Total	\$4,500

In this case, “Special Project F costs \$4,500” is a correct statement. However, if you stopped Project F today, costs would immediately drop by only \$1,500 (printing of materials and travel for the Project F meeting). Bill’s salary would not drop — he would likely focus more time on Projects C, D, and E. The same would be true for the office space costs. Likely that space would be used for something else — only when looking at a new lease could that cost potentially be reduced or eliminated. For the Project D and F meeting, if the meeting still had to happen, all \$400 would go to Project D (no net savings to A.A. as a whole). If the meeting could be cancelled, however, the savings resulting from stopping Project F would actually be \$1,900 (\$1,500 savings above plus all of the \$400 joint travel cost).

The upshot

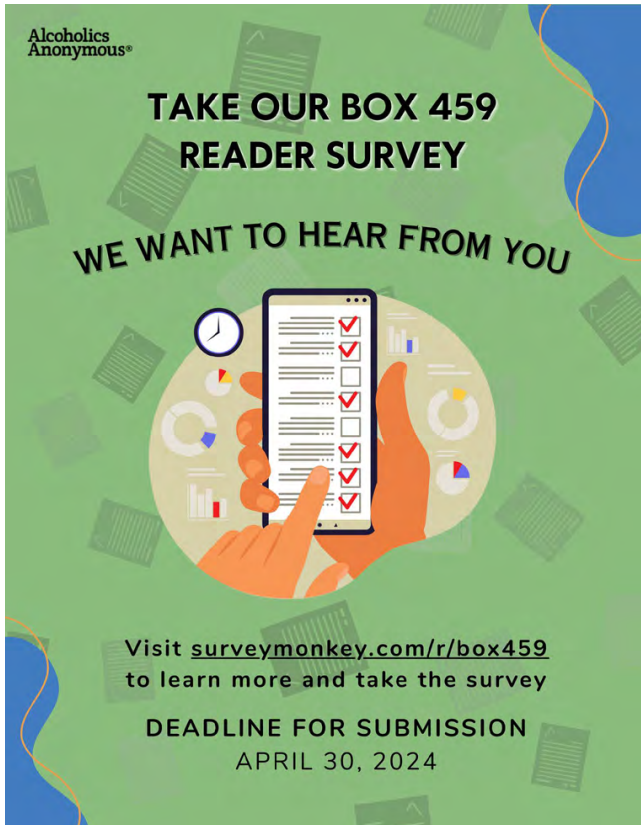
At the request of the General Service Board (GSB) Finance Committee, both the AAWS and AA

Grapevine Boards are looking at the feasibility and best potential approach to expanded project tracking and reporting. **This is a major priority.**

To this end, the GSB Finance Committee forwarded the following proposed agenda item to the Conference Finance Committee for the 74th Conference: “The General Service Board develops supplemental reporting focused on the actual costs of the various service items we provide, with an initial draft being brought back to the Conference Committee on Finance for review at the 75th General Service Conference.”

Keeping in mind the challenges of any system of allocations, we are working toward increasing the amount of meaningful allocation-of-costs information available to the Conference and the Fellowship. We take very seriously our responsibility to carefully and thoughtfully employ our people and financial resources to serve the Fellowship and reach the suffering alcoholic. This is one important way to help us meet that responsibility.

Kevin Prior, CFA, CPA, currently serves as the General Service Board Finance Committee chair. He is a Class A (nonalcoholic) trustee and senior director of finance at the St. Louis, Missouri-based Catholic Health Association of the United States, a nonprofit similar in size and scope to A.A.



Visit the General Service Office!

Visitors are welcome to GSO, Monday through Friday, from 9 a.m. to 3 p.m.
Tours are scheduled at 10 a.m., 11 a.m., and 2 p.m., and last about 45 minutes.

**On Fridays, GSO hosts an open A.A. meeting at 11 a.m.
There is also a guided tour offered after the meeting at 12:15 p.m.**



SCHEDULE YOUR VISIT TO GSO

All visitors must register in advance to gain access to the building in accordance with the building policy. Accordingly, we strongly recommend that individuals contact us prior to their visit so that we can enter them into the building's security system.

**We're located at 475 Riverside Drive, New York, NY
(building entrance at 61 Claremont Avenue).**

Groups of 10 or more must contact us ahead of time to schedule their visit so that we can best prepare for your time at the General Service Office.

To schedule your visit, email gsotours@aa.org or call 212-870-3430.

To learn more about visiting GSO, including location details, our health and safety policy, and information about purchasing literature, please visit <https://www.aa.org/visiting-the-gso>.


Please note, the building will be closed to visitors March 29, May 27, June 19, and July 4-5.






Mark Your Calendars and Make Plans to attend the 2025 A.A. International Convention

Vancouver, British Columbia, Canada




July 3-6, 2025



Vancouver will welcome A.A. members from around the world for the 2025 International Convention. This will mark the 90th anniversary of the beginning of our Fellowship's founding.

Please check the Convention webpage at aa.org/international-convention for more information, the latest news, and FAQs. As the Convention approaches, the page will be updated with registration information.

Taking place once every five years, the A.A. International Convention marks the anniversary of Bill W.'s first meeting with Dr. Bob and the birth of Alcoholics Anonymous in 1935. At the Convention, members and their families and friends from around the world attend meetings, workshops, dances, and events. A highlight is the traditional flag ceremony to celebrate sobriety worldwide.



**Let's celebrate sobriety together
in Vancouver in 2025!**

NOTE: Events may be canceled or moved to online formats due to health and safety concerns. Please contact the event coordinators as listed before making your plans.

