

# “A.A.’s Three Legacies — Our Common Solution”

The 73rd Annual Meeting of the General Service Conference of  
ALCOHOLICS ANONYMOUS

**2023**

**FINAL REPORT**

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

## “A.A.’s Three Legacies — Our Common Solution”

---

### **2023 Final Report**

New York Marriott at the Brooklyn Bridge,  
Brooklyn NY, April 23-29

Copyright © 2023 by Alcoholics Anonymous World Services, Inc.  
475 Riverside Drive, New York, NY 10115

All rights reserved.

[www.aa.org](http://www.aa.org)

# ■ Contents

<b>The 73rd General Service Conference Convenes</b> . . . . .	3	Cooperation with the Professional	
Greetings . . . . .	5	Community/ Treatment and Accessibilities . . . . .	68
Keynote Address . . . . .	6	Corrections . . . . .	72
<b>Reports from the General Service Board,</b>		Finance and Budgetary . . . . .	74
<b>AAWS and Grapevine Corporate Boards</b> . . . . .	8	General Sharing Session . . . . .	77
General Service Board . . . . .	8	Grapevine . . . . .	78
A.A. World Services, Inc. . . . .	10	Group Services . . . . .	79
AA Grapevine, Inc. . . . .	16	International . . . . .	80
<b>Finance Report</b> . . . . .	19	International Conventions/Regional Forums . . . . .	82
<b>Presentations</b> . . . . .	21	Literature . . . . .	87
Location “Plus” Report . . . . .	21	Nominating . . . . .	92
Participation of Online Groups . . . . .	23	Public Information . . . . .	95
World Service Meeting Report . . . . .	28	Staff Coordinator . . . . .	101
Plain Language Big Book Report . . . . .	30	<b>Literature Distributed (AAWS) — 2022</b> . . . . .	102
General Service — Our Mighty Purpose and Rhythm . . . . .	32	<b>Grapevine Literature Distribution and Circulation</b> . . . . .	106
Our Common Perils and Common Solution . . . . .	32	<b>Report of the Independent Auditor</b> . . . . .	107
Using A.A.’s Literature in Carrying the Message . . . . .	32	<b>Contributions Report</b> . . . . .	124
Fostering a Three Legacy Culture . . . . .	33	<b>GSO/Grapevine Budgets (2023)</b> . . . . .	126
<b>Conference Advisory Actions</b> . . . . .	35	<b>Area Service Highlights</b> . . . . .	128
Floor Actions . . . . .	35	<b>2023 Conference Committees</b> . . . . .	146
Agenda . . . . .	35	<b>2024 Chairpersons and Alternates</b> . . . . .	147
Archives . . . . .	35	<b>2023 Trustees’ Committees</b> . . . . .	147
Cooperation with the Professional Community . . . . .	36	<b>2023 Conference Members</b> . . . . .	148
Corrections . . . . .	36	Trustees . . . . .	148
Finance . . . . .	36	Nontrustee Directors . . . . .	150
Grapevine and La Viña . . . . .	36	Area Delegates . . . . .	152
International Conventions/Regional Forums . . . . .	36	GSO and Grapevine staffs . . . . .	154
Literature . . . . .	36	<b>Nonvoting Resource Attendees Assisting</b>	
Policy/Admissions . . . . .	36	<b>with the 73rd General Service Conference</b> . . . . .	154
Public Information . . . . .	37	<b>Delegates Bid Farewell</b> . . . . .	155
Report and Charter . . . . .	37		
Treatment and Accessibilities . . . . .	38		
Trustees . . . . .	38		
<b>Committee Considerations</b> . . . . .	39		
Recommendations Passed by Simple Majority . . . . .	48		
Recommendations Not Resulting in Advisory Actions . . . . .	48		
Floor Actions Not Resulting in Advisory Actions . . . . .	48		
<b>Workshop Summary</b> . . . . .	50		
<b>GSO Department Reports</b> . . . . .	52		
<b>Trustees’ Committees and Staff Reports</b> . . . . .	61		
Archives . . . . .	61		
Audit . . . . .	63		
Compensation . . . . .	63		
Conference . . . . .	64		

## Anonymity-Protected Digital Edition

This report has been edited to remove the full names of A.A. members in accord with our Traditions of anonymity. Class A (nonalcoholic) trustees and nonalcoholic GSO/GV employees are noted by full names.

**About the Cover:** The Brooklyn Bridge, spanning the waters of the East River and connecting the island of Manhattan with the borough of Brooklyn, across which thousands of cars, pedestrians, bicycles and other conveyances travel each day.



## ■ The 73rd General Service Conference: “A.A.’s Three Legacies — Our Common Solution”

The 73rd General Service Conference was held April 23-29, 2023, in New York City at the Marriott Hotel at the Brooklyn Bridge. Near to some of A.A.’s cherished historical locations — notably 182 Clinton Street, the early home of Bill W. and his wife Lois — the proximity of the hotel to this landmark bridge also offered an enduring and appropriate symbol for this year’s General Service Conference. Providing linkage from A.A.’s past to its future, “A.A.’s Three Legacies – Our Common Solution,” was the overall theme and foundation for the many hours of sharing, discussion, reflection, and insight by the 133 Conference members who served, as noted in Concept II, as “the active voice and effective conscience” of the Fellowship in the United States and Canada.

Spanning many issues of trust, vision, and direction, the Conference addressed more than 86 agenda items, engaged in multiple sharing sessions, and heard presentations on topics of critical importance to the Fellowship. Presentations focused on the participation of online

groups and how they fit into the A.A. service structure, the World Service Meeting and international A.A., the ongoing development of the plain language Big Book, the location study of the General Service Office (GSO), and “General Service – Our Mighty Purpose and Rhythm.”

Welcoming all Conference members, Tami L., Panel 72 delegate from Alberta/Northwest Territories and delegate chair for the 73rd Conference, said: “Over the next few days, we will look at the services, programs and products offered by AAWS and Grapevine/La Viña. We will discuss literature, PSAs, the Service Manual, structure, policies, our history, and all platforms for an online presence in the ever-evolving communications world, while following Traditions. We will work diligently to make A.A. more attractive, understood, inclusive, relatable, and accessible.

“Many times, we will have consensus,” she noted, adding, however, “Sometimes, we may need to agree to disagree.”

Conference members met virtually with General Service Board (GSB) trustees in the run-up to Conference

to discuss matters related to the January 2023 resignation of the GSB chair and subsequent resignation of a General Service trustee and how this was communicated to the Fellowship. Throughout Conference week, much discussion focused on healing and how trust, which for some had eroded because of the resignations, could be rebuilt.

One delegate from the Pacific region related a Hawaiian saying often heard in service meetings in his region to capture this moment: “Ho’o Pono Pono,” meaning, “To come together and heal.”

In the keynote address, Northeast Regional Trustee Francis G., who rotated out of that position at the end of the Conference, cited the Three Legacies of Recovery, Unity, and Service as the basis for the work to be done by the Conference in the coming week. Noting that “it has been said that our entire A.A. program rests squarely upon the principle of mutual trust. We trust God, we trust A.A., and we trust each other ... But what do we do when that sense of trust has been shaken?”

Quoting from Tradition Two, Francis highlighted one of the fundamental aspects of service in the Fellowship: “Our leaders do not drive by mandate; they lead by example.”

He continued: “During this Conference, as in all the Conferences before, we are called to exemplify to the highest possible degree the ideals in our Steps, Traditions and Concepts. My hope for all of us is that we find our way back to trust, together.”

### Conference Work Moves Forward

While the General Service Conference is a year-round activity, this one week in April gives Conference members the opportunity to meet in person to put into action the common solution found in the Three Legacies of Recovery, Unity and Service.

Comprising 93 delegates, 25 trustees and corporate directors from AAWS and the Grapevine, along with 15 General Service Office, Grapevine and *La Viña* staff members, the Conference works based on substantial unanimity (defined as a two-thirds majority) to approve Advisory Actions. Recommendations generated by individual committees or specific floor actions are voted on by all Conference members and must meet or exceed the two-thirds majority threshold to become Advisory Actions.

Much of the activity of the Conference revolves around the deliberations of the 13 Conference Committees and full discussion of the reports they provide to the Conference body. Reports from the General Service Board and its affiliate boards, AAWS and AA Grapevine, are presented for review and discussion, along with a detailed finance report provided by the treasurer of the General Service Board. In addition to the presentations, there are Ask-It Basket/“What’s on your mind” sessions for Conference members to ask questions on a range of topics. A workshop titled “Practicing Our Twelve Traditions Across All Group Settings” was held, with Conference members sharing experience, strength, and hope on the



Traditions and the Legacy of Service. Conference members also traveled to the GSO office on Tuesday afternoon for tours and to meet staff.

The Conference closed on Friday evening with a heartfelt round of goodbyes from Panel 72 delegates followed by talks from rotating trustees on Saturday morning. With three new trustees having been selected earlier in the week, Jimmy D., Southwest Regional Trustee, Francis G., Northeast Regional Trustee and Trish L., Canadian Trustee-at-Large, spoke graciously and gratefully of their time in service to the Fellowship. “I listen to the heartbeat of A.A.,” said Jimmy. “It’s my barometer for health and growth.” Citing some of the challenging times faced by GSO and the Fellowship in the early days of Covid – with the Conference moving temporarily to a digital platform, meetings closing or no longer in person, the cancellation of the 2020 International Convention — Francis asked, “Is there ever a *non-challenging* time in A.A.?” Noting how her home group had gone hybrid during the pandemic, Trish shared that in her capacity as trustee-at-large this had allowed her to pop in digitally from all over the world in her travels for AA. “They don’t really know what I do,” she said, “but they love me... I’m so not important... The job is.”

As Conference members reflected on their experiences through the week, collected their belongings in prepa-

ration for their return home to families, friends, home groups, and A.A. meetings across the U.S. and Canada, many turned their thoughts to the 74th General Service Conference and its 2024 theme “Connecting with Love, Unity and Service.”

## Greetings

It's my pleasure and honor as your Delegate Chair to extend to all y'all a loving welcome to our 73rd General Service Conference of Alcoholics Anonymous. How exciting! I am Tami L., an alcoholic from our largest geographical area — Area 78. If this is your first time, we wish you absolute joy and wonder as a whole new world opens up. For new delegates, take heed, this might be you next year. To ongoing and rotating Conference trustees, directors, and staff, and to support staff, interpreters, and technical folks making this happen, thank you and welcome!

As I wrote this, snow was gently falling. It made me think how we are unique, like special snowflakes. Our DNA carefully crafted by our Creator — some alcoholic, some nonalcoholic — we bring our souls' presence into this time and space of history. Why us? Well, a long-timer used to say, “Honey, it's a process and a journey that ends when they throw dirt on our face — just suit up and show up.” So, here we are, grounded in tradition and spirituality to do the work of “A.A.'s Three Legacies — Our Common Solution.”

Bill advises us in the forward to the Twelve Concepts of World Service: “Quite rightly, each new generation of A.A. world servants will be eager to make operational improvements. Unforeseen flaws in the present structure will doubtless show up later on. New service needs and problems will arise that may make structural changes necessary. Such alterations should certainly be affected, and these contingencies squarely met.”

Over the next few days, we will look at the services, programs and products offered by AAWS and Grapevine/La Viña. We will discuss literature, PSAs, the Service Manual, structure, policies, our history, and all platforms for an online presence in the ever-evolving communications world, while following Traditions. We will work diligently to make A.A. more attractive, understood, inclusive, relatable, and accessible.

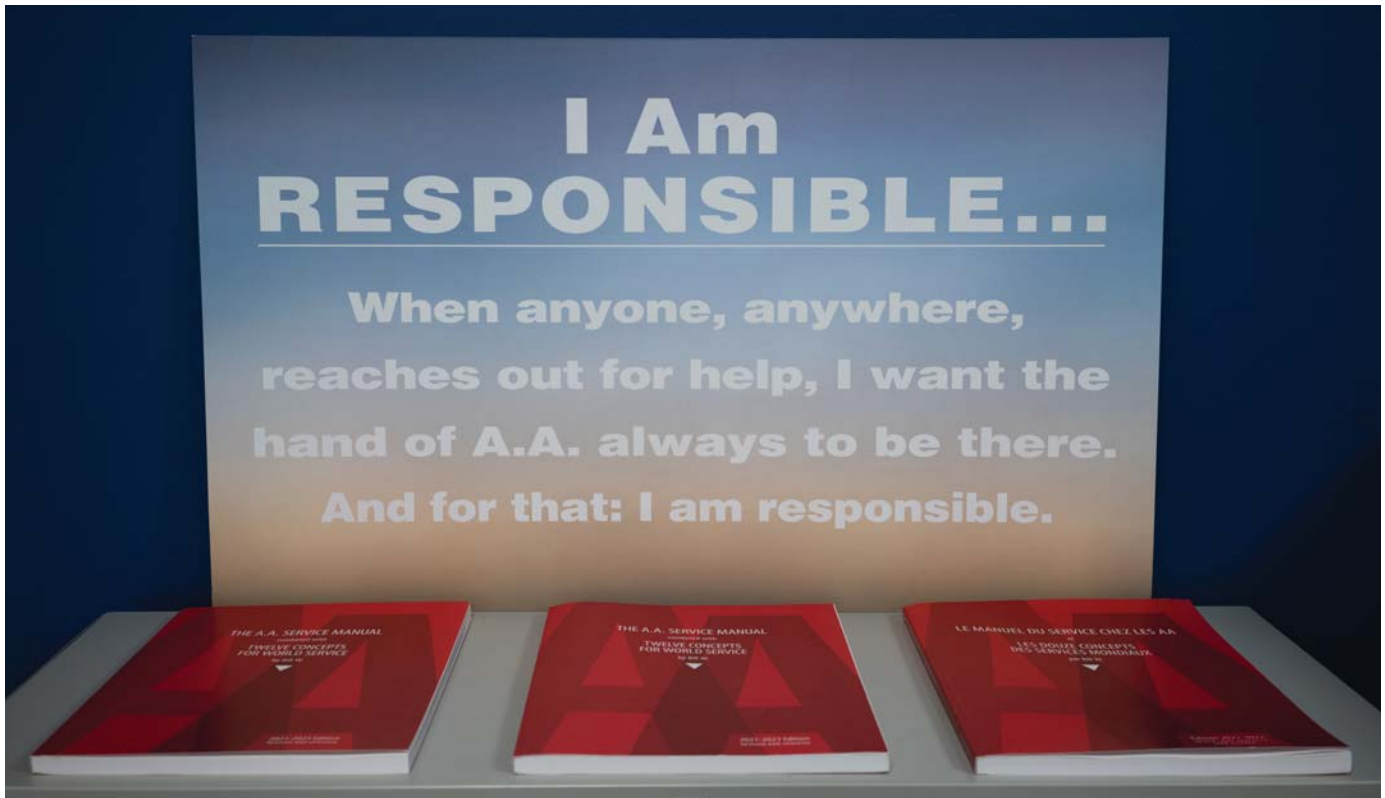
Many times, we will have consensus. Sometimes, we may need to agree to disagree. We may even have hot debates. Concept Nine invites us to apply “the kinds of careful discrimination and soul-searching that true leadership must always exercise” and, “we shall be in continual need of these same attributes — tolerance, responsibility, flexibility and vision...” in all discussions. As we listen, share, pray, discern, and decide, may we adhere to the original Latin meaning of respect – *respectus*: “re” meaning “back” and “specere” meaning “to look” ± “the action of looking back, to consider.”

May you feel the hand of A.A. reach out to you from the language of the heart. May you leave here inspired, unified, and healthier. May you go to humbly lead by example, serving those in the rooms and in places where alcoholism is killing the young, the old, and especially those not finding *their* solution in *our* solution...*YET!*

In closing, A Prayer of Unknowing — Thomas Merton: “My Lord God, I have no idea where I am going. I do not see the road ahead of me. I cannot know for certain where it will end, nor do I really know myself, and the fact that I think I am following your will does not mean that I am actually doing so. But I believe that the desire to please you does in fact please you. And I hope I have that desire in all that I am doing. I hope that I will never do anything apart from that desire. And I know that if I do this you will lead me by the right road, though I may know nothing about it. Therefore, I will trust you always though I may seem to be lost and in the shadow of death, I will not fear, for you are ever with me, and you will never leave me to face my perils alone.”

*Tami L., Alberta/Northwest Territories*





## Keynote Address

Good morning and welcome to the 73rd General Service Conference!

Although the General Service Conference operates all year round, this, our annual meeting is the culmination of the entire year's activities. It is also the time when the US and Canada service structure comes together to form its collective group conscience. Here, we make decisions and take actions that influence our Fellowship for years to come.

My name is Francis and I currently serve as the Northeast Regional Trustee, until Saturday, when I am scheduled to rotate on from what has been the service commitment of a lifetime.

What are A.A.'s Three Legacies and how do they serve as a basis for our work this week?

Well, to get us started, I will refer to the FAQs in Chapter 6 of our A.A. Service Manual (2021-2023 edition) as follows:

**Question:** "What principles guide the Conference?"

**Response:** "The Warranties, which are in Concept XII, provide a guide for the Conference. Concept XII also examines the relationship between the Traditions and the Conference. 'The Traditions themselves outline the general basis on which we may best conduct our services. The Traditions express the principles and attitudes of prudence that make for harmony. Therefore, A.A.'s Twelve Traditions set the pattern of unity and of function which our General Service Conference is expected to exemplify at the highest possible degree.'"

And, what about the Steps? Well, A.A.'s Twelve Steps

are a group of principles, spiritual in their nature, which, if practiced as a way of life, can expel the obsession with drinking and enable alcoholics to become happily and usefully whole.

As we begin our work this week, I have selected a few thought-provoking questions from our A.A. Service Material. For example, as extracted from smf-91, *The Concepts Checklist*:

- **Concept III:** Do we trust our trusted servants — GSR, DCM, Area Delegate, the Conference itself?
- **Concept IX:** Do we discuss how we can best strengthen the composition and leadership of our future trusted servants?
- And, from smf-131, *The Traditions Checklist from the AA Grapevine*:
- **Tradition One:** Am I in my group a healing, mending, integrating person, or am I divisive?
- What about gossip and taking other members' inventories?
- **Tradition Twelve:** Do I fulfill all A.A. responsibilities in such a way as to please privately even my own conscience?

You know, it has been said that our entire A.A. program rests squarely upon the principle of mutual trust. We trust God, we trust A.A., and we trust each other ...

But what do we do when that sense of trust has been shaken?

Perhaps, though, before we can go forward, we may first have to go back — way back to something that one of our co-founders, Dr. Bob, said:

“My good friends in A.A. and of A.A. ... Our Twelve Steps, when simmered down to the last, resolve themselves into the words ‘love’ and ‘service.’ We understand what love is, and we understand what service is. So let’s bear those two things in mind.”

Well, I suppose I should also quote our other co-founder, Bill W., who said:

“If I were asked which of these blessings I felt was most responsible for our growth as a fellowship and most vital to our continuity, I would say, the ‘Concept of Anonymity.’ ... On the spiritual level, anonymity demands the greatest discipline of which we are capable; on the practical level, anonymity has brought protection for the newcomer, respect and support of the world outside ...”

From our Tradition Twelve, Bill goes on to say,

“The spiritual substance of anonymity is sacrifice... A.A.’s Twelve Traditions repeatedly ask us to give up personal desires for the common good ...”

I didn’t make myself available as a Regional Trustee so that I could lead — I came to serve. And yet, I’m drawn to Bill’s essay in Concept IX on *Leadership in A.A.: Ever A Vital Need*.

“Leadership is often called upon to face heavy and sometimes long-continued criticism. This is an acid test. There are always the constructive critics; our friends indeed. We ought never fail to give them a careful hearing. We should be willing to let them modify our opinions or change them completely. Often, too, we shall have to disagree and then stand fast without losing their friendship.”

You and I know that there are other kinds of critics,

they are described in Tradition Two as well as in the leadership essay; however, that’s not important to me right now. What is important to me is that in both Tradition Two and Bill’s essay, we find the following:

“Our leaders do not drive by mandate; they lead by example.”

During this Conference, as in all the Conferences before, we are called to exemplify to the highest possible degree the ideals in our Steps, Traditions and Concepts. My hope for all of us is that we find our way back to trust, together.

We’ve got a big job ahead of us and an entire Fellowship behind us!

I’ll close now with an excerpt from *Why Do We Need a Conference?* written by Bernard Smith, a nonalcoholic, who served as Chair of the Board of Trustees and who was also one of the architects of the General Service Conference itself:

“We may not need a General Service Conference to ensure our own recovery. We do need it to ensure the recovery of the alcoholic who still stumbles in the darkness one short block from this room. We need it to ensure the recovery of a child being born tonight, destined for alcoholism. We need it to provide, in keeping with our Twelfth Step, a permanent haven for all alcoholics who, in the ages ahead, can find in A.A. that rebirth that brought us back to life.”

*Francis G., Northeast Regional Trustee*





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



### General Service Board Report

First and foremost, thank you to all Conference members for your tireless efforts on behalf of our Fellowship and its Twelfth Step efforts, and of course those who play a supporting role so that the General Service Board can fulfill its responsibility to the Conference in the organization and presentation of this annual meeting, our 73rd. Welcome/Bienvenue to all the new Panel 73 delegates and our “oldtimers” from Panel 72. As all of you are aware I am serving as the interim chair of the General Service Board until my rotation at the end of this Conference when my term as Southwest Regional Trustee and my service to this board will end. I have studied many chair reports prior to putting pen to paper but in typical alcoholic fashion if this report fails to sufficiently inform, or its tone and tenor is less than appealing to you, I will claim lack of on-the-job training and the very short window of time in which I have been afforded the honor to serve in this capacity.

There are reports being made available to you as Conference background from each of our board committees as well as the General Service Board’s two service corporations, A.A. World Services, Inc. and AA Grapevine, Inc. Detailed financial information around the fiscal health of our operations, as funded by the Fellowship through the General Service Board and sales of A.A. literature and Grapevine and La Viña publications, will be pre-

sented in a session moderated by the GSB Treasurer. So, this General Service Board report has been written from the perspective of oversight with reference to vision, which Bill tells us is a vitally important responsibility of the trustees.

In making sure our responsibility to the higher authority (this Conference and the Fellowship) is fulfilled, in addition to the reports in background from the primary trustee committees, the General Service Board has made sure that the Location Plus Ad Hoc Committee has time on the Conference agenda to report its progress to date related to the needs of the physical offices and dedicated employees of AAWS/GSO and AAGV. The GSB subcommittee formed at the Conference direction on Participation of Online Groups will make a presentation later in the week. And for the first time, due to the efforts of the Trustee’s Literature Committee, a draft piece of literature (the plain language translation of the Big Book) has been made available to all Conference members via the concept of our “Reading Room” with a two-hour session to be moderated at the end of Conference week in order to gather delegate input on the draft to help guide its final development in the coming year.

Our Conference theme this year is “A.A.’s Three Legacies — Our Common Solution.” In thinking about our theme within the context of this report, I went back to the Charter, the “spiritual handshake” that makes all of

this possible within the framework of our Three Legacies. In Article 4 of the Charter it states that “The Conference will replace the founders of Alcoholics Anonymous, who formerly functioned as guides and advisers to the General Service Board and its related service corporations. The Conference will be expected to afford a reliable cross section of A.A. opinion for this purpose.” Article 10 describes that “The General Service Board is the chief service arm of the Conference and is essentially custodial in its character. Excepting for decisions upon matters of policy, finance, or A.A. Tradition, liable to seriously affect A.A. as a whole, the General Service Board has entire freedom of action in the routine conduct of the policy and business affairs of the A.A. service corporations...”

In order for the General Service Board to fulfill its responsibility in directing the execution of actions of the Conference, the board receives all Seventh Tradition contributions from the Fellowship, astronomical sums of money to most A.A.s, as we “chat in millions” because of the cumulative dollar amounts represented in the unwavering financial sacrifices made by untold thousands of groups and members in order to make better Twelfth Step work possible and ensure the availability of the A.A. message when anyone, anywhere reaches out for help. Direct responsibility for the accounting of the \$10.5 million dollars contributed to the Board in 2022 is a role of the trustees which is well-defined by Bill in the Concepts. Sales of A.A. and Grapevine literature and other items are ancillary revenue streams that represent transactions executed on behalf of the Fellowship by the affiliates as overseen by the General Service Board. All A.A. assets are held in trust for the benefit of the Fellowship, thus all proceeds recognized from sales of those materials are considered “contributions,” and the prudent management of those funds is overseen through regular reporting to the GSB by the operating entities.

This Conference will “guide and advise” as all others have done before it. The communication of the will of the Fellowship as expressed through the informed group conscience of the Conference process is one of the most profound experiences in A.A., and one that only a cherished few trusted servants ever get to experience in the first-person. It is a privilege of our delegates to return to their constituencies to share our “Language of the Heart” around what was seen, and heard, and felt. This way all of A.A. is a beneficiary of the dedication exemplified by all of you as members of the Conference.

On Saturday following the close of the General Service Conference, your General Service Board will gather for the annual meeting of members. During that meeting we enter “on the legal books” all advisory actions as directives for the work to be executed during the following Conference year. We appoint the directorates of the two affiliate corporations. We will begin a new board “season” starting that day — some trustees will rotate and others will be newly elected to their trusteeships. Trustees are normally appointed to three primary committee assignments each year, and the principle of rotation is practiced as an integral part of that process. Just as you Panel 73 delegates are fairly new to the role of the delegate, we

will have trustees who will assume roles on committees with which they are somewhat unfamiliar. Some will be chairing a trustee committee for the first time, which is an adventure unto itself. Two of our regional trustees will be assuming their additional roles as trustee-directors on the two corporate boards. The “Grand Central Station” for all of this trustee and director activity is the General Service Board. The health and well-being of your board is absolutely dependent on the lifeline of regular and robust reporting from its committees, subcommittees, ad hoc committees, and affiliate/subsidiary corporations. The proper functioning of the board in assuming the roles and responsibilities granted to it in a spiritual context require close adherence to the guidance contained in the Traditions and especially the Concepts. It has also been unquestionably necessary during my time as trustee to be close to the ground within the Fellowship, to stay tethered to my home group, to renew and strengthen my commitment to our Legacy of Recovery as embodied in our Twelve Steps.

The General Service Board is expected to fulfill its visionary role by planning, managing and executing. We have but one primary purpose, “...that of serving the Fellowship of Alcoholics Anonymous.” The GSB Bylaws describe the board as an “...agency created and now designated by the Fellowship of Alcoholics Anonymous to maintain services for those who should be seeking, through Alcoholics Anonymous, the means for arresting the disease of alcoholism through the application to their own lives, in whole or in part, of the Twelve Steps which constitute the recovery program upon which the Fellowship of Alcoholics Anonymous is founded.” This is our legally stated reason for existence, and why each of us are called to serve as trustees. Many great friends of A.A. have given much time and effort to help further this mission, as have those of us who are on a “life and death” errand as sober members of A.A. and beneficiaries of participation in our program of recovery. At times agendas can seem unwieldy, timelines can seem as they are formed in fantasy, paying jobs appear to be in jeopardy, relationships with each other and the world outside may be tenuous. These are all material constraints and we have been given spiritual tools to face and address these challenges as they present themselves. If the board cannot decide a matter “on its own” it has ample experience to draw from the Conference. If the Conference seems unable to arrive at a solution it seeks the ultimate authority through the conscience of the Fellowship. As with so many things in A.A., sometimes the best exercise of vision is to look back into our vast repository of collective experience, neatly delivered in the form of Bill’s writings around our 36 spiritual principles.

It is with deep gratitude that, as members of the General Service Board, each trustee has been given a role in providing whatever is necessary to fulfill A.A.’s primary purpose. In my Conference experiences I have seen how we can discuss difficult subjects without being disagreeable; how we can listen as if we have no opinion; how each and every one of us who suffers from alcoholism certainly came to A.A. so we would get better, and then

learned in short order that what Alcoholics Anonymous needs is each of us to come to A.A. so A.A. gets better.

In my Board experience over the past four years, I know without question that your board functions with maximum effectiveness when it emulates the deportment of, and follows the direction of, the Fellowship as expressed through the General Service Conference of Alcoholics Anonymous.

*Jimmy D., Southwest Regional Trustee,  
Interim Chair — General Service Board*

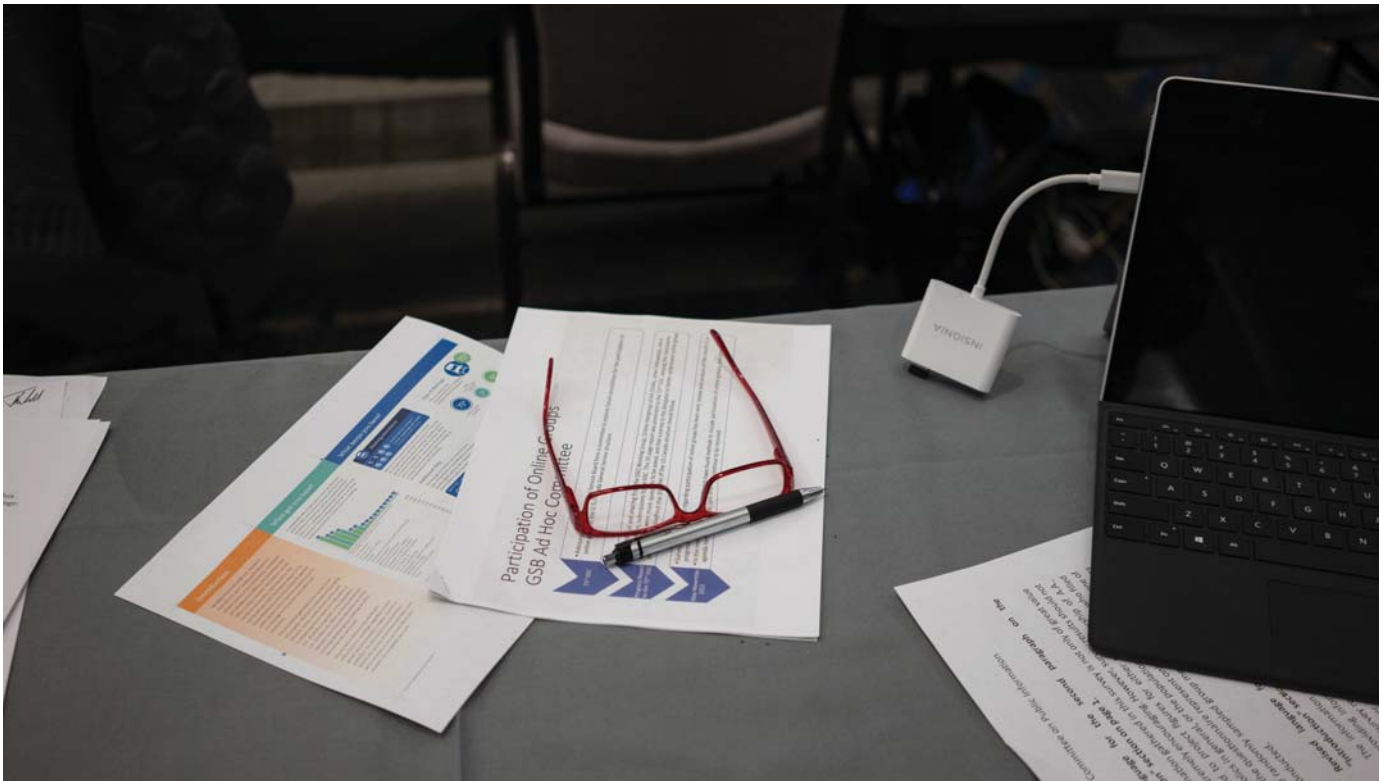
### **Alcoholics Anonymous World Services, Inc.**

I am humbled to stand before you with the responsibility of reporting on the many activities of Alcoholics Anonymous World Services (AAWS) since we last convened as a General Service Conference. As you know, AAWS is a not-for-profit corporation whose nine-director board meets at least eight times a year to execute its responsibilities. The Members of AAWS are the trustees of the General Service Board, who exercise their custodial oversight role by electing the directors of the corporation, which include two General Service Trustees, two Regional Trustees, three nontrustee directors, the GSO General Manager and the Staff Coordinator. AAWS is one of the two affiliate corporations, alongside AA Grapevine, charged with maintenance of active world services for the Fellowship of Alcoholics Anonymous.

These services, in a general way, fall into four functions: 1) To keep us anchored, importantly, to our history, we have ARCHIVES, responsible for keeping and preserving records dating back to our “anvils of experience” era, all the way to documenting the new history we make

each time our committees, boards and Conference meet. Archives also serves an important role in providing the material needed to our trusted servants so that they can make important decisions, as noted in Concept IX, by considering the past, the immediate future, and the more distant future. 2) Our FINANCE function ensures that the Seventh Tradition contributions from the Fellowship to the General Service Board are utilized with the utmost prudence, with careful budgeting (more about this later) and monitoring done in tandem with our boards. 3) PUBLISHING works to support the creation, distribution and editing of our Conference-approved literature, and in today’s interesting world where paper has near become a black-market item of scarcity and high value, works to create solutions so that we can keep our message in print. 4) And our much-loved SERVICES function, which includes an array of activities designed to serve groups, members, professionals, international structures and the public.

I will talk about these and others as we move through a review of some highlights of AAWS activities of the last year. I want to pause, though, and recognize the bright light that is the important group of employees of our General Service Office — our Tradition Eight special workers, both alcoholic and nonalcoholic — who are a dedicated, hard-working, highly skilled group of people working in support of the world service functions of Alcoholics Anonymous. Collectively our GSO staff and employees bring to life the following from the Eleventh Concept, “Because of the exceptional dedication of our people, a degree of harmony and effectiveness prevails” and “we really do have a business to conduct as well as a cooperative spiritual enterprise to foster.” The work

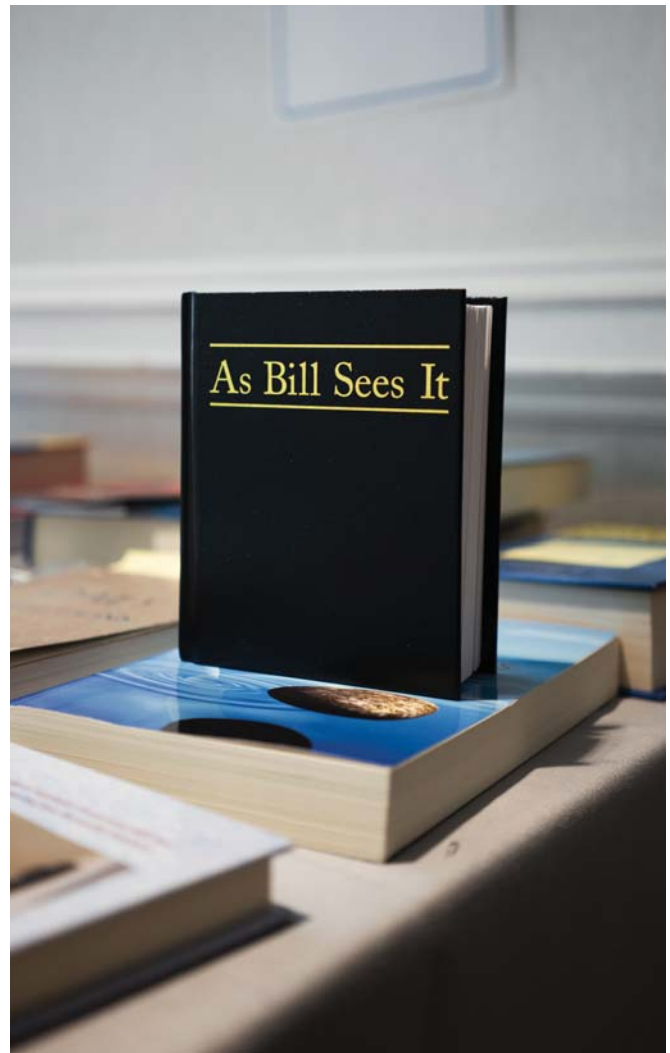


they do has been defined and directed by this General Service Conference body, the General Service Board and the General Service Board's committees, and the AAWS Board with the primary purpose of reaching the still-suffering alcoholic and is executed with the spirit of the Twelve Traditions and Twelve Concepts of World Service.

I cannot tell you the story of AAWS this past year without acknowledging that we, and the Fellowship as a whole, continue to mature in the context of the SARS-CoV-2 pandemic world. It has been just barely over three years since Covid began, and we have learned much about facing and meeting challenges. There have been hard realities of A.A. groups closing, juxtaposed by the emergence and acceptance of new ways of reaching the still-suffering alcoholic. Collectively, we have welcomed newcomers into our fold and found ways to continue our work. A silver lining has been our ability to hold A.A. meetings and conduct our business on video platforms, which has made us a more effective group of trusted servants. As a real example of this, of highest relevance to our world service, in addition to the routinely scheduled eight AAWS annual meetings designed for the board to carry out its support and oversight of the GSO this year we held at least as many interim videoconference meetings to handle printing challenges and to augment the budgeting process during these challenging fiscal times.

In our regular corporate meetings, the board receives reports from various GSO departments, managers and staff; advises how to best implement and maintain services; and responds to challenges as they arise. Decisions are taken in standing and ad hoc committees. Here are some highlights from the standing committee work:

- The Internal Audit Committee met year-round to ensure that AAWS was in full compliance with city, state and federal regulations. They reviewed and recommended the Finance Department's policy and procedure guidelines, Archive's disaster recovery plan, Tech Services' business continuity plan, and Human Resources' employee manual.
- The Nominating Committee initiated a comprehensive review of communications related to the interview process of nontrustee directors and their onboarding. They have recommended Reilly K., Pacific Regional Trustee for the slate of AAWS directors, to replace Irma V. at the conclusion of this Conference.
- The Technology/Communication/Services (TCS) committee reviews and makes suggestions related to GSO's use of technology to conduct its work and to carry the message on digital/virtual platforms like aa.org, Meeting Guide, YouTube. TCS initiated a comprehensive review of the quarterly technology reports that are forwarded to Trustees' Public Information to ensure that the analytics reporting is informative and relevant. TCS reviewed and updated several policies that govern our digital platforms and implemented a schedule to ensure ongoing review.
- 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. They updated the flyer "Your Seventh Tradition Contributions Help Carry the Message" (SMF-203).

- The Publishing Committee reviewed a revision of the AAWS Publication Policy: "Keeping A.A. Literature Current." They recommended production of four stapleless pamphlets in English, Spanish and French: "This is A.A."; *Questions and Answers on Sponsorship*; "Is A.A. for Me?"; and "A Brief Guide to A.A." They also recommended the production of our books, *Alcoholics Anonymous* and *Twelve Steps and Twelve Traditions* with new cover and binding materials.
- The busy Finance Committee monitored monthly AAWS/GSB financial reports, formulated the 2022 budget reforecast and the 2023 AAWS/GSB budget, which are then subject to approval by the General Service Board Trustees' Finance and Budgetary Committee and the full General Service Board. The committee reviewed literature revenue and production costs and this year approved necessary price increases to offset the rising costs of goods.

In addition, this year we had two ad hoc committees working, one reviewing the process of development,

revision, and approval of Service Material and the other to begin review of AAWS policies and practices related to licensing and translations. The work of a previous AAWS subcommittee, the workhorse called “Delta” that studied pricing structures to normalize literature costs across different languages and formats, was completed with the permanent implementation of mixed-title discounts after an extended experimental phase. With this, smaller A.A. entities — groups, districts, Intergroup/Central Offices — can reach literature discounts with mixed-title shopping carts.

In addition to our routine and non-routine committee and reporting work, the board heard regular updates from Talley Management Group and reviewed contracts related to our upcoming 2025 International Convention. It is not too early to begin to get excited about this event! And finally, AAWS reported to the full General Service Board at each of its quarterly meetings to keep it apprised of activities, challenges and updates.

We fondly refer to the General Service Office as “A.A. Headquarters.” It is indeed a hub of communication, networking and information — one that is alive and well. In the calendar year 2022, our front desk main number received 14,339 phone calls; 4,395 were routed to the Member Services team, who also fielded 4,291 additional calls directly to them. That team also responded to 29,114 unique email inquiries and processed 30,320 literature orders. They executed 7,025 District/Area/Group updates in NetSuite, and conducted several trainings of area registrars who then performed 8,819 updates via Fellowship Connection. Our mailroom team processed a total of 40,708 pieces of incoming mail and 17,284 pieces of outgoing mail.

In August we welcomed Dina F. as our new Human Resources Director — a phenomenal addition to GSO. In addition to onboarding new employees, Dina has been instrumental in creating hybrid workplace guidelines and specific department training decks. Vitally, she has rolled out a systematic performance management program. She oversees open enrollment and support recruitment of planned positions. Dina also makes space for functions designed to support employee well-being and morale. A primary area of focus of the AAWS board is to support “People and Culture,” and Dina has our faith as an instrumental figure to develop and implement processes and projects to this end.

Archives revised, received and catalogued important collections from trustee emeritus Ward Ewing and former GSO Staff member Eve M. (1954-1968), curated an onsite exhibit on the history of the publication of the book, *Twelve Steps and Twelve Traditions* to commemorate the 70<sup>th</sup> anniversary of its publication, and managed the growing repository, with 345 new pieces filed in 2022.

Among its many functions, the Communications Services Department monitors our aa.org website, which now has crossed its first birthday and reflects our society with straightforward, accessible content; in 2022, we had an estimated 15,197,000 users. This department oversaw the release of Meeting Guide app version 4.0 last September —the MG App now has a total of 630,979



users, of which 223,611 were new in 2022. This department also monitors our LinkedIn Account with 2,635 followers and our YouTube Channel with 8.17K subscribers. They also now oversee some of our routine publications such as *Box 4-5-9*, *About A.A.*, *Sharing from Behind the Walls*, and *LIM*.

I want to pause here to recognize that the collective decisions and work of the AAWS TCS committee, the Communication and Technology departments, the GSB Trustees’ Committees, and this General Service Conference, which together have resulted in A.A. having a reachable and clear internet presence so that the still-suffering alcoholic might find us within their sometimes passing and brief moment of clarity as they search for a solution. An advantage of being a General Service Trustee who is a bit long-toothed is that you get to see the shepherding and impact of long-range projects. When I joined AAWS as a nontrustee director in 2017 we had an outdated and somewhat clunky website that was very difficult to find; we had a nascent presence on YouTube, and no connection to professionals through LinkedIn. We had no MeetingGuide App! We had about 17 disjointed servers and lots of Excel and Access databases, none of which were connected. Embracing technology has made the message of Alcoholics Anonymous easier to find, so that the still-suffering alcoholic can find literature and meetings without having to solve some challenging rid-

dle. I used to say that should my children ever need an A.A. meeting, I want it to be so easy for them that when they fall down drunk they land in one. Something like this actually happened at GSO! On a recent Thursday, a visitor arrived at the office a bit inebriated, and he passed out in the reception area. When he came to, he explained that he had come to the office looking for a meeting. He was told that there was one there the next day, and he came back! James, Patrick and Bob shared their experience, strength and hope with him after the meeting. When he mentioned that he didn't know where meetings were, Bob told him about the Meeting Guide App! He asked Bob to download it to his phone, and then toured the office. And thus, even at Headquarters, the seed gets planted!

Technological advancements also have modernized and made more efficient our corporate functions including standardizing our financial operations and reporting of finances, our service to the Fellowship in group registrations, sales on our online bookstore, access to information and service material, and critical management of our IP (more on this shortly). All of this collectively reflects the infrastructure that allows us to be of maximum service to current groups, structures and members. In addition to supporting these functions, this year our Technology Services team worked collaboratively with Finance and Operations to manage a comprehensive redesign of the Contributions Site that supports our receipt of group and member Seventh Tradition contributions to the General Service Board. Also, on the heels of developing a web portal last year for acceptance of story submissions for the Fifth edition of the Big Book, the Tech team expanded its capacity to other projects that involve story submissions, such as our Spanish Big Book and pamphlet revisions. Given the massive growth of these technology-based functions over the last several years, the AAWS board will oversee an independent review of our technology strategy in 2023.

We welcomed Beverly Jones-King (nonalcoholic), our new Executive Legal Administrator, as the point person to develop and maintain workflows for AAWS contracts and the copyrights that AAWS holds in trust for the Fellowship of Alcoholics Anonymous. Most know that a herculean effort is ongoing to right the ship on our IP management, particularly related to licensing. For those who may not be aware, at the end of 2021 we discovered a substantial disarray of unfulfilled license requests that spanned back many, many years, resulting from insufficient and informal tracking methodology (Excel sheets, hallway drop-offs, conversations at events). When alerted to the problem and its scope, our general manager truthfully engaged the general service structures throughout the world at the World Service Meeting and in subsequent written communications, and we have been systematically meeting with these structures through videoconference meetings to clarify and fulfill these back requests. Over 2022, two distinct efforts have been taken to amend this situation, correcting both the outstanding licenses and ensuring that prospectively this never happens again.

The first is the development of a software management program to manage the translation and licensing

requests throughout the world. This involved researching alternatives and creating the program — building the “in the air,” so to speak — with defined elements to standardize each request, from initial contact to review to execution with DocuSign. Efficiencies are realized because the program integrates with our current system, and is thus tied to our international contacts and our bookstore. Reports can be generated for our admin director, general manager, the AAWS board, the General Service Board, or our trustees-at-large. Imagine, when they go off to their zonal meetings, they can go armed with full knowledge of the status of the license and translation requests for that country or zone. And importantly, requests will not be lost in Excel sheets, hallways, or conversations, as there is a dedicated system to manage this incredible responsibility. While the build of this system did require an initial investment, it is important to note that there are not annual licensing or user licensing fees, as this is integrated into our existing ERP system. The program cost \$85,630 to develop; about a third of the cost is the back-end tracking system that we use for management, while two-thirds is the portal that standardizes the entry-point and connections to the webstore for the users. All functions of our ERP cost to build and are designed to serve groups and the A.A. Fellowship with efficiency and





effectiveness. As a comparator, Fellowship Connection was about a 127K build to track and serve the groups. The Translation/Licensing portal was successfully beta tested with Mexico, Germany and Venezuela, refined, and I am happy to say it is now live-launched with the REDELA countries.

The second effort related to the resolution of this problem has been the execution of the backlog of requests. This has been a challenging task, as there were over 770 individual pending requests. *“What an order! I can’t go through with it! Do not be discouraged...”*—indeed, this is daunting. However, one must recognize that this number is a total of items, and that some of these requests involve multiple sub-requests, like permission to translate 30 pamphlets. Now, each license still has to be processed separately, and the backlog requests often take time to sort as they sometimes involve international contacts who are difficult to reach, unclear requests due to language barriers, or unusual workflows. So our team has been systematically working through these, and placing each on the plane as we go, to ensure that each is embedded into our system to allow for tracking and renewal. The backlog is now down to 391 from 51 countries, and each day we resolve more, with the goal of finishing in June. Because we have been painstaking in this phase of our development, I now have extreme confidence in the solution that was developed to ensure that we carefully, efficiently, and legally respond to the requests of international structures to get A.A. literature into the hands of those who need it.

Stéphanie Bozino-Routier (nonalcoholic) joined us to lead the GSO Language Services Department. She will project manage all document translations, only roughly half of which are GSC background. We are in the final stages of recruiting for in-house Spanish and French

translators. Let’s pause to recognize the success of this new department in meeting the request from the 72<sup>nd</sup> General Service Conference to release GSC background in all three languages simultaneously with success!

The work of our Staff on our Service desks is too plentiful to detail exhaustively without taking over the next three sessions, so before hitting just some highlights, let me first be very clear in acknowledging that we have an extremely hard-working, dedicated, talented staff diligently working to provide services, fulfill advisory actions, and support your boards, committees and the GSC. Your Conference assignment received 184 Proposed Agenda Items (PAIs) this year, and supported the Trustees’ Committee on Conference, and Equitable Distribution of Workload (EDW) and Conference Improvements (SCI) subcommittees. The Corrections assignment is working with the Corrections Service of Canada to raise awareness of A.A. and its services, such as our correspondence service. Group Services coordinated updates to the A.A. Service Manual, and supported quarterly virtual meetings with IGCOs, which have been critical to facilitating a harmonious relationship between AAWS and these front-line offices serving alcoholics, members and groups. Regional Forums, collaboratively with our Meeting & Events (METS) department, has shepherded four in-person Regional Forums, and in collaboration with the service structures of Argentina and Chile, a North/South Connections Virtual Special Forum. Last October, the International desk helped organize our 27th World Service Meeting, hosted by Japan, which was virtual and aptly themed, *“Carrying the Message of A.A. in the Digital Age,”* and attended both virtual and in-person international events alongside our trustees-at-large, linking service structures throughout the world. The Public Information assignment executed the A.A. Membership

Survey with your assistance, which now is moving through analysis and reporting phases. The constantly in motion Literature desk is working on the Fifth Edition drafting of our beloved book *Alcoholics Anonymous*, and Fourth Edition drafting of *Alcohólicos Anónimos*, and updates for the pamphlets *A.A. for the Black and African-American Alcoholic* and *A.A. for the Native North American and Do You Think You're Different?*

I would like to say a word about our general manager, Bob W., who first served at the bottom of the triangle as a Panel 52 delegate from Western Massachusetts. He then became a trustee-at-large from 2013-2017 where he enriched his understanding of the critical role of our service structure in relation to emerging structures around the world and as partners to other established structures. He was hired by GSO in 2019 and worked in various roles (e.g., senior advisor to the GM; interim CFO). Bob was then hired by the GSB as general manager in June 2021 — so he is now rounding out his second year in this role. Over the last year, our GM has effectively reorganized the functions of the office to more effectively meet the needs of the Fellowship: He established the Administration and Language functions, which allow Publishing to now focus on, well, publishing; he led the office through the challenging SARS-CoV-2 return to work process and opened the office back for visitors; Human Resources has come to life, and the people management and culture of the office has changed favorably. Bob has consistently consulted closely with AAWS, and has listened, collaborated with, and supported the development of the group conscience for management (even when it was offered unsolicited!). He came to this role firmly rooted in the 36 principles of A.A., and committed to leading with them and creating an environment where they, and our people, thrive.

So, our GSB Treasurer will give you all the details you need about our finances. I am just going to hit some highlights of the Finance Department work, the 2022 finances, and the 2023 budgeting process for the consolidated AAWS/GSB budget.

- *2022 Highlights.* In 2022, Seventh Tradition contributions were \$10,548,525 (96% of the reforecast budget and greater than the original budget), 23% were received online. Gross literature sales were \$11,999,441 (109% of the reforecast budget and the highest annual gross literature sales since 2019). However, the 2022 gross margin was \$4,894,113 (91% of the reforecast budget, and \$1,400,323 less than 2021 due to the rising cost of goods, which was 57.5% of gross sales in 2022-compared to 43% in 2021).
- *The 2023 Budget Process.* We are operating in challenging fiscal times. There is no doubt about this. Unlike prior years, the process of developing the AAWS budget took a series of iterative meetings which occurred from September 2022 through January 2023. Budget development begins in the office through engagement of each work unit, and advances to the AAWS board for review of detailed descriptions, questioning, and recommendations which inform the next version. This year, the General Service Board Trustees' Finance &

Budgetary Committee (TFBC) also held a special meeting in December 2022, which informed the continued refinement of the budget by AAWS. The last version (5.1) was approved by the AAWS Finance Committee and Board, was received and approved by the GSB TFBC, and then the full General Service Board.

- *2023 Budget highlights.* Estimates for 2023 contributions were based on the year 2022, whereas estimates for literature revenue are based on the last half of 2022 only because of the higher variability in literature consumption and costs due to the SARS-2 pandemic. Holding steady, contributions are estimated at \$10.5 million, and gross literature sales are estimated at \$15.9 million — minus shipping, discounts, and cost of goods sold, we estimate a \$7.95 million margin. Total revenue is expected to be \$18,791,320, and total expenses (before depreciation) are expected at \$17,085,479.
- *Price increase, cost of goods sold, and discounts.* Prudent fiscal governance with the goal of longer-range stability necessitated a price increase which took effect on April 3 (20% increase in the price of English, Spanish and French books, and 30% increase on pamphlets, with some rounding and minor adjustments). The last price increases were in 2009 (33.3%) and 2014 (18.75%). This increase generally offsets the loss to revenue that has resulted from the drop in margins associated with the sale of literature. Prior to the pandemic, the cost of goods sold (i.e., production, material, warehousing and shipping) hovered between 31-34%, whereas they fluctuated between 43 and 58% in the last two years, with monthly variation due to market shifts and our ordering practices (designed to maximize stock to keep our message in print). We will continue to explore paper acquisition/stocking options to manage to good outcomes, such as was seen with the jacketless Big Book.
- *Changes to staffing.* The recent and pending hires largely reflect the backfilling of vacant positions (e.g., HR director, vacant Staff positions) or additions designed to meet advisory actions (e.g., bringing translation in-house for GSC background and year-round communications, about 2,000 pages annually). For historical reference, prior to the recent Voluntary Retirement Incentive Plan (VRIP), we had 97 employees at GSO, which dropped to 81 after VRIP, and will be at 92 when vacant positions are filled.
- *Major shifts.* It may be helpful to consider a few of the favorable and challenging factors that have impacted the shifting economic landscape of the past few years. Favorably impacting the balance of revenue to expenses in 2020 and 2021 were the Seventh Tradition contributions to the GSB, a dramatic reduction in personnel costs related to greater-than-expected number of employees who elected to take the VRIP, and the suspension of the General Service Conference, forums, GSB and AAWS board meetings due to the SARS-CoV-2 pandemic. Unfavorable impacts then included a massive change to the cost of goods sold reducing



literature sales margin revenue, an incredible drop in literature sale volumes that is now slowly improving, and the cost of renovation to the 8<sup>th</sup> floor that was contracted prior to the pandemic. It is also important to note that while our nominal expenses are now normalizing to pre-pandemic levels, our inflation-adjusted expenses track back to 2012-2013. This retrospective lookback considering inflation reminds us that we have done and must continue to do as much as we can with every nickel in the basket.

- *Hopeful look ahead.* In the first quarter 2023, we have positive variances in the three most critical financial metrics: Contributions are 3.8% above budget, gross literature sales are 12.6% ahead of budget, and gross margin is 34.2% greater than budget. We won't, however, rest on our laurels!

Thank you for 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. You have my gratitude for my life, and for those that you have helped us to be able to reach for years to come.

Deborah K. — Chairperson

## AA Grapevine, Inc.

AA Grapevine, Inc. is one of our two affiliate corporations and the multimedia publisher of Grapevine and La Viña magazine content.

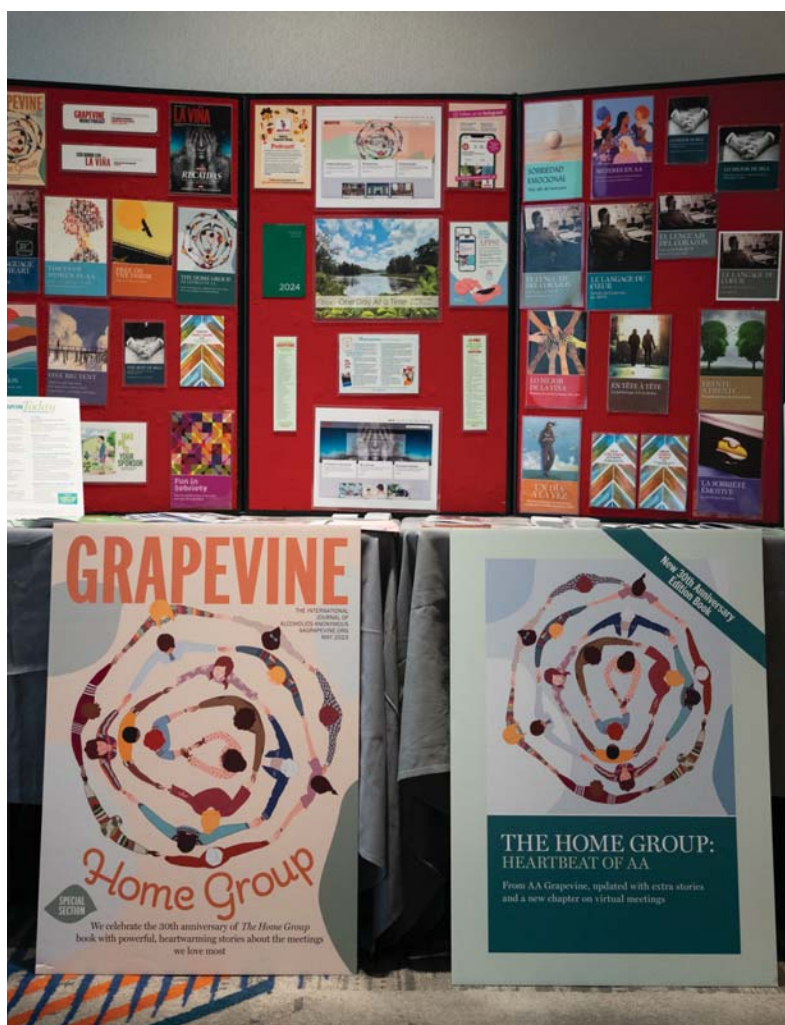
In addition to the magazines, we also produce books in English and Spanish, and offer other specialty items. Our selections include eBooks and Audiobooks in both languages. We maintain a website with an integrated bookstore, we have a YouTube Channel with material in English and Spanish, we have two Instagram accounts, and we have produced a podcast that has had over 350,000 downloads since September of 2021. Most importantly, AA Grapevine, Inc. has an amazing team of dedicated employees who go above and beyond the call of duty on a daily basis to ensure that our message of recovery is available for all who seek it!

We have been working with vendors for the last two years to place Grapevine and La Viña content on tablets in correctional facilities. The pandemic demonstrated the great need for this service due to our corrections volunteers being locked out of in-person meetings. One item of note, the most downloaded and completed items have been audio materials. Our recent restart of collecting audio stories for our YouTube Channel will help us fill the demand for more audio material.

We have two new books in the works for 2023. The Spring release will be an updated version of *Home Group: Heartbeat of AA*, which will have new stories, including stories about going online during the pandemic. Our Fall release is a Spanish translation of *Prayer and Meditation*.

Despite the tremendous efforts of our team, Grapevine and La Viña have not been able to avoid the industry trend of declining subscriptions of periodicals. From 2007 to 2020, the periodical publishing industry experienced a 48% decrease in subscription revenue. Our results were slightly better than the industry average. We went from 107,000 Grapevine subscriptions in 2007 to 63,000 in 2020, which was a 41% decline. La Viña also saw a 41% decline, going from 10,900 subscriptions in 2007 to 6,400 in 2020. The areas where we have seen increases in interest from the Fellowship are with items that are not revenue generating, which include our YouTube Channel, our Instagram accounts, and our podcast. The feedback we have received from the membership can be summarized in a simple statement. We have a fantastic product, but an outdated delivery system.

In September of 2021, the Grapevine Board held a strategic planning meeting in New York City. This was the first in-person meeting of any of our boards since the pandemic hit. The Grapevine Board emerged from that weekend resolute on the direction we needed to go. We needed to meet the Fellowship where they are. Societal trends for the last 20 years have been toward digital platforms for information shar-



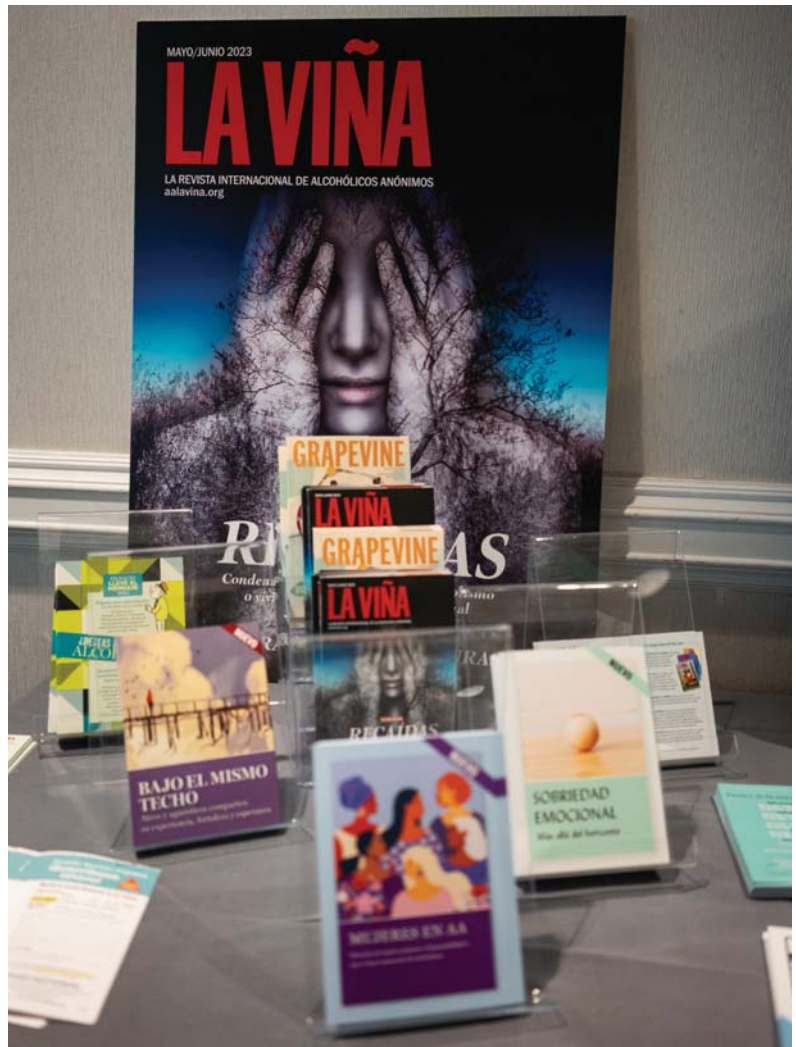
ing. Newspapers and magazines have survived through this period by developing digital platforms to offset the decline in print revenue while maintaining their print publications. In many cases, the digital subscriptions have eclipsed the print subscriptions. The *New York Times* currently has 740,000 print subscriptions and 9.3 million digital subscriptions. Some publications have done so well in the digital field that they have discontinued their print production. This is not the intent of the Grapevine Board. We know the tremendous value the print version of the Grapevine and La Viña have in carrying out our primary purpose. We will continue to print both magazines. We also realize that print production alone is not sustainable. We must move to a digital platform or accept the fate that the Grapevine will not be self-supporting. With this goal in mind, the Grapevine Board initiated the process of developing a Smartphone app for Grapevine and La Viña.

We have made some changes to our finances to help defray the costs of restructuring how we operate. We are reducing some board travel and scheduling our March, June, and December Planning Meetings virtually, which will save an estimated \$50,000. We hired a full-time controller to replace the third-party vendor for a considerable savings. For the app development, the General Service Board approved a \$500,000 drawdown of the Reserve Fund to cover the capital expenditure. We are also adjusting the percentage of our Subscription Liability Fund to cover other expenses.

The Grapevine operates with a Subscription Liability Fund. This fund contains the revenue received for the magazines we have not yet delivered. Originally, the fund was set up to cover the cost of refunding the remaining unfulfilled subscriptions in the event that the magazine ceased operation. That liability is currently \$1.8 million. In reality, if the magazine ever needed to cease publication, we would stop taking in new subscriptions and run out the remainder of the subscriptions we had on the books. This would change our liability from refunding the price of the subscription to having enough money to cover the cost of the remaining subscriptions. We estimate that to be 34% of the total liability. In January, the percentage was at 69%. The General Service Board approved reducing the percentage to 34%. This leaves \$573,012 in the fund and allows us to move \$670,488 to working capital.

The budget for 2023, with the costs associated with the app development, gave us a deficit of \$1,102,074. With the offsets of \$500,000 from the Reserve Fund and \$670,488 from the Subscription Liability Fund bringing the total offset to \$1,170,488, we now have a budgeted surplus of \$68,414 for 2023.

At the 72nd General Service Conference, my predecessor as Chair, Josh E., presented the Grapevine Board Report and laid out a vision for moving forward. This



plan included much more than the development of an app. It involved enlisting our trusted servants serving as committee chairs, GVRs and RLVs as content creators and collectors, reporters and videographers. With a platform not limited to 64 pages of content per magazine, we could expand the offerings from the Fellowship to the Fellowship. We could improve the interactive abilities way beyond the limits of the “Dear Grapevine” page and offer moderated comments for posted articles. Bill W. made several points regarding the Grapevine in his letter to Royal Shepard in 1946, including:

- The Grapevine should become the Voice of A.A. as a whole.
- The Grapevine staff should be primarily responsive to A.A. group opinion and tradition.
- The Grapevine Editor should be the ultimate judge of what is to be printed.
- The ultimate inspiration of the paper ought to arise from the A.A. groups as a whole, the Grapevine staff with its country-wide correspondents being the mirror in which all groups are reflected.
- The Grapevine should feel free to print articles expressing the widest differences of opinion on all topics of

a strictly A.A. nature. But it should be traditionally prohibited from printing anything of a controversial nature on topics having nothing to do with the primary aim of A.A.

- Like the Alcoholics Anonymous movement it is to mirror, there will be but one central purpose: “The Grapevine will try to carry the A.A. message to alcoholics and practice A.A. principles in all its affairs.”

Before we could engage in any of those efforts, we needed to take care of some housekeeping measures. We needed to upgrade our website to Drupal 9 and integrate the Grapevine and La Viña stores. This was accomplished in December. We needed to reach out to the Fellowship for feedback on what features they would prefer to have on the app. We put a call out to the Fellowship for input. We attended in-person events and gave presentations asking for feedback. We also had a survey conducted, and the results of all these measures was robust. With this information, we started to build a list of features we would include in development, such as current and archived stories, the podcast, a daily reflection, a sobriety calculator, a list of favorite meetings, and a spiritual maintenance checklist. Our next step was to find a vendor to build the app. We distributed an RFP to several potential developers, received four viable responses, and we selected our developer in January.

When Josh completed the report to the 72nd General Service Conference, one Conference member asked, “What do you need from us?” After much discussion over the last year, there are a couple items we need your help with.

- **Spreading the Word** — We need your help getting this information to the Fellowship. Please, take this back to

your groups. Include this in your reports. Post it in your Area and District Newsletters. Spread the word.

- **Grapevine Services** — Over the years, General Service Conference Advisory Actions have increased the number of services the Grapevine provides at no charge to the members, but at increasing cost to the Grapevine. These services include the YouTube Channel, the Instagram accounts, and the podcast. With the reduction in subscription revenue, it is becoming impossible for the Grapevine to absorb these costs without showing a deficit. We do not want to drive a wedge between the two affiliate boards. We are all one family. We need to have this discussion for guidance moving forward. Our question to the Conference is how shall the Grapevine, Inc. pay for services provided at the direction of the Conference?

In closing, I want to talk about the impact that the Grapevine and La Viña can have on the still-suffering alcoholic. I came to Alcoholics Anonymous as a 25-year-old dying of untreated alcoholism. I was Twelfth-Stepped by three men who carried a solid message of recovery. I was intrigued, but I had a tremendous fear of people, and I was deliberately unapproachable. When I would enter the clubhouse, I would grab a stack of Grapevines placed strategically by the front door. I would sit in the corner and read, hoping no one would try to talk to me. As I read these stories, I found identification. As a result, I knew I was in the right place, and gradually I started to open up to people. When I share this experience, I am invariably approached by people who have had similar experiences. I am also moved to share this experience when someone questions the effectiveness of the Grapevine or La Viña. “Is it worth it?” It was for me.

*Mike L., Chairperson*



## ■ Finance Report

The Finance report, which is summarized and condensed here, was given on Monday evening by Kevin Prior, treasurer of the General Service Board and chair of the trustees' Finance and Budgetary Committee, covering the audited 2022 and budgeted 2023 finances of the General Service Board, AAWS, the Grapevine, and La Viña. The full report, accompanying slides and detailed notes 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 74) and the independent auditor's statement and audited consolidated financial statements that appear on pages 107 – 122 of this report.

Good evening. My name is Kevin Prior, 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 73rd General Service Conference of Alcoholics Anonymous.

The 2022 independent audit resulted in an unmodified or "clean" audit opinion, which means that the financial statements are fairly stated in all material respects. The auditors found no material weaknesses, nor did they find any significant deficiencies. They presented three recommendations to strengthen GSO financial operations and two to strengthen Grapevine financial operations, which management will implement.

Seventh Tradition Self-Support was \$10.55 million in 2022, 2% less than the record \$10.78 million received in 2021. We are grateful to the Fellowship for their continued support especially in light of the pandemic's adverse effect on publishing gross profit, which was \$4.89 million in 2022, down 22% from \$6.29 million in 2021. This was the fourth consecutive year that publishing gross profit declined. Although gross sales have increased in each of the last two years, gross profit has declined because of increased production and shipping costs.

Additional facts about 2022 contributions include:

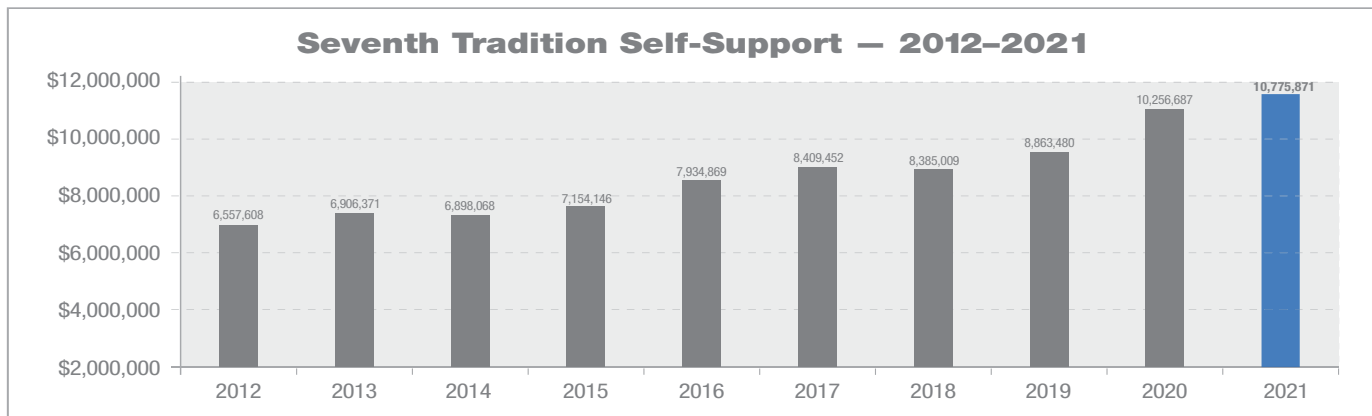
- 23% of contributions were made online by credit card or PayPal. Online contributions cost about half as much to process as check contributions because they require significantly less labor.
- 59% of contributions were received from groups; 31% from individual members of the Fellowship; and 10% from Intergroups, Central Offices, Areas, and Districts.
- About one third of groups contributed, and the average annual group contribution was \$317.01.

- The average individual contribution was \$121.79.
- 64% of group contributions and 69% 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 54 individual contributions were the maximum amount of \$5,000 while 18,284 individual contributions were \$100 or less.

GSO operating expense was \$17.82 million, up 20% from \$14.86 million in 2021. The largest contributor to the increase was the return to an in-person General Service Conference and in-person Regional Forums and AAWS Board and GSB meetings. However, 2022 operating expense was still lower than inflation adjusted operating expense for 9 of the past 10 years. 72% of operating expense was in categories where expenses were less than budget, including personnel, the largest spending category.

The GSO ended the year with an operating deficit of \$1.58 million. However, operating cash decreased by \$2.06 million due to investment in literature inventory to prevent stock outs. Insurance proceeds of \$1.01 million from the cancelled 2020 International Convention transferred from the International Convention account (where they were held pending final transfer to the General Fund for reimbursement of convention expenses) to the General Fund during 2022 partially funded these additional inventory purchases. Note that the insurance revenue was recognized in the financial statements in 2020 and had no impact on the operating deficit in 2022.

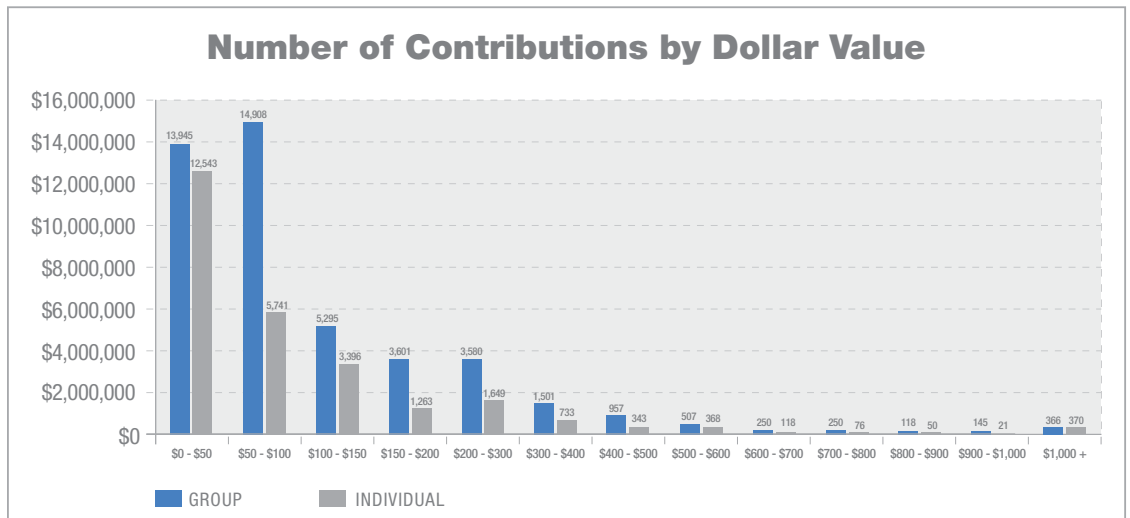
Grapevine paid print subscriptions decreased 6.7%



in 2022 and subscriptions for the online and mobile app magazine decreased 27.6%. However, Grapevine is developing a new app which is expected to have 1,500 new subscribers in 2023.

Overall, Grapevine achieved a gross margin of \$789,000 on the magazine and a net profit of \$675,000 on other published items. Operating expenses of \$1.88 million resulted in an operating loss of \$405,000 compared to a loss of \$113,000 in 2021. La Viña magazine circulation increased by 4.3% in 2022 compared to a 12.4% decrease in 2021. General Fund support of the La Viña service activity was \$637,000 in 2022 compared to \$389,000 in 2021.

The General Service Board has approved a 2023 GSO budget with an operating surplus of \$506,000 after depreciation. This budget forecasts operating revenue of \$18.79 million compared to \$15.91 million in 2022. Revenue is largely made up of contributions, budgeted



La Viña support is budgeted at \$654,000 compared to \$637,000 in 2022.

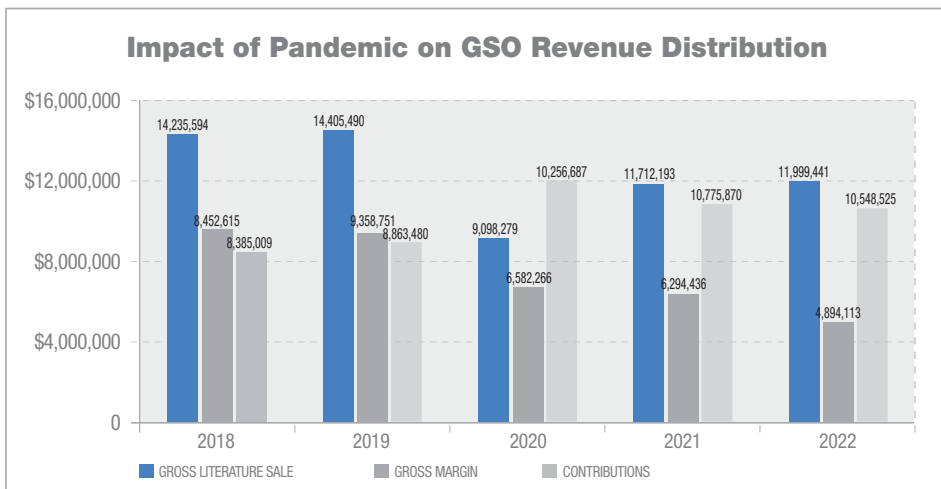
A more detailed analysis of 2022 GSO expenses shows that personnel expenses (salaries, benefits, and payroll taxes) make up 61% of operating expenses. This is typical for not for profits or any organization that produces a service rather than a product. Professional fees make up about 11% of operating expenses. The remaining operating expenses are comprised mainly of:

- Facilities (including rent) and equipment 12%
- Travel and meetings 9%<sup>1</sup>

During 2022, our prudent reserve increased by \$96,774 from \$12.85 million to \$12.95 million (net of \$573,012 Grapevine subscription liability). The increase resulted from investment earnings. The \$12.95 million balance as of December 31 represents 8.38 months of 2022 operating expenses. Because GSO/GV operating expenses are budgeted to increase in 2023, the 12/31/22 prudent reserve balance represents 7.35 months of 2023 operating expenses.

In 2022, the General Service Board adopted a reserve fund policy which includes:

- a goal range of 9 to 12 months of GSO/GV operating expenses
- At least 50% of the portfolio available within one year
- GSB must authorize transfers into and withdrawals from the Reserve Fund
- In the event of emergencies such as a bank failure or inability to meet payroll, Trustees Finance and Budgetary Committee may authorize a withdrawal. If the Committee is unable to be gathered within the needed timeframe, two officers of the GSB may authorize.



at \$10.5 million and literature gross profit, budgeted at \$7.95 million. The literature budget reflects a price increase of 20% to 30% which was effective April 3. Operating expense is budgeted at \$17.09 million before depreciation, less than the \$17.82 million in 2022.

In addition, the GSB approved a Grapevine budget with a net operating surplus of \$68,000 compared to a deficit of \$405,000 in 2022. Gross profit on subscriptions is budgeted at \$548,000. Grapevine print magazine circulation is expected to be 48,000 while online and e-Pub Grapevine circulation is expected to total 4,719. La Viña projects a magazine circulation of 6,415. General Fund

<sup>1</sup>The remaining categories are data, automation, and website; office services; and printing, which are about 2% each.

## ■ Presentations



### Location “Plus” Report

Currently: Carolyn W., Paz P., Marita R., Irma V., Tom H., Jimmy D. (ex-officio), and Michelle Mirza (nonalcoholic non-voting secretary). Additionally, Bob W. (GM GSO) and Chris C. (Publisher GV) are invited to participate as non-voting members, and as vital resources in the evaluation and implementation of the committee’s work.

**OUR OBJECTIVE: Consider physical space needs required to effectively and efficiently carry out the services requested by the A.A. Fellowship through the GSO and Grapevine Offices.**

Location studies have been conducted approximately every 10 years, most recently the 2014 “GSO Relocation Study” prior to the lease expiration in 2018.

Each of these studies were conducted using different methodology, in some cases using external consulting and in other cases being completed by ad hoc committees or management.

What they all have in common is an effort to determine an appropriate venue for the operations of GSO and Grapevine with consideration of the office location, potential impacts on services to the Fellowship, consideration of short term and long-term impacts to employees, operational costs, and occupancy costs. All of which are considered in the context of the ongoing discussion of self-support and with the review of needs related to the Reserve Fund.

### What is “Plus”?

This location study will include an in-depth review of internal operations and needs to inform location selection. Areas of consideration include:

- In collaboration with the executives from both operating corporations, and the AAWS and AAGV Boards, determine the functions that are currently necessary to provide requested services to the membership.
- Define the characteristics and space needs for office space/work areas in creating estimations of square footage needed and with consideration of a positive work environment for our employees and that reflects current best practices.
- Look for efficiencies of scale (physical and otherwise) throughout both operating corporations with the goal of best serving the Fellowship in a prudent and cost-effective manner.
- Assess future needs, through to the end of the next lease cycle, to ensure location selection reflects both immediate and longer-term needs.

### How will we assess “Plus”?

To begin with AAWS and AAGV have been asked to provide in depth plans for review by the ad hoc committee.

These plans include detailed information on topics such as:

- Initial assessment of staffing and human resources current and any anticipated changes in the next 12 months.

- Equipment and technology needs.
- Dependencies and relationships to other departments/entities.
- Additional/future needs to meet objectives. Include equipment, personnel, skills/expertise, and other resources as applicable.
- Any identified areas of opportunity to reduce duplication, improve efficiency, maximize use of existing resources, and/or decrease costs.

**Next Steps:**

Further input from Bob W. (GM GSO) and Chris C. (Publisher GV) regarding how these plans are expected to develop in the next 5-10 years, with consideration of technology and other factors that may impact the evolution of office needs into the future (over the course of a lease).

The ad hoc committee is in the process of reviewing this information and will determine how this information can best be used and what additional analysis may be needed.

At the time of this writing this has not yet begun.

**Location Plus Timeline**

Milestones and approvals needed to approve renewal of the lease or approval of a new location and transition plan.

**2022**

- Build RFP to triple bid and select corporate site selection vendor.
- Engage the AAGV and AAWS Boards to inventory of the effectiveness of space, roles and workflows.

**2023**

- Review research and recommendations from site selection vendor.
- Finalize inventory of space, use and workflows in collaboration with the AAGV and AAWS Boards.
- Identify alternative options for locations and structures.
- Finalize report on plan options for renewal and relocation.

**2024**

- Share Board recommendation with Conference for feedback.
- Begin new lease negotiations
  - or-
- Notify landlord and initiate Relocation Plan.

**2025**

- AAWS implementation begins for:
  - Path 1 — renegotiation of lease renewal with quarterly updates
    - or-
  - Path 2 — Relocation Plan with quarterly updates

**Key Review Dates**

- Oct. '22 — Prep RFP for Vendors
- Dec. '22 — Distribute RFP
- Jan. '23 — Assess interested vendors
- Feb. '23 — Review proposals and select a recommendation
- Mar. '23 — Review internal track reports from AAGV/AAWS
- Apr. '23 — Report to Conference



- July '23 — Status update to GSB
- Oct. '23 — Present potential options for relocation w/ logistical plans
- Jan. '24 — Present final recommendation on whether to remain at Riverside Drive or relocate
- Apr. '24 — Collect Conference feedback on final recommendations
- Apr. '24 — AAWS begins implementation of lease negotiations or relocation
- July '24 — Final Report of Ad Hoc Committee

### Next Steps

- July '23 — update to GSB.
- Oct '23 — present GSB potential options both in and out of the NYC area, inclusive of logistical plans.
- Jan '24 — present GSB with final recommendation to renegotiate at Riverside Drive, relocate in the NY area, or relocate outside of the NY area.
- Apr '24 — share recommendation with the 74th GSC and collect feedback Apr/May '24 — AAWS begin implementation of lease negotiation.
- July '24 — final report of ad hoc committee to the GSB.

### What to expect from the vendor

The Location Plus ad hoc has opted to engage an external consultant with expertise in all aspects of location study to ensure objective, comprehensive information assessed by qualified professionals is available to inform recommendations and decision making. With a full assessment of financial and functional impact of each alternative.

#### VENDOR METHODOLOGY FOR SCENARIO EVALUATION

Compare the current location with at least 3-5 possible locations.

Scenarios Under Consideration

1. *Remain and reconfigure existing location.*
- 2a. *Relocate to another location in New York*
- 2b. *Relocate to another location in the Tri-State area.*
3. *Relocate out of state.*

Scenario evaluation will include details about:

- travel, meetings and events (Board meetings, GSC)
- human resources (quality of life, cost of living, labor market, transition for existing staff)
- available office space and rates, parking and/or public transportation
- state requirements, regulatory and taxes and more

### Guiding Principles

- Excellent Services Provided to the Fellowship and others interested in A.A.
- A workplace that allows all our employees to thrive.
- Prudence with the A.A. dollar.

### Thoughts, ideas, concerns?

We are in the early stages and this report has been primarily to advise on the process, objectives and timelines.

However, due to our early start we also have this amazing opportunity to seek feedback and hear your thoughts.

We are taking notes to ensure we capture your input for ongoing reference by the ad hoc committee.

We will be seeking further input as more information becomes available and the process continues.

*Carolyn W., General Service Trustee*

## Participation of Online Groups

This presentation was moderated by Trish LaNauze, Trustee-at-Large/Canada and based on a progress report, summarized here, from the Ad Hoc Committee on **Participation of Online Groups in the U.S. / Canada Service Structure. The full report is available from the General Service Office.**

### BACKGROUND

The sudden onset of the pandemic in 2020, as we all well know, created a brand new (for most) environment for Alcoholics Anonymous groups around the world — the virtual one — and has pointed up the need for new ways of thinking regarding the incorporation of this new platform into A.A. life in a manner that respects our Steps, Traditions and Concepts.

Participation in A.A. life up to 2020 had logically relied on geographic structural organization, particularly for general service work. The virtual reality will be with us long past the pandemic, and we need to be looking to the future. What new opportunities have arisen? What are we missing? What are the challenges? What are the constantly changing emergent concerns?

As of December 6, 2022, the GSO database had 883 listings for virtual groups in the U.S./Canada general service structure. Of these 883 groups, 587 of them have a GSR as their primary contact. In April 2022, there were 595 active virtual groups in the database. That is a steady increase in the number of groups

There are currently two virtual districts that are listed in the GSO database: District 20 in Area 48, and District 25 in Area 72. Other areas may be in the process of forming or accepting virtual districts, but only two are currently listed by GSO. Both of the virtual districts have seen a steady increase in the number of virtual groups joining them.

### Survey Data

The ad hoc committee crafted a series of questions for delegates with responses received from 76.5% of 93 areas.

The complexity of the issues was acknowledged. It was also noted that many of the challenges facing online groups are the same as those of brick & mortar groups, that they are universal challenges for A.A. groups.



Based on the surveys there are many areas that have found viable solutions to issues related to the participation of online groups. Rather than a dilemma needing to be solved, there may simply be a need for collated shared experience.

It was also shared that areas are figuring it out. Those who haven't had the conversations yet will do so. This is an illustration of how sharing back and forth helps move the process forward.

While unity was recognized it was also noted that in one survey, the delegate answered "Yes, online groups are welcome" but further comments revealed that online groups were not actually being included.

It was shared that there is a desire in the Fellowship for clarity and guidance, a thirst to know "what we're supposed to do."

### Sample Survey Responses

The following sample responses show the variety of perspectives and experiences throughout the service structure.

- We're paying attention to inclusive actions so that online folks at the hybrid assembly are truly a part of the business.
- There is a Linguistic District that will not allow online / virtual only groups to participate. They are welcome to participate in-person at Area.



- One county is currently considering addition of a virtual district.

*What discussions regarding participation of online/virtual groups in your Area /districts have taken place? Are there discussions underway regarding future participation?*

- Our Area is waiting for information from the Conference that is conclusive and gives adequate direction.
- Concerns about members from other countries serving as GSRs (or being the majority of the members) and following the proper process for listing with GSO were discussed.
- A virtual forum in addition to the in-person Regional Forums would be appreciated.

*Are you aware of any online/virtual groups in your Area that have chosen to not connect to the General Service structure, either by choice or by circumstance?*

**Yes:** 46.27%; **No:** 53.73%

- As with in-person meetings, the online meetings are challenged to get and keep GSRs
- Many groups are confused about the difference between being a "registered group" and having their meeting listed

*What is your sense of the kinds of online/virtual groups in your Area? For instance, are they mainly new groups? Are they groups that transitioned from live to online/virtual? Do you know if they intend to stay in whatever their current format is?*

- Some online groups were in-person meetings before the pandemic and have chosen to remain virtual
- Other groups decided to convert to a hybrid platform after the pandemic
- An in-person group transitioned online, half of the group wants to remain online while half of the group returns in-person
- Majority intending to stay virtual
- We have many that are not structured and are not interested in becoming part of the General Service Structure
- New groups being developed for the purpose of reaching more people outside the area
- A lot of new groups. Some that transitioned from in-person to either online only or Hybrid. They plan to continue this process
- Our area is open to online groups
- Strong resistance to online assemblies
- Some groups and meetings seem to want to meet without any connection to the district, Area and A.A. as a whole
- Seeing a substantial decline in online groups and online groups going dark as we move back to in-person groups
- Some people with accessibility issues have opted to



remain connected online as independent groups

- Some AA members seem to prefer to meet online, whether for convenience or safety or due to the difficulties of finding trusted servants

*To the best of your knowledge, do online groups in your area have members from multiple districts, from outside of your Area or from other countries?*

**Yes:** 76.12% ; **No:** 23.88%

- Members of the group include U.S. members and Ireland members (among other countries). The group is trying to figure out where they belong, where they should send their 7th Tradition contributions, etc.
- Most of them have members from all over the U.S. and in some cases, other countries. That is primarily due to them sharing meeting codes on social media.
- For the groups that have contacted us we encourage them to use the Traditions to guide the group conscience when making the decision on what district and Area to join
- Many have members from across the state at the least, or other states, not necessarily other countries
- Have regular members from around the country and the world

*What motions around this subject are underway or have been made/passed in your Area?*

- Motion to have a two-year hybrid trial for assemblies
- Include virtual groups that register in our area to have a vote and GSR at the area level
- Passed a motion almost 2 years ago to offer Hybrid Assembly and have been offering it ever since
- Motion to create a technology committee to run the hybrid meetings, rather than volunteers
- Passed a proposal in October 2021 to welcome a virtual district
- Our votes have been roughly 50/50 to move to virtual only, rather than hybrid as they are now.
- Voted in June 2021 to “resume Area meetings and events to in-person...as long as all safety and health requirements are met.” We do not offer an online or hybrid option to participate
- Continue hybrid meetings through this year
- Develop an Online district
- Hold all Area service meetings in a Hybrid format

*What is your Area doing as far as participation at district meetings and Area assemblies for online/virtual groups?*

- Must have group number from GSO in order to participate in the Assembly
- We are hybrid for Assemblies and Area Committee Meetings
- We have a virtual component to our business meetings and delegate pre- and post-Conference reports
- All voting must be in person
- Leaving the districts to make their own decision

*Has your Area invested in equipment for hybrid service events?*

**Yes:** 52.24% ; **No:** 47.76%

- Purchased four identical laptops with cameras so all cables could be interchangeable, with warranty protection and carrying cases
- May need to purchase a portable soundproof booth for assembly interpretation
- Purchased zoom account

*What is the cost to facilitate online/virtual group participation in your Area?*

Responses varied and included costs related to hardware purchases (laptops with cameras, wi-fi routers, cables, carrying cases, etc.); hotspot data plans; travel reimbursement for tech committee members; and digital licensing.

*Are there virtual districts in your Area?*

(The majority of the answers were no comment )

- Do not sense that that is an interest at this time
- Mixed feelings about the need or desire in our area

- Not come up as a formal motion at any point yet
- Not yet but some are discussing

*In your Area, have there been any questions or discussions about forming a virtual Area?*

- Majority of our area was in favor of participation of virtual groups but had mixed feelings about a virtual area being the best answer
- There have been questions about the process for forming a virtual district or Area

### Regional Forums Workshops and Presentations

Through our Regional Forums (the virtual Forums in 2021 as well as the Regional Forums in 2022), opportunities were provided for interactive sessions on topics of concern and interest in the various Regions. And of course, some of those topics included the current state of online groups. Reports from the workshops and presentations brought up some specific ideas and themes, including:

- A perceived need for guidelines from GSO regarding guidelines for hybrid and virtual meetings, as well as for virtual/online newcomers
- Finding unusual approaches to service work as an online group
- A question about how we use the technology to bring people together who wouldn't be able to otherwise, without just tacking onto geographic structure
- Sharing regarding the “nuts and bolts” of how to set up and use formats such as online and hybrid meetings, as well as how to adhere to Traditions (7th and 11th, for instance, among others)
- Concerns about what happens as brick-and-mortar meetings start up again, and the longevity of virtual/online, and costs involved with hybrid

- Primary purpose remains the same no matter what kind of meeting, so perhaps we should stop differentiating

### International Perspectives from World Service Meeting

The World Service Meeting held virtually October 1-6/22 provided a vital opportunity to continue international discussions that had been started at the 2020 World Service Meeting regarding online and virtual meetings. The WSM is not a policy making body, but rather is a global sharing session that is one of the ways worldwide A.A. unity is maintained.

Internationally, various structures are in various stages of discussions about online/virtual groups. In many places, there is a great deal of engagement and some movement forward. In others, there are still questions about the place of online groups or meetings within their structure.

It is important to note that the ways the members communicate, and the manner in which structures have organized themselves, varies greatly from structure to structure. In the U.S./Canada structure, virtual groups are recognized, and then it is up to the local level to determine the way that groups will be incorporated. That is not necessarily the case around the world.

Some opportunities to aid in A.A.'s growth, among them (and unique to the WSM discussion):

- Reaching alcoholics in remote areas — in one instance a vibrant online group led to a physical meeting and the development of an online district
- An influx of young people through online groups
- Gives members around the world an opportunity to connect and share just as we do here at the WSM with speakers and members from around the world





- Able to start meetings in areas and countries where there are not meetings currently
- Potential cost savings by having service meetings online so more could be available for Twelve Step efforts of all kinds

Some concerns about virtual groups were expressed including:

- Some feel online groups lack the spiritual impact of talking with each other after the meeting that is typical in physical meetings
- A perceived lack of interest in service in online groups as well as a lack of service opportunities
- Concern about privacy and confidentiality
- Seventh Tradition contributions
- Concerns that online A.A. groups may erode personal contact or service activity
- Online meetings where people sleep or just socialize, that don't seem to be A.A.

The question still remains regarding those groups which have no geographic “tether” and how to preserve unity throughout the process of determining what is best for all of A.A.

There are still more questions than answers, but as the Delegate from Poland said, in the keynote address, quoting our co-founder Bill W.: “Our Twelve Steps probably won’t change. Our Twelve Traditions? Not at all likely. But our manner of communication, our manner of organizing ourselves for service — let us hope that this goes on changing for the better, forever.”

While the 71<sup>st</sup> General Service Conference passed an advisory action in 2021 recommending “that the U.S./Canada General Service Structure recognize online groups and encourage their participation by listing groups who request to be listed in Fellowship Connection according to the group’s preferred district and area” many members of online meetings are still not aware that they can be listed with GSO or how they might get connected with a geographic district or even a virtual district.

Online groups who do understand that they can be listed by GSO often have other questions. Common questions heard by the office are: “How do we choose what district to join if we are not tied to a specific geography?” “What do we do if our district or area is unable to accommodate our need to participate online?” “What kind of permission would we need to join a district in another area?” “Are virtual districts accepting groups from outside of their area?” “What if our members are from other countries?” While there are rarely simple answers to these questions a good beginning is to find out what other groups have done.

### **The Ongoing Conversation**

There are still more questions than answers. However, the shape of the questions continues to evolve and change. It is apparent that many conversations are happening at Area, district and group levels, and that there is a need and an appetite for continued shared experience. There are voices that we continue to need to seek out and hear from in this still-evolving picture and process. It is a remarkable one to be a part of.

*Trish L., Trustee-at-Large/Canada*

## World Service Meeting Report

Good afternoon, my name is Marita, and I am an alcoholic. As was mentioned in my introduction, I gratefully serve as the Trustee-at-Large, U.S. I have been asked to speak to you today about the World Service Meeting. Trish L., the Trustee-at-Large, Canada and I serve as World Service Meeting Delegates to this bi-annual meeting.

Traditionally, the World Service Meeting rotates between New York and another International structure within the World Service Meeting framework. The Japanese General Service Board was selected to host us in 2022. As it was toward the end of the third year of the pandemic, everyone was eager to meet face-to-face again. The World Service Meeting is underwritten in large part by the U.S./Canada General Service Board. In October 2021 the trustees' International Committee made the difficult recommendation that due to our economic challenges, we could not fund the meeting. It was sadly agreed to by our General Service Board. The World Service Meeting delegates agreed by substantial unanimity of sitting WSM delegates that we would return to the virtual platform to meet. It was a disappointment, but it felt like the right decision to be prudent with our finances. It allowed us to fulfill the theme of the meeting "Carrying the Message of A.A. in the Digital Age" by just participating in the meeting.

The World Service Meeting was held with no host this year, to allow Japan to put in another bid for the next rotation outside New York. Racy J., the trustees' International Committee Secretary, did a wonderful job coordinating everyone's efforts. Translation took place in English, Spanish, Japanese, Persian, and Mongolian. Our General Manager Bob opened the meeting and many current and former staff members stepped up to assist

as secretaries to the various committees. Many of our folks helped make this meeting a success. There were 49 structures in attendance and about 77 delegates.

Most of you would be very comfortable attending this meeting. We attended workshops and committee meetings, heard country highlights from first year delegates, some structures needing to restructure or rebuild after the pandemic and many other heart-felt shares. The big difference between our General Service Conference and the World Service Meeting is that the WSM makes no recommendations and takes no actions for A.A. Recommendations and Actions made are for the WSM only. It is an opportunity to share experience, to listen and to learn from each other. As stated in the World Service Meeting Purpose, the primary purpose of the WSM is the same as that of all other A.A. activity — to carry the message to the alcoholic who still suffers, wherever in the world they may be, whatever the language they may speak. The World Service Meeting seeks ways and means of accomplishing this goal by serving as a forum for sharing experience, strength, and hope of delegates who come together from all parts of the world. Our first order of meeting business was to seat a Mongolia delegate for the first time.

We started our meeting with a virtual A.A. red ball meeting, which was a first for me. I heard the United Kingdom's General Service Board WSM delegate say something that set the tone for my WSM experience. He said, "Sometimes we can spend too much time polishing the lifeboat and not enough time putting the boat to work in the sea." I kept that thought as a lens to view the week's discussions. Another delegate mentioned that her brother was in a coma as a result of this disease. I learned that both Class A and Class B members attend the WSM as delegates. In many structures, delegates must pay their own way to attend our WSM as these structures



are still young and need financial assistance, part of the personal sacrifices some delegates make.

Our Polish observer here with us this week gave the keynote address. One of the things he mentioned was that Poland has 500,000 people who attend a music festival — mostly young people. A.A. has a large tent there with literature, coffee, chairs, and open meetings. He suggested that it fosters an easy, safe way for young people to check out Alcoholics Anonymous. The number of young people coming to A.A. in Poland is increasing. I thought WE could do that!

One of the hot topics, of course, was virtual meetings. The comments were wide-ranging, from some who have already begun integrating them into their structures, to some countries which have decided not to recognize them as A.A. groups, to one delegate's comment that although the discussion was interesting and he was learning a great deal, "his country did not have a strong enough internet capability, so they had no online meetings or groups." Another delegate commented that "it took a pandemic to give us the 'gift of desperation' to try something new." I observed that there is a clamoring across the structures for digital material licenses to meet the need in this new access point. The delegate from Peru mentioned that in 2022 the second largest group contribution made to their GSB was from a virtual group that was being responsible for the hand of A.A. I was glad we make no policy at the WSM, as there are still so many voices that need to speak.

Licensing and Translation continued to be another hot topic. Just as the sales of our literature provide so much of the income needed to carry the message here, other countries face the same situation. Many countries spoke of the need for better communication and faster service from our GSO. I was proud that Bob stood up and made amends to the general service structures for the troubles that they have experienced and talked about the new department that has been created to build more efficiencies in how we handle the process. The amend was well received by the body. I am happy to report that on April 12th Beverly and her team showcased to all world service structures the new digital system that will streamline licensing applications and renewals. Bob also announced, at that time, that the backlog should be caught up by June of this year. This is great news to some structures who have been waiting a long time.

I loved hearing the country highlights and while each country gave their country highlights, our tech experts from Tech 12 showed the country flag and zoomed into where the country was located on the globe. It was a moment of pride for each country to be so recognized by us all.

The Chile delegate who had earlier mentioned that they had ten online groups also spoke about how meeting online has led to creating a new in-person meeting because they just needed to be together.

Various countries talked about the importance of country-to-country sponsorship to the growth of their own structure. Like India sponsoring Nepal, Colombia and Mexico both play large roles within our zone. They

have carried the message of service to other countries, teaching how to improve communication within the A.A. structure and expand carrying the message.

Some countries reported that they were still experiencing financial difficulties coming out of the pandemic but what was more troubling was the lack of members in service. The delegate from Finland expressed it well when she said that Finland had survived financially and that the office was beginning to get daily visitors again. She suggested that spiritually and mentally "our members needed a place to see and touch us again to reassure themselves that we would be ok."

The World Service Meeting took place shortly after a hurricane devastated Cuba. Most of you heard about my trip to Cuba last year on your behalf. I was excited that since we were on a virtual platform, Cuba would be attending. Because the storm created so much damage to their island their delegate Orestas S. was unable to attend. He was able to partake to some degree by sending a pre-recorded video of his country highlights in Spanish through WhatsApp that was broadcast to the delegates by screenshare. Victor, the International staff assistant, was able to provide regular updates of the meeting to Orestas through Whatsapp while he powered his phone with his car battery. I am sure I was not the only delegate with non-dry eyes as we listened to his country highlights.

I was appointed to the "Working with Others" committee — that committee covers Public Information, Treatment Facilities, and Cooperation with the Professional Communities. It was an exciting committee filled with ideas for our future. Delegate members shared different ideas on attracting professionals to learn about A.A. One delegate offered that they do lunches, personally inviting professionals to participate in a "Lunch and Learn" session. They also include a letter for "an expression of interest" to a future luncheon six months later. It has proved successful for them. A second delegate mentioned the importance of Public Information work being done locally. He also noted that when joyful members served, they were met with better success. He reminded us that we are not a glum lot and people probably like us better when we are cheerful. Many delegates expressed that their structure realized there is still so much more work to be done helping the helpers to help people find A.A. Other service structures refer to the U.S./Canada structure as the "senior structure," but I am happiest when we are just one of. There is so much we can learn and try here when we are willing to listen. Of course, when asked, we always stand ready to assist any country that wishes our assistance, but we can also learn so much from them.

The World Service Meeting, like this Conference, also had sharing sessions to hear what is happening around the world. Venezuela was happy to report that two years ago A.A. was near collapse; now they are coming back and are growing. South Africa reported that Oct. 2 is a worldwide alcohol-free day, and he was grateful we were together to celebrate the day. One delegate reported that their current board chair is a journalist who initially contacted them to do a story on Alcoholics Anonymous.



More and more structures are using the virtual platform to conduct service workshops. I know that Trish and I have participated in some of them. Sometimes it is a Q & A about how boards operate.

One delegate mentioned that to be sober and not do service was like going to an amusement park and not going on any rides. Because Trish and I live on the West Coast and the meetings were set up trying to inconvenience the least amount of people, our virtual days started at 4 a.m. But they were days filled with information, joy, laughter, tears, sorrow and humility. It was easy to feel the presence of our Higher Power in these small squares.

Yet another delegate said they were using the search committee to add diversity to their board through Class A trustee selection. A WSM delegate who is a scientist, reminded us that if you look at a garden the healthiest environment has the most varieties of different species.

Two of the presentation topics I want to add to this report were “Service Passing it On,” in which the delegate constantly asks her board, “Is this service really needed?” She comes from a small country with not enough members to serve, so they have to be careful with their time and their finances.

The second topic may ring through this Conference this week. It was “Unity — the value of self-sacrifice for the unity of A.A.” Something that always helped me as

a delegate to remember that I may have come from one area, but I needed to work for all of A.A. Good communication takes cooperation — like beautiful music, each playing our part in unity with others rather than a calliope of noise.