Calendar of Events

Events listed here are presented solely as a service to readers, not as an endorsement by the General Service Office. Please note that we cannot attest to the accuracy, relevancy, timeliness, or completeness of information provided by any linked site. For any additional information, please use the event contact information provided.

March 2024

- 15-16 — *Pittsburgh, Pennsylvania* — Pre-Conference Weekend of Area 60 Western Pennsylvania.
Email: altdelegate@wpaarea60.org
- 15-17 — *Tarrytown, New York* — 56th Annual SENY Convention — Write: Box 571, New York NY 10116.
Email: dcmc@Nassau.aaseny.org
- 15-17 — *Toronto, Ontario Canada* — 2024 Ontario Regional Conference — Write: 234 Eglinton Ave., E. Suite 202, Toronto Ontario M6P 2P9 Canada
- 15-17 — *Bloomington, Indiana* — 71st Indiana State Convention — Write: Box 546, Indianapolis IN 46206 — Info: <https://area23aa.org/event/state-convention2024>
- 15-17 — *Atlantic City, New Jersey* — Area 45 General Service Convention — Write: 6 Pemberton St., Pemberton NJ 08068.
Email: area45publicinfo2024@gmail.com
- 21-24 — *Ruston, Louisiana* — 31st Annual Upstate Convention — Write: Box 505, Ruston LA 71273. Info: <https://rustonaa.org/>
- 22-24 — *Ames, Iowa* — Aim for Ames Roundup — Write: Box 2522, Ames IA 50010. Info: <https://www.aimforames.org/>
- 22-24 — *Greenville, South Carolina* — 77th Annual South Carolina State Convention — Write: Box 1365, Greer SC 29652.
Info: 2024conventionsc@gmail.com
- 22-24 — *ZOOM* — 2a. Convencion Virtual Internacional de Miembros de AA de Habla Hispana “La Virtualidad Una Luz en el Horizonte de AA.
ZOOM ID : 846 8883 6947 CLAVE : 816882
- 29-31 — *Costa Mesa, California* — 39th Annual OCAA Convention.
Info: OCAAC.org
- 29-1 — *Adelaide, Australia* — Australian International Convention of Alcoholics Anonymous — Write: 95 Currie St., room 203 Adelaide, South Australia 5000.
Info: aanatcon2024.com

April

- 5-7 — *Auburn, Alabama*. Area 1 Assembly.
Info: secretary@aaarea1.org
- 5-7 — *Yankton, South Dakota*. 2024 Area 63 Spring Conference. Write: Ch., Box 7095, Yankton, SD 57078.
Info: <https://area63aa.org/events>.
- 12-14 — *Chipley, Florida* — Country Round Up — Write: 412 Triton St., Port St Joe FL 32456
- 12-14 — *Erie, Pennsylvania* — Erie Area Spring Conference. Info: www.aaeriepa.org
- 18-21 — *Eureka Springs, Arkansas* — Springtime in the Ozarks — Write: Box 3056, Fayetteville AR 72702.
Info: www.springtimeintheozarks.com
- 19-21 — *St. Louis, Missouri* — Spring Fling Convention — Info: springflingstl.com
- 26-28 — *Kailua Kona, HI* — Big Island Bash — Write: Box 390727 Kailua Kona, Hawaii. 96739 — Info: Bigislandbash.com

May

- 3-4 — *Grand Rapids, Minnesota* — Iron Range Get Together — Write: Box 455, Hibbing MN 55746.
Email: sparcalpick@frontiernet.net
- 3-5 — *London, England United Kingdom* — London International Convention.
Info: <https://londonaaconvention.com/>
- 3-5 — *Grants Pass, Oregon* — Rogue Roundup — There Is A Solution — Write: Box 1741, Grants Pass OR 97528.
Info: www.rogueroundup.com

- 17-19 — *Little Current, Ontario Canada* — Rainbow Roundup.
Info: www.rainbowroundup.ca
- 17-19 — *Omaha, Nebraska* — HACYPAA VIII (Heartland Area Conference of Young People in AA) — Write: 1314 Jones St., Omaha NE 68102.
Info: <https://www.hacypaa8.com/>
- 17-19 — *Magog, Quebec Canada* — 40e Congrès de Magog.
Email: congrescapmadeleine@gmail.com
- 24-26 — *Mcallen, Texas* — LXI Asamblea Hispana del Estado de Texas.
Info: aargv20.org
- 24-26 — *Rosemont, Illinois* — XI Convencion Hispana Del Estado De Illinois.
Email: ConvencionHispanaAAIL@outlook.com
- 31-2 — *Hesperia, California* — Sunshine of the Spirit High Desert Convention — Write: PO Box 1894, Apple Valley, CA 92307. Email: sunshineofthespirit-highdesertconvention.com

June

- 7-9 — *Zadar, Croatia* — 21st International Convention.
Info: <https://www.aaconventioncroatia.com>.
Email: zadaraaconvention@gmail.com
- 14-15 — *Joliette, Quebec Canada* — 46 ième Congrès Joliette Lanaudière Nord — Write: 916 rue Ladouceur, Joliette, Quebec. J6E 3W7 Canada
- 14-16 — *Sioux Center, Iowa* — Area 24 Spring Conference — Write: Box 362, Sioux Center IA 51250 — Info: Nwiowadistrict15.com
- 21-23 — *Wenatchee, Washington* — Pacific Northwest Conference — Write: 19140 Hwy. 20, Winthrop WA 98862.
Email: PNCChair@area92aa.org

Save the Date

27th National AA Archives Workshop

“24 Hours a Day: Then & Now”
September 26-29

Scottish Rite Consistory
519 Park Street, Des Moines, IA

For more information, visit
naaaw.org/index.php/next-workshop/