The meeting closed in the usual manner — with thirty languages spoken. To hear our Serenity Prayer spoken in each of those languages one at a time brought home the truth that A.A. certainly has a global reach. May it long continue. The 28th World Service Meeting is scheduled take place in New York, October 27-31, 2024, in keeping with the rotation, with the theme: “The Three Legacies in the Digital Era: Our Great Responsibility to the Alcoholic Being Born Today.”

I know that you can read information about A.A. around the world and view the full *Final Report* on [aa.org](http://aa.org), but I hope that today you could hear and feel a bit of the experience. Thank you for allowing me this privilege to enjoy the ride.

*Marita R., Trustee-at-Large, U.S.*

## Plain Language Big Book Discussion

Good afternoon! I am excited to chair this session seeking feedback on the draft chapters of Plain Language translation of the Big Book. Before we start, I would like to reflect on how we got to this moment in A.A.’s history.

Discussion at the 66th General Service Conference in 2016 resulted in an additional committee consideration that “the need for ‘plain-language’ recovery literature be explored by the Trustees’ Literature Committee as a way to make the life-saving message of *Alcoholics Anonymous* more accessible.”

That exploration led to the creation of subcommittees for *Researching Issues, Possible Tools and Access to the Book*, known as RIPTAB-I and RIPTAB-II.

In RIPTAB-I, they looked at established literacy levels to guide discussions of what language comprehension skills a reader — the prospective alcoholic — would need to comprehend the book *Alcoholics Anonymous*. And they reviewed what other simplified “recovery” materials from outside A.A. were being used by members instead of Conference-approved literature to meet these needs. The subcommittee concluded that literacy concerns indeed reflected potential accessibility barriers and it learned how this can be related to factors such as education, ethnicity, immigration status, and incarceration.

At the 70th General Service Conference, the Conference Committee on Literature requested the trustees make available the RIPTAB presentation. A video of that presentation was produced and distributed to the Fellowship with a request for feedback.

RIPTAB-II was tasked with continuing the work of the Trustees’ Literature Committee, and the RIPTAB-I subcommittee, to further gather information about issues related to Fellowship requests regarding the language of the Big Book.

A progress report was then forwarded to the 2021

Conference Committee on Literature focused on accessibility and relatability of *Alcoholics Anonymous* in terms of reaching a wider demographic of alcoholics. The idea of a new book was not meant to replace the Big Book, but rather to overcome barriers so the A.A. message might reach more suffering alcoholics.

At the 71st General Service Conference in April 2021, there was a Conference Advisory Action which recommended “that a draft version of the book *Alcoholics Anonymous* be translated into plain and simple language and be developed in a way that is accessible and relatable to as wide of an audience as possible and that a progress report or draft be brought back to the 2022 Conference Committee on Literature.”

In July 2021 at the meeting of the Trustees’ Literature Committee, a subcommittee was created to research various study guide workbook tools as directed by the Conference Literature Committee (CLC) and related agenda submissions and track the development of the Plain Language Big Book. Noting the CLC’s request that the book be “developed in a way that is accessible and relatable to as wide of an audience as possible.”

The subcommittee adopted the name “TABB” (Tools to Access the Big Book) and worked with the Publishing Department to review potential writers for the project. In February 2022, we unanimously selected a finalist.

After the Conference, the subcommittee continued on but with some new members as part of a regular rotation. We have met eight times. Some of those meetings were joint meetings with the Publishing Department, and with the writer.

A formal contractual agreement was completed with the writer in May 2022. The Publishing Department’s estimate for completion of the project is May/June of

2023. A cadence of about a chapter a month.

The writer has now submitted ten chapters to Publishing, as well as the Preface, the Foreword, and the beginnings of a glossary. They have all been shared with TABB after editorial review and revisions.

We continue to submit feedback, including suggested changes, with an expectation of additional rounds of refinements to ensure the tone and tenor of each chapter is faithful to the guidance and suggestions contained in the Big Book. Meanwhile, the subcommittee is awaiting the final revised set of chapters to keep the project moving forward.

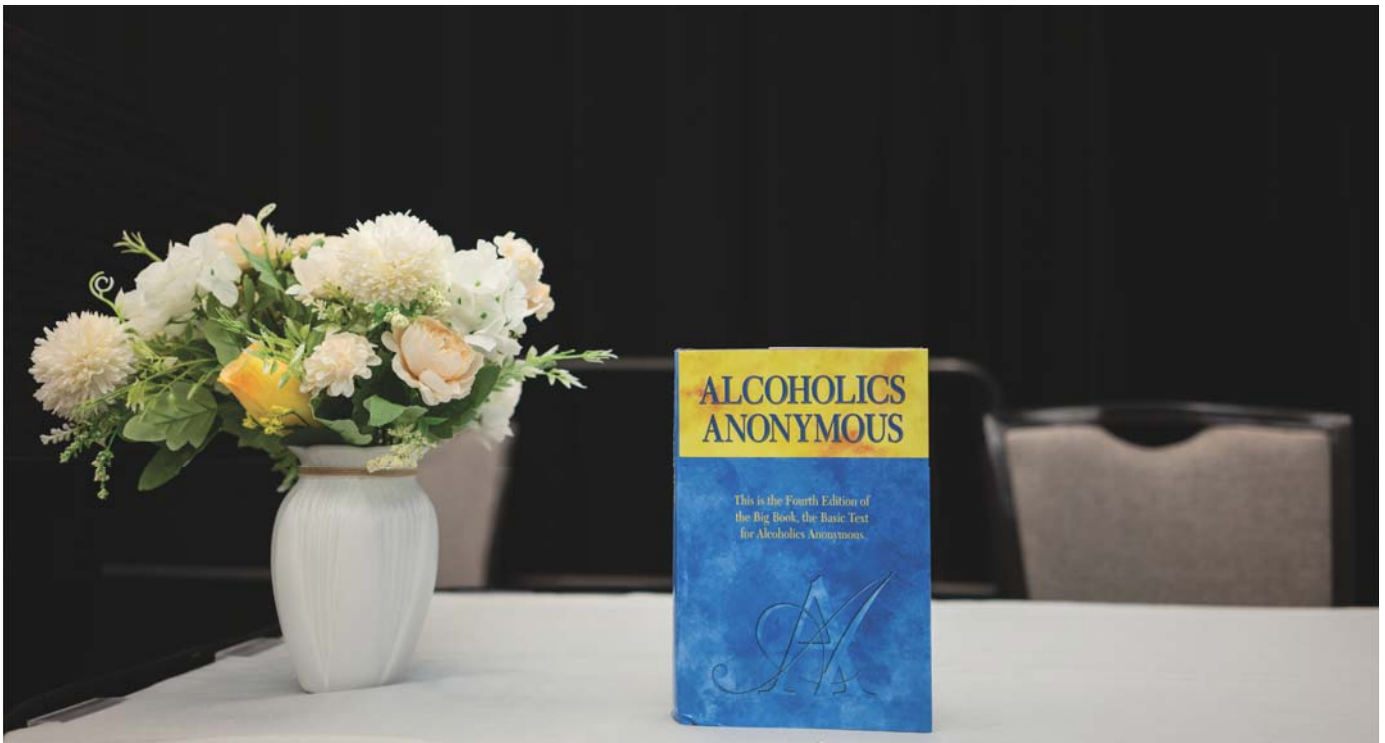
The enormity of the task and the importance of getting it right has not been lost on the subcommittee.

I am reminded of Bernard Smith’s talk on why we need a Conference. And I ask myself, why do we need a Plain Language Big Book?

We may not need a Plain Language Big Book to insure our own recovery. We do need it to insure the recovery of the alcoholic who still stumbles in the darkness one short block from this room with a reading disability. We need it to insure recovery of a child being born tonight who, destined to alcoholism, may not understand the vernacular of a century’s old book. We need a Plain Language Big Book to provide, in keeping with our Twelfth Step, a permanent haven for all alcoholics who, in the ages ahead, can find in A.A. that rebirth which brought us back to life.

In closing I want to thank Deb K. for appointing me to the subcommittee and Marita R. for reappointing me, and my fellow members Carolyn W. and Mike L., in year one, and Clint M. and Jimmy D., in year two, and David R. and Julia D. from Publishing, and Irene D. on the Literature desk for all their efforts on this project.

*John W., AAWS Nontrustee Director*





## General Service – Our Mighty Purpose and Rhythm

### Our Common Perils and Common Solution

My name is Sherry S. and I serve as delegate in Area 55 NW Ohio. I would like to thank Diana for her loving invitation to speak. Today I speak on “Our Common Perils and Common Solution.”

Such a cautionary topic. Peril for Alcoholics Anonymous, for the new member, for you and I, is to stop the heart-beat. If the alcoholic can’t read. If they don’t understand the words. If the meaning of these words is garbled. Should these potential members remain forever in the dark because they don’t know there is a way out, a design for living that works, a solution?

Another peril to Alcoholics Anonymous is disagreement, in-fighting, conflict. We, each one of us, lives in a world filled with chaos and dissent. We are bombarded with it every day.

But what holds Alcoholics Anonymous together? One small five-letter word: Unity. For many years Bill W. and Bob S. held this new Society together working selflessly with trustees to keep Alcoholics Anonymous an ongoing movement. Bill tried to inform groups of these “new” tenets called Traditions but was soundly rebuffed in his efforts. On this Bill wrote: “But after a while I got letters containing sentiments like this: ‘Bill, we’d love to have you come and speak. Do tell us where you used to hide your bottles and all about that big, hot-flash spiritual experience of yours. But for heaven’s sake, please don’t talk any more about those blasted Traditions!’”<sup>i</sup> Nevertheless, these twelve Traditions cemented the concept of Unity among the groups. “The unity of Alcoholics Anonymous is the most cherished quality our Society has. Our lives, the lives of all to come, depend squarely upon it. We stay whole, or A.A. dies. Without unity, the heart of A.A. would cease to beat; our world arteries would no longer carry the life-giving grace of God.”<sup>ii</sup>

Tradition Four in the long form provides us with further guidance, “With respect to its own affairs, each A.A. group should be responsible to no other authority than its own conscience. But when its plans concern the welfare of neighboring groups also, those groups ought to be consulted. And no group, regional committee, or individuals should ever take any action that might greatly affect A. A. as a whole without conferring with the trustees of the General Service Board. On such issues our common welfare is paramount.”<sup>iii</sup> It is sometimes very hard to leave controversial feelings or attitudes at the door before walking into an A. A. meeting. But are we thinking of the suffering alcoholic when we resist change? Our common responsibility is to make sure that any alcoholic can find Alcoholics Anonymous.

Our common solution is found in “A Message from Bill,” written in May 1964. He wrote: “...A.A.’s message can never be garbled...To maintain these life-giving arteries of world communication in full flow, and in good repair, will always be a top priority task for each new generation

of our Society. This will require of us a greatly increased understanding of the immense need to be met, and a sustained devotion of the highest order.... As we continue in the language of the heart to carry A.A.’s message across all distances and all barriers, may God bless us.”<sup>iv</sup>

The work you are doing as service leaders is keeping our world arteries flowing. If no one told you lately, thank you for your service. We have assumed a responsibility to the Fellowship of Alcoholics Anonymous. Our duty is to reach the best possible resolution on each agenda item whether in committee meetings or here on the floor of the Conference. We will confront many challenges as we discuss and decide the future direction of Alcoholics Anonymous. We need to hear and consider the minority opinion. We will reach substantial unanimity because our beloved Fellowship, Alcoholics Anonymous, must survive. We must set aside dissent and discord and be the “the actual voice and the effective conscience for our whole Society”<sup>v</sup> here at the 73rd General Service Conference.

Sherry S., NW Ohio

i Service Manual pg. 97

ii *Twelve Steps and Twelve Traditions*, pg.129

iii Pg. 189

iv *Language of the Heart*, pg.348-49

v Concept II, Service Manual, Appendix C6

## Using A.A.’s Literature in Carrying the Message

My name is Cara G. and I’m an alcoholic, Panel 72, Area 41 delegate and my sobriety date is July 29, 2014. I’m grateful for the opportunity to do anything in Alcoholics Anonymous and, honestly, had you told me eight years ago this is where I’d be I would have laughed in your face. I first got sober with a sponsor in 2003; I was 17 and I had no interest in trying any of the “things” mentioned in the rooms of A.A. My sponsor back then had a core belief that our message is carried in our literature, and if she tried to do it without the books, she would certainly mess it up. I spent at least an hour a week sitting with her reading every word in the Big Book and the “12 and 12.” I didn’t take any actions suggested in the literature at that time, but I read the books with her, word for word, and I had an idea of what this program could do for people.

Twelve years, six treatment centers, five near death experiences later and a handful of spiritual, emotional and physical bankruptcies, I found myself back in the rooms of A.A., beaten, broken and willing to do anything to not die of alcoholism. The years prior to this, I came in and told you I was an alcoholic, but I didn’t believe it. There were a lot of things that were problems in my life — cocaine, heroin, men — but alcohol? That wasn’t an issue. Alcohol did not cause any external circumstances in my life, and people said I couldn’t be here if I didn’t identify, but I had nowhere else to go. I found a sponsor again who insisted on reading with me, we read the Big Book, word for word, page for page, out loud together. I



don't know that anything new was added in the first 164 pages since the last time I had done this, but I heard it this time. I read in "The Doctor's Opinion" that we could no longer tell the true from the false, and our alcoholic life was the only seemingly normal one. I couldn't deny that was me. And I was qualified as an alcoholic in the first two paragraphs of "More About Alcoholism."

After I was able to formulate words and sentences again, after I had shown up and taken the Steps, I began to sponsor other women. I did exactly what I was taught. I read the book with them, word for word, page for page, and miracles started happening before me. I saw women who were just like me — pretty sure they didn't belong here in the rooms — find themselves in the pages of our literature. I watched people grasp this new life and become the people their higher power had always destined them to be. I learned that the sponsor I had, so many years ago who said "Cara, the message is in our literature, we just offer this, and we won't mess this whole thing up" was right. I started to study the Traditions and Concepts with a small group of ladies and learned that the Steps taught me how to recover while the Traditions and Concepts teach me how to interact with you, the other humans of the world.

When I was elected to this position of delegate, I was pretty sure Area 41 had made a huge mistake. I describe my service résumé as stumbling into an area assembly, tripping and falling into the delegate's chair. However accurate that might be, I was given a piece of experience when I began; they said "when someone asks you a question, find your answer in literature. Don't tell them your opinion, tell them what the Service Manual says, what a pamphlet says or what you found in *A.A. Comes*

*of Age*. It will save you from arguments you never meant to be in." I've done that as much as possible. I've looked through our literature and offered grounded information. I am a human, who is often ego-driven and wrong, and when I offer something in black and white that we have approved Conference after Conference, year after year, I'm probably going to be closer to the truth. So, my experience is as follows: the literature we have is the best tool in my toolkit. It's much harder to muck up the message if I'm reading to you from our literature than if I prophesize something from my head.

I can relate to the fear we have today of changing our literature, but I've also sat across the table from women who were so embarrassed to try and read with me that they quit calling. I've been blessed with an innate ability to read and communicate, but not everyone has that. I also had several women willing to read with me, to explain when our literature was written and the mentality surrounding those times. I believe our Conference process is divinely inspired and the word of God speaks through the group conscience. I will continue to use the literature provided, all I find helpful, because I believe in my heart of hearts that our message will be carried through the literature we produce. I currently serve as my home group's Literature/Grapevine rep. I highlight a pamphlet and a Grapevine every month and raffle it off. I have watched outsiders come to me and explain they suddenly feel welcome because they read their story in "Do you think you're different?" or found their religious philosophy in "The God Word." As someone who spent so many years in a state of terminal uniqueness, telling you every single reason I don't belong, these tools are actual miracle workers. I can argue with a person, I can argue with a lot of things, but seeing my story written in black and white, 50 years before I was born? That's a hard one to get around. So, in conclusion, the most impactful Twelve Step work I'm capable of doing is best done through an introduction to our literature.

*Cara G., Nebraska*

## Fostering a Three Legacy Culture

Good afternoon. I'm Richard, alcoholic, Area 80 Delegate, Panel 72, Manitoba. I'd like to thank the Conference for this opportunity to share on "Fostering a Three Legacy Culture" here today.

What do we mean by this? I needed to look at this when contemplating this topic. Fostering: to care for. Promote growth. Creating the conditions for growth. And our Legacies, what do we mean by our legacies? Or, perhaps, what do they mean to me? Not individually, but together. I read somewhere recently that the purpose of A.A.'s Three Legacies is to guide and unite us to work toward our common spiritual aim, despite our differences. When preparing for this topic, I have to consider, how do I foster a Three Legacy culture? This is something I believe I need to consider in all my affairs. In all aspects of A.A. As our friends in Al-Anon say, "Let it begin with me."



For me, my first example of our Three Legacies was my first sponsor. When I was early in A.A. and barely drawing a sober breath, I would watch how he would carry himself in the group, how he would welcome the newcomer and long timer. I would see how active he was in the group affairs. I'd see the enthusiasm he had for Alcoholics Anonymous. He had a smile that would light up the room. I would learn later they weren't his teeth. But they still lit up the room. He was a guy who would shed a tear whenever sharing on our First Step. I asked him to be my sponsor after hearing him tell his story. He said it would be an honor. He also told me he didn't want a sponsee who followed him around everywhere repeating everything he said. That was ego.

When we first went through the Steps, he handed me his "Twelve and Twelve" and told me to flip through it. Not read it, just flip through it. He asked me what it was about. He had the word "humility" highlighted all through it. He was only my sponsor for three years before he passed on. But what he taught laid a foundation.

He had a passion for our Traditions and service work as well. I was learning about our Traditions right alongside our Steps. He told me he kept a journal of his experiences with our Traditions. He stressed with me the importance of unity within the group, and throughout Alcoholics Anonymous. He even talked to me about long time A.A. members he didn't get along with. And when I say they didn't get along, I mean they really butted heads. Ron was a scrapper back in the day before A.A., and for many years in A.A. He often said he wasn't a spiritual giant. But he also talked about how, despite their

differences, those guys were still strong A.A. members.

When I became an Alt GSR, nobody was as excited as he was. I know I certainly wasn't! One piece of advice he gave me was, "If you can't stand the heat, get out of the kitchen." It wasn't long before I understood what he meant by that one.

My first assembly was my first exposure to the "big picture" of A.A. I began to see all our principles at work. And often, our principles NOT at work as well. But all were learning opportunities for me. I would see differences worked out. Over the next several years, I would be the one learning how to work out differences using our A.A. principles. In A.A. service, I learned I have a voice and I have a responsibility to exercise my voice. I learned that I can't take off if I didn't like what I was seeing in A.A. "If you can't stand the heat, get out of the kitchen."

Not too long ago, I was having a conversation with a few friends who are members of our General Service Conference. At one point the question was asked, "Do you talk about your service position when sharing in meetings?" For the most part, none of us did. So, we talked about *why not?* How would anyone know about the work we do if we don't talk about it? I know I certainly don't in my home group. They make great efforts to keep me right sized!

On Fridays I attend a meeting in the local penitentiary. We, the volunteers or outside members, attend to participate, share experience, give support, and provide guidance when needed. Most of them are very new to A.A. It's in this meeting that I fully share my experience in service and as a delegate. They have never heard anything about A.A. beyond what they read in our Big Book and "Twelve and Twelve." Lately they have been doing the Traditions reading from the "Twelve and Twelve." It was a few weeks ago, I was talking with one of the members after the meeting. I was telling him that I had this presentation to do at the Conference. He is one of the only members that has a home group outside of the institution. He was interested in what I had to say about this topic. It was during our conversation that I realized that, in this group, with these members, I am contributing to the fostering of a Three Legacy culture. I share on our service structure. On my experiences at the General Service Conference. They've never had opportunities to hear any of this. And they are interested.

I came to A.A. by way of a couple of counseling programs I was required to attend in order to get my job back. One of the counselors said to me one day that getting a sponsor is a way for me to learn how to trust. In A.A. we learn how to trust. Our service structure relies on trust. My area trusts me. In my Conference reports last year, I often talked about how we came together to do the business of A.A. I came here needing to trust all of our General Service Conference. We work through challenges by putting into practice our 36 principles to ensure the future of Alcoholics Anonymous. Not only will I take this back to my area once again, but I'll bring it back to those guys at my Friday night meeting of the Vista Group.

*Richard M., Manitoba*

## ■ 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 2023 Conference.



### FLOOR ACTIONS

It was recommended that:

- In an effort to improve communication, ensure Board policies are reflective of our principles, and reestablish a relationship of trust between the General Service Conference, the General Service Board and the Fellowship of Alcoholics Anonymous, the General Service Board is asked to undertake an inventory prior to the 74th General Service Conference. To assist the Board in this endeavor, the 73rd General Service Conference will establish a working group to aid the General Service Board in formulating possible inventory questions.
- The options for closing the Big Meeting at the International Convention be the Serenity Prayer or the Responsibility Statement. ***(Motion passed to recommend to Trustees' ICRF Committee)***

### AGENDA

It was recommended that:

- The following theme for the 2024 General Service Conference be: "Connecting with Love, Unity and Service."
- The committee recommended the following presen-

tation theme and topics for the 2024 General Service Conference:

Presentation Theme: "Responsibility in Service: When and How to Give"

Presentation Topics:

1. "Safety Throughout the Structure in our Fellowship"
  2. "1728 Sponsorship"
  3. "Overcoming the Barriers to Participation"
- The workshop topic for the 2024 General Service Conference be: "Connecting Home Groups to the Conference Throughout the Year, to Better Inform the Group's Conscience."
  - The General Service Conference conduct a thorough inventory of itself during the 2025 General Service Conference and that a Conference Inventory Planning Committee be established by the General Service Board to develop a comprehensive inventory plan, timeline and cost estimate, to bring forward to the 2024 Conference Committee on Agenda for consideration.

### ARCHIVES\*

No recommendations.

\*Members serve on this committee as a secondary committee assignment.

## COOPERATION WITH THE PROFESSIONAL COMMUNITY

It was recommended that:

- The pamphlet “A.A. in Your Community” be approved with minor editorial changes.

## CORRECTIONS

It was recommended that:

- The committee recommended that item #5 in the Procedures of the Conference Committee on Corrections which currently reads:

“To maintain correspondence with committee secretary and other committee members during the year,”

Be revised, to read:

“To maintain communication with committee secretary and other committee members during the year.”

- The following section be added to the pamphlet “A.A. in Correctional Facilities” on page 12 between the sections titled “Corrections Correspondence Service (CCS) — a special kind of A.A. service” and “The follow-through — released A.A. persons in custody”:

### Sponsorship

Like all A.A. members, persons in custody can benefit from sponsorship. For more information, please refer to the Corrections Kit and Workbook or contact your local Corrections committee.

## FINANCE

It was recommended that:

- The materials produced and maintained by A.A. World Services, AA Grapevine, La Viña, and the General Service Office (GSO), clarify that the General Service Board is the entity which receives all voluntary A.A. contributions and that GSO performs contribution processing. Any text changes should be implemented when each item comes up for reprint or revision.
- The suggested area contribution for delegate expense for the Conference be increased from \$1,800 to \$2,200.
- The Trustees’ Finance and Budgetary Committee develop additional ways to report quarterly the fiscal performance of the AAWS, GSB and GV Boards throughout the year to the members of the General Service Conference for the purposes of transparency and assisting in the reporting to the A.A. Fellowship.

## GRAPEVINE AND LA VIÑA

No recommendations.

## INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS\*

It was recommended that:

- The committee recommended that the following three cities, expressed here in alphabetical order, be consid-

\*Members serve on this committee as a secondary committee assignment.

ered as possible sites for the International Convention in 2035:

Phoenix, Arizona  
Indianapolis, Indiana  
New Orleans, Louisiana

- The committee recommended that up to 21 non-A.A. speakers be invited to attend the 2025 International Convention at A.A.’s expense.

## LITERATURE

It was recommended that:

- The revised draft of the existing version of the pamphlet “The Twelve Traditions Illustrated” be approved.
- The print version of the pamphlet “Too Young” be retired and the content be repurposed as an animation video at an estimated cost no higher than \$70,000. The committee requested that a progress report or a rough cut of the video be brought back to the 2024 Conference Committee on Literature.
- The work on the draft pamphlet based on A.A.’s Three Legacies be ceased. The committee noted that the material gathered would be most useful as service material.

## POLICY/ADMISSIONS

It was recommended that:

- The “Process for Polling the General Service Conference Between Annual Meetings Using Virtual Technology” be approved as amended below:

Process for Polling the General Service Conference  
Between Annual Meetings Using Virtual Technology

» Videoconference Meeting



» *Meeting Time and Date:* With as much notice as possible, and the fewest possible conflicts, the Conference Coordinator sets up a videoconference call in Eastern Time, keeping in mind that circumstances involving great emergencies may have their own deadlines.

» *Quorum and Abstentions:* The Current Conference Charter states that for Conference business, “A quorum shall consist of two-thirds of all the Conference members registered.” For the purpose of determining a quorum for polling between Conferences, abstentions will be counted. Abstentions will not be counted in the vote totals. The responsibility to vote is incumbent on each Conference member. Alternate delegates should be invited by the sitting delegate if the delegate cannot attend. The Conference Committee on Policy and Admissions will plan to meet virtually, prior to the GSC meeting, to accept admissions.

» *Notifications about the Poll:* Notice of the poll determination will be emailed to all Conference members. To help guarantee the availability of each Conference member to participate, anyone whose email bounces back will be contacted by telephone.

- To foster unity, trust, and transparency in the Fellowship, the members of the General Service Conference meet outside of the annual meeting for general sharing sessions at least two times per year utilizing virtual meeting technology. The General Service Board Chair and Delegate Chair will set the date and time as well as determine what issues currently facing the Fellowship would be chosen as topics.

Committee recommendations made Pre-Conference:

- That Daniel G., trustee member of the Peru General Service Board of Alcoholics Anonymous, or their substitute, be admitted to the 2023 U.S./Canada General Service Conference as an observer. (The substitute who attended the Conference was Luis Pastor Nevado S., General Manager, GSO Peru.)
- That Gonzalo T.M., Trustee-at-Large of the Southern Territory of the general service structure of Alcoholics Anonymous, Mexico, or their substitute, be admitted to the 2023 U.S./Canada General Service Conference as an observer. (The substitute who attended the Conference was Fernando Enrique L.R., Southeast Regional Trustee, GSB Mexico.)
- That an International Delegate, on behalf of the Poland General Service Board of Alcoholics Anonymous, be admitted to the 2023 U.S./Canada General Service Conference as an observer. (The person who attended the Conference was Tadeusz C., Trustee, GSB Poland.)
- That Jocelyne C., alternate Area Chair, Area 89, Northeast Québec, be seated as a Conference member at the 73rd General Service Conference because neither Gisèle V., Panel 73 delegate for Area 89 nor the alternate delegate from that area were able to attend.



## PUBLIC INFORMATION

It was recommended that:

- The Membership Survey pamphlet be updated to reflect the findings from the 2022 Alcoholics Anonymous Membership Survey, with minor editorial changes.
- The AAWS Board prepare sufficient periodic analytics reporting on our current communications platforms to be provided to the trustees’ Public Information Committee and the Conference Committee on Public Information.

## REPORT AND CHARTER

It was recommended that:

- *The A.A. Service Manual* not be printed in 2023 and that a new edition be published biennially (i.e., every two years), beginning in 2024.
- A full rewrite be conducted of chapters 8, 9, 10, 11 and 12 to correct inaccuracies and to better clarify the roles, responsibilities and relationships between the General Service Office, AA Grapevine, and A.A. World Services, Inc. in *The A.A. Service Manual* and that the trustees’ Literature Committee forward these draft sections or a progress report to the 2024 Conference Committee on Report and Charter.
- Anonymity-protected Conference *Final Reports* be posted annually on aa.org beginning with the 2023 General Service Conference.

## TREATMENT AND ACCESSIBILITIES

It was recommended that:

- The revised pamphlet “A.A. for the Older Alcoholic— Never too Late” be approved with minor edits in a format that does not require folding.
- The 22 interviews recorded to date as part of the Military Audio project be approved, giving the General Service Office (GSO) the latitude to distribute the audio interviews in various formats and on various platforms, and that an update report be provided to the 2024 Conference Committee on Treatment and Accessibilities.

## 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 April 29, 2023, following presentation at the 2023 General Service Conference for disapproval if any:

### Class A Trustees

Sr. Judith Ann Karam,  
CSA, FACHE  
Hon. Kerry Meyer  
Al Mooney, M.D.,  
FAAFP, FASAM  
Anadora (Andie) Moss  
Molly Oliver  
Kevin Prior,  
MBA, CFA, CPA  
Vacant

### Class B Trustees

Cathi C.  
Tom H.  
Teresa J.  
Reilly K.  
Deborah K.  
Robert L.  
Mike L.  
Paz P.  
Marita R.  
Joyce S.  
David S.  
Ken T.  
Irma V.  
Carolyn W.

- The committee recommended that 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 April 29, 2023, following presentation at the 2023 General Service Conference for disapproval if any:

*Chairperson:* Vacant  
*First Vice-Chairperson:* Mike L.  
*Second Vice-Chairperson:* Sister Judith Ann Karam,  
CSA, FACHE  
*Treasurer:* Kevin Prior, MBA, CFA, CPA  
*Secretary:* Irma V.  
*Assistant Treasurer:* Paul Konigstein\*  
*Assistant Secretary:* Jeff W.\*  
*\*GSO employees*

- The committee recommended that the following slate of directors be elected at the annual meeting of the members of the A.A. World Services Corporate Board on April 29, 2023, following presentation at the 2023 General Service Conference for disapproval if any:

Cathi C. Carolyn W.  
Vera F. John W.  
Reilly K. Bob W.\*  
Deborah K. Jeff W.\*  
Clinton M.  
*\*GSO employees*

- The committee recommended that the following slate of directors be elected at the annual meeting of the members of the AA Grapevine Corporate Board on April 29, 2023, following presentation at the 2023 General Service Conference for disapproval if any:

Teddy B.-W. Molly Oliver  
Morgan B. Paz P.  
Chris C.\* Joyce S.  
Cindy F. David S.  
Tom H.  
*\*AA Grapevine employee*



## ■ 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 composition of the Conference Inventory Planning Committee and suggested that the composition be similar to the makeup of the General Service Conference: delegates, trustees, nontrustee directors, and staff members from the General Service Office and AA Grapevine.
- The committee discussed the current use of virtual meeting technologies and electronic surveys and noted that the GSB Quarterly report could help communicate updates about the development of a Conference Inventory Plan. The committee suggested that the trustees' General Service Conference Committee consider the use of modern communication technologies that could advance the development of the Conference Inventory plan.
- The committee reviewed the questions and framework of the 2013-2015 Conference Inventory Plan noting that it received extensive time and preparation. The committee also noted that the 2013-2015 Conference Inventory did not produce a report on procedural flaws. The committee requested that the trustees' General Service Conference Committee consider the same framework in the development of a 2025 Conference Inventory plan.
- The committee discussed the role of non-voting A.A. consultants on trustees' committees, noting that they could be invited to participate on trustees' commit-

tees on a voluntary non-compensatory basis, when expertise is needed. The committee requested that the trustees' General Service Conference Committee consider the use of a consultant with relevant experience in planning the 2025 Conference Inventory.

- The committee reviewed the 2023 General Service Conference (GSC) evaluations and noted improvements implemented at the 73rd GSC.
- The committee reviewed the 2023 progress report on Conference Improvements from the trustees' General Service Conference Committee. The committee appreciated the suggestions for improvement provided and suggested the exploration of available translation technology to support participation at the Conference in English, French and Spanish.
- The committee reviewed the positive feedback from delegate committee chairs on their quarterly communications with their corresponding trustees' committee chairpersons. The committee encouraged continuation of this practice to support communication within the Conference process.

### ARCHIVES

Committee Considerations:

- The committee reviewed the newly revised Archives Workbook and noted the updates that were suggested by previous Conference Committees on Archives and other updates implemented by GSO Archives staff. The committee discussed the section “Sharing on



Digital Archives” in the Archives Workbook that includes shared experiences from local Archives committees on maintaining digital collections. The committee noted that the section was last updated over eight years ago and contains outdated information. The committee suggested that the section “Sharing on Digital Archives” be refreshed with new stories from local archivists.

### COOPERATION WITH THE PROFESSIONAL COMMUNITY

Committee Considerations:

- The committee considered a request to retire the pamphlet “A Member’s Eye View” and took no action. The committee agreed that some members consider the pamphlet a useful tool for carrying the A.A. message. However, the committee expressed support for removing the pamphlet from Cooperation with the Professional Community materials as it may appear outdated and less effective for providing information about A.A. to the professional community.
- The committee reviewed the progress report on the LinkedIn page and received a verbal update from the Communication Services Department. The committee noted the improvement in the consistent cadence of posting and expressed their appreciation for the strategic planning and thoughtfulness which goes into posting to the LinkedIn page. The committee commended the sustained activity and strategy, mindful of A.A. Tradition, to ensure consistency and the best possible results with a continued focus on content for the professional community. The committee looks forward to receiving a progress report submitted to the 2024 Conference Committee on Cooperation with the Professional Community.
- The committee reviewed a progress report on the development of an outward-facing pamphlet for mental health professionals and expressed their appreciation for the work completed to date. The committee supports the continued efforts to interview additional mental health professionals with a focus on professionals who are not A.A. members. The committee suggested a theme and direction to move forward, and that interviews seek to identify the myths and misconceptions that could prevent a clear understanding of Alcoholics Anonymous. Additionally, the committee suggested the trustees’ CPC/TA Committee consider other vehicles of communication beyond a pamphlet to make the message more relevant for current mental health professionals. The committee requested that a progress report be brought back to the 2024 Conference Committee on Cooperation with the Professional Community.
- The committee reviewed the content and format of the CPC Kit and Workbook and noted the updates that were suggested by the 2022 Conference Committee on Cooperation with the Professional Community. The committee provided several minor suggestions for updates to be included in the next printing.

### CORRECTIONS

Committee Considerations:

- The committee suggested that the assignment of new delegates to the Conference Committee on Corrections be balanced to allow for a more even rotation of panels.
- The committee suggested that AA Grapevine consider including shared experience on sponsoring persons in custody in the July prison issue and future issues.
- The committee agreed to forward to the trustees’ Committee on Literature a suggestion to consider inclusion of language related to sponsorship of persons in custody in the pamphlet “Questions & Answers on Sponsorship.”
- The committee reviewed the Corrections Kit and Workbook. The committee noted that extensive changes were made to the workbook over the last two years. The committee provided a brief list of suggested changes to be considered at the next reprint.
- The committee acknowledged the work completed by the Alcoholics Anonymous World Services, Inc. Service Material ad hoc committee and expressed support for the recommendations put forth by the committee.

**Note:** As a result of the 2022-2023 Equitable Distribution of Workload plan, the following item was on the agenda of the Conference Committee on Corrections.

- 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.

### FINANCE

Committee Considerations:

- The committee reviewed the Conference-approved level of \$10,000 for individual Bequests to the General Service Board from A.A. members and took no action. The committee feels the level was doubled in 2019 and is still appropriate as is. The committee also felt that the current limit captures the spiritual elements embodied in our principles, reminding members that modest personal contributions align with the concept of personal anonymity.
- The committee reviewed the Conference-approved maximum annual contribution of \$5,000 to the General Service Board from an individual A.A. member and took no action. The committee felt that the current limit was satisfactory and captures the spiritual elements embodied in our principles reminding members that modest personal contributions align with the concept of personal anonymity.
- The committee reviewed the Self-Support Packet and approved the changes requested by the 2022

Conference Committee on Finance. The committee also noted that the pamphlet “Self-Support: Where Money and Spirituality Mix” will be updated to clarify that the General Service Board is the entity which receives all voluntary A.A. contributions and that the General Service Office performs contribution processing.

- The committee discussed the change of the Grapevine Subscription Liability in the Reserve Fund. The committee requests that the Finance Department clearly identify in all reporting to the Fellowship the portion of the Reserve Fund that is represented by the Grapevine Subscription Liability along with an explanation of the breakdown.
- The committee requests that to better align with the duties described in the Service Manual for the Conference Finance Committee, committee members receive the monthly AAWS/GSB consolidated financial statements along with an executive summary from the Chief Financial Officer.

**(Note:** As a result of the 2022-2023 Equitable Distribution of Workload plan, the following item was on the agenda of the Conference Committee on Finance.)

- The committee considered a request to discuss proposed agenda items related to changes to the book *Twelve Steps and Twelve Traditions*. The committee suggested that the Trustees’ Literature Committee seek input from the Fellowship (including but not limited to Area delegate feedback) regarding any possible future changes to literature written by A.A.’s founders. The committee requested that a progress report be brought back to the 2024 Conference Committee on Finance. (Mindful of budgetary restraints, the committee suggests financial prudence when determining how best to obtain Fellowship sharing.)

Questions to be considered might include:

- Should suggested revisions be subjected to a 2-year Conference review process.
- Should any future suggested changes retain the original writing with footnotes for text being updated or should founder’s writings remain unchanged?
- Should there be a threshold for review (group, district, area)?
- Should the changes to the book *Twelve Steps and Twelve Traditions* by 2021 General Service Conference remain?
- Should a new policy regarding Bill W.’s writing be created as a guide to future changes?

### GRAPEVINE AND LA VIÑA

Committee Considerations:

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

Grapevine and La Viña Instagram accounts and provided some suggestions.

- The committee agreed to forward to the AA Grapevine Board the suggestion that AA Grapevine, Inc. produce in the year 2024 or later:
  1. *Grapevine Cartoons & Jokes III* (working title) (GV book)
  2. Original members’ cartoons, jokes, and humor of the past few years, previously published in Grapevine.
  3. *Emotional Sobriety III* (working title) (GV book) Members share how they have changed after years of being in the A.A. program and how they have found peace and serenity in sobriety. Stories previously published in Grapevine.
  4. *Veteranos Hispanos en AA* (Voices of Oldtimers) (working title) (La Viña book) Members who have been in A.A. a long time share their experience, strength, and hope. Stories previously published in La Viña.
  5. *Cómo llegamos a creer* (How We Came to Believe) (working title) (La Viña book) A.A. members share stories about their own personal journey with Step Two, how they found their Higher Power and what helped them. Stories previously published in La Viña.
  6. *Spiritual Awakenings* (La Viña book) (GV book translated into Spanish) A.A. members share stories about their journey with Step Two and connecting with a Higher Power.

### INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

Committee Considerations:

- The committee discussed the update report on methods of closing the Big Meetings at the International Convention, which summarized the survey data indicating that there was not an overwhelming desire by the Fellowship to change the current practice. The consensus of the committee was to keep with the current practice of closing the Big Meetings at the International Convention wherein the chair has the choice of closing the meeting with either the Lord’s Prayer, the Serenity Prayer, or the Responsibility Statement.
- The committee discussed ways of encouraging interest in Regional and Local Forums and attracting first time attendees and suggested:
  - » That the General Service Board add virtual elements to Regional Forums, or even add a virtual fifth forum to the annual calendar.
  - » Disseminate advance information about events using flyers, posters, announcements in Grapevine and La Viña, podcasts, Instagram messages, invitations in ASL, QR codes, and *Box 4-5-9* articles.

## LITERATURE

Committee Considerations:

- The committee reviewed minor graphic and editorial updates that improve the final appearance and clarity of the pamphlet “Young People in A.A.” which was approved by the 2022 General Service Conference.
- The committee reviewed a draft of the Literature Committee workbook. The committee made minor editorial suggestions and looks forward to the new Literature Committee workbook being made available.
- 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.
- The committee reviewed a progress report regarding the translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language and agreed with the general direction of the project. The committee requested that the project continue to move forward and that a draft or progress report be brought back to the 2024 Conference Committee on Literature.
- The committee reviewed a progress report on the update of the pamphlet “A.A. for the Black and African-American Alcoholic” (working title). The committee noted the progress made on the development of the pamphlet and requested that a draft or a progress report be brought back to the Trustees’ Literature Committee and the 2024 Conference Committee on Literature.

The committee noted with appreciation the efforts made by the trustees’ Literature committee to ensure that the members of the working group that participated on the pamphlet “A.A. for the Black and African-American Alcoholic” represented the community reflected in the pamphlet. The committee suggested that the 2018 report “Reaching Out to African-American Alcoholics” be provided as a possible resource for future projects involving carrying the message to other communities.

- The committee reviewed a progress report regarding development of a Fourth Edition of the book *Alcohólicos Anónimos* (Spanish). The committee requested that a progress report or draft manuscript be brought back to the 2024 Conference Committee on Literature.
- The committee reviewed a progress report regarding the update of the pamphlet “A.A. for the Native North American.” The committee discussed efforts to distribute the call for stories to the widest possible native North American population in the U.S. and Canada. The committee requested that a draft or progress report be brought back to the 2024 Conference Committee on Literature.

The committee noted with appreciation the efforts made by the trustees’ Literature committee to ensure

that the members of the working group that participated on the pamphlet “A.A. for the Native North American” represented the community reflected in the pamphlet.

- The committee reviewed a progress report regarding development of a Fifth Edition of the book *Alcoholics Anonymous*. The committee requested that a progress report or draft manuscript be brought back to the 2024 Conference Committee on Literature.
- The committee discussed new proposed agenda items (PAI’s) related to the plain language Big Book translation and took no action. The committee acknowledged the concerns of members, groups and areas in the Fellowship regarding the oversight of the process of a translation of the book *Alcoholics Anonymous* (Fourth edition) into plain and simple language. The committee noted that these concerns will be addressed at a special session during the 2023 General Service Conference.
- The committee discussed an update on the adaptation of the video animation of the pamphlet “The Twelve Concepts Illustrated” published by the General Service Board of A.A. Great Britain. The committee acknowledged that the project of adapting the video for use in the U.S./Canada structure is pending for budgetary reasons. The committee looks forward to a report on the status of this project being brought to the 2024 Conference Committee on Literature.
- The committee discussed a proposal for Big Book or *Twelve Steps and Twelve Traditions* study guides and took no action. The committee suggested that currently approved projects be completed before considering new materials.
- The committee reviewed the 2023 matrix of A.A. recovery literature. The committee agreed to continue providing suggestions regarding the usefulness and purpose of the A.A. recovery literature. The committee looks forward to reviewing the matrix at their meeting during the 2024 General Service Conference.
- The committee reviewed a draft of the revised pamphlet “The Twelve Steps Illustrated” and chose not to proceed with the graphic approach. The committee requested that the Publishing Department develop a new draft and that a progress report or a draft be brought to the 2024 Conference Committee on Literature.

## POLICY/ADMISSIONS

Committee Considerations:

- The committee reviewed the dates for the 2027 General Service Conference. In order to provide additional flexibility to the General Service Office management in contracting the most cost-effective and appropriate venues for the General Service Conference, the committee agreed to select three proposed dates for the 77th General Service Conference, as follows (in order of preference): May 2-8, 2027; April 11-17, 2027; May 23-29, 2027. The committee noted that

these proposed Conference dates are the best choices available for avoiding conflicts with significant holidays. The committee asked that all Conference members be notified of the final dates for the 77th General Service Conference as soon as they are finalized by GSO management.

- The committee reviewed the GSO general manager's report regarding General Service Conference site selection. The committee appreciated the detailed analysis of the costs and logistics of holding the Conference at sample facilities in four of the eight regions. The committee is not requesting a site selection report from the General Manager in 2024, recognizing that contracts have been executed with hotels in the New York area for 2024, 2025, and 2026, and that site selection for the 2027 General Service Conference could be impacted by the results of the Location Plus Committee and possible relocation of the General Service Office. The committee is requesting that the trustees' General Service Conference Committee conduct a survey of current General Service Conference members regarding the spiritual implications of holding the Conference outside the New York area. An additional option to explore in the survey could be alternating between holding the Conference in the New York area and the Akron/Cleveland area. The committee looks forward to reviewing the survey results or a progress report at the 74th General Service Conference.
- 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.
- The committee reviewed the progress report from the 2023 Subcommittee on the Equitable Distribution of Workload (EDW) regarding year two of the three-year pilot. The committee appreciated the improvements made to the joint meetings and the simplification of forms and processes. The committee requested that the trustees' General Service Conference Committee (TGSCC) explore all possibilities for extending the deadline for submitting Proposed Agenda Items (PAIs) to allow areas more time to consider items at their Fall assemblies. The committee also requested that TGSCC conduct a survey of delegates to find out the effect EDW has had upon their areas, especially related to the submission deadline and the engagement of members and groups in the group conscience process. Finally, the committee requested that TGSCC consider creating a simple video or other communication that would rein-

force the idea that PAIs can be submitted year-round, as well as help the Fellowship better understand the role of PAIs as a document to reflect the outcome of a group conscience rather than a petition or suggestion box.

## PUBLIC INFORMATION

Committee Considerations:

- The committee discussed a request for Alcoholics Anonymous World Services, Inc. to establish an Instagram account in line with the Twelve Traditions and encouraged Communication Services to continue with planning for the account. The committee suggested that Communication Services provide additional information on the intended messaging, target audiences, analytics, and total cost to maintain the account. The committee requested that a new proposed plan be brought back to the 2024 Conference Committee on Public Information.

The committee offered the following suggestions for the next iteration of the proposed plan:

- » Posting *Daily Reflections*, "What's New" from GSO, and press releases, are duplicative to what we share on our A.A. website and Meeting Guide app news. The committee requested a detailed strategy on the target audiences for internal versus external messaging to be communicated within a potential future Alcoholics Anonymous World Services, Inc. Instagram account.
- » Including more information in the proposed plan, specifying how distinct messaging and target audience of a potential Alcoholics Anonymous World Services, Inc. Instagram account differs from the existing AA Grapevine and La Viña Instagram accounts.
- » Providing information on the total expense including the staff expense for managing the account.
- » Including a section defining the key performance indicators that will indicate the channel is successful in carrying the message to members and potential members.
- » Capturing the need for a social media management platform, like Hootsuite, in the proposed plan.
- » Performing ongoing evaluations of our communications channels to meet members and alcoholics on the platforms they utilize.
- » Developing a policy with defined criteria that would allow AAWS to explore and implement new external platforms as technology changes.
- The committee discussed feasibility research of paid placement of PSA videos on streaming platforms. The committee noted that paid placement is an important new addition for airing and tracking our already produced, relevant and useful PSAs on streaming platforms. The committee requested that the trustees' Public Information Committee consider several vendors and develop a plan detailing target audiences,

analytics, and cost for how we would begin to use such streaming platform channels in the U.S./Canada Service Structure and that a report be brought back to the 2024 Conference Committee on Public Information.

- The committee reviewed the report on the 2022 A.A. Membership Survey process and offered the following suggestions for improvement for future surveys.
  - » Provide the survey method process, including the timeframes and actions that delegates will need to perform, to the Conference Committee on Public Information each year that a triennial membership survey is requested to be considered.
  - » Encourage all the delegates who participated in this 2022 A.A. Membership Survey to complete the process evaluation to inform process improvements as needed.
  - » Design a pilot study to complete two surveys using convenience sampling, which focuses on gaining information from participants (the sample) who are “convenient” to access. These samples could be collected using the A.A. website, and the A.A. Meeting Guide App, and the same questions as the 2022 A.A. Membership Survey.

The goal is to examine any potential differences in data patterns across the three different collection methodologies, the traditional A.A. survey process and the two channels listed above. Ideally, collection of this type of data would follow the collection of the traditional A.A. membership survey data within 1-2 years from 2022, so that no portion becomes dated. The committee requested that the trustees’ Public Information Committee design a pilot study and that it be brought back to the 2024 Conference Committee on Public Information.

- The committee reviewed the report titled, “The 2022 A.A. Membership Survey Results Reporting” and agreed with the development of a dynamic A.A. web page to disseminate the complete results of the 2022 A.A. Membership Survey. The committee appreciates that each infographic developed to reflect the survey results is designed to be a part of a library of results and will be made available for use by A.A. members, the professional community, and the media. The committee liked the concept that local A.A. members and service committees will be able to share direct experience with GSO regarding how they are using these tools, via the A.A. web page “how are you using this information?”
- The committee reviewed the progress report on the 2022 Young People’s Video project. The committee expressed support for the vision and architecture of the ongoing project to obtain user generated content. The committee reviewed two submitted videos and is requesting that the trustees’ Public Information Committee review the project’s process, A.A. website webpages, project flyers and the technical requirements to ensure that we are communicating appropriate information to obtain the desired user generated

content. The committee offered the following suggestions to consider and requested a progress report to be brought back to the 2024 Conference Committee on Public Information.

- » Expand the submission timeframe to include fifteen second minimum up to three minute maximum for videos submitted by members.
  - » Clarify that we are seeking user generated content video submissions from young members creatively carrying a message to other young people. Focus is requested to be on the experience of getting sober young and to reflect the diversity of the Fellowship. The committee is seeking shared experiences that will relate to the “young” alcoholic who has yet to come to A.A.
  - » Review of the two submissions to determine if we can make additional edits to tighten the message in the framework of what it was like, what happened and what it is like now focusing on the key messages that have an impact and identification.
  - » Provide communication to all delegates with the goal of producing excitement and engagement for the Young People’s Video project for the members in their local areas.
- The committee reviewed and accepted the 2023 Public Information Comprehensive Media Plan (CMP). The committee expressed continued support for the vision and architecture of this version of the CMP. The com-



mittee shared that the plan provides a great framework and guardrails that capture the public information work, messaging and channels GSO and AA Grapevine are using to make the Fellowship, general public, media, and professionals aware of the relevance of Alcoholics Anonymous.

The committee offered the following suggestions for the next iteration of the CMP to be brought back to the 2024 Conference Committee on Public Information.

» Consider the creation of a section on how projects requesting user generated content, such as the Young People’s Video Project, fit into our Comprehensive Media Plan and messaging for Alcoholics Anonymous.

- The committee reviewed the progress report on the request to create a new form of communication to address anonymity on social media. The committee requested that the trustees’ Public Information Committee and staff secretary focus on developing and administering a survey, to all age demographics, particularly a young population with the goal of obtaining results that will inform decisions on any future new form of communication. The committee looks forward to a progress report to be brought to the 2024 Conference Committee on Public Information.
- The committee reviewed and accepted a progress report on revision to the flyer “A.A. at a Glance” and looks forward to a progress report or draft flyer to be brought to the 2024 Conference Committee on Public Information.
- The committee reviewed and accepted a progress report on revision to the pamphlet “Speaking at Non-A.A. Meetings” and looks forward to a progress report or draft pamphlet to be brought to the 2024 Conference Committee on Public Information.
- The committee reviewed and accepted a progress report on revision to the flyer “A Message to Teenagers.” The committee provided support for the fact that there is a need for a flyer or format that can be handed off to professionals or young people in hard copy and would like it to include a QR code, if possible. The committee looks forward to a progress report or draft work to be brought back to the 2024 Conference Committee on Public Information.
- The committee reviewed and accepted the final distribution and tracking information for the video PSAs:

1. Sobriety in A.A.: My Drinking Built a Wall
  2. Sobriety in A.A.: When Drinking is no longer a Party.
- The final one-year campaign results for the U.S. were 125,192 airings, 615,956,841 impressions and \$34,506,580 in media value. The final Canadian results for the campaign were 11,485 airings.

The committee noted these results are an excellent return for the self-support contributions spent to produce these two PSAs. The committee requested a “call to action” be provided to all delegates with the goal

of producing excitement and engagement for how the local public information service committees can increase the airings and ongoing usage of our relevant PSAs.

- The committee reviewed and accepted the 2024 report on the “Relevance and Usefulness of Video Public Service Announcements.” Discussion included that PSAs are conversation starters about A.A. or how to get help for a problem with alcohol for people who view them. The committee found the current Conference-approved PSAs to be relevant and useful. The committee is excited to learn we are finalizing a one-year contract with a no cost channel called Mesmerize Point, to distribute PSAs on digital TV screens in doctor offices, private pharmacies, and community-based organizations with our relevant messaging made available to viewers. The committee looks forward to a Mesmerize Point progress report being brought back to the 2024 Conference Committee on Public Information. The committee did not see the need at this time for a new video PSA.
  - The committee reviewed and accepted a progress report for the GSO podcast development. The committee noted the planning, development, and production of episodes on many service-related discussion topics. The committee reiterated that the planned topic focus will help avoid competing with the Grapevine Podcast. The committee appreciated that the plan is to produce up to eight episodes to introduce a recognizable, consistent, and enthusiastic voice for the GSO podcast. The committee agreed, before the launch, it is important to “bank” these initial episodes for the initial rollout to ensure a regular cadence. The committee noted it would be good to use relevant archival recordings in the podcast, as applicable to an episode. The committee looks forward to a progress report to be brought to the 2024 Conference Committee on Public Information.
- The committee reviewed and accepted the trustees’ PI Committee 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 2024 Conference Committee on Public Information.
- » The committee noted that stagnant growth of the channel and requested the trustees’ PI Committee to consider ways to encourage members to use the channel as a public information tool.
  - » The committee requested consideration of the use of hashtags for the channel.

- The committee reviewed and accepted the Communications Services report on the AAWS Meeting Guide. The committee looks forward to a report to be brought to the 2024 Conference Committee on Public Information. The committee suggested that the Meeting Guide keep its focus on providing information on locating A.A. meetings.

- The committee reviewed and accepted the 2022 annual reports from the trustees' Public Information Committee regarding aa.org. The committee finds the website is easy to navigate and user-friendly. The committee suggested that GSO continue to improve its website search functionality.
- The committee reviewed and accepted the 2022 trustees' Public Information Committee report on Online Business Profiles. The committee suggested care be taken to ensure the GSO response messages avoid sounding canned. The committee looks forward to a report to be brought to the 2024 Conference.
- The committee reviewed and accepted the 2022 annual report "AAGV/La Viña Website, Marketing and Podcast" regarding aagrapevine.org. The committee noted that the current host style and delivery could limit attraction to the podcast by all members, potential members, or professionals and to consider the fully intended audience regarding diversity, attraction, and belonging.
- The committee discussed the content and format of the PI Kit and Workbook. The committee noted the contents of the kit are useful to local Public Information Committees. The committee provided the staff secretary with suggested updates to the PI Workbook.

## REPORT AND CHARTER

### Committee Considerations:

- The committee noted that some sections of *The A.A. Service Manual* need more detailed review of language clarity by the General Service Board and affiliate boards before being revised. The committee asked that the Publishing Department "short order" supply of the current *A.A. Service Manual/Twelve Concepts for World Service, 2021-2023 Edition* to ensure sufficient inventory until a proposed 2024 printing.
- The committee accepted a report from the Publishing Department outlining the General Service Office process for timely and accurate preparation and publication of the proposed *A.A. Service Manual, 2023-2025 Edition* and the 2023 General Service Conference *Final Report*.
- The committee reviewed a list of editorial updates from the Publishing Department for *The A.A. Service Manual* and accepted the updates.

In keeping with the 2018 Advisory Action that the General Service Board, the AAWS Board and the AA Grapevine Board biennially review *The A.A. Service Manual* and forward necessary updates to the Conference Committee on Report and Charter, the committee reviewed the current updates from the AAWS Board and the AA Grapevine Board. The committee noted the importance that the Conference Committee on Report and Charter receive any proposed edits in a timely window prior to Conference to give thoughtful review of any proposed edits.

The committee provided suggestions regarding *The A.A. Service Manual* to be forwarded to the three boards, GSO, and the Grapevine Office.

- The committee considered a request for specific changes to the 2021-2023 version of *The A.A. Service Manual* and suggested that the requests be considered in the 2024 review of the updated manual.
- The committee considered a request to rescind the 2018 Advisory Action regarding a footnote in the Resolution concerning "register" and "Groups" and took no action. The committee noted that the footnote sufficiently clarifies the current terminology for groups that list with the U.S./Canada service structure.

However, the committee suggested the following:

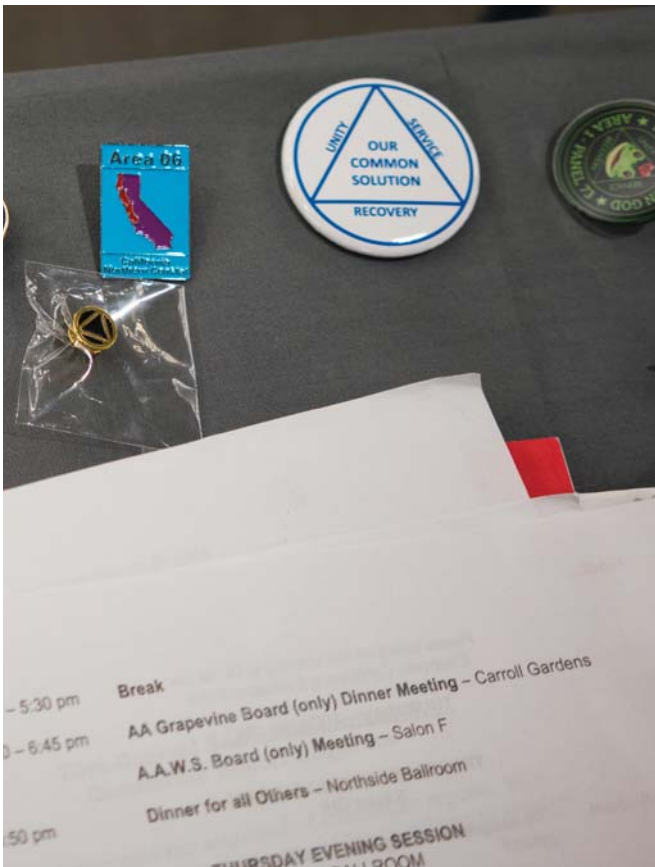
- » Add the following text from footnote 4 in the Resolution: "AAWS neither monitors nor oversees the activities or practices of any A.A. group. Groups are listed solely for purposes of accurate communications" to the A.A. Group chapter of *The A.A. Service Manual*.
- » That GSO provide clear and consistent language disclaimers on GSO digital platforms and informational materials to clarify that the purpose of listing groups at GSO is distinct from listing meetings on the Meeting Guide App.

- The committee discussed the 2021 Advisory Action that a new section be added at the end of the *Twelve Concepts for World Service* titled "Amendments," and that it contain an updated version of the Concept XI essay that incorporates the information in the current footnotes and endnotes, along with comprehensive descriptions of the current General Service Board committees. The committee reviewed draft language provided by the Publishing Department and provided suggestions to the staff secretary. The committee requested that the trustees' Literature Committee provide an updated draft or progress report to the 2024 Conference Committee on Report and Charter.
- The committee reviewed a GSO Publishing feasibility report for an ASL translation of *The A.A. Service Manual/Twelve Concepts for World Service*. The committee noted the importance that A.A. materials be translated in the order of the most widely expressed needs of the Fellowship.
- The committee asked that the staff secretary forward notes from the committee to the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee to continue discussion on this important topic, to gain insight from members of which ASL materials are most in need for members and potential members.

## TREATMENT AND ACCESSIBILITIES

### Committee Considerations:

- The committee discussed the suggestion that an Accessibility Inventory be conducted throughout A.A.'s



services and structure and suggested that the trustees' CPC/TA Committee take an inventory of what resources are currently available from the General Service Office and the AA Grapevine to meet accessibility-related challenges and consider the best methods for communicating about those resources to the Fellowship.

- The committee discussed carrying the message to alcoholics with intellectual or information processing challenges, communication challenges and diverse neurological abilities, and suggested that:
  - » The trustees' CPC/TA Committee review accessibility-related service material and consider updating it with new shared experience on this topic.
  - » The AA Grapevine consider publishing an issue dedicated to the experiences of people with intellectual or information processing challenges, communication challenges and diverse neurological abilities and those who sponsor them.
  - » The trustees' Literature Committee consider revising the pamphlet "Questions and Answers on Sponsorship" to add language on working with alcoholics with intellectual or information processing challenges, communication challenges and diverse neurological abilities.
- The committee discussed the progress report on a proposed Bridging the Gap workbook. The committee noted that information on Bridging the Gap and other contact programs already exists in the Treatment and Corrections Workbooks and suggested instead that

sharing be collected from the Fellowship and combined with existing resources to develop A.A. Guidelines on Bridging the Gap.

- The committee reviewed the progress report on the pamphlet "Bridging the Gap" (P-49). The committee appreciated the work that has been completed on the updated draft pamphlet for A.A. members and suggested additional revisions. The committee also agreed that the distinction between Treatment and Corrections activities be maintained in literature from GSO and requested that references to Corrections and to the video "A New Freedom" be removed from the draft. The committee requested that a progress report or revised draft be brought to the 2024 Conference Committee on Treatment and Accessibilities.
- The committee reviewed the progress report on updates to the pamphlet "Bridging the Gap" and suggested that the trustees' CPC/TA Committee convert the newly developed draft pamphlet "For Professionals How A.A. Bridges the Gap" into a single sheet service piece or a service card.
- The committee reviewed the progress report on Military Audio interviews and requested that the Military Audio project be expanded to include veterans. The committee also suggested that the Military Audio project continue to seek interviews with francophone members. The committee requested that sample audio and an update report be provided to the 2024 Conference Committee on Treatment and Accessibilities.
- The committee reviewed the draft A.A. Guidelines for Remote Communities and asked the staff secretary to revise the service piece. The committee looks forward to the guidelines being made available once the updates have been made.
- The committee reviewed the Treatment Committee Kit and Workbook. The committee noted that some changes suggested for the Treatment Committee Kit and Workbook in recent years have not yet been implemented. The committee suggested that the staff secretary work with the Publishing Department to update these materials.
- The committee reviewed the Accessibilities Kit and Workbook and strongly suggested that the material be updated to reflect the fact that some members and potential members experience various forms of discrimination including racism which creates a barrier or accessibility challenge. The committee also noted that some of the already suggested changes to the kit and workbook had not been implemented and suggested that the staff secretary work with the Publishing Department to update the materials.

## TRUSTEES

Committee Considerations:

- The committee reviewed an update report regarding the pamphlet "Do You Think You're Different?" The





committee requested that a draft pamphlet or progress report be brought back to the 2024 Conference Committee on Trustees.

**Note:** As a result of the 2021-22 Equitable Distribution of Workload plan, the above item was on the agenda of the Conference Committee on Trustees.

- The committee reviewed the résumés and approved as eligible for election all Class B trustee candidates for Northeast Regional trustee, Southwest Regional trustee, and trustee-at-large/Canada.
- The committee thoroughly discussed the General Service Board’s actions at the January 29, 2023 Board Planning and Sharing session that led to the resignation of the board chair. The committee agreed that the board’s failure to fully utilize the spiritual principles of Alcoholics Anonymous to address leadership problems was deeply concerning. The committee also agreed that failure to expedite communication to the Fellowship of Alcoholics Anonymous about the board chair’s resignation and lack of transparency regarding the board’s decision resulted in widespread mistrust and disunity. After lengthy and prayerful discussion the committee took a vote to censure the General Service Board, failing to achieve substantial unanimity.
- The committee met individually with each current General Service Board trustee to hear their vision for

the future of Alcoholics Anonymous, assessment of the current state of the board, and what actions can be taken to improve communication. The committee agreed the board must improve communication with the Fellowship, including listening to the Fellowship. The committee suggested that the board utilize an externally facilitated process to make organizational improvements.

- The committee requested that the General Service Board find time and space to continue to develop spiritual practices in harmony with the A.A. principles of reflection, accountability, and healing. The committee encourages the board to continue their work on reviewing and clarifying the board’s code of conduct, whistleblower policies, and confidentiality policies to provide a clear path to remedy any possible problems within the General Service Board.

### ***Recommendations Passed by Simple Majority***

#### **GRAPEVINE AND LA VIÑA**

- The committee recommended that alternate delegates be provided access to the same Conference materials as their sitting delegates, except for materials shared during Conference week.

### ***Recommendations Not Resulting in Conference Action***

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

#### **AGENDA**

- The reading of Area Highlights from the 73rd General Service Conference be suspended and included in the 2023 Conference *Final Report*, to allow discussion of the following topics:

Are the decisions of the General Service Board producing Unity within the Fellowship and inspiring confidence in the Board’s future functions?

The General Service Board Code of Conduct

Is the prudent reserve being used as the Conference intends?

**Note:** The Conference Committee on Agenda caucused during the opening session of the General Service Conference to consider this motion from the floor regarding changing the Conference week schedule. ***The motion failed.***

### ***Floor Actions Not Resulting in Conference Advisory Actions***

- Starting in 2024, voting for trustee elections may utilize paper or electronic ballots. (***Conference declined to consider***)
- The 2016 Conference Advisory Action stating: “General Service Conference delegates be provided a copy of the final approved annual General Service Office

and AA Grapevine budgets with the Pre-Conference material for all future Conferences” be reconfirmed. **(Conference declined to consider)**

- The 73rd General Service Conference censure the General Service Board due to poor communication to the Fellowship regarding the resignation of the former Chair of the General Service Board and for the process that was followed regarding the acceptance of her resignation. **(Motion failed)**
- To enhance trust among General Service Conference members, the following actions be taken:
  - » The General Service Board prepare a report delineating the history of their Confidentiality Policy and the reason(s) for enacting it, submitting it for review to the Conference Trustees’ Committee at the 2024 General Service Conference.
  - » The General Service Board initiate a review regarding the need for a less restrictive Confidentiality Policy, submitting a draft or progress report to the Conference Trustees’ Committee at the 2024 General Service Conference.
  - » The existing Confidentiality Policy of the General Service Board of Alcoholics Anonymous, Inc., be made null and void. **(Conference declined to consider)**
- The General Service Board create an Ad Hoc Joint committee on Communications throughout our service structure that includes trustees, delegates, and staff members. **(Conference declined to consider)**
- Following the work of the trustees’ ad hoc committee on policy review, Conference members be asked to sign a code of conduct which guides how we work together including but not limited to:
  - » Confidentiality
  - » Communications
  - » Mutual respect
  - » Social media
  - » Transparency

This code should include an acknowledgement that mistakes will be made and should suggest mechanisms for righting any wrongs.

This code should follow in spirit and language the principles outlined in our 12 Steps, 12 Traditions, 12 Concepts and our Conference Charter.

This code should be reviewed annually by the Conference Committee on Policy and Admissions.

**(Motion failed)**

- The General Service Board begin to develop 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 74<sup>th</sup> General Service Conference.
- These reports should include the budgeted costs of these items, any changes to the budgeted amounts,

the long-term trends of the costs, as well as a reasonable projection of future costs for the services, when possible. Expenses to consider shall be regarding initial development, ongoing content creation, maintenance and upkeep, as well as any other substantive ancillary costs. **(Conference declined to consider)**

- Beginning with the 2024 GSC, the delegate chair and alternate delegate chair for the following year’s GSC, will be elected in the Conference session scheduled immediately following completion of all committee reports and completion of the discussion of, and voting on, floor actions (if any). Following the election of the delegate chair and alternate delegate chair for the following year’s GSC, each primary Conference committee will convene and elect their own committee chair and alternate committee chair for the following year’s GSC, according to each Conference Committee’s own Composition, Scope and Procedure, with the newly elected delegate chair and alternate delegate chair ineligible to stand for primary or secondary Conference Committee chair or alternate chair. Following the election of the primary committees’ committee chair and alternate committee chair, each secondary Conference committee will convene and elect their own committee chair and alternate committee chair for the following year’s GSC, according to each committee’s own Composition, Scope and Procedure, with the newly elected delegate chair, alternate delegate chair, and committee chairs ineligible for secondary committee chair or alternate chair. At the Conference session immediately following the election of all Conference Committee chairpersons and alternate chairpersons, the newly elected chairpersons and alternate chairpersons will be announced to the full GSC.

The process for selecting the delegate chair and the alternate delegate chair for the following year’s GSC will be:

1. The first and second-year delegates from a region will nominate one candidate from among the willing first year delegates of their region by ballot, utilizing the Third Legacy procedure. A first-year delegate may decline to be considered as a nominee for election for delegate chair or alternate delegate chair.
2. From the nominees (one per region), two of the nominee names will be selected by lot, i.e., by “going to the hat.”
3. From the two names selected by lot, the delegate chair for the following year’s GSC will be elected by third legacy procedure, with each region casting one ballot per a decision process of that region’s own choosing. The candidate elected/selected by the regions in the Third Legacy procedure will serve as the delegate chair for the following year’s GSC, beginning at the close of the current GSC. The second candidate will serve as the alternate delegate chair for the following year’s GSC, beginning at the close of the current GSC. **(Conference declined to consider)**

## ■ Workshop Summary

*This year, on the Sunday opening of the 73rd General Service Conference, the Workshop topic was, “Practicing the Twelve Traditions in all Group Settings.” The workshops were attended by delegates, trustees, GSO and Grapevine staff, as well as by AAWS and Grapevine directors.*



Then breakout groups of a dozen or more attendees met in Marriott conference rooms to discuss two questions, covering awareness and misinformation of our Traditions.

The first question was: “What are some of the ways groups/districts in your area foster awareness of our Practicing our Twelve Traditions Across all Group Settings?”

The second question was: “How has misinformation about practicing our Twelve Traditions been an obstacle in Public Information and Cooperation with the Professional Community service?”

The conversations that ensued amongst the 10 groups focused on practical ways to foster awareness and counter misinformation. Bearing in mind that tone matters and that alcoholics “object to being corrected with examples of the Traditions.”

Proposed methods of fostering awareness included holding Tradition workshops, promoting the AA and Grapevine literature that addresses the Traditions and discussing active sponsorship and service sponsorship.

One area created a flyer stating “service not politics” to combat negative connotations toward service. It was noted that a lack of rotation in committees suppresses new ideas.

Some of the conversations focused on challenges that Conference members were seeing in their Areas. Some groups that had started during the pandemic might be less connected to the A.A. service structure and might have less awareness and less willingness or ability to practice A.A. Traditions.

Some breakouts discussed how this relates to A.A. history while others considered what the spiritual and practical consequences might be for groups that do not adhere to A.A. Traditions.

One Grapevine employee recalled that they “talked about the Tradition stories we run in the Grapevine every month and how we always need new stories about them from members.”

It was noted that the necessity for Tradition discussions becomes apparent when there is a particular group problem that needs to be addressed.

To increase awareness amongst our membership, while eradicating misinformation with our professional friends, many points were echoed throughout the different groups. These included:

- Area workshops held at the assemblies led by the DCMs.
- Fostering enthusiasm for service, by encouraging

service sponsors and having a service sponsor coordinator.

- Having a Tradition of the Month in the opening statements of homegroups.
- Past delegates put on a GSR workshop (orientation) at the beginning of panel rotation.
- Encouraging group inventories at all levels (Area, District, group) — using the A.A. Group pamphlet and the Traditions checklist.
- The Traditions checklist and one item from that checklist being discussed on a regular rotation.
- Putting on Traditions plays at Area Assemblies.
- Past delegates leading Traditions & Concepts workshops.
- Arranging 1728 meetings for nonmembers and for our Class A trustees.
- Having monthly joint service meetings with a tradition and concept of the month as beginning topics.

The second question on misinformation and the public led to several suggestions and was expanded to ask, “How to best communicate our spiritual principles to the professional community, as they are the backbone of our message.” This led to the example of the Toronto police department handing out A.A. cards.

There were also several points that echoed throughout the breakout rooms, specifically that, “Our A.A. Language can be unclear to the non-A.A. members.”

Also crucial is emphasizing our singleness of purpose to the public. “When we say, ‘an addiction is addiction is addiction’ this misrepresents us as a cure-all for every-

thing and that is a contradiction to our primary purpose,” stated one attendee.

We also have to explain that we are not a religious, nor a secret society and also that prospective members do not need to be sober to attend a meeting.

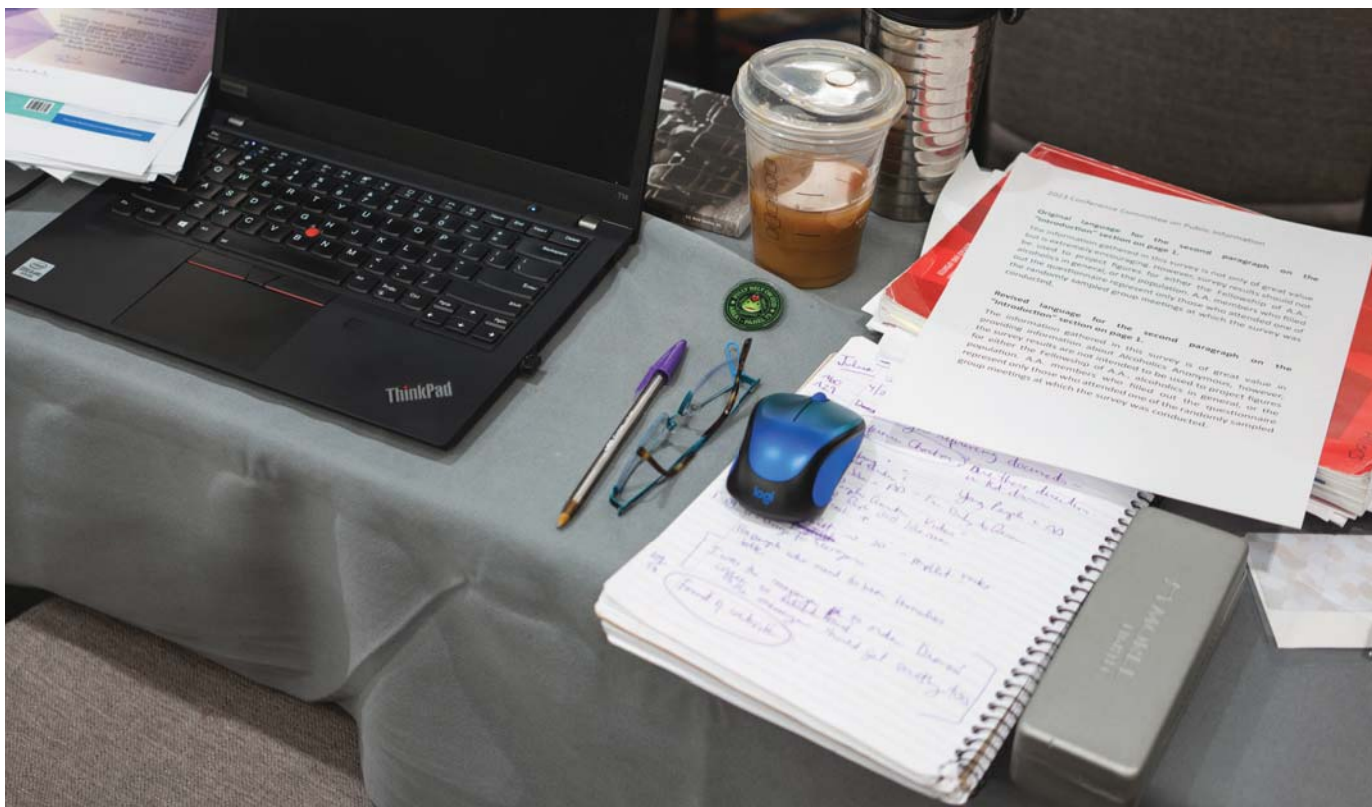
To the question of whether or not to use billboards to spread the A.A. message, it was pointed out that “Every time a new technology thing comes up, we come up with a new policy.”

**Other points were:**

- Use pamphlets when speaking at non-A.A. meetings.
- Utilize our Class A trustees to help relate to others outside the Fellowship.
- Emphasize clarity within our Fellowship about which committee is responsible for different types of meetings, for example bringing A.A. to nursing homes.
- The importance of promotion vs. attraction and misunderstanding about what constitutes promotion with bus ads, billboards, and business cards.
- The impact of intergroup services — duplication of efforts, cooperation, alternative structure.

“It is incumbent upon us to explain anonymity to the person that might not understand,” said one staff member of GSO.

Two points rounded out the discussions. One delegate said, “The loudest voices are the ones who understand the Traditions the least.” While another stated: “The more service I do the more I need the Traditions.”



## ■ GSO Department Reports

**Administration** — *Robert (Bob) W., General Manager:* The general manager is an A.A. member and is employed by both the AAWS and General Service Boards. The scope of the position is broad and encompasses participation in and support to both the General Service Board (GSB) and the AAWS Board; leadership in the General Service Office (GSO) and the general service structure; accountability for the oversight and management of GSO Operations. In addition, the general manager serves on the Board of Directors of Alcoholics Anonymous World Services, Inc., as president and is a voting member of and co-chairs the annual General Service Conference.

This year, after much collaboration and research, Bob implemented substantial reorganization of departments and functions within the office. Specifically:

**Executive Assistant (EA) to the General Manager:**

The role of the general manager is a very busy one and requires wide support. The EA assists the general manager with many scheduling and administrative duties allowing him to focus on leadership of the office and participation and service to the boards and the Fellowship. The EA also serves as secretary to the AAWS board and its Nominating Committee.

The virtual in-house GSO 1728 meeting continues to be a great success with a warm blend of non-members, members, trustees, and directors attending on the second Friday of each month. This meeting derives its name from  $12 \times 12 \times 12 = 1728$ : Twelve Steps, Twelve Traditions and Twelve Concepts. Its purpose is to increase understanding of our A.A. principles and how they relate to various board and office functions, roles and responsibilities, and how they are part of the work done every day at the General Service Office.

**Archives** — *Michelle Mirza (nonalcoholic), 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 this 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 Department** — *Clorinda V., Director:* The Communication Services Department (CSD) continues to grow in its reach, impact, and areas of responsibility. Under the leadership of its new Director, Clorinda V., who joined GSO in February, the department serves as a dynamic hub for integrated communications focused on “carrying the message” in the digital age. The CSD team works to develop and deploy strategies to implement initiatives in keeping with the group conscience, board directives, and A.A. Traditions. CSD employs best practices in communications to effectively share information about A.A. — and make it accessible — to as wide an audience as possible.

The Communications Services Department is responsible for the ongoing development, implementation, operation, and updating of multiple digital products, platforms, and services including:

- The Alcoholics Anonymous website [aa.org](http://aa.org)
- The Meeting Guide app



- Social media platforms including YouTube and LinkedIn
- Google Ads campaigns
- Analytics for our digital platforms to inform decision-making and strategy
- Coordination of email campaigns and communication distribution to the membership and general public
- Content creation, including newsletters, press releases, and social media posts
- Discovery, planning, and strategy for best tools, platforms, and practices to advance the reach and impact of A.A. messages.

Of note is the substantial increase in the number of visitors to aa.org since the launch of the new website in December 2021. With more than 1.6 million visitors per month (almost double the number of visitors to the old site), aa.org serves as the primary portal for members and people looking for information about A.A., and resources for the suffering alcoholic. CSD is focusing its efforts in this post-launch phase on making the site a high-functioning, accessible, and engaging hub for information.

With more than a half-million users, the Meeting Guide app continues to provide a 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, recently introducing new filters that offer more menu options for meeting searches.

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 current planning for a GSO podcast.

The director works with the general manager to help ensure consistent and effective messaging in communications to the Fellowship. The director also works closely with the AAWS. Technology/Communication/Services committee, serves on the Executive Technology Strategy Committee, and is a resource for the Public Information Comprehensive Media Plan subcommittee as well as Ad hoc board committees, as requested.

The CSD team includes:

- *Senior Digital Communications Analyst (Julie Gonzalez, nonalcoholic)* — responsible for the development, execution, and policy of analytics and search engine optimization (SEO) across all GSO digital communications platforms.
- *Digital Product Manager (Tracey G.)* — leads ongoing development of digital 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.
- *Project Coordinator (Samantha Nieto, nonalcoholic)* — responsible for administrative support of CSD projects and coordinates distribution of mass communications

to the Fellowship and media. Also provides creative and marketing support for projects.

- *Communications Assistant (Tara LaFemina, nonalcoholic)* — in addition to providing administrative support to CSD, this position assists with communication distribution and provides support for the website and Meeting Guide app.
- CSD is also supported by a temporary position in Online Content support, which has been critical to maintaining and enhancing the new website's operation and functionality in the post-launch phase.
- CSD regularly collaborates with all GSO departments, staff assignments, corporate boards, Grapevine, and numerous working groups and subcommittees on media and proposal creation, Conference Advisory Actions, and communications-related projects of all types. The department continues to evolve and adapt to the ever-growing needs of our Fellowship.

**Finance and Accounting** — *Paul Konigstein (nonalcoholic), Chief Financial Officer and Zenaida Medina (nonalcoholic), Controller*: The mission of the Finance and Accounting department is:

- To provide the AAWS corporate Board, the General Service Board, and General Service Conference delegates 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 general manager and GSO department leaders with the financial information needed to make informed business decisions consistent with our financial plan.
- To facilitate GSO's day-to-day business by processing transactions such as contributions, literature sales and vendor payments.

**Responsibilities of this department include:** Financial Control; Accounts Receivable; Contributions; Accounts Payable; Payroll; Budgeting; Assistance with Regional Forum, Conference, World Service Meeting, and International Convention planning; Management reporting; Facilitating audits; Literature inventory valuation; Assistance with the General Service Board's Reserve Fund and the AAWS and AA Grapevine employee retirement plans; Property and liability insurance; Sales tax.

*Financial control* includes creating and monitoring procedures to safeguard assets, minimize errors, ensure that expenditures are prudent, and ensure that financial information is accurate.

*Accounts receivable* includes balancing daily cash receipts for literature orders, preparation of bank deposits, recording of account payments, collection of outstanding balances and management of credit for customer accounts. Responsibilities also include account research and sending accounts receivable statements to customers.

*Contributions* includes daily processing of contributions received, classifying contributions as individual, group, or special, acknowledging all contributions,

answering inquiries, and doing any research necessary regarding contributions. *29% of individuals contribute by paper check, requiring additional research, time, and money to process. 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 new mailing address exclusively for contributions is James A. Farley Station, P.O. Box 2407, New York, NY 10116-2407. Please do not send contributions to P.O. Box 459.*

*Accounts payable* includes verifying receipt of goods and services, verifying proper approval of payments, and issuing payments to vendors through specialized software that records the expenses in the appropriate accounts.

*Payroll* includes 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* includes collaborating with senior management to draft a financial plan for each GSO department and assignment and submitting the plan for approval to the AAWS and GSB committees and Board. 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 Forum, Conference, World Service Meeting, and International Convention Planning* includes 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 delegate fees and additional contributions, reconciling bank accounts, and providing cash inflow and outflow reports.

*Management reporting* includes 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 to staff, management, and the boards on a monthly, quarterly, and annual basis.

*Facilitating audits* includes providing information to and responding to inquiries from auditors of the financial records of AAWS and GSB and the employee retirement plan. Responsibilities also include managing insurance company premium audits.

*Literature inventory valuation* includes ensuring that appropriate, generally accepted accounting principles are followed in the valuation of AAWS literature inventory.

*Providing information necessary for trusted servants to make appropriate decisions about the General Service Board's Reserve Fund and the AAWS and AA Grapevine employee retirement plans* includes participating in retirement committee meetings, reconciling reserve fund and retirement account statements, and reporting on funding status to the Boards and the Fellowship.

*Property and liability insurance* includes collaborating

with the insurance broker to draft an insurance plan which ensures that financial risks are properly covered and submitting the plan to the AAWS Internal Audit Committee for approval.

*Sales tax* includes 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.

**Human Resources** — *Dina F., Director*: The primary goal of the Human Resources Department is to promote a positive and safe work environment in which people feel valued, invested in, and proud of their contributions. The Human Resources team manages and oversees the entire employee lifecycle from recruitment, onboarding, learning and development and performance management to offboarding. Human Resources also oversees practices related to the employees' well-being including compensation and benefits, employee relations, executive and professional development, training, employee engagement, compensation, and rewards and recognition.

The Human Resources Department supports the ability of GSO to attract, retain, develop, motivate, and reward talented and highly skilled employees. To achieve this, the HR team works closely with senior managers and supervisors to recruit qualified candidates for employment and supports them in providing timely and direct feedback, coaching, and mentoring to their teams. We also help facilitate strong communication and collaboration among staff members by utilizing technology and planning in-person organization-wide events to help build valuable interpersonal relationships.

The Human Resources team ensures that all aspects of the overall GSO employment program are in compliance with all applicable Federal, state, and local laws and regulations, and ensures effective and transparent communication of all policies, programs, and procedures to our staff. Human Resources works closely with the general manager advising on industry trends, developments in compensation and employee benefits, mitigating risk, and revising existing plans and policies.

The Human Resources department provides resources to AA Grapevine, as well, on an as-requested basis.

**Language Services** — *Stéphanie Bozino-Routier (nonalcoholic), Language Services Manager*: The Department of Language Services was created in the fall of 2022. It is composed of the Language Services Manager, French Editor, and Spanish Translator/Editor/Interpreter (full-time consultant). The department uses the services of freelance translators and is in the hiring process for two in-house Spanish and French translators.

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 approaches its initiatives with the principles of diversity, equity, inclusion, and accessibility, and strives to provide high-quality services to serve all stakeholders and members of our Fellowship simultaneously in English, Spanish and French.

**Translation, editing, and proofreading services include:**

- A.A. literature/sales materials.
- General Service Conference documents.
- Outward-facing materials, such as press releases, and LinkedIn posts.
- Staff correspondence.
- Fellowship services.
- Corporate communications.
- Newsletters.
- Service material.
- A.A. event programs and reports.
- Website/Webstore and social media content.
- Internal documents, emails.

**Interpretation services include:**

- A.A. events, including the General Service Conference, the World Service Meeting, and the Meeting of the Americas (REDELA, zonal service meeting).
- Other interpretation services for board members and GSO staff.

**Other language services include:**

- Materials for reprint.
- Audio.
- Scripts for Public Service Announcements.
- Transcription.
- Printer's proofs.

**Operations** — *Malini Singh (nonalcoholic), Director of Operations:*

**Inventory and Warehousing:** The Warehousing unit monitors inventory on-hand at the warehouses and reviews the rates of depletion to project future inventory requirements. The unit determines reorder points based on average monthly distribution and advises the production manager when items are up for reordering; ensures that inventory is kept at optimal levels at all warehouses and updates and maintains the item maintenance file on NetSuite. New items are issued and set up as needed. Inventory sets up safety stock for each item and reviews the safety-stock alert report daily. This unit peruses the goods received reports from the warehouses and resolves inconsistencies, posting all receipts and transfers to and from all distribution points. Inventory also reviews warehouse activity reports monthly and reconciles significant variances.

The Inventory 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 unit is to audit the freight invoices to ensure that shipments are charged at the correct rates and that truckers' discounts are properly applied. The unit assigns freight carriers for all shipments from the printers/manufacturers to the distribution points; reviews and processes invoices received from the printer/manufacturer; and updates the production log when goods and invoices are received. The Inventory unit reviews warehousing invoices and investigates discrepancies.

**Member Services:** The Member Services unit manages and troubleshoots all member and customer-related issues that arise in the order fulfillment, contributions, and records 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.

The Member Services team is responsible for processing and posting all orders. The team processes orders received each day from the United States, Canada and overseas. The orders are received by mail, phone, fax, email, and the online bookstore. Overseas orders are processed from the Canadian warehouse. Member Services also generates and processes the invoices for sales orders. The team gives price quotes and provides members and customers with general information regarding the ordering of literature; and also processes all complimentary literature initiated by Staff Services, which includes New Group, New GSR and other complimentary literature. Orders being shipped from our warehouses and transmitted daily via Celigo integrator.

The Member Services team updates group informa-





tion in NetSuite, processes new group applications, responds to email/phone inquiries, and maintains 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.

The Member Services team also processes daily receipt of contributions, posting contributions to group accounts and managing research and inquiries relating to member contributions.

**Front Desk/Receptionist:** This unit 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 is responsible for processing incoming and outgoing mail. The team manages the assembling, packing, and shipping of various complimentary packages including, but not limited to, Conference, Public Information and DCM packages. They also manage the selection and shipping of literature for Regional Forums and Health Fairs. An additional responsibility of this team is to provide support to 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 — with this overarching imperative: To maintain the highest quality editorial, production and distribution standards while implementing economies of best industry-wide practices. This year, challenged by ongoing industry-wide print supply-chain disruptions, we worked diligently to explore and implement new processes (and formats) to reduce backorders and to communicate regularly with local groups, Intergroups, central offices, and the Fellowship on the availability of our items of literature.

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.

Throughout 2022, we continued our focus on attraction, inclusivity and accessibility. Notably, achieving great strides forward in making our digital formats (audio, PDF and ebook) available on tablets to persons who are in custody, sick and suffering alcoholics “behind the walls,” in Corrections venues (jails, prisons and other locales).

Publishing department divisions are: Editorial, Production (print and digital), Digital Distribution and Webstore. The Publishing department coordinates all aspects of publishing literature, shepherding the 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 executive editor and managing editor work closely with each GSO staff member to provide editorial direction and expertise regarding Conference-approved literature in print and digital formats, reports, service material and other items. Copyediting manuscripts, incorporating board and Conference committee and staff suggestions for editorial changes, rewriting and preparing copy for the printer and Literature-related texts for aa.org are the responsibility of these editors. Freelance writers, copyeditors and proofreaders as well as artists, who are also A.A. members, are hired from time to time to develop material, create illustrations and animation, and design covers and layouts.

The publishing director works with the general manager 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 general manager and director of finance with cost information gathered and analyzed from our production and fulfillment department professionals for proposed new AAWS items, discount test pilots and special offers to be presented to the AAWS board for their fiduciary oversight and list pricing approvals.

The senior production manager/print works with the production coordinator to ensure optimum manufacturing quality of print literature at the most competitive costs. Bids are gathered and providers 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. Ongoing worldwide supply-chain disruptions for paper and other printing and manufacturing materials and stiff competition for press time have necessitated diligent proactive attention to these important tasks.

The senior production manager/digital works closely with the senior production manager/print, the executive editor, the managing editor, and also with professionals in the Communication Services Department, as well as relevant Staff services positions and Trustee committees and workgroups to gather costs, budget, produce and shepherd ebooks, audiobooks and videos through the production, manufacturing and on-sale / digital distribution processes.

The AAWS webstore operations and digital distribution manager has oversight of the maintenance of our webstore, with a leadership role in distribution analytics and in our ongoing enhanced vendor hub distribution of ebooks and audiobooks to individuals, institutions, professionals, libraries, and Corrections venues. The incumbent, certified in NetSuite SuiteCommerce, also participates in significant NetSuite e-commerce webstore new functionality development and maintenance, and collaborates closely with our technology services department professionals and contracted support experts.

## **Highlights of 2022 office reorganization**

### **Transitioning of two new departments to more efficiently deliver GSO's services to the Fellowship**

#### *1. Legal, Licensing and Intellectual Property department*

- *International Translation and Licensing*

As the worldwide Fellowship's robust expressed need for International Translation and Licensing of our life-saving Conference-approved literature and other items has increased exponentially year over year for the past 10 years, this robust uptick in activity has necessitated moving these responsibilities and services to a new administrative department. The task: to provide licenses for whole works to be translated, printed and distributed in formats ranging from print, ebook, audiobook and video in more than 110 languages (and counting...) across more than 100 countries, coordinating with local GSBs, translation committees and local contacts. Much of 2022 focused on collaboration across departments (Staff International desk, administration, publishing, and technology services) on the design and ongoing phases of implementation of new technology systems to streamline and make more efficient these activities. Resulting is the integration of communications between the office and international entities, licensing activity workflow, recordkeeping, and reporting into the consolidated office-wide NetSuite ERP systems, and at the same time triaging with international entities to address the backlog of requests.

- *Intellectual Property*

The routine monitoring and protecting of AAWS, Inc. copyrights and trademarks continues under the aegis of Intellectual Property administration, as does meeting the steady stream of Intellectual Property requests for the granting of permission to reprint copyrighted material. Administrative oversight for trademarks, logos, domain names, and responding to potential infringement falls under this unit's purview. A continual surge in these activities has necessitated that these functions are also transitioning to the department responsible for coordinating all legal matters.

#### *2. Language Services department*

An organization-wide audit was undertaken to help determine the extent of voluminous requests for document translation and interpretation services that arise daily (often hourly) across all the departments of the office and the organization. These translations that are needed significantly but not solely for Literature and Publishing-related materials, but also for Conference (background, reports and other documents), as well as for our administration, Staff service desk coordinators, member services, archives and other departments and boards, demonstrated the real need to centralize these activities in a newly formed department. The transition of these vital activities continued through the Fall of 2022 and is now completed.

## **2022 Publishing-related highlights:**

### **Enhanced Digital Distribution of AAWS Literature**

Now in our second year of distribution of our materials to be sold (downloaded at a selling price) via an enhanced vendor hub in order to make our items of literature available on the platforms that members and professionals use to purchase their digital literature, our digital (audiobook and ebook) distribution continues its uptick across 38 major vendor platform hub to individuals, professionals, institutions, libraries, subscription services (including Amazon, Google Play, Apple, Kobo, OverDrive, and others). Progress for digital distribution to Corrections venues via tablets throughout the United States reached a significant milestone in 2022.

#### *2022 Revenue from digital distribution in 2022*

- Audiobook: The total net sales for audiobook distribution for the year 2022 stands at \$55,071.
- Ebook: The total net sales for eBook distribution for the year 2022 is \$131,189.
- Combined total digital (audiobook and ebook) distribution: Net sales for the year 2022 stand as of this reporting at \$186,260.

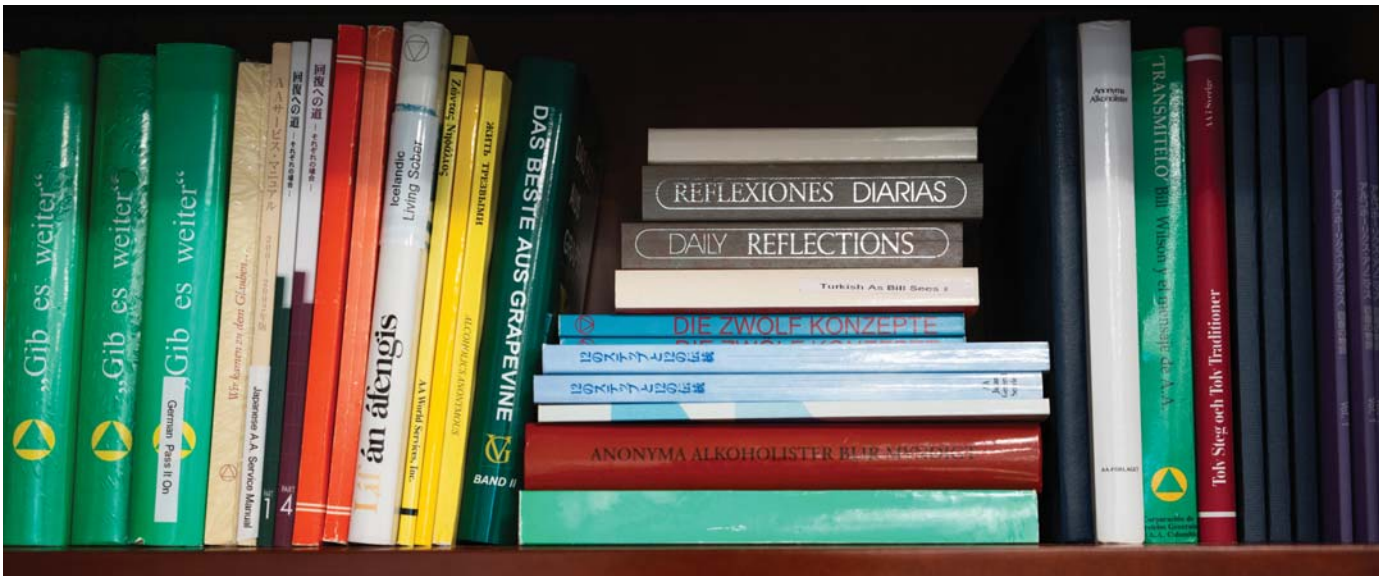
### **Enhanced AAWS ebook and audiobook distribution to Corrections venues**

In first quarter 2022 — culminating more than 5 years of research, AAWS board support, and seeking ongoing industry-best-practice consultation into the delivery of digital literature via tablets to persons in custody — we successfully implemented the first-ever delivery of our digital items of literature (via PDFs, ebooks and audiobooks) to Corrections venues in the United States. Month after month, we continue our tracking of incrementally increasing results, as this distribution channel, still evolving, gains traction. We have contracted with these key vendors, with the following results, as of this reporting:

- Edovo (GTL): 208 facilities throughout the U.S. have accessed AAWS digital literature across 47 unique Areas in our structure; with more than 8,000 items of literature accessed to date.
- Securus Jpay: Reporting continues to be refined and developed by this vendor. More than 200,000 tablets in Corrections venues across the United States have our digital items.

*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.

- **Ingram CoreSource Plus and Corrections libraries:** This vendor's portfolio of items includes AAWS and AAGV digital items as well, provided via the OverDrive hub — the major vendor platform used by public and institutional libraries, and also accessed by some prisons, rehabilitation locales, and other venues.
- **An important note about Canada Corrections venues:** Ongoing meetings between the office's



Corrections staff coordinator, AAWS publishing director, AAGV publisher, and Corrections Trustees Committee Canadian Corrections Working Group have been established with Canada Corrections Services (CSC), and together we are exploring enhanced delivery of items of literature into Canadian Corrections facilities and collaboration with professionals serving them.

#### ***Webstore “Quick Order” and other refinements***

In response to our Fellowship’s webstore experience (our new redesigned webstore with enhanced functionality having launched in 2021), further enhancements to the AAWS webstore are ongoing, including the development, testing, surveys, and successful launch of the improved “Quick Order” capability in the Fall of 2022.

#### ***Reduced Shipping Charges***

The results of our 5-month Reduced Shipping Test Pilot (which ran from May 17 to October 18, 2021) demonstrated these favorable impacts: an increase in orders for the Big Book across all delivery channels (local groups, Areas, Intergroups and central offices, and individuals), an increase in orders under \$25 across all delivery channels, and an increase in the number of orders across all channels. Expressions of deep gratitude were received from the Fellowship. After diligent data analysis and careful consideration and discussion by the board, and in recognition that Reduced Shipping Charges indeed help us carry the message via our literature to all who need it, the schedule of Reduced Shipping Charges was implemented February 2022.

#### ***Mixed-Title Quantity Discount***

The Mixed-Title Quantity Test Pilot, which ran from March 31 to September 30, 2022 in its first phase, and then was extended in response to our Fellowship’s expressed “popular demand” through December 31, 2022, resulted in measurable favorable impacts and feedback received from all channels (local groups, dis-

tricts, areas, Intergroups and central offices, and individuals). Folks who order our literature shared that the discount helps them better manage their inventories of items and purchases; they are able to fill their literature needs with more expedience, without having to wait to make orders for large quantities of just one item as they did previously to receive a discount. After robust analysis of the data, feedback, and discussion by the board, the Mixed-Title Quantity Discount, due to favorable results in its test pilot stage, continues.

#### ***Jacketless hardcovers***

Jacketless hardcover formats of the Big Book (new Item B-1A) and *Twelve Steps and Twelve Traditions* were made available in December 2022. Our familiar jacketed Big Books (Item B-1) will continue to be available, *while inventory quantities last*.

On the whole, Publishing department professionals are actively pursuing industry best practices in the face of rising materials and printing/manufacturing cost of goods (COG) expenses and the ongoing worldwide disruptions in the supply chain to achieve time and cost efficiencies on an ongoing basis with our vendors: print production materials suppliers, paper mills, printers, binders, and delivery providers. In 2022, as we sought real solutions to materials sourcing delays and were beset with escalating backorders of our highest selling items of literature, we implemented a publishing industry much-relied-upon and popular format: the jacketless, “paper-over-board” format. It features the book jackets’ cover images *reproduced directly on the book cover itself*. This format will greatly shorten turnaround times and help in our efforts to deliver our basic life-saving texts to all who need them in hardcover formats — and best serve A.A.’s Fellowship.

#### ***Revisions to AAWS literature and other items***

*Note:* The implementation of revisions to text, formatting and design from draft to finished printed and/or digital piece called for by trustee committees, Advisory Actions, and Committee considerations are routinely

implemented in our items of literature — the result of collaboration across departments and with Staff service desk coordinators.

Progress was made on adding safety language to various items of literature and implementing the term “persons in custody” in these Corrections-specific items:

- *A.A. in Prison: A Message of Hope* (Item B-13) and the pamphlet “Behind the Walls: A Message of Hope” (Item P-9) with revised titles and subtitles were both completed and made available in English, French and Spanish.

### **Plain Language Big Book**

The publishing director and managing editor, working closely with the Tools for Accessing the Big Book (TABB) subcommittee of the Trustees’ Literature Committee, has worked, meeting biweekly through 2022 with the Writer on draft text of the frontmatter and Chapters 1 through 6.

### **Fourth Edition Spanish Big Book**

Two streams of work continue apace:

- The Spanish editor supplying the working group with revised translations of the text Forewords and Chapters.
- Call for and receipt of new stories by members from the Spanish-speaking A.A. Fellowship.

### **Fifth Edition Big Book**

A call for stories from the Fellowship resulted in more than 2,500 stories received by the Trustees’ Literature Committee for committee review.

### **New items of literature**

- *Your A.A. General Service Office, the Grapevine, and the General Service Structure DVD* (DV-07) was completed and reproduced in DVD format upon expressed need from the Fellowship and is available on-sale on our webstore.
- *Advisory Actions of the General Service Conference, 1951-2022* — available in digital format on aa.org.
- *Our Great Responsibility*, by “popular demand” of expressed need from the Fellowship was converted and completed in ebook format in English, French and Spanish — and made available for downloading at a selling price via our webstore portal and all of our vendors.
- *Experiencia, Fortaleza y Esperanza* (SB-20) was completed in digital format and sent to the printer in December 2022. It was first made available for reading in PDF on aa.org in early January 2023, and subsequently published in a print edition January 20, 2023
- Quebec Sign Language (QSL / LSQ) video of pamphlet “Access to A.A.: Members Share on Overcoming Barriers” was completed with valuable assistance and then approved by group-conscience among local Canadian A.A. members who are Deaf.

**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.”

Officially launched in September 2020 when GSO staff and staff assistants were combined to form one department, the mission of the department is to provide 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, eleven 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 service assignments (the 2025 International Convention assignment will be activated in September 2023).

Through the collaborative efforts of the staff and staff assistants, administrative support and resource is 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 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 mail, email, fax and 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, *Box 4-5-9, Sharing from Behind the Walls, LIM, and About A.A.*).

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. During the height of Covid-19, all the events were virtual which allowed for greater participation by our staff because the expense of travel was not a consideration. Currently, as more events have transitioned to hybrid or fully in person events, our staff (upon invitation) is on “the road” once again and look forward to participating at your next local event.

A milestone in GSO’s return to the workplace was marked on October 5, 2022, when we opened the doors to visitors and tours, and resumed the 11 a.m. Friday A.A. open meeting. With the facilitation of the tours and A.A. meeting within our purview, the department was thrilled to be able once again to interact with the Fellowship in such a special way.

In September 2023, the 2025 International Convention assignment will be activated, and Patrick C. (staff member currently on the Public Information assignment) will fully assume the duties of International Convention

Coordinator. Given the unfortunate Detroit 2020 cancellation, “90 Years — Language of the Heart” in Vancouver, B.C. promises to be even more special. We hope to see you all in 2025!

The following is snapshot of 2022 activities (exclusive of the voluminous list of projects related to Conference Advisory actions, such as the Membership Survey, development of the 5<sup>th</sup> Edition Big Book, *Alcoholics Anonymous* and updates/revisions to pamphlets “A.A. for the Black and African-American Alcoholic,” and “A.A. for the Older Alcoholic”):

- **Regional Forums** — After a year of virtual regional forums, in 2022 we returned to face-to-face regional forums with the Eastern Canada, Western Canada, Pacific and Southeast Regional Forums. Reflecting the eagerness of many A.A. members to meet again in person, the forums were well attended. As always, the sharing and discussions were robust and love, unity and service filled the air.
- **North South Connections Special Forum** — The brainchild of a trustee-at-large, this special one-day forum was held on July 16, 2022 and included participation from A.A. members located in the remote communities of Argentina, Chile, Canada, and the United States who gathered to share common challenges and common solutions in reaching the alcoholic in remote areas. Three assignments (International, Regional Forums and Accessibilities) collaborated in the coordination of this event.
- **World Service Meeting** — Coordinated by the International assignment, the 27th World Service Meeting took place Virtually October 1–6, with the theme “Carrying the Message of A.A. in the Digital Age.”
- **73rd General Service Conference** — The planning and coordination of the General Service Conference is a year-long endeavor. A special note of gratitude to Diana L. who assumed the mantle of staff coordinator for the Conference in mid-planning.

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, the Staff Services department is grateful for the opportunity to fulfill Bill’s vision.

**Technology Services** — *Lorna Graham (nonalcoholic), 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 improve and support GSO’s ability to provide services 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 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, i.e., Fellowship Connection, or access our dashboard.

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 launching story submission capabilities on aa.org and the continued migration of manual processes, i.e., Translations and Licensing, to our ERP platform.

**Translation/Licensing and Intellectual Property** — *Beverly Jones-King (nonalcoholic), Executive Legal Administrator*: The position of Executive Legal Administrator was filled in August 2022 and a new department “TLIP” (Translations and Licensing; and Intellectual Property) was created under the Administration department.

This newly created department is tasked with reviewing existing contracts, standardizing and organizing both vendor and employee new contracts. The department performs many fundamental needs of the Fellowship regarding responding to requests and supplying translations and licenses of literature to the international community and responding to Intellectual Property requests ensuring our trademarks/service marks are not infringed.

The International Translations and Licensing section of the department transitioned into the new department in September 2022 and continues to respond to International Translation and Licensing queries and requests. We conduct one-on-one Translations and Licensing virtual meetings with the Fellowship. The purpose of the virtual meetings is to determine their needs for various materials regarding licenses, permits, printing and to familiarize them with the department and its processes.

The Intellectual Property Administrator functions/tasks also transitioned in August from the Publishing Department into the new 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 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.

## ■ 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 the Archives services. 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.

The committee supports the GSO Archives' commitment to permit access to members of Alcoholics Anonymous and others for research purposes. The committee, since the 72nd General Service Conference, granted permission to 6 researchers for use of archival material. The permission also included access to archival audio recordings, for limited use. Each request is carefully considered through recommendations from the Archivist 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.

In reviewing their Composition, Scope and Procedure, the committee made one minor editorial update. In the Composition, first paragraph, the parenthetical text was changed from "(The A.A. Service Manual, 2018 – 2020 Edition, p. S73)" to "(The A.A. Service Manual, 2021 – 2023 Edition, p. 60)."

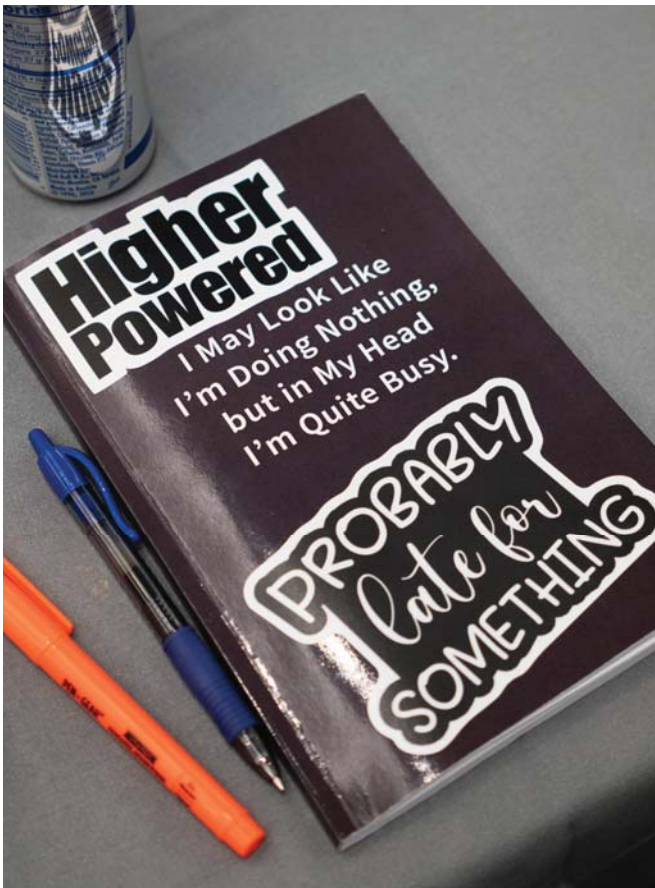
The report of the 2022 Conference Committee on

Archives was reviewed at the committee's meeting in August. The report did not contain any follow-up action items for the committee's consideration.

Throughout the year the committee was kept apprised of the progress of the revisions and translations to the Archives Workbook. The English edition of the revised Workbook was completed and printed in June 2022. The French and Spanish translations were completed and posted on GSO's website, aa.org in January 2023.

The committee continued their discussion on a 2021 Conference Committee on Archives committee consideration regarding the suggestions to add a new section on "Conducting Interviews of A.A. members in American Sign Language" in the Archives Workbook, as well as in the Oral Histories Kit. In July 2022 the committee discussed initial feedback of the draft new section by a professional ASL interpreter and a team of A.A. members. In light of concerns expressed around anonymity and filming full faces when working with A.A. members who are Deaf, the committee requested the Archivist provide more information on this topic from nationally recognized ASL associations. In reviewing the comments from the ASL associations, the committee agreed to incorporate the suggestion of using a Certified Deaf Interpreter (CDI) to copy or "mirror" the testimonies in ASL so that the anonymity of A.A. members is maintained.

The committee also reviewed and accepted revisions to the Archives Oral Histories Kit, now retitled, "Archives Guidelines for Conducting Oral Histories." The new section on "Conducting Interviews of A.A. members in American Sign Language" will be incorporated into the revised guidelines, as well as in a future printing of the Archives Workbook.



The committee engaged in a brief discussion on the Archives “Digitizing Archival Material Guidelines,” which was created in 2013. In their discussion, the committee noted that the guidelines contained outdated information and progress reports on the revisions will be discussed at future committee meetings.

Finally, 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.

*Cathi C., 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. None of the work noted in this report would be possible without the help of a diligent team of archivists, working to ensure that we fulfill the mission and goals of the GSO Archives.

We continued to respond to inquiries from the worldwide Fellowship and other professionals interested in A.A.; in 2022, we responded to hundreds of 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 mid-2021 we reviewed and updated the existing Records Management Retention Schedule (2018 version) for GSO and AA Grapevine. This task involved holding workshops and training sessions with stakeholders (Staff, managers and supervisors) followed by a series of individual meetings with each department for the purpose of conducting an inventory of existing records schedules, recordkeeping requirements and practices. We consulted with a certified Records Manager to ensure that the Schedule conforms with recordkeeping requirements as directed by state and federal laws. The updated, revised schedule was released in July 2022 and reflected recently instituted organizational changes, new departments, and/or new functions generated from these changes.

Another significant task entailed updating the Archives Disaster Prevention, Preparedness and Response Plan. This document was last revised in 2019 and contained outdated information. The revised document is being reviewed by the AAWS Internal Audit Committee (IAC) and once approved, a copy will be distributed to all primary and secondary emergency contacts.

Digital preservation of paper records is an ongoing project and there is no shortage of paper records in the Archives! The Archives staff have completed an incredible amount of digitizing work this past year. They have organized, scanned and preserved, as appropriate, background documents from various trustees’ and Conference committees; documents from various ad hoc committees of the corporate boards; and other paper records. In line with our more pressing goals, we are primarily focused on processing the increasing backlog of boxes of papers.

In previous reports we shared on the ongoing effort to digitize Bill W.’s unpublished, personal correspondence. The project was halted in March 2020 due to pandemic-related office closure and was resumed in 2021 by the senior archivist. We are elated to report that this important digitizing project was completed in October 2022. The collection includes handwritten letters, which are currently being transcribed by staff. To date, the extent of the digitized documents, including copies of transcribed letters, are approximately 22,150 pages. All original documents have been carefully preserved and transferred to a secured, environmentally controlled off-site storage facility.

The associate archivist continues to listen to and catalog audio recordings of past General Service Conferences. This project was initiated in March 2020 and entailed listening to and cataloguing audio recordings of A.A.’s General Service Conferences from 1971 to 2011. It is anticipated that this project will be completed by December 2022.

Several new and exciting onsite exhibits were curated in 2022, designed to convey historical knowledge, reveal lesser-known history, or showcase newly acquired collections. Exhibits were showcased on the following topics:

- “A History of A.A.’s General Service Conference”
- “Celebrating 60 Years of A.A.’s Twelve Concepts: 1962 – 2022”

- “A.A. Around the World”
- “A History of the International Conference of Young People in A.A. (ICYPAA)”
- “Evolution of Media Formats in A.A.” where the first exhibit featured various formats and time periods of A.A. films.

Significant redesign of Archives’ digital document repository is currently being undertaken by the digital archivist. The overarching goal is to improve the layout of the folder infrastructure and establish access rights and privileges to all internal user groups. Another new project related to database development was initiated in August 2022 and is being managed by the senior archivist. The aim of this project involves cataloguing manuscript collections and objects utilizing a controlled standardized vocabulary. These are both long-term projects and we will continue to provide progress reports.

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

Throughout the year, the archivist and senior archivist participated in several in-person and teleconferencing activities such as service workshops, the National A.A. Archives Workshop, area Archives meetings and other online service events.

Since the beginning of the year, staff accessioned novel materials for permanent preservation. Most of these materials include new printings of AAWS literature.

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

*Michelle Mirza, 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 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 and in April to review the audit report. In 2022, the committee met on January 19 to plan the financial statement audit, on April 18 to review the financial statement audit report, and on September 30 to review the pension audit report. In 2023, the committee met on January 18 to plan the financial statement audit and on April 12 to review the financial statement audit report.

The Audit Committee reports to the General Service

Board and reviews such items as audit process, audit results, internal controls, best accounting practices, and management integrity. The Audit Committee also recommends appointment of the auditors to the General Service Board and the corporate Boards. The Audit Committee is planning to conduct later this year a process to request proposals from public accounting firms for the next five years of financial statement and pension audits.

*Kevin Prior, 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 to effectively manage our affiliate corporations).

The Compensation Committee reports to the GSB and reviews and, working closely with the Director of Human Resources, advises A.A. World Services, Inc. (AAWS) and AA Grapevine, Inc. (AAGV) on such items





as overall compensation philosophies and policies. The Compensation Committee serves in an advisory capacity with no decision-making authority regarding any individual's total compensation. Rather, by monitoring a set of compensation policies and reporting its observations to the operating corporations' boards and the GSB an informed group conscience can be reached, consistent with good corporate practices, compliance with federal and state laws, and application of our spiritual principles.

This year, the committee created a working group to update our CSP, the AAWS compensation philosophy, reviewed all AAWS and GV employee salary benchmarking to ensure we remain competitive and at or around the 50th percentile for employees, and reviewed executive compensation for General Manager, CFO and GV Publisher. There was also an ad hoc committee tasked with creating an annual timeline for compensation reviews which should be approved in time for the new incoming GSB Chair.

*Francis G., Chair*

## 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.

Since that time, the committee generally meets three times each year and 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.

The TGSCC is also responsible for reviewing theme, presentation/discussion/workshop topics, assisting the secretary in developing 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 also appoints a subcommittee on the Equitable Distribution of Workload (EDW) process each year during the three-year trial period and provides a progress report to the Conference Committee on Policy and Admissions. Recently, the TGSCC also established a Subcommittee on Conference Improvements (SCI). Taken together, the EDW and SCI subcommittees endeavored to provide opportunities for all Delegates to more fully and equitably participate in the General Service Conference process.

The committee met five (5) times since the 72nd General Service Conference and has held several subcommittee meetings on the Equitable Distribution of Workload, and Conference Improvements.

*Composition, Scope, and Procedures (CSP):* The committee reviewed its Composition, Scope and Procedures and made no changes.

*2023 Conference budget:* The committee reviewed their 2023 preliminary budget, noting the cost savings recognized by printing the Final Conference Report using a lighter weight paper, and agreed to forward it to the trustees' Finance and Budgetary Committee.

*Observers to the 73rd General Service Conference:* The committee recommended to the GSB that the following general service structures outside of the U.S./Canada structure attend the 2023 GSC as observers: the General Service Board of Alcoholics Anonymous, Mexico, Peru General Service Board of Alcoholics Anonymous, and Poland General Service Board of Alcoholics Anonymous.

*Remote setting for the Delegate Committee Chair Orientation:* The Delegate Committee Chair Orientation was held using videoconference prior to the January General Service Board weekend, to support financial prudence and participation by alternate chairpersons of Conference committees. Following a series of brief presentations, opportunities for Q&A and a breakout session by Conference committees were offered. This year, all Conference Committee Alternate Chairs were also invited to participate.

*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 2023 Conference Committee on Agenda.

*First term delegate members assigned to Conference Committees:* The committee noted in the staff report on activities to assign first term (Panel 73) delegates to committees at the 73rd GSC in cooperation with the software developer. Specifically, five selection rounds were performed and the round with the broadest distribution was selected (Round 3). Additionally, a productive discussion with the TGSCC chair and vice-chair occurred about the tendency for some Areas to be assigned to Conference committees. To address this concern, perhaps software development on distribution constraints for Area, Region, Panel, and Committee could be the Next Step development focus.

*Sunday night General Service Board (GSB) A.A. banquet:* The committee held a thoughtful and wide-ranging discussion noting that the number of attendees at Sunday's GSB A.A. Banquet could limit the potential hotel venues. The committee discussed the history of the Sunday GSB A.A. Banquet at the GSC and agreed that a review of the invitee list with a focus on fiscal responsibility, guiding principles, and logistical and financial concerns, would help inform the development of a policy. The committee agreed that the general manager and the General Service Board chair review the invitee list for the Sunday Night GSB A.A. banquet at the 2023 GSC and provide a report at the July 2023 meeting.

*Site Selection and Conference Dates:* The committee received several progress reports from the general manager on the progress of site selection of the 2024 General Service Conference and the 2025 and 2026 Conference dates for the General Service Conference. Request for Information (RFI) details from four (4) regions outside of New York City were also reviewed, noting the expectation the General Service Conference has that the general manager will sign a hotel contract when selecting Conference dates. The committee agreed to forward the site selection and Conference dates to the 73rd GSC Committee on Policy and Admissions.

*General Service Conference Reference Materials:* The committee discussed ongoing efforts by trustees' committees to reduce the amount of background material being forwarded to the 73rd General Service Conference. The committee noted that many reference materials which were provided in the previous Conference year could be made available on the dashboard as supporting documents rather than be included in the compiled committee background material.

*Conference Inventory:* To implement the 72nd GSC Advisory Action, "The General Service Board develop a status report on the progress and outcomes from the 2013–2015 Conference inventory and include a draft plan for another Conference inventory with considerations of its value, timeline and approach to be brought back to the 2023 Conference Committee on Agenda," the committee developed an expanded and amplified report that summarized the progress and outcomes from the 2013-2015 Conference inventory. The committee agreed that the previous 2013-2015 plan received extensive time and preparation and did not note any reports of procedural flaws and agreed to forward it with considerations of its value, timeline and approach.

*Online groups participation workshop:* As requested by the 72nd GSC Committee on Policy/Admissions, the committee included time for a potential workshop during the Friday afternoon session of the Conference Week Schedule and invited the chair of the GSB AdHoc Committee on Participating of Online Groups (POGs) to moderate the discussion. Acknowledging the value of a broader range of perspectives on the topic, the committee suggested the following question to be used within the framework of the sharing session, "What are the successes and challenges at the group, district and area levels with respect to this topic?"

*Distributing Conference Background Simultaneously in three languages:* To implement the 72nd GSC advisory action, "The compilation of all Conference committee background be made available simultaneously in English, French and Spanish," the committee affirmed its support for every effort and means feasible to make background available as expediently as possible, at the level of operations as well as trustee committee actions. The committee received several progress reports on internal coordination and support. With excellent cooperation

between the Language Services manager and Conference coordinator, the background for Twelve Conference committees was posted to the dashboard simultaneously in English, French, and Spanish on February 17 and one committee on February 21, 2023. The committee also agreed to provide final draft pamphlets in French, in consideration of the participation of Francophone Conference members during the 73rd GSC.

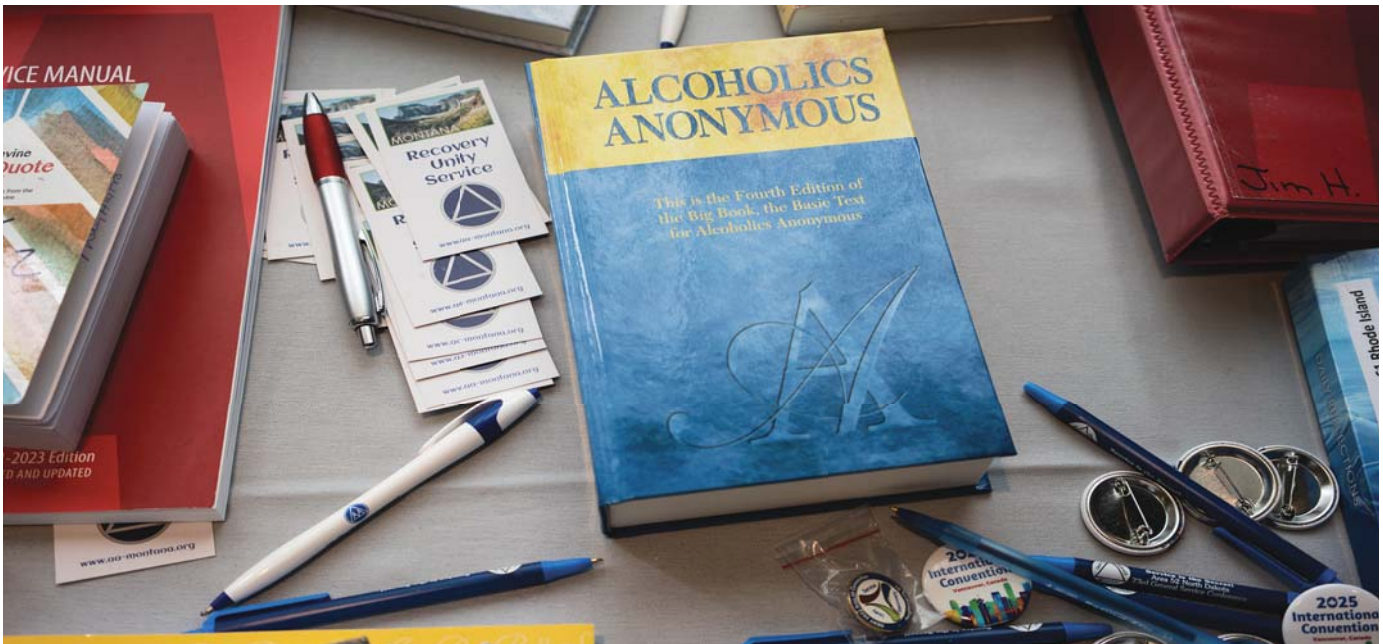
*Plan for Polling GSC between annual meetings:* As requested by a 71st GSC advisory action, the committee reviewed and discussed polling the General Service Conference between annual meetings, making use of virtual meeting technologies, to enable real-time discussion and debate rather than email exchanges. The committee agreed to forward a plan that describes when and how the polling is used, and references were used to develop the plan, and that alternate delegates should be invited by the sitting delegate if the delegate cannot attend. The committee also agreed that the Conference Committee on Policy and Admissions would meet prior to the GSC meeting to accept admissions, noting that circumstances involving great emergencies may have their own deadlines.

*Delegate voter selection for the 2023 regional trustee elections:* For the Northeast Regional trustee (NERT) election at the 73rd GSC, a random process for selecting additional voters resulted in four trustee voters and two delegate voters. The committee requested the staff secretary provide a memo with the names of the selected voters to the Nominating staff coordinator. All selectees were provided on a timely basis with NERT candidate résumés and a brief synopsis of our Third Legacy Procedure.

*Conference Improvements:* The committee reviewed feedback from Conference Member Evaluations, GSO and Grapevine employee post-Conference sharing session report, and two letters of evaluation from area delegates who attended the 72nd General Service Conference. A Subcommittee on Conference Improvements (SCI) was formed to review evaluations in detail and to implement actionable items to improve the experience or to increase efficiencies related to the 73rd GSC, including but not limited to Observers, Discussions, Presentations, Workshops, Coffee Breaks, and AV usage.

*73rd GSC Week Schedule:* Several workday flow improvements were incorporated into the 73rd GSC Week schedule that reflected time for Reading Room sessions, Workshop/Presentations, GSO Visit, Committee Reports, Area Highlights, Location Plus, Board reports, What's on Your Mind, General Sharing sessions, Plain and Simple Language Translation, and Participation of Online Groups.

*Joint Committee Meetings:* Scheduling videoconference joint committee meetings one to three weeks prior to the GSC allows Conference committees additional time to have Q&A and follow-up Sunday afternoon at the start of Conference. During Joint Committee meetings, EDW item discussions can be supported by a committee



member from the trustees' committee who forwarded the item.

*Backup Plan for the 73rd GSC:* The committee asked the subcommittee to give particular attention to develop a backup plan to support participation of Conference Members at the 73rd GSC. 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. Information about masks, testing kits, and reporting illness or injury was also included in the backup plan.

*Impact of Covid-19 outbreak at 72nd GSC:* Following Board communications that followed the 72nd General Service Conference, further research was conducted to reconstruct estimates on the participation and financial impact. It was determined that during the week, two thirds of all Conference members were available to participate in Conference discussions and votes, as described in the Conference Charter. The committee also noted that the total additional financial costs were estimated by the CFO to be approximately \$40,000 (or almost \$306.00 per Conference member) at the close of the 72nd GSC, including, the coordinated efforts to supply meals and hotel accommodations to Conference members or employees who were impacted by Covid until they could safely leave New York.

*2023 Evaluation Questionnaire:* In the SCI progress report, the subcommittee noted that the 2023 evaluation questionnaires provide daily opportunities to collect feedback about general sharing sessions on the days that they occur. The committee reviewed the 2023 evaluation questionnaires and suggested minor editorial changes to the evaluation form.

*Equitable Distribution of Workload:* To implement the 70th GSC advisory action, three (3) Conference commit-

tees received new agenda items to support meaningful participation of all Conference members and reduce heavy workloads. For the duration of the Equitable Distribution of Workload EDW three-year trial period, the "PAI Delegate Feedback Call" in October replaces the previous board-directed "January Conference Call." The subcommittee progress reports reflected the review of EDW feedback from the 73rd GSC members that offered suggestions for improvement: Reference guide on EDW distribution process, the "Sand Box" tool, and for hosting joint committee meetings.

The TCGSC committee discussed the questions raised around whether the EDW plan should consider the status of pending projects of each Conference committee, when trustees' committees prefer to forward a proposed agenda item to a designated Conference committee, and whether such routing impacts the delegated authority of Conference committees. At the January 2023 meeting, comments and questions from delegate chairs were also invited. Notwithstanding, the year-two EDW plan was recommended to be implemented for the 73rd General Service Conference.

*Proposed Agenda Item Submissions:* The committee agreed to forward proposed agenda items to the following 73rd GSC committees:

#### **Report and Charter:**

- Anonymity-protected Final Conference Report on Website (Item from AAWS was distributed per EDW plan)
- Make multiple changes to the A.A. Service Manual 2021-2023 edition (PAI 90)
- Rescind the 2018 advisory action concerning a footnote in the resolution concerning "register" and "Groups" (PAI 54)

## Policy and Admissions:

- Alternate Delegates be given access to the Dashboard and Committee Only Materials (PAI 78 was distributed per EDW plan)

*Not Forwarded to the 73rd GSC:* The committee discussed the following proposed agenda items and took no action to forward to the 73rd GSC, noting that submitters have an opportunity to resubmit the following year.

*PAI 183 Fellowship-wide discussion on "Safety in A.A." with regards to accessibility:* Current 73rd GSC discussion and agreed to forward a memo that this be considered as a Forum topic.

*PAI 135 Changing the wording from Concept IV essay:* Current 73rd GSC discussions on Bill's writing and agreed to continue this discussion at their July 2023 meeting.

*PAI 117 Full financial and participation impact report of the Covid-19 outbreak at the 72nd General Service Conference:* Agreed to include in the trustees GSCC report.

*PAI 114 Translations of the book Alcoholics Anonymous be reviewed and approved by two-thirds of all registered A.A. groups worldwide:* Current 73rd GSC discussion and agreed to forward a memo as additional information.

*PAI 173 Plans merging area and intergroup functions across service structure:* Many local areas and intergroups cooperate to provide A.A. services, ensure A.A. unity and fulfill Twelfth Step opportunities through their DCM or area assemblies.

*PAI 172: Commission a study comparing activity of service areas:* Local Areas coordinate regional A.A. service assemblies to focus on exchanging shared experiences about effective ways to help fulfill A.A.'s primary purpose and provide summaries of that sharing.

*PAI 170 End EDW:* Pilot is in year two of a three-year trial, approved by 70th GSC.

*PAI 129 add GSR Preamble to AA Service Manual:* Not a widely expressed need but appreciated that local areas might have an interest.

*PAI 83 not recognize online or hybrid groups:* Current 73rd GSC discussions on success and challenges of online groups to be held per the direction of the 71st GSC.

*PAI 82 enlist a committee to recommend solutions to the problem of A.A. groups without GSRs:* There are many opportunities for service in A.A.; that A.A. group members are encouraged to attend quarterly area assemblies as non-voting members; and that regional A.A. service assemblies are open to any A.A. members who are interested in exchanging shared experiences about effective ways to help fulfill A.A.'s primary purpose.

*PAI 80 Amends from GSB and GSC to Fellowship — not following A.A. service structure:* GSRs and district committees have equal time to participate in broad discussions and the 70th GSC approved the EDW three-year trial.

*PAI 60 Preamble changes added to Article Three that have special protection:* The copyright of the A.A. Preamble belongs to the AA Grapevine and is not co-founder Bill W.'s writing.

*PAI 37 Restore 2018-2020 A.A. Service Manual, except for service sponsorship information:* First iteration of the 2021-2023 A.A. Service Manual has received positive feedback, and current 73rd GSC discussions include potential edits.

*PAI 21 and PAI 104 Delay the deadline for proposed agenda items:* Currently in year two of a three-year trial per the 71st GSC. Distributed Conference background materials simultaneously in three-official languages per 72nd GSC. Francis G., 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 anonymized-protected digital copies of the Conference *Final Report*;
- Cooperating with the Technology Services Department to develop and maintain necessary digital platforms for transmission of Conference material to Conference members.

*Diana L.*

### **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 three times since the 2022 General Service Conference, in addition to numerous teleconferences

involving subcommittees throughout that period. The committee undertook the following tasks this past year:

#### **Cooperation with the Professional Community**

The committee reviewed and discussed the 2022 Conference Committee on CPC report.

*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 noted the usefulness of the LinkedIn page to share information about A.A. and resources with professionals. The committee noted the progress made to ramp up toward normal engagement and that the engagement analysis will be included in the assignment reports. The committee offered suggestions on engagement reporting and ways that posts can clarify misunderstandings and misconceptions about Alcoholics Anonymous. The committee encouraged the continued focus on developing postings for the professional audience and the development of future strategic goals for the page.

*"A.A. in Your Community" pamphlet* — The committee reviewed a final draft of the pamphlet, "A.A. in Your Community," and provided minor editorial changes. The committee expressed appreciation of the outward-facing content for the professional community. The committee felt that the information in the draft was balanced, modern and substantive. The committee agreed to forward the final draft pamphlet, "A.A. in Your Community" to the 2023 Conference Committee on CPC.

*CPC exhibits* — The committee reviewed and accepted the 2023 CPC exhibit list and noted the return to more in-person events. The committee encouraged the continued review of pamphlets and additional literature to target the selection to the specific exhibit.

*Development of a pamphlet for mental health professionals* — The committee reviewed and discussed a memo from the 2022 CPC Committee with a list of suggestions regarding the development of a pamphlet for mental health professionals. The committee noted the questions raised by the Executive Editor regarding the need to develop language for the mental health professional audience. The committee agreed to form a working group consisting of Coree H., project lead, and John W. to identify effective ways to organize and structure the message to the spectrum of mental health professionals, with an appropriate tone.

The working group confirmed that the research goal is not limited to the development of a pamphlet but includes options for the GSO to consider alternative formats to provide A.A. information to mental health professionals. Following the January 2023 meeting, the committee requested the staff secretary complete the next round of interviews and continue transcribing the recordings to produce highlights for the Conference Committee to review and to begin the process of developing the pamphlet. The committee agreed to forward

to the 2023 Conference Committee on Cooperation with the Professional Community a progress report on the development of the pamphlet.

*“A Member’s-Eye View of Alcoholics Anonymous”* — The committee discussed the pamphlet “A Member’s-Eye View of Alcoholics Anonymous” and noted some concerns on the relevancy and usefulness of this pamphlet as a CPC tool to communicate to professionals about A.A. The committee noted that some of the text could be offensive to those of varying abilities, may lead to an appearance of A.A. aligning with a specific religious doctrine, and may not be an effective tool to attract professionals or share information about A.A. The committee asked the staff secretary to remove it from the Kit contents. The committee agreed to forward a suggestion to the 2023 Conference committee on CPC to discuss retiring this pamphlet.

*CPC Kit and Workbook* — The staff secretary reported working with the new Managing Editor on revisions to the CPC Workbook in response to Conference CPC committee considerations and present a draft at the 2023 Conference. The secretary reported that the annual update to the Kit was completed with revised content based on the recommendations.

*Proposed Agenda Items (PAI) for the 2023 Conference* — The committee discussed the proposed agenda items to create pamphlets to meet the needs of educational institutions and for members of A.A. to talk with medical professionals and took no action on either. The committee noted there was no widely expressed need at this time. The committee discussed the proposed agenda item to create a pamphlet on Basic Concepts of A.A. by Bill W. to replace the recently discontinued pamphlet “Three Talks to Medical Societies by Bill W., Co-founder of A.A.” and took no action. The committee noted there was no widely expressed need for the pamphlet at this time.

## Treatment

*Bridging the Gap pamphlet* — The committee provided feedback and suggested edits to a draft of the pamphlet “For Professionals: How A.A. ‘Bridges the Gap’ to Help Alcoholics.” The committee also had a discussion related to the editorial change which had shifted the focus of the pamphlet from an inner facing to an outward facing one.

The committee agreed to forward to the 2023 Conference Committee on Treatment and Accessibilities the “Bridging the Gap to Help Alcoholics” report along with the two drafts of the “Bridging the Gap” pamphlet. The committee is requesting that the Conference Committee on Treatment and Accessibilities offer input on the pamphlet direction, with the suggestion that it might be beneficial to gather shared experience from the Fellowship to inform their decision-making on the target audience.

*Bridging the Gap service material* — The committee discussed the progress report on the Bridging the Gap Service Materials. The discussion focused on Bridging the

Gap having overlap with service work in Treatment and Corrections.

The committee discussed whether it was appropriate for the Trustees’ CPC-TA Committee to clarify those distinctions or whether it was more appropriate to obtain local and regional input on the differences in how Bridging the Gap work is carried out. The committee requested sharing from the Fellowship on how Bridging the Gap works in local areas in order to better inform the development of our Bridging the Gap service materials.

The committee agreed to forward to the 2023 Conference Committee on Treatment and Accessibilities the Bridging the Gap Service Materials report. The committee is requesting local committee member input on the following questions:

- What service materials are needed to effectively do the work of Bridging the Gap across the Fellowship?
- Discuss the present relevance of Bridging the Gap service to the Fellowship and comment on its future direction.

## Accessibilities and Remote Communities

*“A.A. for the Older Alcoholic — Never Too Late”* — The committee agreed with the 2022 Conference Committee on Treatment and Accessibilities’ consideration, which noted gaps in reaching the goals for relevant content to be included in the pamphlet’s eventual collection of stories.

The chair appointed an “A.A. for the Older Alcoholic” working group comprised of David S., project lead, and Clinton M. Working with the staff secretary, the working group focused on developing an expanded range of stories from A.A. members who found recovery after the age of 60.

The committee reviewed the final report from the Working Group on the A.A. for the Older Alcoholic. There was a discussion of the content of the draft pamphlet and the working group shared their process for evaluating and selecting stories.

A concern was raised about a story from a newly sober member being included in the pamphlet. The committee agreed that the story carried the message effectively and should be retained.

There was a discussion about the length of the draft pamphlet, and if the length may cause it to be too bulky to fit in local group’s pamphlet racks. The committee requested the staff secretary to update the report to include the word count information.

The committee agreed to forward to the 2023 Conference Committee on Treatment and Accessibilities the “A.A. for the Older Alcoholic — Never too Late” report and draft pamphlet.

*Military audio interviews* — The chair appointed a Military Audio Interview Subcommittee to include Kerry M. (chair), Gerry C., Tom P. and the staff secretary (currently Misha Q.). The scope given to the subcommittee was to record interviews with members from various branches



of the armed services. The subcommittee requested that the consultants conduct calls for interviewees through broader distribution channels with diverse communication methods including AA Grapevine, La Viña, WhatsApp and *Loners-Internationalists Meeting (LIM)*. The subcommittee reported back regularly and shared sample audio recordings with the committee.

The committee reviewed the progress report on military audio interviews provided by its two appointed consultants. A sample scratch track was presented for the committee's review to evaluate the sound and quality. The committee found the audio quality and dual interview style to be effective; however, the committee agreed that the content could be more focused on the goal of the project, and that utilizing the suggestions provided by the 2022 Conference Committee on Treatment and Accessibilities and the questionnaire provided by the Consultants may serve to provide the focus needed. The committee requested that these suggestions be considered in the development of any future audio content.

The consultants shared that the team had received two hundred emails expressing interest in participating in interviews. Seventy-five percent were veterans and twenty-five percent were active duty. The focus of the project is on active-duty members. There was a total of fifty members, forty from U.S. and ten from Canada, representing a diverse cross-section of those who serve in different branches of the military, have different ranks, and genders.

The subcommittee reported that for the audio project to be useful in carrying the message to people in Canada, it must include at least one interview conducted in French. There was separate conversation regarding whether the Conference would require the final product to be accessible in Spanish language which could include adding closed captions.

The committee reviewed one sample audio record-

ing and gave the consultants and staff positive feedback that they were quite powerful and a great example of how to move forward with the remaining interviews. There was a discussion of length of audio files to post online and an ideal format. The committee shared that the production team should maintain editorial license for each recording. Final interview recordings were completed in December 2022.

The committee discussed the need to develop a distribution plan for how the military audio recordings will be used to reach alcoholics effectively.

The committee agreed to forward to the 2023 Conference Committee on Treatment and Accessibilities the "Military audio interview" report.

*Military audio interview project consultants* — The committee reviewed Procedure No. 13, Procedures for Selecting Consultants for General Service Board Committee. The procedure states that consultant positions have an option for the committee to seek renewal for another term, if needed, using the procedures.

The committee agreed to renew the term of the consultants working on the military audio interviews project for another year, starting in January 2023. The committee requested that the staff secretary forward the necessary memorandum communication to the trustees' Nominating Committee for this renewal request.

*GSO's Guidelines for Remote Communities* — The committee discussed the progress report on "GSO's Guidelines for Remote Communities." There was an in-depth discussion on the definition of a remote community. Committee members expressed appreciation for the Guideline and mentioned that they appreciated the diverse communities it reflects.

The committee agreed to forward to the 2023 Conference Committee on Treatment and Accessibilities GSO's Guidelines for Remote Communities report for review and discussion because it is new service material.

*Molly Oliver, Chair*

### **Staff Reports:**

*Cooperation with the Professional Community:* 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 assignment, along with an

assistant, 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.

The CPC coordinator replies to inquiries from professionals across the U.S. and Canada via telephone, email, and the A.A. website. The goal is 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.

The CPC assignment arranges for distribution of service materials, presentation, and letter templates in English, French and Spanish. The CPC coordinator strives to ensure that all the service materials are up to date and available to local committees. They 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), and, when requested, by other Twelve Steps Fellowships. Communication with professionals through the newsletter *About A.A.*, published at least twice a year, continues with the upcoming Spring 2023 issue focusing on the different types of A.A. groups and meetings for professionals and their clients.

Our LinkedIn page currently has over 2,600 followers, posting at least twice per month information about A.A. and our message of recovery, focusing on stories and topics that relate to the professional community. The assignment is continuing work on the development of the pamphlet for the Mental Health Professional as rec-

ommended by the 2021 Conference Committee on CPC.

The staff member along with the assistant welcomes newly appointed Area and District CPC chairs and supports their efforts to carry the message to professionals in their local communities.

*Michael R.*

*Treatment/Accessibilities and Remote Communities:* 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 and Remote Communities currently receive communications from this assignment.

We currently communicate with 169 Treatment committees, 87 Accessibilities committees (including 9 Cooperation with the Elder Community committees) and 24 Remote Communities committees.

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

Because of the lengthy delays (attributed to paper shortages and printing delays) in mailing out hard copy kits, GSO Staff are discussing ways to send partial kits when individual pieces are unavailable.

In the meantime, trusted servants are reminded that most of the information that they seek can be read or printed on GSO's A.A. website ([www.aa.org](http://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 also coordinated by the staff member on this assignment. There are currently 395 *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.

*Misha Q.*

## 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 2022 General Service Conference, the trustees' committee has met three times.

The committee reviewed and discussed the committee considerations from the 2022 Conference Committee on Corrections and took the following actions:

### **Committee Considerations**

- *Corrections Kit and Workbook*

The committee reviewed a list of suggested revisions to the Corrections Kit and Workbook submitted by the 2022 Conference Committee on Corrections and agreed to implement all the suggested changes. Due to supply chain and paper shortages, it is anticipated that the digital versions will be completed prior to the printed versions. The Workbook and Kit list are currently being revised.

The trustees' committee also considered the following requests:

- *Revise Professional Terminology*

The committee suggested that the trustees' committee consider removing the language "substance abuse or chemical dependency" on page 5 of the Workbook and replace it with current appropriate terminology. At the October 2022 board meeting, the committee discussed this and agreed to use the term "substance use disorder."

At the January 2023 committee meeting, the secretary presented to the committee a suggestion from GSO Publishing Department that when revising the section "Singleness of Purpose," we remove professional

terms to eliminate the need to update the literature as professional terminology changes.

The committee approved this suggestion. The revision will be applied to corrections literature. Considering the importance of consistency as it pertains to all A.A. literature, the staff secretary will send a memo to the committee secretaries who have literature items that also contain this paragraph.

- *Development of service material on shared experience regarding virtual meetings in correctional settings for inclusion in the Corrections Workbook.*

The committee discussed the suggestion to develop service material on facilitating virtual A.A. meetings in correctional settings for inclusion in the Corrections Workbook. The committee asked the staff secretary to gather shared experience. The staff secretary put out a formal request for shared experience in November 2022 and as of January 2023 received 5 responses.

As there was not enough shared experience to develop service material that would comprehensively address and provide step-by-step guidance on how to provide a virtual meeting in the various correctional settings for inclusion in the Corrections Workbook, the committee agreed to table this matter until more shared experience is available. The staff member was asked to report this to the Conference Committee on Corrections and to continue to gather shared experience.

- *Request to add shared experience regarding sponsorship for persons in custody to corrections service material.*

The staff secretary compiled a report from the 54 responses sent in from the Fellowship. The committee noted the enthusiastic response from the members and requested that the staff secretary draft a service piece for review. At the October 2022 board meeting, the committee reviewed a service piece drafted by the staff secretary and forwarded comments and edits for consideration. The service piece was then sent to Publishing and will be included in the Corrections Workbook with the current revision.

*Revised terminology (i.e., "person in custody") to outward-facing materials:*

The committee reviewed a list of outward-facing materials to determine a need for revised terminology (i.e., "person in custody") and took no action. The committee agreed that using the term "person in custody" was appropriate in outward-facing corrections materials.

*Update to Corrections Literature with "inmate" and "offender"*

The committee reviewed a progress report from the Managing Editor on the status of implementing the 2021 Advisory Action that recommended "Revisions be made to AAWS literature directed to members behind the walls and that the terms 'inmate' and 'offender' be replaced with 'person in custody.'" In collaboration with GSO Publishing, it was determined to approach the project of

replacing the terms “inmate” and “offender” with “person in custody” utilizing a hard/soft deadline, with the goal of all relevant material being updated by year-end 2023. (Individual stories, i.e., recovery stories submitted by members, will not be changed.)

At the January 2023 board meeting, the staff secretary provided an updated literature inventory report to the trustees’ committee to consider a time frame to “dump” inventory items that still contain “inmate” and “offender” as directed by an Advisory Action of the 71st General Service Conference. The committee agreed that the staff secretary will discuss this with Publishing who will then determine the appropriate course of action.

#### *Gender-inclusive language on corrections sign-up forms*

The committee had a robust discussion on using gender-inclusive language in the Corrections Correspondence Service (CCS) and Prerelease Contact sign-up forms. The committee agreed that including gender options would help clarify requests for CCS and Prerelease contacts.

#### *Digital literature distribution*

AAWS in collaboration with AA Grapevine have contracts in place with several major vendors that provide tablets into correctional facilities. Quarterly updates were provided to the committee reflecting remarkable success not only with the increasing numbers of facilities utilizing A.A. materials but also the ability to track such usage. Reports are provided with information broken down by area and literature item.

The AAWS Publishing Director, David R., shared monthly reporting by title in eBook and audiobook format from tablet vendor Edovo/GTL. Through November 2022 there were 7,946 (14% increase in Nov.) items accessed and 2,960 (14% increase in Nov.) completed across 208 correctional facilities throughout the U.S., in 47 areas with new areas joining each month. Half of these items are being accessed in Spanish. There is also an uptick in the audio versions of the Big Book; 2,000 in Spanish and 4,000 in English. *Living Sober* is the number two item being accessed.

AA Grapevine Publisher, Chris C., also received weekly reports from Edovo/GTL. Reporting is done by book chapter, correctional facility, and area. Reports are also provided by the American Prison Data Systems. Plans to provide additional audio content to the tablets are in place.

#### *Corrections service in Canada*

The committee discussed corrections in Canada, including the continued raising of awareness of the Corrections Correspondence Service/Prerelease contacts to professionals that had started with the development of informational materials for the Correctional Service Canada (CSC) colleagues as well as separate materials dedicated to those on the inside informing all about these services and exploring the use of tablets inside correctional settings. The committee formed a working group who met on five separate occasions.

A highlight was a meeting with the Correctional

Service of Canada who expressed that they have a desire to make sure that there is an opportunity to access A.A. in all 43 institutions. They requested that the staff secretary help organize a meeting between the regional colleagues in all 43 facilities and A.A. corrections trusted servants across Canada early in 2023. The staff member will provide an update at the July 2023 trustees’ board meeting.

CSC reported that they are 3-5 years away from having an infrastructure that would support use of tablets and digital content.

The Committee discussed and agreed to disband the working group. They suggested that the staff secretary be the contact point for the CSC and to continue to support efforts to increase awareness and participation of the Corrections Correspondence Service (CCS) especially to persons in custody.

*Dr. Al Mooney, 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 450 pieces of mail arrive monthly from people in custody, many requesting free literature, information on how to start a meeting, how to participate in our 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 GSO has a problem with alcohol, all letters are answered. If an incarcerated alcoholic requests free literature, they 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*, with an explanation that the enclosed literature is made possible through the voluntary contributions of A.A. members throughout the United States and Canada. However, this assignment tries to avoid being viewed as the primary source of A.A. literature, since “carrying the A.A. message” in this way is an A.A. service opportunity for local A.A. members.

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 2022, we passed along to area corrections committee chairs approximately 400 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. in the community they are being released to. 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 2022, we forwarded over 135 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. In 2022, many

correctional facilities suspended in-person A.A. meetings due to health and safety guidelines related to Covid-19. However, CCS continued to provide the spiritual connection of one member to another — sharing experience, strength and hope.

The CCS links A.A. members who are incarcerated with A.A. members on the outside so that both can share their experience, strength and hope. In 2022, we created 2,500 matches — linking persons in custody with outside A.A. volunteers. We updated the sign-up forms to expand inclusivity and to provide more accurate matching. We also have made progress 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.

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 quarterly publication contains excerpts of sharing from A.A. members in prison who have written to GSO. The Kit list and Workbook are undergoing an expansive revision and will be available by mid-year 2023.

We receive many letters from A.A. members on the inside who express their gratitude for the hope found in the literature received, as well as for the many dedicated A.A. volunteers who take the time to reach out inside the walls by bringing A.A. meetings into correctional facilities or via our Corrections Correspondence Service. As always, we are very grateful to be of service.

*Eileen A.*

## FINANCE AND BUDGETARY

### Trustees' Report:

#### 2022 Actual Results vs. 2022 Budget

##### General Service Office:

The audit of 2022 financial statements was completed on April 10, 2023, and accepted by the GSB Audit Committee on April 12. All 2022 numbers cited in this report are audited.

For the year 2022, the GSO had an operating deficit of \$1,579,305 compared to a budgeted operating deficit of \$855,032. The cause of the deficit was the increased cost of printing and shipping literature. Cost of goods sold was \$6,901,151, 28% greater than the budgeted amount of \$5,390,000. Non-operating revenue of \$3,325,712 and non-operating expense of \$2,742,025 resulted in a bottom-line deficit of \$995,618. Most non-operating transactions are non-cash transactions such as changes in the market value of the assets in the post-retirement medical fund and changes in expected future contributions to the defined benefit pension plan. Appendix 1 details the non-operating revenue and expense.

Although the deficit was \$995,618, net cash outflow

(the difference between cash spent and cash received) in 2022 was \$2,064,135. Cash outflow was greater than the deficit because cash spent on printing, shipping, and warehousing publications does not count as an expense (cost of goods sold) until the items are sold. Until then, the expenditure is on the balance sheet as inventory, which was \$3,976,263 as of December 31, 2022. Operating cash at year end was \$514,337, which represents 0.35 months of operating expenses. Appendix 2 details 2022 cash expenditures.

Operating expenses were \$17,489,639, almost exactly the same as the budget of \$17,569,432. The GSO's largest expense, salaries and benefits, was \$9,701,831, slightly less than the budget of \$9,849,446. Professional fees were \$1,756,363, about 6% less than the budget of \$1,868,458. Please see Appendix 3 for a detailed listing of professional fees.

Gross literature sales were \$11,999,441, about 9% more than the budget of \$11,000,000. However, 2022 sales remained significantly below the \$14,405,491 recorded in 2019. Additionally, due to increased costs caused by supply chain disruptions, the expense of printing, shipping, and storing literature was \$6,901,151, compared to a budget of \$5,390,000.

Contributions were \$10,548,525, about 4% less than the budget of \$11,000,000. Operating revenue (after subtracting cost of literature sold) was \$15,910,334, 5% less than the budget of \$16,714,000.

GSO Actual Vs. Budget	2022 Actual	2022 Budget	Difference
Operating Deficit	(1,579,305)	(855,032)	(724,273)
Operating Expenses	17,489,639	17,569,432	(79,793)
Salaries and Benefits	9,701,831	9,849,446	(147,615)
Professional Fees	1,756,363	1,868,458	(112,095)
Gross Literature Sales	11,999,441	11,000,000	999,441
Cost of Literature Sold	6,901,151	5,390,000	1,511,151
Contributions	10,548,525	11,000,000	(451,475)
Operating Revenue	15,910,334	16,714,400	(804,066)

##### AA Grapevine:

The 2022 Grapevine budget anticipated a net deficit of \$305,608 (based on decreasing subscriptions and increasing costs for paper, printing, shipping, and services to the Fellowship). The actual results fared worse than anticipated, with a net deficit of \$404,940.

GV Actual Vs. Budget	2022 Actual	2022 Budget	Difference
Net Deficit	(404,940)	(305,068)	(99,872)

#### 2022 Actual Results vs. 2021 Actual Results

##### General Service Office:

The operating deficit of \$1,579,305 compares to a surplus of \$1,697,141 in 2021. An almost \$1 million increase in literature sales and an almost \$500,000 reduction in professional fees was not enough to offset a decrease in contributions of about \$225,000, an over \$1.8 million increase in cost of goods sold, an almost \$1.6 million increase in travel and meetings, and a

\$400,000 increase in payroll and benefits. These variances combined to make 2022 a more financially challenging year than 2021. Overall, 2022 operating revenue of \$15,910,334 compares to \$17,377,021 in 2021 and 2022 operating expenses of \$17,489,639 compares to \$15,679,880 in 2021.

Including non-operating transactions, the deficit of \$995,618 compares to a surplus of \$9,803,470 in 2021. Non-operating revenue of \$3,325,712 compares to \$1,728,394 in 2021. Gross literature sales increased slightly from \$11,712,193 in 2021 to \$11,999,441 in 2022. However, contributions decreased slightly from \$10,775,871 in 2021 to \$10,548,525 in 2022.

Operating expenses increased to \$17,489,639 in 2022 from \$15,679,880 in 2021, primarily due to increased travel expenses associated with the return to in-person meetings. Salaries and benefits increased to \$9,701,831 in 2022 from \$9,295,443 in 2021 due to the creation of new positions such as legal administrator and language services manager and the filling of vacant positions. Non-operating expenses were \$2,742,025 in 2022 compared to \$(6,377,935) in 2021. The negative expense in 2021 resulted from a decrease in expected future contributions to the defined benefit pension plan caused by an increase in the market value of the plan assets; and an increase in the market value of the assets in the post-retirement medical fund.

GSO Actual Vs. Last Year	2022 Actual	2021 Actual	Difference
Operating Surplus/(Deficit)	(1,579,305)	1,697,141	(3,276,446)
Surplus/(Deficit) including non-operating transactions	(995,618)	9,803,470	(10,799,088)
Operating Revenue	15,910,334	17,377,021	(1,466,687)
Non-operating Revenue	3,325,712	1,728,394	1,597,318
Gross Literature Sales	11,999,441	11,712,193	287,248
Contributions	10,548,525	10,775,871	(227,346)
Operating Expenses	17,489,639	15,679,880	1,809,759
Non-operating Expenses	2,742,025	(6,377,935)	9,119,960
Salaries and Benefits	9,701,831	9,295,443	406,388

### AA Grapevine:

#### The AA Grapevine Magazine Operations and Content-Related Items

Net income from subscriptions, for 2022, was \$1,762,907. Income from subscriptions includes the print magazine, single copies, back issues, GV Complete, and ePub (the digital version of the print magazine). The average paid circulation for print magazines in 2022 was 52,321 (down from 56,081 in 2021). The 2022 subscriptions for GV Complete combined with the e-Pub magazine averaged 6,492, down from 8,972 in 2021.

The 2022 gross margin on the magazine and content-related items (books, audio, etc.) of \$1,463,761 was \$38,538 less than 2021, and \$56,542 below budget. Included in 2022 gross income was net profit from other published items of \$674,515 which was \$17,454 under budget, but \$263,619 more than 2021. Net loss in 2022, including interest earned and miscellaneous income was



\$404,940, which is \$292,322 under 2021 and \$99,322 under budget.

Costs and expenses for editorial, circulation and business, and general and administration in 2022 were \$1,882,701. Cost and expenses were \$73,773 more than in 2021 and \$42,789 over budget. Overall, Grapevine reported a deficit of \$404,940 (which included accrued expenses, depreciation write-offs, and allowance for bad-debt accounts).

The Grapevine reported loss of \$404,940 was higher than the 2022 budgeted loss of \$305,608.

GV Actual Vs. Last Year	2022 Actual	2021 Actual	Difference
Print Circulation	52,321	56,081	(3,760)
Digital Circulation	6,492	8,972	(2,480)
Gross Margin on Subscriptions	789,246	1,091,404	(302,158)
Net Profit from other Published Items	674,515	410,896	263,619
Total Gross Margin	1,463,761	1,502,300	(38,538)
Total Expenses	1,882,701	1,808,929	73,773
Net Income (Loss)	(404,940)	(112,618)	(292,322)

### La Viña Magazine Operations:

In 2022, La Viña, the Spanish-language magazine (approved by the 1995 General Service Conference) experienced an average circulation of 6,685 — as compared with the 2021 average circulation of 6,411. After several years of La Viña circulation growth reaching the 10,000 range, both 2022 and 2021 circulation incurred a significant drop-off, which is attributable to the covid-induced lack of live events in the Spanish-speaking community, where many subscriptions and renewals originate.

During 2022, subscription income was \$96,151 against \$76,694 of direct publishing costs. La Viña also realized approximately \$59,710 from the sale of other content-related items (books, audio, etc.) against direct costs of \$2,686. Total operating expenses (i.e., editorial, circulation and administrative costs) associated with these publication activities were \$714,086. The shortfall between revenues earned from publishing activities versus the cost to produce and distribute was \$636,604.

This shortfall of \$636,604 was covered by the General Service Board as a service activity to the Spanish-speaking members of our Fellowship. The 2022 shortfall increased from the 2021 shortfall of \$388,646.

LV Actual Vs. Last Year	2022 Actual	2021 Actual	Difference
Average Circulation	6,685	6,411	274
Net Operating Service Cost	636,604	388,646	(274,958)

### 2023 Budget

#### General Service Office:

The 2023 budget has an operating surplus of \$505,841 compared to an operating deficit of \$1,579,305 in 2022. 2023 operating expenses are budgeted at \$18,285,749 compared to \$17,489,639 in 2022. The increased operating expense is due to fully staffing the translation, licensing and intellectual property department, the language services department, and the staff services department.

2023 operating revenue is budgeted at \$18,791,320 compared to \$15,910,334 in 2022. This increase is expected to come from literature sales via an increase in items sold and a price increase which went into effect on April 3, 2023. Gross literature sales are budgeted at \$15,900,000 in 2023 compared to \$11,999,441 in 2022. Contributions are budgeted at \$10,500,000 for 2023 compared to \$10,548,525 in 2021.

GSO 23 Budget Vs. 22 Actual	2023 Budget	2022 Actual	Difference
Operating Surplus/(Deficit)	505,841	(1,579,305)	2,085,146
Operating Expenses	18,285,749	17,489,639	796,110
Operating Revenue	18,791,320	15,910,334	2,880,986
Gross Literature Sales	15,900,000	11,999,441	3,900,559
Contributions	10,500,000	10,548,525	(48,525)

#### AA Grapevine:

##### The Grapevine

2023 will be a rebuilding year for AA Grapevine, Inc. With the increasing in-person events, the growth of the pod-

cast, the increase in Grapevine awareness brought about by the Instagram account, attraction efforts by mail and digital means, and the introduction of the Grapevine and La Viña apps, we project that subscriptions will begin to rebound. By carefully monitoring expenses combined with raising the awareness of the magazine and content-related items as recovery tools, and the offsets provided by a reduction in the subscription liability and a capital investment from the General Service Board for the apps, we anticipate that AA Grapevine will break even, or do slightly better in 2023. Budgeted overall circulation (print and digital) is projected to decrease from 2022's 59,070 paid average to 53,696. Gross margin on subscriptions in 2023 is budgeted at \$547,709, down from \$783,303 in 2022. Content-related income (books, audio, etc.) will increase to \$1,014,207 which is up from 2022's \$883,952. If all goes according to plan, in 2023 Grapevine will achieve a net surplus of \$68,414.

GV 23 Budget Vs. 22 Actual	2023 Budget	2022 Actual	Difference
Print and Digital Circulation	53,969	59,070	(5,101)
Gross Margin on Subscriptions	547,709	789,246	(241,537)
Content Related Income	1,014,207	883,952	130,255
Offsets	1,170,488	0	1,170,488
Net Surplus/(Deficit)	68,414	(404,940)	473,354

#### La Viña:

Ideally, in 2023, with increasing large-scale in-person events, La Viña subscriptions will rebound. Print magazine circulation is projected to increase from 6,415 in 2022 to 6,769 in 2023. Total subscription income is expected to decrease from \$96,151 in 2022 to \$90,288 in 2023. La Viña's net operating service cost covered by the General Service Board in 2023 is expected to be \$653,579, compared to \$636,604 in 2022.

LV 23 Budget Vs. 22 Actual	2023 Budget	2022 Actual	Difference
Print Circulation	6,769	6,415	354
Subscription Income	90,288	96,151	(5,863)
Net Surplus/(Deficit)	(653,579)	(636,604)	(16,975)

### Appendix 1

#### 2022 GSO NON-OPERATING REVENUE

Dividends and Interest on Reserve Fund and Post-Retirement Medical Fund	233,876
Decrease in the market value of Post-Retirement Medical Fund investments	(1,431,213)
Decrease in expected future contributions to Defined Benefit retirement plan primarily due to increase in interest rates	1,228,698
Decrease in expected future contributions to Post-Retirement Medical Plan due to increase in interest rates	3,294,351
<b>TOTAL NON-OPERATING REVENUE</b>	<b>3,325,712</b>

## 2022 GSO NON-OPERATING EXPENSE

Inventory audit adjustment (\$656K cost of goods sold incorrectly classified as inventory in 2021 and \$165.9K correction to unit cost calculations)	821,900
Disbursements from International Literature Fund	29,296
Bad debt expense (write off of literature sales receivables)	77,747
Credit card and bank transaction fees	115,130
GSB Support of La Viña	636,604
Penalties and interest	17,448
Loss on currency exchange between US dollar and Canadian dollar	17,802
Increase in expected future contributions to the Defined Benefit retirement plan and Post-Retirement Medical Plan	995,201
Fees paid to investment advisor for Defined benefit retirement plan and post-retirement medical plan	30,897
<b>TOTAL NON-OPERATING EXPENSE</b>	<b>2,742,025</b>

## Appendix 2 GSO CASH EXPENDITURES

Payroll and Benefits	10,098,410
Professional Fees	1,779,735
Printing, Postage, Supplies, and Subscriptions	412,396
Data, Automation, and Website	583,697
Insurance	77,329
Facility and Equipment <sup>1</sup>	1,260,745
Travel and Meetings	1,315,484
Expenditures on behalf of Grapevine	407,599
Publications Inventory	3,394,368
Shipping and Warehousing Publications	4,069,178
Equipment and Software <sup>2</sup>	382,804
Office Improvements	6,576
Website Enhancements	139,604
Sales Tax Remittances	471,767
Other <sup>3</sup>	767,328
<b>Total</b>	<b>25,167,020</b>

### NOTES:

1 Equipment costing up to \$1,000 is included in this category.

2 Equipment costing \$1,000 or more is included in this category.

3 Other includes:

- Disbursements from International Literature Fund
- Bank and credit card processing transaction fees
- GSB support of La Viña

## Appendix 3

### GSO PROFESSIONAL FEES

Accounting and Audit	293,160
Legal	190,568
Human Resources	109,835
Editorial	96,065
Information Technology	202,886
Temporary Help	246,019
Payroll Processing	29,696
Document Translation	229,631
Simultaneous Interpretation	70,317
Virtual Meeting Support	45,449
Project Management	55,000
Operational/Structure Consulting	74,043
Other*	113,694
<b>Total</b>	<b>1,756,363</b>

### NOTES:

\*Other includes:

- Production of Daily Reflections Audiobook
- Public Service Announcements
- Membership Survey
- World Service Meeting consulting
- World Service Meeting final report editing

*Kevin Prior, Treasurer*

## GENERAL SHARING SESSION

**Trustees' Report:** Since the 72nd General Service Conference, the General Service Board held three General Sharing Sessions. These sessions continued with the “town hall” format that had proved successful the previous year. However, instead of the topic being simply “What’s On Your Mind?” this year the chair provided a topic in advance of the session with a prompt to spark the sharing.

The topic for the July General Sharing Session was, “Why am I here?” The intent of this topic was to get to know each other better and connect on our motivations. “As we come together for our first quarterly board meeting of this Conference cycle,” the chair explained, “we have the pleasure of welcoming friends new and old. We are all exploring new assignments, new committees, and new roles and responsibilities on our boards and at our offices.”

Participants were asked to consider “What is my job?”; “Where are its boundaries?”; “What requires my direct action, and where should I delegate?”; “Am I capable of delegation?” and “Where are the lines, and how can I stay on my side of them?” The following was also read from the essay on Concept X:

“An outstanding characteristic of every good operational structure is that it guarantees harmonious and effective function by relating its several parts and people in such a way that none can doubt what their respective responsibilities and corresponding authorities actually are. Unless these attributes are well defined; unless those

holding the final authority are able and willing properly to delegate and maintain a suitable operational authority; unless those holding such delegated authority feel able and willing to use their delegated authority freely as trusted servants; and unless there exists some definite means of interpreting and deciding doubtful situations — then personal clashes, confusion, and ineffectiveness will be inevitable.”

Rich sharing from the floor followed and was captured in the “July 2022 General Sharing Session Summary.”

The topic for the session at the October Board Weekend was “Trust.” The chair highlighted how Concept III says that “Our entire A.A. program rests upon the principle of mutual trust. We trust God, we trust A.A., and we trust each other. Therefore, we trust our leaders in world service. The ‘Right of Decision’ that we offer them is not only the practical means by which they may act and lead effectively, but it is also the symbol of our implicit confidence.”

To further elaborate on the fundamental importance of this principle in our Fellowship, the chair then referenced a personal letter of Bill W. from 1966, published in *As Bills Sees It* titled “Blind Trust”: “Most surely, there can be no trust where there is no love, nor can there be real love where distrust holds its malign sway. But does trust require that we be blind to other people’s motives or, indeed, to our own? Not at all; this would be folly. Most certainly, we should assess the capacity for harm as well as the capability for good in every person that we would trust. Such a private inventory can reveal the degree of confidence we should extend in any given situation. However, this inventory needs to be taken in a spirit of understanding and love. Nothing can so much bias our judgment as the negative emotions of suspicion, jealousy, or anger. Having vested our confidence in another person, we ought to let him know of our full support. Because of this, often he will respond magnificently, and far beyond our first expectations.”

The chair shared from his own experience to initiate the discussion stating his belief that “...our effectiveness is dependent upon our ability to process our resentments, which is not exclusive to those who volunteer their time, but also as a manager, employee, or executive. To get to a place to be on the same team, there is an immense amount of vulnerability needed to be open to forgiving. In our work, it is a requirement of this service, as it says in the literature, ‘We are people who normally would not mix.’ I do not have to like you, but I have to love and respect you, with the spirit of being open, honest, vulnerable and exposed. Instead of criticizing and critiquing, displaying contempt or a lack of respect, rolling eyes, defensiveness, not being able to receive, being reactive, or stonewalling. You cannot connect if your decision is not to talk about it anymore and putting off an answer is not a way to find trust. I believe in my heart that even the most challenging of people, even when it is myself, can find love and forgiveness.”

Again, rich and varied sharing followed and was captured in the “October 2022 General Sharing Session Summary.”

As is customary in January, the delegate chairs joined the Board Weekend and also participated in the General Sharing Session. The following prompt was shared by the chair:

“For our final session before this year’s Conference the subject will be responsibility. We often speak about authority and who’s in charge of what, and who reports to whom. Ultimate authority and delegated authority and the like. But who takes responsibility for our work, and its results? If each of us shares a portion of that responsibility, how are we checking in with one another about how we’re doing? The critical aspect of any role, voluntary or paid, is the responsibility that comes with it. Am I taking ownership of the mission of the organization and its overall success? What do you think is your primary responsibility within your current role as a trusted servant or paid worker? How does that responsibility manifest itself in our work?”

The sharing closed with a reading of an excerpt from *The Language of the Heart*. “Because it has now become plain enough that only a recovered alcoholic can do much for a sick alcoholic, a tremendous responsibility has descended upon us all, an obligation so great that it amounts to a sacred trust. For to our kind, those who suffer alcoholism, recovery is a matter of life or death. So, the Society of Alcoholics Anonymous cannot, it dare not, ever be diverted from its primary purpose.”

The sharing was captured in the “January 2023 General Sharing Session Summary.” If you wish to receive digital versions of the summaries from all three General Sharing Sessions, please contact the staff coordinator, [staffcoord@aa.org](mailto:staffcoord@aa.org).

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

*Josh E., Chair (thru Feb. 2023)*

## AA GRAPEVINE

**Office Report:** The Grapevine and La Viña staff had a very busy and productive year, returning to the GSO office in 2022 on a hybrid schedule.

Since the last Conference, AA Grapevine, Inc. has produced 12 issues of Grapevine and six issues of La Viña. It also produced the new Grapevine books *Fun in Sobriety* as well as *Sobriedad Emocional* for La Viña (a translation of *Emotional Sobriety: The Next Frontier*, one of Grapevine’s most requested books). In 2022, AAGV began production on a revised 30th Anniversary edition of the GV book *Home Group: Heartbeat of AA*, adding additional stories and a brand-new chapter on virtual A.A. meetings, scheduled for release in spring of 2023. AAGV also produced its annual wall calendar (with member photos) and a pocket planner, in three languages. Since partnering three years ago with Ingram Content Group to distribute its books, e-books and audiobooks, Grapevine and La Viña material is now reaching many more alcoholics in need.

The AA Grapevine and La Viña websites were upgraded to Drupal 9 in 2022. This year, the Grapevine website



received an average of 85,000 visitors each month. A “Playlist Player Code” was embedded and deployed on the Grapevine Podcast landing page. One of the top-visited pages, “Sobriety Calculator & Card,” were refreshed (count “Weeks” was added, so visitors gain a new measure). In May 2022, AAGV, Inc. deployed a new home page design that displays three customized boxes for Daily Quote and other features AAGV wants to highlight. At the end of 2022, AAGV, Inc.’s e-commerce Store sites were added to the Drupal websites.

In October 2022, AA Grapevine, Inc. celebrated the one-year anniversary of its new 30-minute podcast, “The Half Hour Variety Hour,” which is available on the leading podcast platforms. A new episode continues to air every Monday at 9:00 am EST. The podcast has now had over a quarter-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 member’s original seven-minute personal audio stories (from the GV and LV Audio Projects). The YouTube channel keeps growing, with more than 9,000 subscribers now. The videos gather thousands of views every month. AAGV has also continued to make AAGV/LV content available to prisons via e-tablets.

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 AA pioneers and today’s members. The Grapevine account (@alcoholicsanonymous\_gv) has 8,500 followers, the La Viña account (@alcoholicosanonymous\_lv) has over 1,000 followers. Members are now invited to send in their own anonymity-protected photos for posting, after careful vetting by the GV/LV staff. Also, La Viña’s free “Daily Quote” is now available through

SMS. AAGV, Inc. is also currently developing ideas for a new smartphone app to serve as a hand-held control center for all things GV and LV, which will include many features for members.

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. This year the National Hispanic A.A. Convention contributed \$10,000 to the CTM project.

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, 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.

*Jon W., Senior Editor*

## GROUP SERVICES

**Staff Report:** The Group Services staff member oversees the production and regular updating of service material which provides information and shared experience not found in Conference-approved literature. 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. These materials fall into several categories: materials for service committees (kits, workbooks, committee related guidelines), self-support package, reference and resource material that requires updating such as “Estimates of Groups and Members,” A.A. Guidelines, and materials where processes are informally defined such as “How to Conduct a Sharing Session” and “Safety: Our Common Welfare.” A six-page document, SM F-33, lists and describes each service piece that is available. GSO continues to work toward providing services in the three languages of the U.S./Canada service structure — English, French and Spanish.

Additionally, as the chair of the Services Unit Meeting, Group Services collaborates with all GSO desks in keeping the shared experience found in the service materials relevant and timely. Kit lists are a standing agenda item for respective Conference Committees to review and make suggestions for updates, along with the service workbooks.

The group services coordinator cooperates with a variety of fields both within and outside of the General Service Office. Key ongoing interdepartmental goals include:

- Coordinate with GSO Staff Desks on the updating of GSO’s available service material upon request, in English, Spanish and French, whenever possible.
- Collaborate with the Web and Tech Services regarding the central/intergroup office records and lists.
- Collaborate with the Publishing Department on revisions and updates, serving as a resource for the update of *The A.A. Service Manual* and the *Conference Final Report*.
- Coordinate with Operations on the distribution of kits to GSRs and DCMs and service committee chairs.
- Collaborate with Member Services and related departments on projects having to do with the evolution of the “Fellowship Connection” portal and data stewardship with area registrars.
- Coordinate with the Finance Department on refinements to the contributions portal and ensuring that service material related to Finance is accurate.

Liaising with the Fellowship:

- Serve as liaison to over 480 intergroup and central offices, in English, Spanish and French in the U.S. and Canada. Group services also helps maintain intergroup and central office shared experience and contact information for communication purposes as well as A.A. Near You. Coordinates the participation of AAWS at the annual intergroup/central office seminar (ICOAA), working with the seminar’s Policy and Site-Selection Committees.
  - » Serve as liaison to other Twelve Step fellowships and to Special International Contacts. Help coordinate and participate in the “Day of Sharing,” a cooperative event between A.A. and other Twelve

Step fellowships that rotates coordination annually amongst the different fellowships.

- » Secretary to the Conference Committee on Report and Charter.
- » Secretary to the Trustees’ Service Material Working Group.

*Karina C.*

## INTERNATIONAL

**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 Literature Assistance budget of over \$46,000 will allow A.A. World Services to translate and publish a variety of international-language books, pamphlets, and reprints. A portion of this expense will be drawn from the International Literature Fund, representing 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. When necessary, we translate and publish the material, subject to scheduling by the Translation and Licensing department and approval of the AAWS Board. The Big Book is currently available in 73 languages, and other literature is available in approximately 111 languages and counting.

*International Literature Fund and World Service Meeting Fund* — The committee discussed the current status of the ILF and WSM Fund as well as the new AAWS accounting procedures for the funds. The committee noted the responsibility and importance that these funds be maintained by AAWS and be clearly and accurately reported to the World Service Meeting and REDELA zonal meeting. The committee looks forward to quarterly reporting from GSO Finance on the progress of the maintenance of these accounts as well as any updates to the procedures of maintenance and distribution of the funds. The committee asked that the staff secretary send a memo to the GSO chief financial officer requesting that all final balances for the WSM Fund and ILF and

final costs of the WSM be forwarded to the trustees' International Committee when that information is provided to the trustees' Finance and Budgetary Committee.

*World Service Meeting* — The committee discussed the current necessity for a temporary AAWS Publishing project manager/copyeditor for the 27th WSM. The committee also suggested that it would be helpful to receive a consolidated monthly P&L from GSO Finance to help identify and attribute the ongoing expenses of the WSM.

The committee accepted a report on the online 27th World Service Meeting from our delegates to the WSM, as well as sharing from the WSM coordinator, publishing director, and general manager. The committee appreciated the vast connection and learning that was gained from this global online meeting and looks forward to ongoing discussions relating to post World Service Meeting activity and topics related to the planning of the 28th WSM which will be held in New York in 2024.

*Updates to International service pieces* — The committee reviewed the draft updates to the service material "A.A. Literature Fund" (SMF-219) and "A.A. Around the Globe" (SMF-165.) The committee found the updates to be useful and reflective of more recent experience.

*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. International travel halted completely with the onset of the pandemic and many planned trips were cancelled, but as in so many other areas in A.A. the pandemic has opened new doors for connecting with A.A.s around the world, enabling us to attend events that we might not have been able to because of time or cost limitations and to attend events that arose because of the pandemic and the need to connect. Since last year's General Service Conference, trustees and staff members have attended online and in person events throughout 2022 and 2023 including facilitating the World Service Meeting (online.) Some trips have included the XXXIII Peru General Service Conference (online), the National/International Native American Indian A.A. Annual Convention, the 2022 Brazil General Service Conference in São Paulo, The 50th Italy Convention in Rimini, the 5th East Africa-Kenya Convention (Hybrid), the XXIV National Convention of A.A. Bolivia in Tarija, the XIX Middle East Regional Committee of A.A.(MERCAA) Convention in Manama, Bahrain and the 61st Barbados Convention.

*REDELA* — The REDELA (Meeting of the Americas), our zonal meeting which meets in years when there is no WSM, will be held in Colombia in October 2023. REDELA has also been holding monthly online sharing sessions providing more thoroughly discussed topics that are relevant to our greater connectivity and extending the hand of A.A. in the Americas.

*Licensing and Translations Activity Report* — The committee accepted the AAWS literature Translations and

Licensing report and opened up for questions. The committee noted with appreciation the updated country license and translation request procedures through the NetSuite interactive system. This will help afford countries a more proactive role in knowing the status of their country's literature permissions. The committee requested that detailed translation and licensing reporting continue to be forwarded quarterly to the committee.

*A.A. Directories* — The committee asked that in keeping within the spirit of the 2021 Advisory Action to discontinue the U.S./Canada A.A. directories, that the confidential International directory (MD-1), which has not been printed since 2018 and is under the purview of the trustees' International Committee, be discontinued.

The committee is encouraged that the staff secretary is working with the Member Services and IT departments on newer methods to provide the most up to date contact information for travelers who contact GSO who may be seeking contact with English-speaking contacts and groups outside the U.S./Canada as well as other A.A. entities around the world.

*International A.A. Data Map* — The committee reviewed and accepted a progress report on the exploration of an updated "International Data Map." Due to financial constraints this project, which requires additional vendor fees, was not a priority for 2022.

The committee accepted a progress report from the staff secretary on two initial planning meetings with the Member Services and IT departments to begin planning on a biennial international contacts sweep, to obtain up to date contact information. This data sweep would be integral to any future data map project to gain a snapshot of the A.A. presence around the world. Separately, although an updated data map has the potential to be a helpful resource to share at Regional Forums and potentially on aa.org, due to financial constraints and other service priorities, this project, which requires additional vendor fees, is not a priority for 2023. The committee asked that any part of this project tied to additional project costs be deferred to 2024. The staff secretary will continue to work with appropriate GSO departments to gather the most accurate data on international structures and entities to best prepare for the potential reintroduction of any future A.A. Data Map project.

*Linking GSB Class A trustee professionals* — The committee received a progress report of a Class A (nonalcoholic) Facebook group that has been established by Class A trustees for Class A trustees from service structures around the world to welcome questions and share experience. The chair reported that U.S./Canada Class A trustee Molly Oliver is now serving as a facilitator on the coordination and maintenance of the page. The committee encourages a progress report on the development of the scope and management of this private Facebook group at the July meeting. The committee noted the importance of a closed platform of mutual peer sharing and support for Class A (nonalcoholic) trustees around the world who wish to participate.

The committee reviewed its Composition, Scope and Procedure and noted that several items within the CSP are not in keeping with the role of the committee and contain inaccurate information. Updates were recommended to the General Service Board to better reflect current practice. (*Note: These recommendations were passed by the GSB.*)

The committee reviewed and accepted their preliminary 2023 budget and forwarded it to the trustees' Finance and Budgetary Committee.

We continue to be encouraged and inspired by the international A.A. community and general service boards and offices in other countries, which carry the A.A. message to countless thousands in new regions and across difficult linguistic, cultural and economic barriers.

*Trish L., 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. In order to accomplish this, the staff member on the assignment is assisted by a bilingual (English-Spanish) assistant and outside professional services. 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 Publishing department, and the support of the trustees' International Committee, 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 27th WSM took place online October 1-6, 2022.

The 28th WSM will be held in New York, October 27-31, 2024.

- Maintaining close communications with our AAWS Translation and Licensing 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 Publishing department 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 when funds are available.

- » 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.

*Racy J.*

## INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

**Trustees' Report:** Since the 2022 General Service Conference the committee met five times (including special meetings held on August 10, 2022, and December 14, 2022).

### International Conventions

The purpose of the trustees' committee as it relates to International Conventions is to work on plans for each forthcoming International Convention. The objectives of the International Convention are:

- To provide opportunities for the rededication of attendees to the primary purpose of A.A.
- To enable attendees to witness the success and growth of the A.A. program around the world.
- To let the world know that A.A. is alive, flourishing, and available as a community resource, locally and internationally.

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 2022:** The committee reviewed the 2022 Conference Committee on International Conventions/Regional Forums report; and discussed the Conference committee consideration regarding methods of closing the Big Meetings at the International Conventions. While it was initially discussed that the 2025 International Convention Membership Engagement Survey could be used to survey the Fellowship, the trustees' committee agreed that it would be best if a separate survey solely dedicated to the

question was dispatched to the Fellowship. To that end, the committee requested that the ICRF secretary draft a survey utilizing a multiple-choice format, include suggestions provided by the Conference, and present the draft for review by or before the October 2022 board meeting.

The committee considered its policy regarding vendors of goods and services at previous International Conventions and recommended to the General Service Board that during the International Convention of Alcoholics Anonymous from July 3 through July 6, 2025, in Vancouver, BC, Canada, only those purveyors of goods and services that are part of or under contract to the Convention management will be permitted to operate on any of the facilities or grounds that are assigned to or under contract to the Convention management.

The committee recommended to the General Service Board that the design for the 2025 International Convention logo be approved. Once finalized, the logo will be trademarked for our use on International Convention letterhead and signage.

The committee reviewed and accepted a Q2 update submitted by the International Convention consultant, reflecting planning activities to date regarding the 2025 International Convention.

Informed by challenges presented in the planning of the 2015 International Convention in Atlanta, changes were implemented in the 2020 planning. Those changes will also inform the planning for the 2025 International Convention.

Following a rigorous RFP process, we are reengaging with key vendors and suppliers in Vancouver representing the largest-expense items. This will allow a glimpse of what the expenses will look like for Vancouver from a budgeting standpoint.

Previous reports to the board regarding housing concerns have now been resolved, with assurance that the current housing inventory (including hotels, dorms, and Airbnb) will be sufficient to satisfy our housing needs.

The size and configuration of BC Place is well suited for our needs and will in fact serve to decrease production costs. It was also noted that the stadium was awarded the FIFA contract and that we will benefit from upgrades scheduled to be made to the stadium in preparation for FIFA.

Similarly, the Vancouver Convention Center works favorably for our audience because of its configuration, layout, and location.

The Canadian exchange rate works in our favor.

The committee confirmed that the AAWS Finance/Board will review and approve the initial budget for the International Convention; as well as review and approve all significant contracts (contracts with a value over \$50,000) for the International Convention.

Next steps in the planning process include continuing with the vendor selection process and stadium production and putting in place the “nuts and bolts” of security, registration, and housing. It was confirmed that quarterly update reports will be provided to AAWS and the trustees’ committee.

**August 2022 (special meeting):** The committee met on August 10, 2022, to hold a focused discussion regarding options for a virtual component to the 2025 International Convention.

Background presented to the committee to help inform the discussion included:

1. Proposal submitted by the International Convention Talley Management reflecting three options ranging from a minimal digital presence (i.e., delayed showing of the Flag Ceremony) to a full-on virtual component with a wide option of access to sessions and main meetings; along with rough estimate costs for each option.
2. Attendance data from several past International Conventions, sorted by country of origin.

It was noted that the 2021-22 ICRF committee had discussed and agreed that Option 1 (providing anonymity-protected, encrypted, digital access to the Friday night meeting, including the flag ceremony, and the Saturday and Sunday Big meetings, at a nominal fee) was the most prudent course. And that the recommendation to the GSB regarding same did not pass.

The committee agreed that it would be best to first review the results from the 2025 IC Member Engagement Survey to determine if there is an appetite for a digital component to the International Convention, and if so, to what extent.

**October 2022:** The International Convention consultant provided a brief overview of recent activities in the planning process for the 2025 International Convention. Salient points included:

Process regarding key vendor selection (i.e., stadium production), including RFP selection, and approach to vendor review.

Industry updates provided to the committee included:

- Events are seeing lower attendance levels post-Covid. The committee offered suggestions for estimating the 2025 attendance (e.g., Founders’ Day, ICYPAA, International Women’s Conference) and requested that Talley management develop a full list and plan for tracking attendance, and present to the January 2023 board meeting.
- Event insurance — The International Convention consultant is working with AAWS Finance to identify viable options post-Covid.
- Currently, high airline costs are impacting decisions on air travel to events. It is predicted that airline fares will return to pre-pandemic rates by 2024.
- Currently, international travel in some parts of the world continues to be hampered by Covid restrictions, especially in the Asia Pacific region.
- Housing — continuing to review hotel situation and in discussions with Airbnb. Confident that we will have units sufficient to accommodate our attendees.
- Continued discussions with international border personnel who want to be as helpful they can under the law.

The committee continued discussion regarding 2025 International Convention planning and noted the importance of frequent communications/updates about the International Convention to maintain momentum and interest within the Fellowship.

The committee reviewed the 2025 International Convention Member Engagement survey results and noted that 24% of the survey respondents indicated interest in a hybrid component to the 2025 International Convention. The consensus of the committee was that the options for consideration would be either: no hybrid component, or a hybrid component limited to the three big meetings, including the flag ceremony. This topic will be placed as a standing item on the committee's agenda for continued discussion.

The committee reviewed and approved the draft survey regarding options for closing the Big Meetings at the International Convention. The committee requested that the survey be dispatched on November 15 with a December 15 deadline.

The committee reviewed the draft materials pertaining to the 2030 International Convention Consultant RFI/RFP process and agreed to discuss in executive session.

The committee agreed to extend the 2035 International Convention Site Selection deadline from November 30, 2022, to December 15, 2022, to allow for greater participation. The staff secretary will send out a communication to the Area delegates advising them of the extended deadline and inviting proposals. It was also discussed that members interested in bidding should be encouraged to speak with their city's convention and visitor bureau for key information.

The committee also requested that the staff secretary reach out to previous bid submitters to encourage them to bid for the 2035 International Convention.

**December 2022 (special meeting):** The committee met on December 14, 2022, and discussed the following:

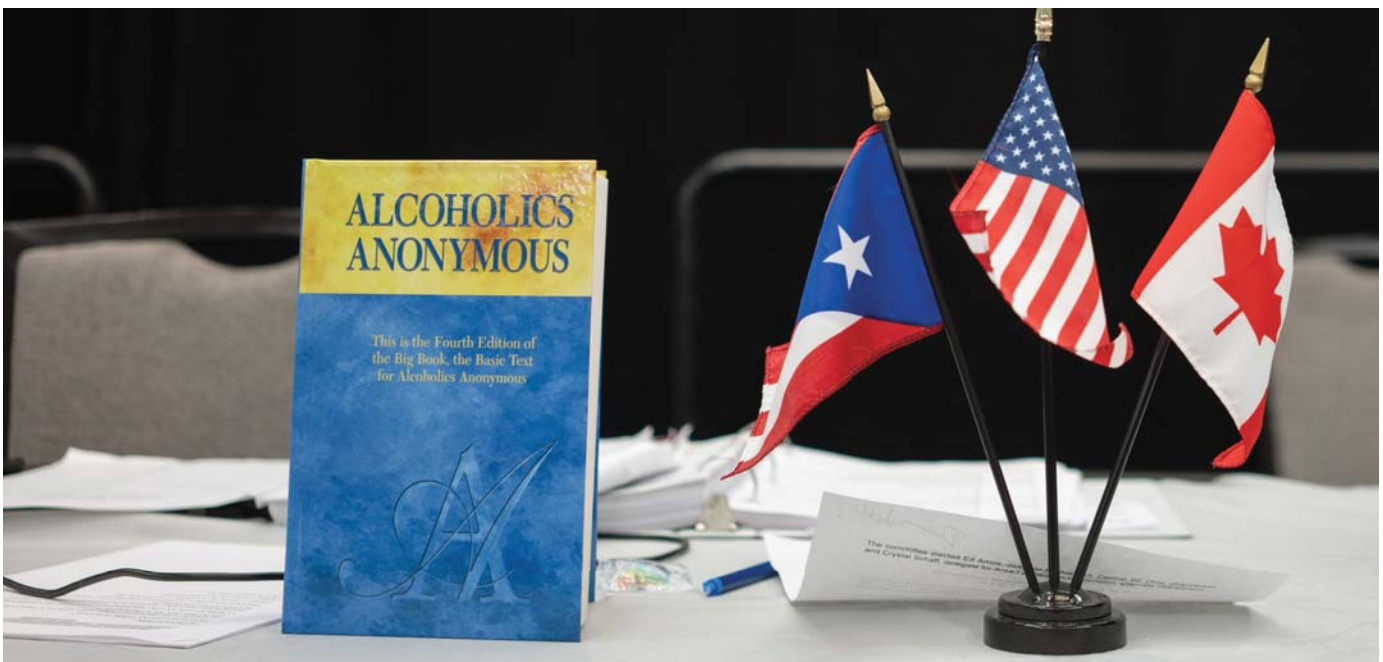
- 2025 IC: Fellowship feedback on closing Big Meetings
- 2030 IC: Consultant RFI/RFP process
- 2035 IC: Site Selection submissions and question regarding Convention Bureau bid presentations at the 2023 General Service Conference as to whether a virtual option will be provided to CVB presenters.

The committee reviewed and discussed the survey results and agreed that the data did not reflect an overwhelming desire by the respondents to change the current practice wherein the chairs of the Big Meetings at the International Conventions have been invited to close in the manner of their choice, with some closing with the Lord's Prayer, some closing with the Serenity Prayer and some closing with the Responsibility Statement.

Calculating the English, French and Spanish responses in total, the committee noted over 50% responded favorably to the current practice. The committee also agreed that dispatching the survey and providing the results and summary to the Conference satisfied the 2021/22 ICRF Conference Committee considerations requesting that the trustees' committee on ICRF explore the preference of the Fellowship regarding methods of closing the Big Meetings at the International Convention. The committee requested that the documentation and summary be provided as background for the meeting of the 2023 Conference Committee on ICRF.

The committee reviewed and discussed the draft RFP/RFI documents and proposed timeline related to the search for a convention consultant for the 2030 International Convention. Salient points of the discussion included:

- The committee agreed that it would be important to determine the criteria as to what we would look for in a vendor, as well as assessing roles and responsibilities to ensure proper alignment.



- The committee discussed that an expanded knowledge of A.A. should not be a criteria.
- It was suggested that the timeline be revised to add a “bidders’ day” — hosted and facilitated by A.A., which would be scheduled prior to the distribution of the RFI’s. The event will allow prospective bidders to ask us questions about the International Convention specifically, and A.A., in general.

The committee agreed to continue the discussion in January 2023.

The committee reviewed the six submissions related to the 2035 International Convention site selection. It was noted that Convention Bid Questionnaires will be sent to the corresponding Convention Visitor Bureaus (CVB) with a January 15 deadline. The committee requested that flexibility be provided given the tight turnaround time. The submitted CVB questionnaires will be reviewed by the committee at their January 2023 meeting.

The committee also discussed whether a virtual option should be provided to CVBs who are invited to present at the 2023 General Service Conference and agreed that all presenters should be required to present in person, in line with the Site Selection Guidelines. The staff secretary will respond accordingly to the delegate who raised the question.

**January 2023:** The International Convention consultant provided a brief overview of recent activities in the planning process for the 2025 International Convention. Salient points included:

- Trends in the first quarter 2023 reflect that business travel is continuing to see an uptick with event registrations rising as well.
- Event insurance rates are increasing; however, in a new development, Destination International is now offering event cancellation policies. More information to be reported as it becomes available.
- Low staffing in hospitality industry at large presenting challenges (i.e., contracts/vendor response) but it is expected to improve over time and certainly by 2025.
- *Budget* — goal is to have a “vision” of the budget mid-year with an expectation to have a comprehensive discussion at the July 2023 quarterly meeting. The budget process will include a review of our financial philosophy as it relates to the International Convention. The committee confirmed that as with the 2020 International Convention, the budget process will include contingencies.
- *Hospitality rooms at the International Convention* — it was confirmed that those regions and/or special groups requiring hospitality rooms should reach out directly to the Convention consultant; however, the process will not begin until the Summer of 2024.

The committee reviewed and accepted the following program categories for the 2025 International Convention:

- Marathons
- Panels



- Regional Meetings
- Specialized A.A. Meetings
- Accessibilities Meetings
- Special Language Meetings
- Topic Meetings
- Workshops (Sharing from the Floor)

The committee discussed the participation of non-A.A. speakers at International Conventions and agreed to forward a request to the 2023 Conference Committee on International Conventions/Regional Forums that up to twenty-one non-A.A. speakers be invited to participate in the 2025 International Convention at A.A.’s expense.

The committee reviewed the Delegate and City and Visitors’ Bureau Bid Questionnaires submitted for site selection of the 2035 International Convention. The committee was informed that two of the six Convention Bureaus approached (Anaheim, California and Las Vegas, Nevada) respectively declined to participate in the bid process. It was discussed that the remaining four cities presented excellent options.

The committee recommended to the General Service Board that the undernoted four cities be forwarded to the 2023 Conference Committee on International Conventions/Regional Forums for consideration as possible sites for the International Convention in 2035, and accordingly will be invited to present at the 2023 General Service Conference in April:

- Indianapolis, Indiana
- New Orleans, Louisiana
- Phoenix, Arizona
- Toronto, Canada

The committee discussed the possibility of adding a limited virtual component to the 2025 International Convention. Talley Management advised the committee that within the event industry, hybrid events are losing favor due to cost and planning considerations; events with virtual or live streaming options vary by sector. A preliminary report reflecting attendance/registration trends (A.A./AI-Anon) was also provided to the committee. After confirming the timeline within which to make a final decision, the committee requested that this topic remain on the agenda as a standing item and that comprehensive background providing attendance projection (including information from larger A.A. events) be included to best inform the committee discussion.

The committee discussed the 2030 International Convention Consultant RFI / RFP search, and appreciated the opportunity to weigh in on the process that will begin in January 2025. The committee requested that the topic remain on the agenda as a standing item to allow for continued discussion.

### Regional Forums

**July 2022:** The committee reviewed the report of the 2022 Conference Committee on International Conventions/Regional Forums and noted the following regarding the Committee Considerations contained in the report:

- The committee discussed the committee consideration to consider options to the title “Regional Forum” utilizing more current language. The committee agreed that any suggested changes to the title should come from the Conference to the board. It was also noted that when we change terminology, institutional knowledge may be sacrificed, and that it is not so much the title as it is about wider communication regarding the Regional Forums.

A verbal update was provided to the committee regarding the North/South Connections Virtual Special Forum, held on July 16 in collaboration with the service structures of Argentina and Chile. With 532 total registration and 345 peak attendance, the Forum featured a total of eighteen speakers — six each from the U.S./Canada, Argentina, and Chile service structures. The topics highlighted the obstacles of language, culture, and geography that members overcame to carry A.A.’s message of hope into remote communities.

The committee reviewed and accepted the Regional/Local Forums Schedule for 2023–2024 Forums. The committee noted the process of determining dates and locations for the 2023–2024 Regional Forums; it was also noted that hotel contracts are pending for the 2024 Western Canada and Pacific Regional Forums.

The committee reviewed and accepted the General Service Board scheduling for 2023 Regional Forums. The committee noted the guideline that trustees in their first year on the GSB do not attend Regional Forums as board participants.

The committee reviewed and accepted the summary of the evaluation questionnaires for the 2022 Eastern Canada Regional Forum and the 2022 Western Canada

Regional Forum. The committee provided additional suggestions to increase Regional Forum participation including, but not limited to, providing the final agenda prior to the Forum (e.g., posting to the aa.org website and the AAWS Meeting Guide app), and providing information as to which workshops will be translated. Other suggestions included presenting the treasurer’s report simultaneously in multiple languages; editing a presentation to remove a beer bottle in the background of a picture; and using a booth for interpreters during events to minimize background noise. It is suggested that registration for Forums be opened a minimum of 3 months prior to the event.

**October 2022:** The committee reviewed the summary of the evaluation questionnaires for the 2022 Virtual North South Connections Special Forum and 2022 Pacific Regional Forum. A suggestion was made for reporting additional comments to be grouped in a matrix.

The committee reviewed a bid proposal to provide technology services for interactive, online, real-time access to in-person Regional Forums. It was noted the bid did not include travel and lodging expenses, or charges by the hotel for high-speed internet access. The committee had a robust discussion about the pros and cons of holding hybrid regional forums. The committee voted to continue in-person-only regional forums. However, the committee agreed that it may be useful to revisit the subject in a year.

The committee reviewed the 2022 and 2023 service contract which provides customized software used by the Regional Forum assignment for online registration, questionnaires, and overall project management. It was noted that this software is also used to generate surveys for other events such as the General Service Conference, the World Service Meeting, and General Service Board weekends. It was also clarified and confirmed that the contract fee per year is at a flat rate and that — contrary to an earlier misconception — we are not billed per registration.

The committee reviewed and discussed the proposed 2023 budget. The assignment was asked to look for cost savings wherever possible, and the committee accepted the preliminary budget for Regional Forums as presented and agreed to forward it to the trustees’ Finance and Budgetary Committee.

**January 2023:** The staff secretary reported 406 total (including 276 first-timers) attended the 2022 Southeast Regional Forum in New Orleans.

Flyers for the four 2023 in-person Forums are in production now and should be ready by late February.

Three questions for the trustees’ committee on IC/RF:

1. How much flexibility in forum programs should be allowed, based on the region being served?
2. What means of communication should be used to improve communication with Spanish-speaking members?
3. Do we continue providing ASL services at all forums despite limited or no use?

Comments included:

- Early engagement with regional welcome committees is vital.
- Utilize area accessibility committees.
- Schedule flexibility with consistency of board needs.
- Review welcome committee duties and responsibilities list.
- Add sharing sessions following delegate presentations.
- Timing of Spanish speaking conventions and other events a consideration in scheduling.
- Continue providing ASL services at future forums.

The committee reviewed the summary of the evaluation questionnaires for the 2022 Southeast Regional Forum. The general tenor of the responses was positive. The welcome committee was well prepared. The location of the hotel was not ideal because of a lack of local restaurants. It was noted the original hotel booked for 2020, due to Covid-19, went out of business and the hotel used was a second choice. Requests for more time for What's on Your Mind/Sharing sessions were noted and the importance of two-way communication.

The committee approved the 2023-2024 Regional Forums calendar as presented, noting the date for the 2024 Western Canada Regional Forum in Vernon, B.C., Canada is subject to ratification by the local Area.

The committee discussed the costs of interpretation services provided for the 2022 regional forums. It was noted that *Grapevine* and *La Viña* communicate with the Spanish-speaking members, beyond email and newsletters, including:

- Contract with "Constant Contact" vendor for daily email service and Short Messaging Service (SMS).
- The use of social media such as Instagram for daily posts and special events.
- Exploring possibility of using "WhatsApp" for *La Viña* because of its popularity in the Spanish-speaking community.

The committee discussed the current Welcome Committee Guidelines for Regional Forums and the possible need to clarify roles, responsibilities and expectations.

*Irma V., 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 — 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.

Initial plans are underway for the 2025 International Convention in Vancouver, BC, July 3-6, 2025, to celebrate A.A.'s 90th Anniversary! Big meetings will be held in the BC Place Stadium and other meetings will take place in the Vancouver Convention Centre and local hotels in

the downtown Vancouver area. Notifications about the Convention, including housing and registration information, will be made available as we get closer to the dates.

Patrick C. (GSO staff currently on the Public Information assignment) will officially rotate onto the 2025 International Convention assignment in September 2023 when he will assume the role of 2025 IC Staff Coordinator.

GSO's aa.org website will be updated with pertinent information throughout the Convention planning process. Additionally, articles will be published in *Box 4-5-9*, which is provided to the Fellowship and posted to the aa.org website.

*Sandra W. (Interim Coordinator)*

## LITERATURE

**Trustees' Report:** This report offers a summary of the literature projects of the trustees' Literature Committee since the 2022 General Service Conference, including items resulting from the 2022 advisory actions and committee considerations.

*Completed projects:* Adding the Long Form of Tradition Five to "The A.A. Group" pamphlet.

*Items related to AAWS Policy that were submitted to the 2023 Conference Literature Committee:*

Draft updates regarding the following projects were submitted to the 2023 Conference Literature Committee:

- Literature Committee Workbook
- "Twelve Traditions Illustrated"
- A.A.'s Three Legacies
- "Twelve Steps Illustrated"
- "Young People in A.A."
- Recovery Literature Matrix

*Progress reports regarding the following projects were submitted to the 2023 Conference Literature Committee:*

- Story selection completed and final progress report on the pamphlet "A.A. for the Black and African-American Alcoholic" (working title).
- Progress report on the update of the pamphlet "A.A. for the Native North American."
- Consideration of past book evaluation forms progress report regarding the development of a Fifth Edition of the book *Alcoholics Anonymous*.
- Story selection process on the book, *Alcohólicos Anónimos-Spanish*.
- Draft of chapters translated for conference members and progress report on the plain and simple language Big Book.

*Additional items that were reviewed, discussed and forwarded to the 2023 Conference Literature Committee:*

Plain Language Big Book PAIs:

The trustee's' Literature Committee agreed to forward to the 2023 Conference Literature committee all new



proposed agenda items related to the *Plain Language Big Book* as one grouped item. The committee also discussed requests from some members regarding access to the draft of the *Plain Language Big Book*. After legal consultation, the committee agreed to provide a monitored closed reading room for Conference members only during the 2023 General Service Conference, where Conference Literature Committee members will be given first viewing of draft chapters in a controlled environment.

*Items that were discussed and no action taken included:*

The committee discussed the following proposed agenda items, individually:

PAI#2: The committee discussed the creation of a Big Book Graphic novel and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#3: The committee discussed creating a pamphlet entitled “Experience, Strength and Hope: A.A. for the Spanish-speaking LGBTQ Alcoholic” and took no action. The committee noted that a pamphlet might not be the best format to reach this community. The committee asked the secretary to suggest the topic to AA Grapevine and La Viña for future podcasts or articles in their magazines.

PAI#4: The committee discussed developing a pamphlet entitled, “Experience, Strength and Hope: A.A. for the Transgender Alcoholic,” and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#5: The committee discussed creating a pamphlet about General Service and Conference resources entitled “The Service Wheel” and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#10: The committee discussed a request to end the policy of degenderizing A.A. literature and took no action. The committee noted that an Advisory Action from the 1986 General Service Conference addressed the issue of degenderizing A.A. literature.

PAI#23: The committee discussed a request to create literature (pamphlet, card, or other) addressing Registered Sex Offenders in A.A., their privacy and the importance of anonymity to these members, and what acceptance means for these people and their recovery from alcoholism and took no action. The committee noted that the topic is addressed in existing service material regarding safety and anonymity in A.A.

PAI#27: The committee discussed a request to revise the opening quote in the General Service Representative (GSR) pamphlet to remove any misperception that only the “most qualified” A.A. member be chosen as the group’s GSR and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#35: The committee discussed a request that *Alcoholics Anonymous* consult with scholars of African

American history of the early twentieth century to determine whether the language used in the story “Our Southern Friend” is racist and took no action. The committee noted that oversight on the selection of stories for the *Fifth Edition Big Book* is within the scope of the *Fifth Edition Big Book* subcommittee. The committee asked the secretary to forward these observations to the subcommittee.

PAI#41: The committee discussed a request to create a new form of communication, listing all the different service positions in A.A. at the group level and below together in one place, and include the responsibilities for each, and took no action. The committee noted that each local area has its own structure and that a communication of this kind might not be relevant for all areas or districts.

PAI#42: The committee discussed a request to develop a study guide/workbook, written by A.A. members and published by A.A., to help people access the Big Book and the Twelve Steps and took no action. The committee noted that consideration of future projects in plain and simple language will be discussed after completion of the book *Alcoholics Anonymous (Fourth Edition)*, translated into plain and simple language.

PAI#49: The committee discussed a request that the booklet *Living Sober* be discontinued and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#62: The committee discussed a request to review the language of the fourth paragraph in the “A.A. Business Meetings” section on page 30 of pamphlet P-16, “The A.A. Group...where it all begins” and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#63: The committee discussed a request to reinstate the Lone Endeavor in the 5th Edition of the book *Alcoholics Anonymous* and took no action. The committee noted that oversight on the selection of stories for the *Fifth Edition Big Book* is within the scope of the *Fifth Edition Big Book* subcommittee. The committee asked the secretary to forward these observations to the subcommittee.

PAI#67: The committee discussed a request that the General Service Conference commit to the following statement “The 1st 164 pages of *Alcoholics Anonymous* (Big Book), Pages XI-XXXII (The Preface, The Forewords, The Doctor’s Opinion), Dr. Bob’s Nightmare, and the Appendices remain as contained in the 4th edition of the book and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#68: The committee discussed a request that the “plain and simple version of the Big Book,” currently under development, should not contain the phrases “Alcoholics Anonymous” or “Big Book” in its title or any subtitles and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#81: The committee discussed a request that the Conference or appropriate body consider creating a mechanism for future A.A. literature changes, balancing the intentions of individual proposed agenda items with a process to ensure all changes retain the essential messages of the original texts and took no action. The committee noted that General Service Office Publishing Department has already in place a mechanism to ensure that the A.A. message is clear in all A.A. literature.

PAI#91: The committee discussed a request to change the wording in pamphlets “FAQ About A.A.” (P-2), “Is A.A. for You?” (P-3) and “A Newcomer Asks” (P-24) where the phrase “in trouble” or “into trouble” is used and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#94, #95, #179: The committee discussed a request to provide the Final RFP sent to the selected Vendor for transparency in the decision made related to the original scope assigned to the Plain and Simple Language translation of the book *Alcoholics Anonymous (Fourth Edition)* and took no action. The committee noted that contracts are not under the purview of the trustees’ Literature Committee.

PAI#96: The committee discussed a request regarding changes made by Advisory Action of the 72nd General Service Conference to the wording (p.14) in the pamphlet “Questions and Answers on Sponsorship” (P-15) and took no action. The committee noted that until other projects are completed a decision has been made to forgo new pamphlets or revisions at this time.

PAI#100: The committee discussed a request regarding changes made by Advisory Action of the 72nd General Service Conference to the wording (p.10 and p.12) in the pamphlet “Questions and Answers on Sponsorship” (P-15) and took no action. The committee noted that until other projects are completed a decision has been made to forgo new pamphlets or revisions at this time.

PAI #101: The committee discussed a request that literature specifically relating to the Spiritual Principles of A.A. be created and made available and took no action. The committee noted that there is not a widely expressed need at this time.

PAI#102: The committee discussed a request to translate the pamphlet *The Twelve Concepts for World Service Illustrated* into written and audio plain and simple language and took no action. The committee noted that there is not a widely expressed need at this time. The committee also noted that consideration of future projects in plain and simple language will be discussed after the Conference members have reviewed the draft of the book *Alcoholics Anonymous (Fourth Edition)*, translated into plain and simple language and expressed their opinion on the project.

PAI #112: The committee discussed a request that all uses of gendered language in all Alcoholics Anonymous written works use degenderized language and took no

action. The committee noted that an Advisory Action from the 1986 General Service Conference addresses the issue of degenderizing A.A. literature.

PAI#118: The committee discussed the proposed request regarding the development of a pamphlet for the Asian-American Alcoholic and took no action. The committee noted that until other projects are completed a decision has been made to forgo new pamphlets or revisions at this time.

PAI#122: The committee discussed a request to revise pamphlet “LGBTQ Alcoholics in A.A.” to include stories from non-binary members in order to better represent membership of the LGBTQ community and took no action. The committee noted that there is not a widely expressed need at this time. The committee asked the secretary to forward a suggestion to the AA Grapevine and La Viña for consideration of possible stories from non-binary A.A. members.

PAI#124: The committee discussed a request that the General Service Conference adopt the 2021 version of “Safety and A.A.: Our Common Welfare in 2021,” that specifically names “Racism in A.A. is a safety issue” and took no action. The committee noted that there is an ongoing discussion on the topic.

PAI#138: The committee discussed a request to update Appendix II in the forthcoming Fifth Edition of *Alcoholics Anonymous* with corrected attribution to the quote which appears at the end of the Appendix and took no action. The committee noted that the *Fifth Edition Big Book* subcommittee is overseeing the development of the draft of the updated book. The committee asked the secretary to forward these observations to the subcommittee.

PAI#139: The committee discussed a request to create a translation of the Big Book, *Alcoholics Anonymous*, into gender neutral language and took no action. The committee noted that the process for including gender neutral language in A.A. literature is not related to translation, but to editing processes.

PAI#151: The committee discussed a request regarding changes made by Advisory Action of the 72nd General Service Conference to the wording in the pamphlet “Questions and Answers on Sponsorship” (P-15) and took no action. The committee noted that until other projects are completed a decision has been made to forgo new pamphlets or revisions at this time.

PAI#175: The committee discussed a request to develop the Third Edition of the Libro Azul “*Alcohólicos Anónimos*” into Plain Language and took no action. The committee noted that there is not a widely expressed need at this time. The committee also noted that consideration of future projects in plain and simple language will be discussed after the Conference members have reviewed the draft of the book *Alcoholics Anonymous (Fourth Edition)*, translated into plain and simple language and expressed their opinion on the project.



PAI#177: The committee discussed a request to insert on page 52 of the book *Alcoholics Anonymous* (Fourth Edition) a note that the U.S. landed on the moon in 1969. The committee took no action, noting that there is not a widely expressed need at this time.

PAI#182: The committee discussed a request to restore the sentence “Fundamentally, though, the difference between an electronic meeting and the home group around the corner is only one of format,” to the Foreword to the Fourth Edition of the Big Book and took no action. The committee noted that there is not a widely expressed need at this time.

Consider development of a Twelve Steps Checklist as a piece of service material (PAI#62): The committee discussed a request to develop a Twelve Steps Checklist and took no action. The committee noted that there is not a widely expressed need at this time.

Consider request to shuffle the pages of “Daily Reflections” (PAI#77): The committee discussed a request to shuffle the pages of “Daily Reflections” and took no action. The committee noted that there is not a widely expressed need at this time.

Proposals for Big Book or *Twelve Steps and Twelve Traditions* study guides: The committee discussed a request to develop Big Book or *Twelve Steps and Twelve Traditions* study guides and took no action. The committee noted that there is not a widely expressed need at this time. The committee also noted that consideration of future projects in plain and simple language will be discussed after the Conference members have reviewed the draft of the book *Alcoholics Anonymous (Fourth Edition)*, translated into plain and simple language and expressed their opinion on the project.

**Committee discussion points:**

*Discussion of QR codes on literature referring to website:* The committee discussed the inclusion of QR codes that

refer to the aa.org website on all pamphlets and agreed to continue the discussion at the October 2022 meeting.

*Update on the review of A.A. pamphlets:* The committee discussed the process to review A.A. recovery pamphlets and noted that the 2023 Conference Committee on Literature agreed to undertake the review, as standing agenda item on their committee via the Recovery Literature Matrix.

**Items that were reviewed and forwarded to the August 2022 meeting of the trustees’ Literature Committee for continued discussion include:**

*Review the status of the matrix of A.A. recovery literature and all A.A. pamphlets:* The committee discussed the status of the matrix of A.A. recovery literature and all A.A. pamphlets, noting that the initial goal to provide useful information for the Conference Committee on Literature regarding pamphlet update revisions needs to be reevaluated. The committee is working on a revision of recovery pamphlets and will provide guidance to the Publishing Department on the creation of a simpler and more effective document at the October 2022 meeting.

*Discuss the accuracy and effectiveness of direct translation practices:* The committee discussed the 2022 Conference Committee on Trustees consideration regarding the accuracy and effectiveness of direct translation practices, noting that careful consideration should be given to pamphlet translation. The committee also discussed a wide range of perspectives to allow effective A.A. identification across culturally diverse populations.

The committee chair requested that the committee begin a review of 70 A.A. recovery pamphlets and continue the discussion at the October 2022 meeting.

*Discuss strategy to make current literature accessible in all possible formats:* The committee discussed strategy to make current literature accessible in all possible formats

and noted that inconsistent language across some A.A. literature needs to be addressed from different perspectives and by multiple GSO departments. The committee will continue the discussion at the October 2022 meeting.

*Discuss the draft pamphlet “The Twelve Steps Illustrated”:* The committee discussed the request for additional revisions to the draft pamphlet “The Twelve Steps Illustrated” and noted that more information is needed from the 2022 Conference Committee on Literature. The committee requested that the secretary set up a meeting with both committees prior to the October 2022 meeting.

*Discuss the development of the pamphlet “The Twelve Concepts Illustrated” in video animation format:* The committee reviewed the video animation of the pamphlet “The Twelve Concepts Illustrated” published by the General Service Board of A.A. Great Britain, noting that the development of a U.S./Canada version, with revised voiceover talent, is pending for budgetary reasons.

**Equitable Distribution of Workload:**

The committee agreed to forward the following requests to the 2023 General Service Conference through the Equitable Distribution of Workload process.

*Twelve Steps and Twelve Traditions PAIs:*

The trustees’ Literature Committee reviewed proposed agenda items related to the changes approved by the 2021 General Service Conference to the book *Twelve Steps and Twelve Traditions* and noted the importance and interest of the Advisory Action to the Fellowship. *Twelve Steps and Twelve Traditions PAIs:* The trustees’ Literature Committee agreed to forward to the 2023 Conference Literature Committee all proposed agenda items related to the changes in the book *Twelve Steps and Twelve Traditions* as one grouped item with the suggestion that the Conference Literature Committee consider forwarding the item to

the general service areas for wider discussion looking toward setting a policy on how and whether to edit A.A. founders’ words in our current literature. The agenda item would be discussed by the Fellowship during the 2023-2024 Conference year and considered by the Conference Committee on Literature at the 2024 General Service Conference.

**Other items discussed**

*General Service Board Strategic Plan (November 2019):* The committee accepted a review of the General Service Board Strategic Plan prepared by the trustees’ Literature Committee vice chair, Reilly K., that highlighted the GSB Strategic Plan goals that may require committee involvement.

*Box 4-5-9 distribution:* The committee discussed a number of concerns received from the Fellowship regarding the electronic distribution of GSO bulletin Box 4-5-9. The committee heard a report from the GSO Communications Director that addressed challenges related to the transition to new data system and recent department changes. The GSO General Manager also assured the committee that the situation would receive the utmost attention.

*Service Manual Revisions:* The committee reviewed the process for Service Manual Revisions and looks forward to receiving materials from the Report and Charter Committee and Publishing Department fulfilling their responsibility in keeping with the process after the 2023 General Service Conference.

*Style Guidelines:* The committee discussed the style guidelines and received an update from GSO Communications Director that included the different style guidelines that GSO uses for various formats. The committee noted the importance of consistency of the A.A. message across all A.A. literature.



*Scope for a future working group:* The committee reviewed and accepted the following Composition, Scope and Procedure for the future working group on the “A.A. for the Native North American” pamphlet.

The committee requested that a new Appointed Committee Member (ACM) establish and lead the implementation of the process for the pamphlet update.

The committee also requested that the ACM form a working group made up of members of the intended audience with a note that members of the indigenous communities of Hawaii have asked to be included in this pamphlet.

The working group will strive to:

1. Include a diverse group of A.A. members from the target audiences who can bring perspectives from a variety of ethnic, geographic, linguistic and age perspectives.
2. Solicit broad input on the current pamphlet and needed improvements to inform the development of priorities for new stories from these diverse cultural perspectives.
3. Develop a method of outreach to foster significant amounts of submitted material.
4. Develop a process for vetting received stories.
5. Work toward development of a respectful and inclusive title.

*27th World Service Meeting Publishing/Literature Committee report:* The committee discussed the report from the Publishing/Literature committee of the 27th World Service Meeting and shared on topics that could be relevant to the trustees’ Literature Committee.

*Discuss a six-month notice to other structures for literature changes:* The committee reviewed the General Service Board recommendation from their meeting on November 1, 1976, resulting from the Fourth World Service Meeting, and reaffirmed the following recommendation:

“That if a new edition or revised edition of a book, booklet, or pamphlet is in the works, that other countries be given six months’ notice where possible prior to this change.”

The committee requested that the GSO International desk send out a copy of the list of Literature Advisory Actions after the General Service Conference to general service structures around the world to inform the international A.A. community on literature changes.

*Plain and simple language email:* The committee discussed an email from a delegate with numerous questions regarding the translation of the book *Alcoholics Anonymous* (Fourth Edition). After careful consideration, the committee suggested that a committee member respond to the area delegate directly.

*Marita R., 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 reviewing, updating and revising of new and existing recovery pamphlets, books and audiovisuals, in accordance with recommendations from the General Service Conference. Final development, design and production of all this material is under the auspices of the A.A. World Services Publishing Department.

This last quarter, as in the previous, I had the privilege to serve as secretary to two productive subcommittees on the Fifth Edition Big Book, Fourth Edition Big Book Plain Language, and three tireless working groups for the Fourth Edition Big Book Spanish, “A.A. for the Black and African-American Alcoholic,” and “A.A. for the Native North American Alcoholic” pamphlet.

The Literature desk continues to respond to correspondence from A.A. members and groups about A.A. literature and contact is also maintained with all current area, district, and intergroup/central office literature chairpersons. Lately, most of the inquiries are about the story selection for Fifth Edition Big Book, Fourth Edition Big Book Spanish, and the “A.A. for the Black and African-American Alcoholic” pamphlet as well as inquiries about the Fourth Edition Big Book Plain language translation.

Much activity on the assignment has surrounded processing of the 2,500+ stories received and responding to submitters and making sure that each story is properly numbered and logged for the subcommittee evaluation.

As literature is essential in helping to carry our message of recovery, this remains a challenging and rewarding assignment.

*Irene D.*

## 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 résumés 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 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 three (3) times since the 72nd General Service Conference.

Activities of this committee in the past year:

*Regional Trustee and Trustee-at-Large/Canada elections:* The committee reviewed all candidates submitted for Northeast and Southwest regional trustees, and Trustee-at-Large/Canada and found them all eligible for the elections in April 2023. An option to use an online version of the résumé sheet was offered to candidates.

*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 April 2023, following presentation at the 2023 General Service Conference for disapproval, if any.

It is noted the committee is conducting a search to fill the vacancy for a Class A trustee left by Linda Chezem.

It is noted the office of Chair of the General Service Board is vacant, currently filled on an interim basis by Jimmy D., Southwest Regional Trustee and First Vice-Chairperson of the GSB.

*AAWS Directors:* The committee made the following recommendation to the GSB effective following the April 2023 General Service Conference:

- That Reilly K., Pacific Regional Trustee, serve as trustee director for a two-year term on the AAWS Board to succeed Irma V., Western Canada Regional Trustee.

*AAGV Directors:* The committee made the following recommendation to the GSB effective following the April 2023 General Service Conference:

- That Joyce S., Eastern Canada Regional Trustee, serve as trustee director for a two-year term on the AAGV Board to succeed Mike L., West Central Regional Trustee.
- It is noted a search is underway for an AA Grapevine director to fill the vacancy left by Coree H., to be named at the 73rd General Service Conference.

*Appointed Committee Members (ACMs):* The committee reviewed updates on the status of ACMs serving on trustees' committees of the GSB for the year 2022-2023 and made the following recommendations:

- That Morgan B. of New Orleans, LA and Kirk H. of Las Vegas, NV be appointed for additional one-year terms to serve as ACMs on the trustees' Public Information Committee commencing with the July 2023 GSB Weekend.
- That the Trustees' Literature Committee begin to search for one appointed committee member to assist in the work on the Fourth edition of the Spanish Big Book. This will fill the vacancy left by Amalia C. of Newington, CT who will be rotating at the end of the 2023 General Service Conference.

*Consultants on Trustee Committees:* The committee reviewed updates on the status of trustee committee consultants serving on the trustees' committees of the GSB for one year 2023-2024, and made the following recommendation:

- That Gerry C. of Peachland, BC, and Tom P. of Tucson, AZ, be reappointed for one-year terms to serve as consultants to the trustees' Cooperation with the Professional Community-Treatment and Accessibilities (CPC/TA) Committee, commencing with the July 2023 GSB Weekend.

*Calendar of Events and Rotation schedule:* The committee reviewed the Calendar of Events of the trustees' Nominating Committee and noted specific activities through the 2023 General Service Conference. The committee observed that some areas are holding their summer and fall assemblies sooner to accommodate the September 15 deadline for proposed Conference agenda items. The committee suggested that reminders about vacancies be sent out sooner to accommodate the earlier dates of area assemblies in addition to the traditional reminder.

The committee also reviewed the current rotation schedule of Board servants, noting that three trustees will rotate in 2023, and there will be seven (7) vacancies in 2025. The committee is currently conducting a search for the next chairperson of the GSB.

<b>2023</b>	3 Trustees rotating	2 Regional Trustees 1 Trustee-at-Large
<b>2024</b>	3 Trustees rotating	2 Regional Trustees 1 General Service Trustee
<b>2025</b>	7 Trustees rotating	2 Class A Trustees 2 Regional Trustees 1 Trustee-at-Large 2 General Service Trustees
<b>2026</b>	3 Trustees rotating	2 Regional Trustees 1 General Service Trustee

**Note:** The process for filling Class A Trustee vacancies in 2025 will begin in the preceding year.

*Thread-based forums:* The committee reviewed a memo from the 2022 Conference Committee on Trustees that summarized their questions following a discussion on the use of thread-based forums. The committee made note that the trustees' Nominating Committee had taken no action on the subject twice and agreed to forward the memo to the AAWS Board where conversations of thread-based forums are ongoing. The committee requested that, unless AAWS had a specific request or suggestion applicable to Nominating, it not continue to send back the general conversation.

*Preliminary 2023 budget:* The committee reviewed their 2023 preliminary budget and forwarded it to the trustees' Finance and Budgetary Committee.

*Review the 2022 Conference Committee on Trustees report:* The committee reviewed and discussed the 2022 Conference Committee on Trustees report.

*Update on Composition, Scope and Procedures:* The committee discussed approaches to review their Composition, Scope and Procedures (CSP), which includes 14 procedures related to vacancies on the General Service Board, corporate boards, and specific employees at the General Service Office. The committee agreed to individually review the committee's CSP and 14 procedures and forward suggestions and comments to the staff secretary.

The committee also asked the staff secretary to note language in the procedure that might be inconsistent with the GSB Bylaws, GSB recommendations, and entries

within *The A.A. Service Manual* as background for the committee's discussion.

*Subcommittee on Transition Practices on filling board vacancies:* The committee reviewed a report from the chair of the Subcommittee on Transition Practices for filling board vacancies. The committee noted the subcommittee's historical review of transition practices to determine if there had been a recent analysis of transition practices, and to get a sense of what background might be available. The subcommittee did not recommend any action at this time.

*Recruitment of Class A Trustees:* The committee noted the development of an information packet for Class A candidates in the previous year and continued their discussion on the development of recruitment approaches for Class A trustees. The committee agreed that developing proactive approaches and tools could be useful to identify Class A trustee candidates. The committee chairperson appointed Trish L. (chairperson), Tom H., Judith Ann Karam and Irma V. to the Subcommittee on Recruitment of Class A Trustees.

*Development of a procedure document for trustees emeriti:* The committee reviewed a memo from the GSB chair-

person requesting that the committee undertake the discussion and development of a procedure document for the selection of trustees emeriti. The committee noted the usefulness of a sample procedure created by the committee chairperson that suggested possible topics to be explored, including the following qualifications and process for selection: a defined role and responsibility; a defined length of service and rotation; a defined number of emeriti serving at any one time; defined expectations for travel; and defined expectations for meetings and participation.

The committee expressed an interest in using a balanced approach to developing a procedure for selecting trustees emeriti that involves both looking back at A.A.'s history and exploring the needs of the future. The chairperson appointed a subcommittee to develop a procedure for the selection of trustees emeriti: Judith Ann Karam (chairperson), Tom H., Trish L. and Irma V.

The subcommittee, after multiple robust and thoughtful discussions completed its work and made five recommendations to the General Service Board about Trustee Emeriti appointments, roles and responsibilities. Due to time restraints, the following recommendations regarding Trustee Emeriti were not able to be addressed during the General Service Board meeting in January and were recommitted by the Board to the Trustees' Nominating Committee for presentation at the July 2023 General Service Board meeting.

The committee recommended to the General Service Board that:

- The General Service Board cease appointments of Trustee Emeriti moving forward;
- Current Trustee Emeriti will retain their title and continue as ambassadors of A.A. should they choose;
- The General Service Board cease the practice of inviting all Trustee Emeriti to each board weekend and General Service Conference;
- All Trustee Emeriti be invited to their final two General Service Conferences: the 73rd (2023) and 74th (2024);
- Upon rotation the General Service Board invite the outgoing Board Chair to voluntarily attend board weekends and the General Service Conference for up to two years in order to provide institutional memory. This invitation will be at the expense of the General Service Board.

*Josh E., Chair (Thru Feb. 2023)*

**Staff Report:** The staff member rotated into 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 prepared background, minutes and reports for trustee committee meetings.

The staff member worked with three subcommittees to complete work of ongoing projects to improve



recruitment tools for future Class A candidates, to define guidelines for Trustee Emeriti, and to ensure accessibility is open to a diverse pool of candidates for trustees and directors.

The staff member also coordinated the review of candidate résumés from the Northeast, Southwest, and Canadian service areas who made their names available to participate in this year's Conference elections procedure.

The staff member on this assignment also served as Regional Forums coordinator since March 2021.

*James H.*

## PUBLIC INFORMATION

**Trustees' Report:** The trustees' Committee on Public Information (PI) is charged with the responsibility of helping the membership carry the A.A. message of recovery through the general public 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. The methods include carrying the message through the process of disseminating and exchanging information via mass media, in addition to public information meetings and speaking to community groups. Examples of Mass Media include:

- a. Television
- b. Radio
- c. Newspapers
- d. Magazines
- e. Social media
- f. Digital media
- g. The internet, etc.

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 and the GSO and AA Grapevine/La Viña Websites, in addition to the AA Grapevine podcast performance.

The committee is 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.

*"A.A.'s Movement-Wide Public Information Policy," approved by the 1956 General Service Conference was amended in 2002 to state:*

*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.*

Activities over the past year have included:

*Composition, Scope, and Procedure* — The committee reviewed their Composition, Scope and Procedure and made no changes.

*2022 Conference Committee on PI Advisory Actions and committee considerations* — The committee reviewed a report of the 2022 Conference Committee on Public Information reflecting 72nd General Service Conference Advisory Actions and committee considerations pertinent to this committee. The secretary shared with the committee that this reporting was simply a list of these actions and considerations for their overview. All actionable items were set as individual agenda items with background that are in the rest of this report.

*Proposed agenda items related to the use of QR code* — The committee discussed three proposed agenda items related to the use of QR codes and took no action. The committee discussed that use of QR codes on materials is occurring on various projects at the General Service Office (GSO), such as the Young People's Video project and the PI/CPC service cards under development. The ability to determine when to incorporate QR coding into materials should remain within the purview of the office. The proposed agenda items are as follows:

1. PAI#121: Consider the use of QR codes to carry the information contained in pamphlets using diverse technologies.
2. PAI#123: Consider adding a QR code to A.A. pamphlet covers that directs a camera to the aa.org link allowing a PDF view of the pamphlet.
3. PAI#66: Consider that A.A. as a whole create a QR code on a flyer stating, "Is drinking a problem for you or someone you know?" that directly links to aa.org, the meeting guide, and five pamphlets; "AA at a Glance", "Is AA for me?", "A newcomer asks," "A brief guide to AA," and "This is AA."

*2022 PI Budget* — The committee reviewed and accepted the mid-year reforecast of the trustees' PI 2022 Budget and agreed to forward it to the trustees' Finance and Budgetary Committee.

*Preliminary 2023 PI Budget* — The committee reviewed and accepted the preliminary 2023 Public Information budget and agreed to forward it to the trustees' Finance and Budgetary Committee.

*Communication Services department reports* — The committee accepted the staff and Communication Services department (CSD) reports. The CSD director explained that work has begun on a Comprehensive Strategic Plan for the department that will correlate to the



Comprehensive Media Plan. CSD will focus on developing in-house resources to allow for less reliance on outside resources. CSD took a lead role in the content creation of our recent press releases.

The CSD director highlighted implementation of the online business profiles process including a weekly cadence of “response by owner” comments getting developed, reviewed, and posted to the Google profile. The committee regards the new Meeting Guide release as an intuitive and natural progression of the user interface and app functionality. The committee accepted the Communication Services department reports.

*Public Information media platforms* — The committee accepted all Media Platform reports.

*Podcasts* — The committee discussed the progress reports on the GSO Podcast. The Grapevine podcast team provided the GSO team a thorough walk-through of the process and tools Grapevine utilized to produce their podcast episodes. The committee discussed a consideration to research the best methods for future podcast episodes to be completed in Spanish and French. This research will follow the development of the English version of the podcast. An idea was presented to consider if the GSO podcast could simultaneously play as a video on the AAWS YouTube channel. The committee looks forward to a progress report at the October 2022 meeting.

The committee reviewed the third quarter GSO podcast report. The Communication Services director shared that a mission statement is being developed for the podcast and we have internal office talent to support the production process moving forward.

The committee agreed to forward to the 2023 Conference Committee on Public Information a progress report on the development of the GSO podcast.

*AAWS YouTube Channel* — The committee reviewed and accepted the GSO 2022 first and second quarter AAWS YouTube Channel reports. CSD was asked to update the analytics to include country and language reporting going forward.

The committee discussed the third quarter AAWS YouTube Channel report. Key analytics regarding how people are finding our channel through online searches were outlined. Analytics indicate that people are not watching our entire videos because our content is older and lengthy. The PI Coordinator reported on two projects in progress to produce new content: converting audio PSAs to video files and the young people video submissions. Communication Services shared the development of a streamlined process for producing videos that include the non-affiliated disclaimer bumpers required for all videos posted to our YouTube channel. This process will allow for the bumpers to be added to our two latest PSAs so they can be added to the channel.

The committee discussed the AAWS YouTube Channel report and recognized that the analytics reflect the rising Spanish language viewership. It was suggested to expand the use of the playlist as well as the suggested next video functions, among others to determine if

these capabilities might prove beneficial to improve the user experience for this population. The committee agreed to forward to the 2023 Conference Committee on Public Information the “YouTube Performance: July to September 2022” report.

*Google Ads* — The committee reviewed and accepted the GSO 2022 first and second quarter Google Ads reports. The committee agreed with the best practices being implemented to manage our Google Ads. The committee requested consideration be given on how to obtain useful analytic information to show that our ads are making a real impact for people seeking help and information about Alcoholics Anonymous.

The committee reviewed the third quarter Google Ads report. The committee appreciated the progress made to update our content to the responsive ads format required by Google Ads. After the responsive ads are live with new bidding and conversions, we will explore steps for expanding ads, keyword research and more active management of the account.

The committee discussed the Google Ads report. It was highlighted by Communication Services that the new responsive ads have increased the effectiveness of the ads showing up in searches by 94%. The trustees suggested monitoring the monthly allotment of ad spend usage each month. The committee agreed to forward to the 2023 Conference Committee on Public Information the “Google Ads Performance: July to September 2022” report.

*Meeting Guide App* — The committee reviewed and accepted the GSO 2022 first and second quarter AAWS Meetings Guide app reports. The committee looks forward to the filter functionality being implemented as tested.

The committee reviewed the third quarter AAWS Meeting Guide app report. The committee discussed analytics regarding mobile device types on which our app is used as well as analytics regarding language breakdown of app users. To enhance the quarterly reports going forward Communication services is requested to include a section on feedback received about the app.

The committee agreed to forward to the 2023 Conference Committee on Public Information the “Meeting Guide Performance: August to September 2022” report.

*GSO’s A.A. Website* — The committee reviewed and accepted the GSO 2022 first and second quarter GSO A.A. Website reports.

The committee reviewed the third quarter GSO A.A. Website report. The committee asked for a status on improving search engine optimization and learned that Communication Services has plans to update on-page description and search engine results descriptions in all three languages. These short pieces of text will better describe our site’s content.

The committee discussed the quarterly report on Oversight of GSO’s A.A. Website. It was highlighted by Communication Services that the launch of the newest



iteration of Google Analytics (G4) has impacted reporting and that the office is working to obtain more information on next steps. The committee agreed to forward to the 2023 Conference Committee on Public Information the “2022 Third Quarter on AAWS Board Oversight of GSO’s A.A. website: July to September report.”

*Online Business Profiles* — The committee discussed the plan to manage the three business profiles on Google, Bing, and Yelp. In 2019, we took ownership of all three to correct inaccuracies. It was reported that the information provided is basic but correct. The committee understands there is a public comment feature on each of the three claimed profiles that cannot be turned off or removed and agreed that this is an opportunity to further our public relations in this channel and to answer basic questions with standardized answers, ultimately guiding users to our communication channels on aa.org. The committee requested that the standardized answers be revised to appear less generic. The committee approved GSO Communication Services department’s request to implement the Online Business Profiles management process presented for their consideration. The commit-

tee looks forward to a progress report at the October 2022 meeting.

The committee reviewed the Quarterly report on Oversight of the AAWS Online Business Profiles. The project will begin by working on a backlog of reviews, followed by questions. The committee appreciated the simple standardized responses created for the review comments. The Communication Services will annually review and update details on each online business profile.

The committee agreed to forward to the 2023 Conference Committee on Public Information the “Online Business Profiles: July to September 2022” report.

*AAGV/La Viña Website, Marketing and Podcast* — The committee reviewed and accepted the GSO 2022 first and second quarter AAGV/La Viña Website, Marketing and Podcast reports.

The committee reviewed the third quarter AAGV/La Viña Website, Marketing and Podcast report. The AA Grapevine Publisher shared that there are over 250K downloads of the weekly podcast. Initial feedback surveys have been distributed to help with the initial creative planning of a new AA Grapevine app.

The committee agreed to forward to the 2023 Conference Committee on Public Information the “AAGV/La Viña Website, Marketing and Podcast” report.

*Public Information Comprehensive Media Plan (CMP)* — The committee discussed the need for the development of an updated 2023 Comprehensive Media Plan. The chair appointed a subcommittee which will review and incorporate the revision considerations as follows:

- 2021 Committee Consideration regarding a deeper understanding of targeted audiences within A.A. relating to all genders and reaching potential members.
- March 2022 CSD memorandum suggested updates
- 2022 PI Committee Considerations
- June 2022 CPC Committee Consideration suggesting exploring QR code use
- A list of ongoing PI projects to be reviewed.

The committee enjoyed a demonstration of a draft content calendar that will be incorporated into the 2023 CMP. The committee looks forward to a progress report at the October 2022 meeting.

*Subcommittee on Public Information Comprehensive Media Plan (CMP)* — The committee accepted the report of the Subcommittee on 2023 CMP. The chair of the subcommittee shared a verbal update of the timeline and workplan to complete the 2023 update to the Comprehensive Media Plan. A suggestion was made to ensure that the content creation section of the CMP includes specifications on optimal media production, including length of audiovisual material created. The committee looks forward to a progress report and a revised CMP at the January 2023 meeting.

The committee agreed to forward to the 2023 Conference Committee on Public Information the final report and the 2023 CMP.

*Working group on Analytics Reporting* — The committee reviewed the Working Group on Analytics report. The focus of this working group is to re-develop the analytics reporting for trustees' and Conference Public Information committees with the following goals in mind:

- Primary goal: Quarterly and yearly reporting for main digital platforms.
- Secondary goal: Other reports that tie directly into those platforms.
- Tertiary goal: Reports not currently being reported on formally.

The committee looks forward to a progress report at the January 2023 meeting.

The committee discussed the progress report from the Working Group on Analytics Reporting. The committee highlighted that the 2004 Advisory Action requested annual analytics reporting on the aa.org website only. While this annual reporting is being completed, enhanced analytics reporting is also occurring on many new channels of communication (e.g., AAWS YouTube, Google Ads, Meeting Guide, etc.) that have been added since the 2004 Conference. The committee agreed to forward to the 2023 Conference Committee on Public Information the "2022 Working Group on Analytics" report.

*Public Service Announcements (PSAs):*

*Relevance and usefulness* — The committee reviewed the current video PSAs and found them to be relevant and useful, and agreed to forward their findings to the 2023 Conference Committee on Public Information.

*TV PSAs* — The committee reviewed current reports for "Sobriety in A.A.: My Drinking Built a Wall" and "Sobriety in A.A.: When Drinking Is No Longer a Party." There have been approximately 34,833 English TV airings and 16,956 Spanish TV airings. As of this report the Canadian PSAs aired an additional 1,209 times, bringing total airings to 4,078.

The committee reviewed current reports for "Sobriety in A.A.: My Drinking Built a Wall" and "Sobriety in A.A.: When Drinking Is No Longer a Party." There have been approximately 94,624 English and Spanish TV airings. Separately, as of this report the Canadian PSAs aired an additional 1,303 times, bringing total airings in Canada to 8,390.

The final one-year campaign results were 125,192 airings, 615,956,841 impressions and \$34,506,580 in media value. The final Canadian results for the campaign were 11,485 airings.

The committee agreed to forward to the 2023 Conference Committee on Public Information the PSA tracking and distribution reports.

*Radio/audio PSAs* — The committee discussed adding an annual review of current radio/audio PSAs for relevance and usefulness by the trustees' and the Conference Committee on Public Information. The committee believes this is good practice and our responsibility. The committee requested the staff secretary add this review to the July 2023 agenda of the trustees' PI Committee meeting.

*Mesmerize Point PSA distribution proposal* — The committee reviewed and agreed that, if approved, the Mesmerize Point PSA distribution channel project should move forward with oversight and analytic reporting to trustees' Public Information Committee.

The committee discussed the idea that general health and wellness content will run surrounding A.A.'s PSAs. The committee agreed that a solution will be to ensure that a non-affiliation disclaimer bumper will appear on all PSA videos supplied to air on this service. The next step is to have a legal review of the agreement before signing and implementing the service. The committee looks forward to a progress report at the January 2023 meeting.

The committee discussed the progress report on the Mesmerize Point PSA distribution channel contract. The committee was pleased the legal review of the contract stayed well under the proposed \$2,000 budget with an invoice for the work totaling \$750.00. The committee requested that the staff secretary facilitate the sign-off of this contract to begin the one-year period of airing our video PSA content on the Mesmerize Point closed-circuit monitors in physician offices and private pharmacies.

*Feasibility study on paid placement of PSA videos on streaming platforms* — The committee discussed the feasibility study on paid placement of PSA videos on streaming platforms. The committee agreed with the research suggestions from the 2022 committee consideration. The committee requested that the staff secretary incorporate a cost benefit analysis that includes information about paying for the PSA broadcast TV distribution versus paying for the guaranteed paid PSA placement. The staff secretary will also include the Connect360 report on how the world of communications has shifted.

The committee discussed the feasibility study on paid placement of PSA videos on streaming platforms. The staff secretary has begun research on Canadian streaming platforms. The additional research and survey work requested will continue and the committee looks forward to a progress report at the January 2023 meeting.

The committee discussed the updated feasibility research on paid placement of PSA videos on streaming platforms and agreed that it includes sufficient information. The committee agreed to forward to the 2023 Conference Committee on Public Information the research conducted by GSO to consider an approach for testing paid placement PSAs.

*Web Banners* — The committee reviewed the language for the banners. Final graphic web banners are under development. The committee looks forward to a progress report at the October 2022 meeting.

*A.A. Membership Survey* — The committee approved the revised 2022 Membership Survey questionnaire amend-

ed by the survey methodologist according to the 2022 Advisory Action. The committee reviewed and agreed that the project plan to administer the 2022 Membership Survey is comprehensive and will accomplish the goal of producing effective results. The chair appointed a subcommittee to review the recommendations and develop improved methods to report results of the 2022 Membership Survey.

The committee reviewed the 2022 A.A. Membership Survey process report. This summary report details the actions taken by the PI Assignment related to the goal of performing a sound survey. Once the survey is completed, an evaluation will be provided seeking input of the survey process. Every A.A. Membership Survey has been a current snapshot of a limited number of the total A.A. group population, based on a moment in time.

The committee discussed the report on the 2022 A.A. Membership Survey process. The committee appreciated the documented account of the steps taken to complete the membership survey. The committee agreed to forward to the 2023 Conference Committee on Public Information the report on the 2022 A.A. Membership Survey process.

*Subcommittee on A.A. Membership Survey* — The committee accepted the report of the Subcommittee on 2022 Membership Survey Results and approved the following suggestions outlined within the subcommittee report:

- The development of a pamphlet and a dynamic web page to disseminate the results of the 2022 A.A. Membership Survey. The subcommittee has developed a detailed listing of the elements that will be included in both reporting concepts along with ideas on the layout of each to be provided to the creative design team members.
- Each item in the survey be designed and created in such a way that it will be a standalone element. That a library of all elements be created to be available for use by A.A. members, the professional community, the media, and other constituents.

The committee looks forward to a mockup of the webpage and draft pamphlet or a progress report at the January 2023 meeting.

The committee reviewed the final report from the Subcommittee on the 2022 A.A. Membership Survey Results Reporting. The committee reviewed the draft survey pamphlet and a dynamic web page mockup. It was discussed that a library of all infographics will be created and made available for use by A.A. members, the professional community, the media, and other constituents. The pamphlet requires Conference-approval. The webpage design and development falls within the purview of GSO's Communication Services team and does not require Conference-approval but will be provided to the Conference Committee on Public Information for consideration.

The committee agreed to forward to the 2023 Conference Committee on Public Information the draft 2022 A.A. Membership Survey pamphlet for consideration.

*Discuss a Review Grid of Public Information pamphlets/materials* — The committee discussed the following pamphlets/materials presented for review.

*"A Brief Guide to A.A."* — The committee tabled the discussion of retiring the Conference-approved pamphlet "A Brief Guide to A.A." to the October 2022 meeting.

The committee discussed the tabled motion to retire the Conference-approved pamphlet "A Brief Guide to A.A." The committee agreed not to retire this pamphlet. The committee determined that the pamphlet could be revised, but the basic message it carries is still relevant.

*"A.A. at a Glance"* — The committee tabled the discussion regarding the progress on the update to the Conference-approved flyer "A.A. at a Glance" to the October 2022 meeting. The committee agreed that a fresh design and updated language are needed.

The committee discussed the tabled motion to revise "A.A. at a Glance." The staff secretary shared that a fresh design and updated language are in the works for this flyer. The committee looks forward to a progress report at the January 2023 meeting.

The committee agreed to forward to the 2023 Conference Committee on Public Information a progress report on the revision to the Conference-approved flyer "A.A. at a Glance."

*Revision to "Speaking at Non-A.A. Meetings" pamphlet* — The committee agreed that the suggestions for updating the pamphlet "Speaking at Non-A.A. Meetings" are ready to be sent to Publishing. The committee looks forward to a progress report at the October 2022 meeting.

The staff secretary shared that the pamphlet "Speaking at Non-A.A. Meetings" revision is underway by Publishing. The committee looks forward to a final draft pamphlet or a progress report at the January 2023 meeting.

The committee discussed a draft pamphlet revision to "Speaking at Non-A.A. Meetings." The committee reviewed the draft pamphlet and shared that the current version is missing some of the suggestions requested to be included. The committee requested the staff secretary continue working with Publishing and provide a revised draft pamphlet or progress report at the July 2023 meeting. The committee agreed to forward to the 2023 Conference Committee on Public Information the progress report on the revision to the Conference-approved pamphlet, "Speaking at Non-A.A. Meetings."

*Discuss a revision to "Message to Teenagers"* — The committee tabled the discussion of the update to the Conference-approved flyer "A Message to Teenagers" to the October 2022 meeting.

The committee discussed the update to the Conference-approved flyer "A Message to Teenagers" tabled from the October 2022 meeting. The staff secretary shared that the work continues on the update of this flyer.

The committee looks forward to a progress report at the January 2023 meeting.

The committee agreed to forward to the 2023 Conference Committee on Public Information the progress report on the revision to the Conference-approved pamphlet, “Message to Teenagers.”

*Review PI Press Media Kit* — The committee tabled a review of the updates to the digital PI Press Media Kit to the October 2022 meeting.

*Create a new form of communication to address anonymity on social media* — The committee tabled sending a survey about anonymity on social media in 2022. The survey is meant to gather shared experience from the Fellowship to inform trustees’ Public Information Committee discussions on creating a new form of communication on the subject. The committee believes the survey needs updates to the questions, as they display an informal tone. The committee asked that the survey not be distributed at the same time as the 2022 Membership Survey. The committee looks forward to a progress report at the January 2023 meeting.

The committee discussed the progress report on the request to create a new form of communication to address anonymity on social media. The committee agreed to forward to the 2023 Conference Committee on Public Information the progress report on the request “to create a new form of communication to address anonymity on social media.”

*Review Young People’s Video Project* — The committee approved the Young People’s Video Project to move forward as presented in 2022. The committee looks forward to a progress report at the October 2022 meeting.

The committee reviewed the progress report on the 2022 Young People’s Video Project. The project is asking for submissions through November 7, 2022. The committee asked the staff secretary to communicate with the chair regarding the concept of extending the deadline. The committee looks forward to a progress report at the January 2023 meeting.

The committee discussed the progress report on the Young People’s Video Project. The committee also viewed two video submissions edited by GSO Publishing. The committee agreed to forward to the 2023 Conference Committee on Public Information the progress report and two complete Young People’s video submissions for consideration.

*Review Public Information Service Cards (formerly called “post” cards)* — The committee tabled a review of updates to the five PI and CPC Service Cards to the October 2022 meeting.

The staff secretary shared progress on the development of PI/CPC Service Cards. Four Public Information service cards are planned for completion in print copy and digital versions. The additional creation of CPC service cards are underway with the graphic designer. The committee looks forward to a progress report at the January 2023 meeting.

*Public Information Kit and Workbook* — The committee tabled a review of the content and format of PI Kit and Workbook to the October 2022 meeting. The staff secretary will report out changes that are planned for the fall 2022 kit update at the October 2022 meeting.

The chair shared that it might be helpful for Conference Committee members that have kits and workbooks to review them during the timeframe from May to September each year. The staff secretary is facilitating the Public Information Kit content update for 2022. The committee looks forward to a progress report at the January 2023 meeting.

*AAWS TCS committee request on reports required from a 2004 Advisory Action* — The committee discussed the current process enacted by the 2004 Advisory Action that requires GSO to compile quarterly and annual website reports. The committee agreed that a review is warranted regarding the types of analytics reports that are produced and if they are meeting the needs of the Conference Committee on Public Information and trustees’ Public Information Committee. The chair appointed a working group on analytics reports. The working group will seek to present a new packet of template analytics reports for consideration. The committee looks forward to a progress report at the October 2022 meeting.

*AAWS Instagram account* — The committee discussed a request to implement an Alcoholics Anonymous World Services, Inc. Instagram account. The committee agreed to forward to the 2023 Conference Committee on Public Information the request to create, implement, and manage an official Alcoholics Anonymous World Services Instagram account.

*Tom H., 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 is carried out:

- Communicate with 864 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. Many 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 January 2023 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.
- Coordinate 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 department and AA Grapevine about changes to the aa.org and aagrapevine.org website, a key aspect of our Public Information efforts.
- Coordinate production of new television and radio Public Service Announcements (PSAs) as requested by the Conference, and work with the Communication Services department regarding available formats and delivery options.
- Work closely with the Communication Services department on other projects requested by the Conference, along with special media and digital projects under the purview of GSO, such as the AAWS YouTube Channel, Google Ads, a GSO podcast and new PI Service Cards.
- Development and implementation of an annual update to the Comprehensive Media Plan. The vision and architecture of the plan is complete.
- Work has begun on answering comments and questions on three claimed online business profiles for A.A. World Services, Inc. This is a new process spearheaded by Communication Services department and the Public Information assignment.

*Patrick C.*

**Staff Coordinator:** 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 at least one assignment and most staffers also responding to requests from a specific region in Canada, the United States, or from other countries.

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. Mail and email are currently responded to within a window of ten business days with every effort made to respond quickly.

GSO staff benefits 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 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 nearly always 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.

After having been closed to the public for over two years, the office was able to re-open to visitors October 5, 2022. It has been a joy to welcome A.A. members and friends back to the office for tours which are held in English, French, or Spanish. We've also been able to resume the open A.A. meeting on Fridays at 11am. Traditionally, this has been an opportunity for the GSO staff to welcome A.A. members from around the corner and around the world. We continue to take safety precautions so that we can continue to welcome members and group tours.

As assistant secretary to the General Service Board, the staff coordinator is responsible for scheduling board and committee meetings, distributing advance material, preparing minutes of board meetings and gathering information on board activities that appears in the *Quarterly Report*. The staff coordinator also serves as secretary to the ad hoc committee on Participation of Online Groups in the General Service Structure and the ad hoc committee on Orientation helping to coordinate the annual trustees' orientation.

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. None of these activities would be possible without the dedication and skill of a very capable staff coordinator assistant, Jacob, who also serves as recording secretary for General Service Board meetings.

*Jeff W.*

# ■ Literature Distributed — 2022

## ENGLISH

### Books

Alcoholics Anonymous	389,024
Alcoholics Anonymous (soft cover)	275,853
Alcoholics Anonymous (large print)	47,838
Alcoholics Anonymous (pocket abridged)	56,212
Alcoholics Anonymous (large print/abridged)	34,528
Daily Reflections	80,491
Daily Reflections (large print)	15,474
Twelve Steps and Twelve Traditions (reg. ed.)	125,385
Twelve Steps and Twelve Traditions (gift ed.)	2,551
Twelve Steps and Twelve Traditions (soft cover)	124,510
Twelve Steps and Twelve Traditions (large print)	23,869
Twelve Steps and Twelve Traditions (pocket ed.)	17,079
A.A. Comes of Age	6,100
As Bill Sees It	27,412
As Bill Sees It (soft cover)	23,717
As Bill Sees It (large print)	7,628
Dr. Bob and the Good Oldtimers	7,926
“Pass It On”	4,243
Our Great Responsibility	2,241
Experience, Strength & Hope	6,863
A Visual History of Alcoholics Anonymous: An Archival Journey	3,434
<b>Total</b>	<b>1,282,378</b>

### Booklets

The A.A. Service Manual/	24,308
Twelve Concepts for World Service	981
Living Sober	85,806
Living Sober (large print)	8,893
Came to Believe	22,904
Came to Believe (large print)	2,518
A.A. in Prisons: A Message of Hope	6,058
<b>Total</b>	<b>151,468</b>

### Pamphlets

A.A. and the Armed Services	6,295
A.A. and the Gay/Lesbian Alcoholic	18,756
A.A. as a Resource for the Health Care Professional	15,319
A.A. for the Native North American	7,021
A.A. for the Woman	35,665
The A.A. Group	28,214
A.A. in Your Community	20,418
A.A. in Correctional Facilities	7,119
A.A. in Treatment Facilities	10,818
The A.A. Membership Survey	4,471
The A.A. Member — Medications and Other Drugs	31,437
A.A. Tradition — How It Developed	13,584
A.A.’s Legacy of Service	6,232
A Brief Guide to Alcoholics Anonymous	59,164
Circles of Love and Service	18,234
Bridging the Gap	19,395
Faith Leaders Ask About A.A.	10,486

The Co-Founders of Alcoholics Anonymous	4,246
Do You Think You’re Different?	41,403
Frequently Asked Questions	56,638
Frequently Asked Questions (large print)	2,369
GSR	23,911
Grapevine — Our Meeting in Print	6,618
How A.A. Members Cooperate	7,576
How It Works	33,902
If You Are a Professional	14,543
Inside A.A.	18,746
A.A. for the Black and African American Alcoholic	9,591
Is A.A. for You?	197,697
Is A.A. for Me?	47,031
Is There an Alcoholic in the Workplace?	8,601
Is There an Alcoholic in Your Life?	21,400
It Happened to Alice	7,061
It Sure Beats Sitting in a Cell	14,937
The Jack Alexander Article	6,029
Let’s Be Friendly With Our Friends	2,811
A Member’s-Eye View of A.A.	14,740
Memo to an Inmate Who May Be an Alcoholic	13,675
A Message to Correctional Facilities Administrators	5,371
A Newcomer Asks	186,361
Problems Other Than Alcohol	50,352
Questions and Answers on Sponsorship	149,876
Speaking at Non-A.A. Meetings	4,258
The Twelve Concepts for World Service Illustrated	16,281
The Twelve Steps Illustrated	26,425
Twelve Traditions Flyer	2,987
The Twelve Traditions Illustrated	29,190
This Is A.A.	146,287
This Is A.A. (large print)	3,575
AA for the Older Alcoholic (Large Print)	13,982
Too Young?	19,550
Understanding Anonymity	24,113
What Happened to Joe	6,767
The God Word — Agnostic and Atheist Members in A.A.	22,823
A.A. for Alcoholics with Mental Health Issues and their sponsors	19,122
Young People and A.A.	36,161
Access to A.A. — Members share on overcoming barriers	5,582
Many Paths to Spirituality	27,777
Hispanic Women in A.A.	5,160
Experience Has Taught Us: Our Twelve Traditions Illustrated	9,749
<b>Total</b>	<b>1,677,902</b>

### Miscellaneous

Wallet cards-two-fold	99,370
Wallet cards-I Am Responsible	19,009
Wallet cards-Anonymity	15,655
Anonymity Display Card	1,129
Parchment-scrolls	1,385

Placards	826	Alcohólicos Anónimos	
CPC Workbook	543	(Alcoholics Anonymous hardcover)	11,341
Archives Workbook	388	Alcohólicos Anónimos	
Corrections Workbook	619	(Alcoholics Anonymous abridged pocket size)	2,154
PI Workbook	629	Alcohólicos Anónimos	
Treatment Facilities Workbook	704	(Alcoholics Anonymous large print)	5,753
Treatment Facility Kit	0	Alcohólicos Anónimos	
Accessibilities Workbook	344	(Alcoholics Anonymous large print/abridged)	2,531
Twelve and Twelve on Computer Disk	4	Como Lo Ve Bill (As Bill Sees It)	4,485
A.A. Guidelines	21,343	A.A. Llega a su Mayoría de Edad (A.A. Comes of Age)	2,318
Group Handbook	31	El Dr. Bob y los Buenos Veteranos	
Wire Racks	1,124	(Dr. Bob and the Good Oldtimers)	1,784
Cassettes (tape cassettes)	1	Transmitelo (Pass it On)	3,194
Three Legacies by Bill CD	56	Reflexiones Diarias (Daily Reflections)	7,489
Voices of our Co-Founders CD	84	Viviendo Sobrio (Living Sober)	10,499
Bill Discusses the Twelve Traditions	36	El Manual de Servicios de A.A./Doce Conceptos	
A Brief Guide to A.A. CD	40	para el Servicio Mundial	
A.A. for the Alcoholic with Special Needs CD	81	(A.A. Service Manual/Twelve Concepts)	4,466
Markings on the Journey	57	Doce Pasos y Doce Tradiciones	
A.A. in Correctional Facilities DVD	23	(Twelve Steps and Twelve Traditions)	12,788
Bill's Own Story DVD	205	Llegamos a Creer (Came to Believe)	5,253
Bill Discusses the Twelve Traditions DVD	60	A.A. en Prisiones de Preso a Preso (Inmate to Inmate)	2,878
Carrying the Message Behind These Walls	38	Doce Pasos y Doce Tradiciones (pocket ed.)	2,208
Your A.A. GSO, the Grapevine,		Doce Pasos y Doce Tradiciones (large print)	6,066
and the General Service Structure	94	De las tinieblas hacia la luz	4,011
Hope: A.A. DVD	84	Nuestra Gran Responsabilidad (Our Great Responsibility)	2,812
Young's People's Videos	56	Una historia visual de Alcohólicos Anónimos:	
Alcoholics Anonymous ASL DVD	264	un viaje archivístico	769
Twelve Steps and Twelve Traditions ASL DVD	295		
A.A. Cooperation with the Professional Community DVD	57	<b>Total</b>	<b>101,294</b>
Young People's Animation Videos (Set of 4) DVD	7		
ASL A.A. for the Alcoholic with Special Needs	142	<b>Folletos</b>	
A New Freedom DVD	68	A.A. en Su Comunidad (A.A. in Your Community)	2,346
Alcoholics Anonymous (cassette album)	12	44 Preguntas (44 Questions)	9,028
Alcoholics Anonymous (4th Ed cassette album)	10	Esto es A.A. (This is A.A.)	7,134
Alcoholics Anonymous (4th Ed cd album) unabridged	886	Es A.A. para Usted? (Is A.A. for You?)	40,805
Alcoholics Anonymous (4th Ed cd album) abridged	280	Hay un Alcohólico en su Vida?	
A.A. Comes of Age (cd album)	97	(Is There an Alcoholic in Your Life?)	3,245
Twelve Steps and Twelve Traditions (cassette album)	8	Carta a un Preso que Puede Ser Un Alcohólico	
Twelve Steps and Twelve Traditions (cd album)	254	(Memo to an Inmate)	1,101
TV Public Service Announcement	0	El Punto de Vista de un Miembro de A.A.	
Radio Public Service Announcements	2	(A Member's-Eye View)	1,351
Twelve Steps Shade displays	1,334	Alcohólicos Anónimos por Jack Alexander	
Twelve Traditions Shade displays	1,294	(Jack Alexander Article)	1,408
Fact File	368	Seamos amistosos con nuestros amigos	
Table Top Display 12 & 12	213	(Let's be Friendly with our Friends)	333
Pioneers of AA (cassette album)	0	Un Principiante Pregunta (A Newcomer Asks)	8,008
Pioneers of AA (cd album)	17	Como Trabaja el Programa (How It Works)	2,733
Living Sober (cd album)	91	Lo que le Sucedió a José (What Happened to Joe)	2,561
<b>Total</b>	<b>169,717</b>	Comprendiendo el Anonimato	
<b>Grand Total</b>	<b>3,281,465</b>	(Understanding Anonymity)	2,052
		El Grupo de A.A. (The A.A. Group)	2,695
		Preguntas y Respuestas sobre el Apadrinamiento	
		(Questions and Answers on Sponsorship)	7,694
		El Miembro de A.A. — Los Medicamentos y Otras Drogas	
		(The A.A. Member — Medications and Other Drugs)	1,663
		Las Doce Tradiciones Ilustradas	
		(The Twelve Traditions Illustrated)	2,111
		A.A. en Centros de Tratamiento	
		(A.A. in Treatment Centers)	1,067

## SPANISH

### Libros

Alcohólicos Anónimos	
(Alcoholics Anonymous soft cover)	8,495



Los Jóvenes y A.A. (Young People and A.A.)	3,589
La Tradición de A.A. — ¿Cómo se Desarrolló? (A.A. Tradition — How It Developed)	1,410
Una Breve Guía a A.A. (A Brief Guide to A.A.)	4,055
A.A. en las Instituciones Correccionales (A.A. in Correctional Facilities)	1,271
Problemas Diferentes del Alcohol (Problems Other Than Alcohol)	3,434
Es Mejor que Estar Sentado en una Celda (It Sure Beats Sitting In a Cell)	1,454
¿Cómo Cooperan los Miembros de A.A.? (How A.A. Members Cooperate)	1,476
Dentro de A.A. (Inside A.A.)	1,633
A.A. como Recurso para los Profesionales de la Salud (A.A. as a Resource for the Health Care Professional)	1,336
Un Ministro Religioso Pregunta Acerca de A.A. (The Clergy Asks)	1,478
RSG (GSR)	1,669
¿Se Cree Usted Diferente? (Do You Think You're Different?)	2,769
Le Sucedió a Alicia (It Happened to Alice)	1,929
Hablando en Reuniones no-A.A. Speaking at non-A.A. Meetings	853
A.A. Para la Mujer (A.A. for the Woman)	6,085
Encuesta Sobre los Miembros de A.A. (A.A. Membership Survey)	1,121
¿Hay un alcohólico en el lugar de trabajo? (Is there an alcoholic in the workplace?)	2,393
Es A.A. Para Mí? (Is A.A. for Me?)	9,376
A.A. para el alcohólico de edad avanzada (A.A. for the older alcoholic)	1,715
Los Doce Pasos Ilustrados (The Twelve Steps Illustrated)	3,849
Círculos de Amor y Servicio (Circles of Love & Service)	1,014
Uniendo las Orillas (Bridging the Gap)	598
Los Doce Conceptos Ilustrados (Twelve Concepts Illustrated)	1,773
A.A. para los alcohólicos gays/lesbianas (A.A. for the Gay and Lesbian Alcoholic)	1,581
El Legado de Servicio de A.A. (A.A. Legacy of Service)	491
Si Usted es un Profesional (If you are a Professional...)	1,122
El Grapevine y La Viña de A.A. (Grapevine...Our Meeting in Print)	595
¿Demasiado Joven? (Too Young?)	2,727
Acceso a A.A. los miembros hablan sobre superar las barreras (Access to A.A. — Members share on overcoming barriers)	677
Muchas sendas hacia espiritualidad (Many Paths to Spirituality)	1,607
A.A. y las Fuerzas Armadas (A.A. and the Armed Services)	172
La palabra "Dios" — Los miembros de A.A. agnósticos y ateos (The God Word — Agnostic and Atheist Members in A.A.)	1,270
A.A. para los alcohólicos con problemas de salud mental — y sus padrinos (A.A. for Alcoholics with Mental Health Issues — and their sponsors)	603
A.A. para el alcohólico negro y afroamericano (A.A. for the Black and African American Alcoholic)	89
Esto es A.A. (This is A.A. large print)	437
Preguntas frecuentes acerca de A.A. (Frequently Asked Questions about A.A. — Large Print)	447

A.A. para el Native Norteamericano (A.A. for the Native North American)	216
Mujeres hispanas en A.A. (Hispanic Women in A.A.)	5,286
La experiencia nos ha enseñado: una introducción a nuestras Doce Tradiciones (Experience Has Taught Us)	997
<b>Total</b>	<b>171,932</b>

### Otros artículos

Guías (Guidelines)	8,522
Parchments, Spanish	425
Tarjetas Tamaño Billetera (wallet cards)	4,723
Alcohólicos Anónimos (cassette album) (Big Book on cassette)	11
Alcohólicos Anónimos (cd album) Texto integro (Big Book on cd)	134
Alcohólicos Anónimos (cd album) Abreviada (Big Book on cd)	291
Doce Pasos y Doce Tradiciones (cd album)	294
<b>Total</b>	<b>14,400</b>
<b>Grand Total</b>	<b>287,626</b>

## FRENCH

### Livres

Les Alcooliqes Anonymes (Alcoholics Anonymous — format relie)	4,007
Les Alcooliqes Anonymes (Alcoholics Anonymous — format souple)	1,306
Les Alcooliqes Anonymes (Alcoholics Anonymous — format poche)	405
Les Alcooliqes Anonymes (Alcoholics Anonymous — large print)	447
Les Alcooliqes Anonymes (Alcoholics Anonymous — large print/abridged)	332
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format relie)	887
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format souple)	574
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — large print)	309
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format poche)	278
Le Mouvement des A.A. devient Adulte (A.A. Comes of Age)	214
Reflexions de Bill (As Bill Sees It)	1,267
Reflexions Quotidiennes (Daily Reflections)	2,896
Dr Bob et les pionniers (Dr. Bob and the Good Oldtimers)	225
Expérience, Force & Espoir (Experience, Strength and Hope)	195
Transmets-Le (Pass It On)	347
Les A.A. en Prison (A.A. in Prison)	176
Notre grande responsabilité (Our Great Responsibility)	83
Une histoire visuelle des Alcooliqes anonymes : voyage au coeur des archives (A visual history of Alcoholics Anonymous : an archival journey)	574
<b>Total</b>	<b>14,522</b>

### Livrets

Nous en sommes venus a croire (Came to Believe)	850
Vivre...sans alcool! (Living Sober)	2,699
Le Manuel du Service et les Douze Concepts	1,707
<b>Total</b>	<b>5,256</b>

## Brochures

Voici les A.A. (This is A.A.)	4,168
Les A.A. : 44 Questions (44 Questions)	1,479
Les A.A. : sont-ils pour vous? (Is A.A. for You?)	6,726
Les A.A. pour la femme (A.A. for the Woman)	1,178
Collaboration des membres des A.A. (How A.A. Members Cooperate)	200
Y a-t-il un Alcoolique dans Votre Milieu de travail ? (Is there an alcoholic in the workplace?)	55
Le membre des A.A. face aux medicaments et a la drogue (The A.A. Member — Medications & Other Drugs)	767
Les A.A. — Article du Saturday Evening Post (The Jack Alexander Article)	197
Collaborons avec nos amis (Let's Be Friendly With Our Friends)	70
Questions et reponses sur le parrainage (Questions and Answers on Sponsorship)	1,381
Les A.A. : Une ressource pour les medecins (A.A. as a Resource for the Health Care Professional)	150
Les A.A. dans les centres de traitement (A.A. in Treatment Facilities)	182
La Tradition des A.A. et son developpement (A.A. Tradition/How It Developed)	306
Vous vous occupez prof. d'alcoolisme ? (If You Are a Professional)	312
L'Histoire de Nicole (It Happened to Alice)	175
Jean face a son probleme d'alcool (What Happened to Joe)	416
Les A.A. dans votre milieu (A.A. in Your Community)	214
Problemes autres que l'alcoolisme (Problems Other Than Alcohol)	385
Point de vue d'un membre sur les A.A. (A Member's-Eye View of A.A.)	397
Les Douze Traditions illustrees (The Twelve Traditions Illustrated)	718
Les A.A. dans les etablissements correctionnels (A.A. in Correctional Facilities)	168
Ca vaut mieux que de languir en prison (It Sure Beats Sitting in a Cell)	514
Petit guide pratique sur les A.A. (A Brief Guide to A.A.)	613
Les membres du clerge se renseignent (Members of the Clergy Ask About A.A.)	452
Les deux fondateurs d'A.A. (The Co-founders of A.A.)	121
Message a l'intention d'un detenu (Memo to an Inmate)	254
Message aux Dir. d'Etabl. Correctionnels (Message to Correctional Facilities Administrators)	205
Le groupe des A.A. (The A.A. Group)	1,308
Les Douze Concepts illustres (Twelve Concepts Illustrated)	683
Le sens de l'anonymat (Understanding Anonymity)	999
Y-a-t-il un alcoolique dans votre vie ? (Is There an Alcoholic in Your Life?)	602
Le RSG (The GSR)	897
Causeries a l'exterieur des A.A. (Speaking at Non-A.A. Meetings)	306
Trop jeune ? (Too Young?)	594
La Structure de l'Association des A.A. (Inside A.A.)	400
L'Heritage des Services des A.A. (A.A.'s Legacy of Service)	231
Cercles d'amour et de service (Circles of Love & Service)	547
Vous croyez-vous different ? (Do You Think You're Different?)	567

Sondage sur les membres des A.A. (The A.A. Membership Survey)	424
Les jeunes et les A.A. (Young People in A.A.)	1,095
Votre BSG (Your GSO)	397
AA pour l'alcoolique plus age (AA for the older alcoholic)	825
Un nouveau veut savoir (A Newcomer Asks)	4,546
Les A.A. sont-ils pour moi ? (Is A.A. for Me?)	2,207
Favoriser de rapprochement (Bridging the Gap)	83
Les Douze Etapes Illustrees (Twelve Steps Illustrated)	844
Les A.A. et les gais et lesbiennes alcooliques (A.A. for the Gay and Lesbian Alcoholic)	638
Les A.A. et les Autochtones d'Amérique du Nord (A.A. and the Native North American)	415
L'accès aux AA — Des Membres Racontent Comment ils ont Surmonté des obstacles (Access to A.A. — Members share on overcoming barriers)	132
Différentes avenues la spiritualité (Many Paths to Spirituality)	3,863
Les AA et les forces armées (A.A. and the Armed Services)	12
Le mot « Dieu » — Membres agnostiques et athées chez les AA (The God Word — Agnostic and Atheist Members in A.A.)	2,567
Les alcooliques LGBTQ des AA (LGBTQ Alcoholics in A.A.)	638
Les AA pour les alcooliques atteints de maladie mentale (A.A. for Alcoholics with Mental Health Issues — and their sponsors)	675
Voici les AA (This is A.A. — gros caractères)	
Foire aux questions sur les AA (Frequently Asked Questions about A.A. large print)	31
Lignes de conduite A.A. (Guidelines)	
Les femmes hispaniques chez les AA (Hispanic Women in A.A.)	45
L'expérience nous a appris : une introduction à nos Douze Traditions	213
<b>Total</b>	<b>48,587</b>

## Divers

12 & 12 (cassette album)	1
12 & 12 (cd album)	124
Les Alcooliques Anonymes/Intégrale (cd album)	72
Les Alcooliques Anonymes/Abrégée (cd album)	170
Carte 12 Etapes/12 Traditions (Wallet card 12 Steps & 12 Traditions)	1,255
Carte anonymat (Français/anglais) (Anonymity wallet card)	402
Carte Je Suis Responsable (I am responsible wallet card)	23
La Transmission Du Message (DVD)	7
La Transmission Du Message (DVD)	0
Notre Methode (How It Works)	11,116
Manuel de Groupe	2
Pochette de l'Information Publique	25
Pochette des Centres de Detention	7
Pochette de la CMP	5
Prière de la Sérénité (12 x 16) (Parchment Serenity Prayer)	8
Pochette des Centres de Traitement	2
Dossier d'Information sur les A.A. (Fact File)	90
<b>Total</b>	<b>13,309</b>
<b>Grand Total</b>	<b>81,674</b>

## ■ AA Grapevine Literature Distributed — 2022

A Rabbit Walks Into A Bar	1,407
AA In The Military	457
Bajo El Mismo Techo	1,538
Beginners Book	2,241
Best Of Bill — French	770
Best Of Bill (Large Print)	702
Best Of Bill (Soft Cover)	5,390
Best Of The Grapevine II (Soft Cover)	4,226
Citation Du Jour	954
El Grupo Base	1,182
El Lenguaje Del Corazon	2,985
Emotional Sobriety (Soft Cover)	12,128
Emotional Sobriety, Vol. II (Soft Cover)	4,303
En Tete A Tete	301
Forming True Partnerships	1,205
Free On The Inside	4,317
Frente A Frente	1,490
Fun In Sobriety	6,785
Grapevine Daily Quote Book	2
Happy, Joyous & Free	1,092
Happy, Joyous & Free — Fr	466
Happy, Joyous & Free — Sp	1,257
Home Group Revised Edition	895
I Am Responsible: The Hand Of AA	405
In Our Own Words	389
Into Action	955
La Sobriété Émotive	950
Language Of The Heart — Large Print	598
Le Langage Du Coeur	216
Libro De Cita Diara Con El Grapevine	1,281
Lo Mejor De Lavina	890
Making Amends	1,404
No Matter What	1,525
One Big Tent	1,785
One On One	1,699
Our Twelve Traditions	1,375
Prayer & Meditation	7,401
Sober & Out	886
Sobriedad Emocional	2,382
Spanish Best Of Bill (Soft Cover)	1,993
Spiritual Awakening	2,289
Spiritual Awakening II	889
Step By Step	1,267
Take Me To Your Sponsor	1,335
Thank You For Sharing	306
The Best Of The Grapevine: Volumes 1, 2 & 3	1,004
The Grapevine Daily Quote Book (New Cover)	2,248
The Home Group — French	161
The Language Of The Heart	1,404
The Language Of The Heart (Soft Cover)	2,312
Un Dia A La Vez	1,499
Voices Of Long-Term Sobriety	743
Voices Of Women In AA	5,867
Women In AA	1,962
Young & Sober	884
<b>Total Books</b>	<b>106,397</b>

### **E-books:** (showing only annual sales of 75 or more)

Beginners' Book	117
Emotional Sobriety	1,343
Emotional Sobriety II	445
Fun in Sobriety	136
No Matter What	100
One Big Tent	153
One on One	86
Our Twelve Traditions	82
Prayer & Meditation	453
Spiritual Awakenings	184
Step by Step	88
The Best of Bill	399
The Best of Grapevine, Vols. 1,2,3	218
The Grapevine Daily Quote Book	84
The Language of the Heart	1,105
Voices of Women in AA	362
<b>Total E-Books</b>	<b>6,073</b>

<b>CDs, Cassettes and MP3s — English</b>	<b>344</b>
<b>CDs, Cassettes and MP3s — Spanish, French</b>	<b>448</b>
<b>Total:</b>	<b>792</b>
<b>Miscellaneous</b>	<b>9,943</b>
<b>Grand Total</b>	<b>123,205</b>

## GRAPEVINE SUBSCRIPTIONS\* — Geographical Breakdown

	APRIL 2023	APRIL 2022	INCREASE/ DECREASE
<b>UNITED STATES*</b>			
Alabama	376	382	(6)
Alaska	265	256	9
Arizona	1,330	1,414	(84)
Arkansas	248	291	(43)
California	5,229	6,033	(804)
Colorado	1,105	1,147	(42)
Connecticut	652	704	(52)
Delaware	201	233	(32)
District of Columbia	79	83	(4)
Florida	2,936	3,254	(318)
Georgia	1,210	1,337	(127)
Hawaii	313	292	21
Idaho	442	449	(7)
Illinois	1,734	1,850	(116)
Indiana	785	882	(97)
Iowa	621	633	(12)
Kansas	498	551	(53)
Kentucky	433	505	(72)
Louisiana	325	340	(15)
Maine	306	375	(69)
Maryland	814	872	(58)
Massachusetts	1,035	1,144	(109)
Michigan	1,588	1,747	(159)
Minnesota	1,367	1,628	(261)
Mississippi	181	190	(9)
Missouri	1,003	1,031	(28)
Montana	435	472	(37)
Nebraska	500	518	(18)
Nevada	540	631	(91)
New Hampshire	393	359	34
New Jersey	1,330	1,498	(168)
New Mexico	360	363	(3)
New York	2,634	2,902	(268)
North Carolina	1,282	1,368	(86)
North Dakota	201	254	(53)
Ohio	1,216	1,346	(130)
Oklahoma	340	371	(31)
Oregon	1,052	1,114	(62)
Pennsylvania	2,932	3,255	(323)
Rhode Island	181	202	(21)
South Carolina	561	603	(42)
South Dakota	194	162	32
Tennessee	610	689	(79)
Texas	2,236	2,491	(255)
Utah	354	370	(16)
Vermont	169	205	(36)
Virginia	1,204	1,391	(187)
Washington	1,532	1,699	(167)
West Virginia	219	221	(2)
Wisconsin	1,309	1,416	(107)
Wyoming	142	146	(4)
Possessions & Other Areas	49	25	24
<b>Subtotal US</b>	<b>47,051</b>	<b>51,694</b>	<b>(4,643)</b>
<b>CANADA*</b>			
Alberta	370	396	(26)
British Columbia	633	702	(69)
Manitoba	136	139	(3)
New Brunswick	104	114	(10)
Newfoundland and Labrador	44	48	(4)
Northwest Territories	12	15	(3)
Nova Scotia	113	129	(16)
Nunavut	0	3	(3)
Ontario	1,440	1,392	48
Prince Edward Island	57	58	(1)
Quebec	133	174	(41)
Saskatchewan	178	195	(17)
Yukon	25	29	(4)
Canada (Unknown)	-	1	(1)
<b>Subtotal CANADA</b>	<b>3,245</b>	<b>3,395</b>	<b>(150)</b>
<b>INTERNATIONAL*</b>			
	419	557	(138)
<b>Grand Total</b>	<b>50,715</b>	<b>55,646</b>	<b>(138)</b>
<b>LA VIÑA SUBSCRIPTIONS*</b>			
	Mar./Apr. '23	Mar./Apr. '22	Diff.
<b>Total</b>	4,856	5,882	(1,026)
(*does not include monthly orders)			

## ■ 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 its Affiliates: Alcoholics Anonymous World Services, Inc. and Alcoholics Anonymous Grapevine, Inc. (collectively, the “Organization”), which comprise the consolidated statement of financial position as of December 31, 2022 and 2021, and the related consolidated statements of activities, functional expenses and cash flows for the year 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, 2022 and 2021, and the change in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

### **Basis for Opinion**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the Consolidated 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Change in Accounting Principle**

As discussed in Note 2 to the consolidated financial statements, the Organization changed its method of accounting for leases as a result of the adoption of Accounting Standards Codification Topic 842, Leases, effective January 1, 2022, under the modified retrospective transition method. Our opinion is not modified with respect to this matter.

### **Responsibilities of Management for the Consolidated 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 for one year after the date that the consolidated financial statements are available to be issued.

### **Auditors’ Responsibilities for the Audit of the Consolidated 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 auditors’ 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 audits.
- 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 audits 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.

*Mayer Hoffman McCann CPAs*

New York, NY April 19, 2023

# The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2022 (with comparative totals for 2021)

General Service Board of A.A.										
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	A.A. World Services, Inc.	AA Grapevine, Inc.	Eliminations	Consolidated Total 2022	Consolidated Total 2021
<b>ASSETS</b>										
Cash and cash equivalents (Notes 2D & 7)	\$353,503	\$ 1,977,968	-	\$ 27,259	-	\$ 264,627	\$ 211,078	-	\$ 2,834,435	\$ 9,258,350
Investments (Notes 2E, 2F, 4, 5 & 8)	-	12,214,592	-	7,159,160	-	-	-	-	19,373,752	17,305,212
Accounts receivable, net (Note 2K)	-	-	-	-	-	643,259	122,366	-	765,625	557,512
Inventory (Note 2G)	-	-	-	-	-	3,976,263	508,022	-	4,484,285	3,664,929
Prepaid expenses and other assets (Note 9)	665,388	-	-	-	4,785,584	354,816	323,848	(24,499)	6,105,137	4,622,646
Due from affiliates/ intercompany funds (Note 11)	-	-	-	-	-	2,201,823	1,243,500	(3,445,323)	-	-
Property and equipment, net (Notes 2H & 6)	-	-	2,005,490	-	-	528,339	163,673	-	2,697,502	3,452,829
Operating lease right-of-use assets (Note 12)	-	-	-	-	-	2,795,877	-	-	2,795,877	-
<b>Total Assets</b>	<b>\$1,018,891</b>	<b>\$14,192,560</b>	<b>\$2,005,490</b>	<b>\$7,186,419</b>	<b>\$4,785,584</b>	<b>\$10,765,004</b>	<b>\$2,572,487</b>	<b>\$(3,469,822)</b>	<b>\$39,056,613</b>	<b>\$38,861,478</b>
<b>LIABILITIES</b>										
Accounts payable and accrued expenses (Note 11)	1,936,028	1,267,999	-	-	-	2,200,904	825,034	(3,469,822)	2,760,143	1,915,362
Deferred revenue (Note 2l)	-	-	-	-	-	111,508	1,731,832	-	1,843,340	1,875,269
Postretirement benefit (Note 8)	-	-	-	5,388,395	-	-	-	-	5,388,395	7,382,319
Lease liability (Note 12)	-	-	-	-	-	2,812,461	-	-	2,812,461	-
<b>Total Liabilities</b>	<b>\$1,936,028</b>	<b>\$1,267,999</b>	<b>-</b>	<b>\$5,388,395</b>	<b>-</b>	<b>\$5,124,873</b>	<b>\$2,556,866</b>	<b>\$(3,469,822)</b>	<b>12,804,339</b>	<b>\$11,172,950</b>
<b>COMMITMENTS AND CONTINGENCIES (Note 10)</b>										
<b>NET ASSETS – WITHOUT DONOR RESTRICTIONS (Note 2c)</b>	(917,137)	12,924,561	2,005,490	1,798,024	4,785,584	5,640,131	15,621	-	26,252,274	27,688,528
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$1,018,891</b>	<b>\$14,192,560</b>	<b>\$2,005,490</b>	<b>\$7,186,419</b>	<b>\$4,785,584</b>	<b>\$10,765,004</b>	<b>\$2,572,487</b>	<b>\$(3,469,822)</b>	<b>\$39,056,613</b>	<b>\$38,861,478</b>

The accompanying notes are an integral part of these financial statements.

# The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2021

### General Service Board of A.A.

	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	A.A. World Services, Inc.	AA Grapevine, Inc.	Eliminations	Consolidated Total 2021
<b>ASSETS</b>									
Cash and cash equivalents (Notes 2D & 7)	\$1,806,964	\$ 5,596,553	-	\$ 99,710	-	\$1,123,202	\$ 631,921	-	\$ 9,258,350
Investments (Notes 2E, 2F, 4, 5 & 8)	-	8,697,138	-	8,608,074	-	-	-	-	17,305,212
Accounts receivable, net (Note 2K)	-	-	-	-	-	445,023	112,489	-	557,512
Inventory (Note 2G)	-	-	-	-	-	3,289,548	375,381	-	3,664,929
Prepaid expenses and other assets (Note 9)	523,663	2,095	-	-	3,572,594	299,998	238,296	(14,000)	4,622,646
Due from affiliates/ intercompany funds (Note 11)	-	-	-	-	-	3,226,792	1,443,500	(4,670,292)	-
Property and equipment, net (Notes 2H & 6)	-	-	2,534,562	-	-	803,286	114,981	-	3,452,829
<b>Total Assets</b>	<b>\$2,330,627</b>	<b>\$14,295,786</b>	<b>\$2,534,562</b>	<b>\$8,707,784</b>	<b>\$3,572,594</b>	<b>\$9,187,849</b>	<b>\$2,916,568</b>	<b>\$(4,684,292)</b>	<b>\$38,861,478</b>
<b>LIABILITIES</b>									
Accounts payable and accrued expenses (Note 11)	2,915,281	1,457,500	-	-	-	1,528,524	698,349	(4,684,292)	1,915,362
Deferred revenue (Note 2l)	-	-	-	-	-	113,305	1,761,964	-	1,875,269
Postretirement benefit (Note 8)	-	-	-	7,382,319	-	-	-	-	7,382,319
Accrued pension benefit (Note 9)	-	-	-	-	-	-	-	-	-
<b>Total Liabilities</b>	<b>\$2,915,281</b>	<b>\$1,457,500</b>	<b>-</b>	<b>\$7,382,741</b>	<b>-</b>	<b>\$1,641,829</b>	<b>\$2,460,313</b>	<b>\$(4,684,657)</b>	<b>\$11,172,950</b>
<b>COMMITMENTS AND CONTINGENCIES (Note 10)</b>									
<b>NET ASSETS – WITHOUT DONOR RESTRICTIONS (Note 2c)</b>	<b>(584,654)</b>	<b>12,838,286</b>	<b>2,534,562</b>	<b>1,325,465</b>	<b>3,572,594</b>	<b>7,546,020</b>	<b>456,255</b>	<b>-</b>	<b>27,688,528</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$2,330,627</b>	<b>\$14,295,786</b>	<b>\$2,534,784</b>	<b>\$8,707,784</b>	<b>\$3,572,594</b>	<b>\$9,187,849</b>	<b>\$2,916,568</b>	<b>\$(4,684,292)</b>	<b>\$38,861,478</b>

The accompanying notes are an integral part of these financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates  
**CONSOLIDATED STATEMENT OF ACTIVITIES**  
 Year Ended December 31, 2022 (with comparative totals for 2021)

	General Service Board of A.A.				A.A. Grapevine, Inc.		Consolidated Total 2022	Consolidated Total 2021			
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	A.A. World Services, Inc.			Grapevine	La Viña	Total
<b>OPERATING REVENUE AND SUPPORT:</b>											
Gross sales revenue (Note 2I)	-	-	-	-	-	\$12,270,647	\$2,649,320	\$153,175	\$2,802,495	\$15,073,142	\$14,744,469
Less: discounts	-	-	-	-	-	(479,174)	-	-	-	(479,174)	(758,528)
<b>Net sales</b>	-	-	-	-	-	11,791,473	2,649,320	153,175	2,802,495	14,593,968	13,985,941
<b>Cost of literature distributed</b>											
Printing	-	-	-	-	-	(4,192,069)	(34,114)	-	(34,114)	(4,226,183)	(2,933,926)
Direct shipping and warehousing	-	-	-	-	-	(2,709,081)	(1,187,405)	(75,808)	(1,263,213)	(3,972,294)	(3,210,873)
<b>Gross profit from literature</b>						4,890,323	1,427,801	77,367	1,505,168	6,395,491	7,841,142
Contributions (Note 2J)	10,687,980	-	-	-	-	-	-	-	-	10,687,980	10,848,620
Investment income (Notes 2E and 4)	-	86,275	-	(1,321,996)	-	-	10,499	-	10,499	(1,225,222)	1,279,119
<b>TOTAL OPERATING REVENUE AND SUPPORT</b>	<b>10,687,980</b>	<b>86,275</b>	<b>(909,448)</b>	<b>(1,321,996)</b>	<b>-</b>	<b>4,890,323</b>	<b>1,438,300</b>	<b>77,367</b>	<b>1,515,667</b>	<b>15,858,249</b>	<b>19,968,881</b>
<b>OPERATING EXPENSES (Note 2L):</b>											
Program services	4,439,599	-	473,059	-	-	2,404,097	1,801,906	713,971	2,515,877	9,832,632	9,622,199
Supporting services	5,360,021	-	436,389	-	-	4,399,602	77,252	-	77,252	10,273,264	7,932,667
<b>TOTAL OPERATING EXPENSES</b>	<b>9,799,620</b>	<b>-</b>	<b>909,448</b>	<b>-</b>	<b>-</b>	<b>6,803,699</b>	<b>1,879,158</b>	<b>713,971</b>	<b>2,593,129</b>	<b>20,105,896</b>	<b>17,554,866</b>
<b>OPERATING SURPLUS (LOSS)</b>	<b>888,360</b>	<b>86,275</b>	<b>(909,448)</b>	<b>(1,321,996)</b>	<b>-</b>	<b>(1,913,376)</b>	<b>(440,858)</b>	<b>(636,604)</b>	<b>(1,077,462)</b>	<b>(4,247,647)</b>	<b>2,414,015</b>
<b>NON-OPERATING ACTIVITIES AND OTHER (Note 2N):</b>											
GSB support for La Viña	(636,604)	-	-	-	-	-	-	636,604	636,604	-	-
Other revenue	-	-	-	-	-	7,487	224	-	224	7,711	254
Intercompany and interfund transfers (Note 11)	(584,239)	-	380,376	203,863	-	-	-	-	-	-	-
<b>TOTAL NON-OPERATING ACTIVITIES AND OTHER</b>	<b>(1,220,843)</b>	<b>-</b>	<b>380,376</b>	<b>203,863</b>	<b>-</b>	<b>7,487</b>	<b>224</b>	<b>636,604</b>	<b>636,828</b>	<b>7,711</b>	<b>254</b>
<b>CHANGE IN NET ASSETS BEFORE PENSION-RELATED CHANGES</b>	<b>(332,483)</b>	<b>86,275</b>	<b>(529,072)</b>	<b>(1,118,133)</b>	<b>-</b>	<b>(1,905,889)</b>	<b>(440,634)</b>	<b>-</b>	<b>(440,634)</b>	<b>(4,239,936)</b>	<b>2,414,269</b>
Other components of net periodic pension cost (Notes 8 and 9)	-	-	-	(339,115)	1,228,698	-	-	-	-	889,583	46,300
Pension and post-retirement changes other than net period costs	-	-	-	1,929,807	(15,708)	-	-	-	-	1,914,099	7,230,288
<b>TOTAL CHANGE IN NET ASSETS AFTER PENSION-RELATED CHANGES</b>	<b>(332,483)</b>	<b>86,275</b>	<b>(529,072)</b>	<b>472,559</b>	<b>1,212,990</b>	<b>(1,905,889)</b>	<b>(440,634)</b>	<b>-</b>	<b>(440,634)</b>	<b>(1,436,254)</b>	<b>9,690,857</b>
<b>CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS</b>	<b>(332,483)</b>	<b>86,275</b>	<b>(529,072)</b>	<b>472,559</b>	<b>1,212,990</b>	<b>(1,905,889)</b>	<b>(440,634)</b>	<b>-</b>	<b>(440,634)</b>	<b>(1,436,254)</b>	<b>9,690,857</b>
<b>Net Assets — Without donor restrictions</b>	<b>(584,654)</b>	<b>12,838,286</b>	<b>2,534,562</b>	<b>1,325,465</b>	<b>3,572,594</b>	<b>7,546,020</b>	<b>456,255</b>	<b>-</b>	<b>456,255</b>	<b>27,688,528</b>	<b>17,997,671</b>
— Beginning of Year											
<b>NET ASSETS — WITHOUT DONOR RESTRICTIONS — END OF YEAR</b>	<b>\$(917,137)</b>	<b>\$12,924,561</b>	<b>\$2,005,490</b>	<b>\$1,798,024</b>	<b>\$4,785,584</b>	<b>\$5,640,131</b>	<b>\$15,621</b>	<b>-</b>	<b>\$15,621</b>	<b>\$26,252,274</b>	<b>\$27,688,528</b>

The accompanying notes are an integral part of these financial statements.

# The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

## CONSOLIDATED STATEMENT OF ACTIVITIES

Year Ended December 31, 2021

	General Service Board of A.A.				A.A. Grapevine, Inc.		Consolidated Total 2021		
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	A.A. World Services, Inc.		Grapevine	La Viña
<b>OPERATING REVENUE AND SUPPORT:</b>									
Gross sales revenue (Note 2I)	-	-	-	-	-	\$12,110,063	\$2,524,055	\$109,811	\$2,633,866
Less: discounts	-	-	-	-	-	(758,528)	-	-	(758,528)
<b>Net sales</b>	-	-	-	-	-	11,352,075	2,524,055	109,811	2,633,866
<b>Cost of literature distributed</b>									
Printing	-	-	-	-	-	(2,875,814)	(56,112)	(2,000)	(58,112)
Direct shipping and warehousing	-	-	-	-	-	(2,178,583)	(965,644)	(66,646)	(1,032,290)
<b>Gross profit from literature</b>						6,297,678	1,502,299	41,165	1,543,464
Contributions (Note 2J)	10,848,620	-	-	-	-	-	-	-	10,848,620
Investment income (Notes 2E and 4)	-	112,512	-	1,152,607	-	-	14,000	-	1,279,119
<b>TOTAL OPERATING REVENUE AND SUPPORT</b>	10,848,620	112,512	-	1,152,607	-	6,297,678	1,516,299	41,165	1,557,464
<b>OPERATING EXPENSES (Note 2L):</b>									
Program services	4,342,450	-	-	-	-	3,125,079	1,724,859	429,811	2,154,670
Supporting services	2,983,711	-	648,586	-	-	4,216,305	84,065	-	84,065
<b>TOTAL OPERATING EXPENSES</b>	7,326,161	-	648,586	-	-	7,341,384	1,808,924	429,811	2,238,735
<b>OPERATING SURPLUS (LOSS)</b>	3,522,459	112,512	(648,586)	1,152,607	-	(1,043,706)	(292,625)	(388,646)	(681,271)
<b>NON-OPERATING ACTIVITIES AND OTHER (Note 2N):</b>									
GSB support for La Viña	(388,646)	-	-	-	-	-	-	388,646	388,646
Insurance Settlement and other	-	-	-	-	-	243	11	-	11
Intercompany and interfund transfers (Note 11)	(1,465,365)	275,810	814,236	195,319	-	-	180,000	-	180,000
<b>TOTAL NON-OPERATING ACTIVITIES AND OTHER</b>	(1,854,011)	275,810	814,236	195,319	-	243	180,011	388,646	568,657
<b>CHANGE IN NET ASSETS BEFORE PENSION-RELATED CHANGES</b>	1,668,448	388,322	165,650	1,347,926	-	(1,343,463)	(211,614)	-	(112,614)
Curtailed and Settlement Cost (Notes 8 and 9)	-	-	-	-	-	-	-	-	-
Other components of net periodic pension cost (Notes 8 and 9)	-	-	-	(380,687)	426,987	-	-	-	-
Pension and post-retirement changes other than net period costs	-	-	-	966,381	6,263,907	-	-	-	-
<b>TOTAL CHANGE IN NET ASSETS AFTER PENSION-RELATED CHANGES</b>	-	-	-	585,694	6,690,894	-	-	-	-
<b>CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS</b>	1,668,448	388,322	165,650	1,933,620	6,690,894	(1,043,463)	(112,614)	-	(112,614)
<b>Net Assets — Without donor restrictions</b>	(2,253,102)	12,449,964	2,368,912	(608,155)	(3,118,300)	8,589,483	568,869	-	568,869
<b>NET ASSETS — WITHOUT DONOR RESTRICTIONS — END OF YEAR</b>	\$ (584,654)	\$12,838,286	\$2,534,562	\$1,325,465	\$3,572,594	\$7,546,020	\$456,255	\$-	\$456,255
<b>NET ASSETS — WITH DONOR RESTRICTIONS</b>									
— END OF YEAR									\$27,688,528

The accompanying notes are an integral part of these financial statements.



**The General Service Board of  
Alcoholics Anonymous, Inc. and Affiliates  
For The Year Ended December 31, 2022**

	Program Services									
	Literature Development & Distribution	Communi- cations	Group Services	Public Information	Cooperation with Profes. Community	Treatment / Accessibility	Correctional Facilities	Loners and Overseas Services	General Service Conference	Regional Forums
Salaries	\$1,334,317	5,105	\$253,579	176,624	\$90,306	\$115,479	\$147,693	\$250,914	\$192,968	\$142,252
Payroll taxes and benefits (Notes 8 and 9)	337,688	180	115,829	25,128	46,128	30,627	46,384	38,954	48,419	49,976
<b>Total Personnel Costs</b>	<b>1,672,005</b>	<b>5,285</b>	<b>369,408</b>	<b>202,252</b>	<b>136,434</b>	<b>146,106</b>	<b>194,077</b>	<b>289,868</b>	<b>241,387</b>	<b>192,228</b>
Professional fees	213,515	21,694	24,442	64,433	6,537	4,185	15,571	61,292	143,768	69,996
Printing	30,061	14,912	91,286	2,806	1,870	681	2,478	790	76,656	10,070
Data, automation and website	39,801	87,301	8,543	1,782	3,399	2,276	3,405	2,931	3,429	3,457
Selling expenses	-	-	-	-	-	-	-	-	-	-
Insurance	-	-	-	-	-	-	-	-	-	-
Facility and equipment	189,980	199	60,437	12,196	24,525	16,357	24,735	21,606	28,556	24,367
Travel and meetings	1,780	191	375	1,688	29,645	394	3,225	56,464	987,965	162,120
Bad debt expenses	-	-	-	-	-	-	-	-	-	-
E-Commerce and bank service fees	-	-	-	-	-	-	-	-	-	-
Depreciation and amortization (Note 6)	127,373	-	-	-	-	-	-	-	-	-
Stationery and office supplies	-	-	-	-	-	-	-	-	-	-
Office services and expenses	-	-	-	-	-	-	-	-	-	-
Miscellaneous	-	-	-	-	-	-	-	-	-	-
Inventory obsolescence	-	-	-	-	-	-	-	-	-	-
Delegate fees	-	-	-	-	-	-	-	-	(328,240)	-
<b>Total expenses before pension and capital projects changes</b>	<b>2,274,515</b>	<b>129,582</b>	<b>554,491</b>	<b>285,157</b>	<b>202,410</b>	<b>169,999</b>	<b>243,491</b>	<b>432,951</b>	<b>1,153,521</b>	<b>462,238</b>
<b>Less:</b> net periodic pension and post-retirement cost	-	-	-	-	-	-	-	-	-	-
<b>Plus:</b> capital projects depreciation	-	-	56,097	120,814	19,038	22,146	28,850	44,425	37,891	30,706
<b>TOTAL EXPENSES</b>	<b>2,274,515</b>	<b>129,582</b>	<b>610,588</b>	<b>405,971</b>	<b>221,448</b>	<b>192,145</b>	<b>272,341</b>	<b>477,376</b>	<b>1,191,412</b>	<b>492,944</b>

The accompanying notes are an integral part of these financial statements.

# CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

(With Comparative Totals For 2021)

Program Services						Supporting Services					
Archives	Nominating	World Service Meeting	Grapevine	La Viña	Total Program Services	General Service Board	AAWS	Grapevine	Total Supporting Services	Total 2022	Total 2021
\$401,521	\$166,284	\$-	\$778,583	\$408,542	\$4,464,167	\$2,877,622	\$1,515,462	\$-	\$4,393,084	\$8,857,251	\$8,677,536
118,104	46,352	-	164,015	88,091	1,156,375	1,705,589	523,368	-	2,228,957	3,385,332	2,076,497
519,625	212,636	-	942,598	496,633	5,620,542	4,583,211	2,038,830	-	6,622,041	12,242,583	10,754,033
4,937	1,586	73,976	372,730	115,233	1,193,895	410,565	541,407	-	951,972	2,145,867	2,729,247
2,747	171	-	-	-	234,528	81,991	104,372	-	186,363	420,891	377,283
9,488	3,419	-	-	-	169,231	145,984	202,022	-	348,006	517,237	626,127
-	-	-	255,166	12,370	267,536	-	-	-	-	267,536	174,938
-	-	-	-	-	-	34,788	34,787	-	69,575	69,575	57,918
53,824	24,247	-	67,481	25,235	573,745	379,993	324,679	-	704,672	1,278,417	1,449,825
1,497	5,188	22,000	-	-	1,272,532	508,452	73,259	-	581,711	1,854,243	266,372
-	-	-	-	-	-	-	77,747	2,718	80,465	80,465	37,947
-	-	-	-	-	-	104,620	15,847	-	120,467	120,467	161,489
-	-	-	-	-	127,373	-	147,573	67,273	214,846	342,219	260,215
-	-	-	23,393	500	23,893	-	-	-	-	23,893	17,863
-	-	-	140,538	64,000	204,538	-	-	7,261	7,261	211,799	108,610
-	-	-	-	-	-	-	17,179	-	17,179	17,179	72,078
-	-	-	-	-	-	-	821,900	-	821,900	821,900	-
-	-	-	-	-	(328,240)	-	-	-	-	(328,240)	(233,965)
592,118	247,247	95,976	1,801,906	713,971	9,359,573	6,249,604	4,399,602	77,252	10,726,458	20,086,031	16,859,980
-	-	-	-	-	-	(889,583)	-	-	(889,583)	(889,583)	46,300
78,727	34,365	-	-	-	473,059	436,389	-	-	436,389	909,448	648,586
<b>670,845</b>	<b>281,612</b>	<b>95,976</b>	<b>1,801,906</b>	<b>731,971</b>	<b>9,832,632</b>	<b>5,796,410</b>	<b>4,399,602</b>	<b>77,252</b>	<b>10,273,264</b>	<b>20,105,896</b>	<b>17,554,866</b>

# The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

## For The Year Ended December 31, 2021

	Program Services									
	Literature Development & Distribution	Communi- cations	Group Services	Public Information	Cooperation with Profes. Community	Treatment / Accessibility	Correctional Facilities	Loners and Overseas Services	General Service Conference	Regional Forums
Salaries	\$1,865,537	459,699	\$359,386	\$173,170	\$95,301	\$120,605	\$122,266	\$190,327	\$218,378	\$145,269
Payroll taxes and benefits (Notes 8 and 9)	491,959	141,508	65,838	31,361	20,741	24,076	23,057	31,830	35,161	28,583
Curtailment and settlement costs (Notes 8 and 9)	-	-	-	-	-	-	-	-	-	-
<b>Total Personnel Costs</b>	<b>2,357,496</b>	<b>601,207</b>	<b>425,224</b>	<b>204,531</b>	<b>115,772</b>	<b>144,681</b>	<b>145,323</b>	<b>222,157</b>	<b>253,539</b>	<b>173,852</b>
Professional fees	181,323	76,573	74,706	104,314	12,350	23,810	31,694	125,369	177,197	100,521
Printing	76,097	8,530	62,574	17,749	59	630	5,896	165	16,711	95
Data, automation and website	59,527	74,925	21,117	3,778	3,643	3,017	3,269	5,199	6,086	4,746
Selling expenses	-	-	-	-	-	-	-	-	-	-
Insurance	-	-	-	-	-	-	-	-	-	-
Facility and equipment	264,080	232	104,081	16,300	16,789	21,067	11,894	35,320	18,700	5,673
Travel and meetings	2,575	188	492	-	-	158	1,200	17,299	14,979	149
Bad debt expenses	-	-	-	-	-	-	-	-	-	-
E-Commerce and bank service fees	-	-	-	-	-	-	-	-	-	-
Depreciation and amortization (Note 6)	113,810	-	-	-	-	-	-	-	-	-
Stationery and office supplies	-	-	-	-	-	-	-	-	-	-
Office services and expenses	-	-	-	-	-	-	-	-	-	-
Miscellaneous	-	-	-	-	-	-	-	-	-	-
Delegate fees	-	-	-	-	-	-	-	-	(233,965)	-
<b>Total expenses before pension and capital projects changes</b>	<b>3,054,908</b>	<b>761,655</b>	<b>688,194</b>	<b>346,672</b>	<b>148,613</b>	<b>193,336</b>	<b>199,276</b>	<b>405,509</b>	<b>253,247</b>	<b>285,036</b>
<b>Less:</b>										
contributions to retirement plan	-	-	-	-	-	-	-	-	-	-
<b>Less:</b>										
contributions to post-retirement plan	-	-	-	-	-	-	-	-	-	-
<b>Less:</b>										
net periodic pension and post-retirement cost	-	-	4,670	2,353	1,009	1,312	1,352	2,752	3,306	1,934
<b>Less:</b>										
Curtailment and Settlement Cost (Notes 8 and 9)	-	-	-	-	-	-	-	-	-	-
<b>Plus:</b>										
capital projects depreciation	-	-	90,854	13,297	14,417	17,096	7,883	19,566	13,297	3,799
<b>TOTAL EXPENSES</b>	<b>3,054,908</b>	<b>761,655</b>	<b>783,718</b>	<b>362,322</b>	<b>164,039</b>	<b>211,744</b>	<b>208,511</b>	<b>427,827</b>	<b>269,850</b>	<b>290,769</b>

The accompanying notes are an integral part of these financial statements.

## CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

Program Services								Supporting Services					Total 2021
Archives	Nominating	International Literature Fund	World Service Meeting	International Convention	Grapevine	La Viña	Total Program Services	General Service Board	AAWS	Grapevine	Total Supporting Services		
\$346,451	\$166,482	\$-	\$-	\$-	\$747,481	\$243,184	\$5,253,266	\$1,878,684	\$1,545,586	\$-	\$3,424,270	\$8,677,536	
67,837	37,360	-	-	-	222,192	58,174	1,280,217	362,622	433,658	-	796,280	2,076,497	
-	-	-	-	-	969,673	-	-	-	-	-	-	-	
414,288	203,842	-	-	-	399,213	301,898	6,533,483	2,241,306	1,979,244	-	4,220,550	10,754,033	
3,308	1,135	4,510	2,364	80	372,730	87,628	1,406,095	199,842	1,123,310	-	1,323,152	2,729,247	
996	708	-	-	1,850	-	-	192,033	26,365	158,885	-	185,250	377,283	
9,146	3,856	-	-	-	-	-	198,309	59,983	367,835	-	427,818	626,127	
-	-	-	-	-	164,889	10,049	174,938	-	-	-	-	174,938	
-	-	-	-	-	-	-	-	28,959	28,959	-	57,918	57,918	
138,680	9,836	-	-	-	80,935	20,496	744,083	398,027	307,715	-	705,742	1,449,825	
140	-	-	-	-	-	-	37,180	172,095	54,097	-	229,192	266,372	
-	-	-	-	-	-	-	-	-	32,347	5,600	37,947	37,947	
-	-	-	-	-	-	-	-	133,717	27,772	-	161,489	161,489	
-	-	-	-	-	-	-	113,810	-	96,446	49,959	146,405	260,215	
-	-	-	-	-	17,419	444	17,863	-	-	-	-	17,863	
-	-	-	-	-	92,730	9,296	102,026	-	-	6,584	6,584	106,610	
-	-	-	-	-	-	-	-	10,461	39,695	21,922	72,078	72,078	
-	-	-	-	-	-	-	(233,965)	-	-	-	-	(233,965)	
566,558	219,377	4,510	2,364	1,930	1,724,859	429,811	9,285,855	3,273,755	4,216,305	84,065	7,574,125	16,859,980	
-	-	-	-	-	-	-	-	-	-	-	-	-	
-	-	-	-	-	-	-	-	-	-	-	-	-	
3,845	1,486	29	15	12	-	-	24,075	22,225	-	-	22,225	46,300	
-	-	-	-	-	-	-	-	-	-	-	-	-	
124,177	7,883	-	-	-	-	-	312,269	336,317	-	-	336,317	648,586	
<b>694,580</b>	<b>228,746</b>	<b>4,539</b>	<b>2,379</b>	<b>1,942</b>	<b>1,724,859</b>	<b>429,811</b>	<b>9,622,199</b>	<b>3,632,297</b>	<b>4,216,305</b>	<b>84,065</b>	<b>7,932,667</b>	<b>17,554,866</b>	

**The General Service Board  
of Alcoholics Anonymous, Inc. and Affiliates**

**Consolidated Statement of Cash Flows**

**For the Years Ended  
December 31, 2022 and 2021**

<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>	<u>2022</u>	<u>2021</u>
Change in net assets	\$(1,436,254)	\$9,690,857
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	15,708	(6,263,907)
Postretirement related changes other than net periodic cost	(1,929,807)	(966,381)
Unrealized loss (gain) on investments	1,431,213	(1,026,812)
Bad debt	80,465	37,947
Loss on disposal of fixed assets	—	21,921
Depreciation and amortization	<u>1,251,667</u>	<u>908,801</u>
<b>Sub-total</b>	(587,088)	2,402,426
Changes in assets and liabilities:		
(Increase) decrease in assets:		
Accounts receivable	(288,578)	(215,667)
Inventory	(819,356)	(358,098)
Prepaid expenses and other assets	(1,482,491)	(3,925,141)
Operating lease right-of-use asset	(2,795,877)	—
Increase (decrease) in liabilities:		
Accounts payable and accrued expenses	844,781	453,924
Deferred revenue	(31,929)	63,809
Postretirement benefit	(64,117)	(40,041)
Lease liability	2,812,461	—
Accrued pension benefit	<u>(15,708)</u>	<u>3,145,607</u>
<b>Net Cash Provided (Used in) by Operating Activities</b>	<u>(2,427,822)</u>	<u>1,526,819</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchases of investments	(4,695,258)	(8,685,428)
Proceeds from sales of investments	1,195,505	12,750,062
Acquisition of property and equipment	<u>(496,340)</u>	<u>(826,916)</u>
<b>Net Cash (Used in) Provided by Investing Activities</b>	<u>(3,996,093)</u>	<u>3,237,718</u>
<b>NET (DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS</b>	(6,423,915)	4,764,537
Cash and cash equivalents — beginning of year	<u>9,258,350</u>	<u>4,493,813</u>
<b>CASH AND CASH EQUIVALENTS — END OF YEAR</b>	<u>\$2,834,435</u>	<u>\$9,258,350</u>

The accompanying notes are an integral part of these consolidated financial statements.

**THE GENERAL SERVICE BOARD OF ALCOHOLICS  
ANONYMOUS, INC. AND AFFILIATES NOTES  
TO CONSOLIDATED FINANCIAL STATEMENTS  
DECEMBER 31, 2022 AND 2021**

**Note 1 — Organization and Nature of Activities:** The General Service Board of Alcoholics Anonymous, Inc., (“GSB”) and its affiliates, Alcoholics Anonymous World Services, Inc. (“AAWS”) and Alcoholics Anonymous Grapevine, Inc. (“AAGV”) (collectively, the “Organization”) are not-for-profit organizations organized in New York for the purpose of assisting in the formation of A.A. groups and coordinating the 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 GSB are ex officio members of AAWS and AAGV, and as such, elect their boards of directors. As members, they also have the sole right to amend the AAWS and AAGV bylaws and approve their budgets.

GSB, AAWS and AAGV are exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code.

The activities of GSB are conducted in five 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 AAWS, AAGV and the general fund of GSB. 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 AAGV 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 the GSB upon recommendation of the Trustee’s Finance Committee.

**CAPITAL PROJECTS FUND** — This fund accounts for the cost of leasehold improvements and computer hardware and software 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 4 and 8).

**CONVENTION FUND** — A separate fund established to record the direct revenue and expenses of international A.A. conventions held every five years. These events are separate from the regular operations of the General Service Office (“GSO”), but the General Fund receives any excess of revenue and pays any excess of expense resulting from the activity.

**Note 2 — Summary of Significant Accounting Policies**

A. **Basis of Consolidation** — The consolidated financial statements of the Organization have been prepared by consolidating the financial statements of GSB, AAWS and AAGV. All material intercompany transactions and balances (when applicable) have been eliminated in the consolidation.

B. **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 (“U.S. GAAP”).

C. **Net Assets** — The Organization maintains its net assets under the following classes:

**Without donor restrictions** — This 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 restriction** — This 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 both December 31, 2022 and 2021.

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, 2022 and 2021.

D. **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.

E. **Investments** — Investments are stated at fair value. Interest, dividends and gains and losses on investments are reflected in the accompanying consolidated statements of activities as increases and decreases in net assets without donor restrictions.

F. **Fair Value Measurements** — Fair value measurements are based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In order to increase consistency

tency and comparability in fair value measurements, a fair value hierarchy prioritizes observable and unobservable inputs used to measure fair value into three levels, as described in Note 5.

G. **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 and shipping.

H. **Property and Equipment** — Property and equipment are stated at cost less accumulated depreciation and amortization. These amounts do not purport to represent replacement or realizable values. The Organization capitalizes property and equipment with a useful life of one year or more and a cost of at least \$1,000. Depreciation is provided on a straight-line basis over the estimated useful lives of the assets. Leasehold improvements are amortized over the lesser of the estimated useful life or the term of the lease.

I. **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 are 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 Financial Accounting Standards Board (“FASB”) Accounting Standards Update (“ASU”) 2014-09. Accounts receivable, net balances were as follows as of December 31:

	<u>2022</u>	<u>2021</u>
Beginning of year	\$557,512	\$379,792
End of Year	<u>\$765,625</u>	<u>\$557,512</u>

J. **Contributions** — The Organization accepts contributions from A.A. groups and members. 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 years ended December 31, 2022 and 2021, all contributions were included in net assets without donor restrictions. Contributions are accounted for under FASB ASU 2018-08.

K. **Allowance for Uncollectible Receivables** — The Organization provides a reserve for uncollectible accounts receivable based on management’s assessment of the current status of individual accounts outstanding, the creditworthiness of its customers, the aged basis of the receivable and prior historical experience. As of December 31, 2022 and 2021, the Organization determined an allowance of approximately \$84,000 and \$22,700, respectively, was necessary for uncollectible accounts receivable.

L. **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.

M. **Use of Estimates** — The preparation of consolidated financial statements in conformity with U.S. 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.

N. **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 Vina, and intercompany and interfund transfers are recognized as non-operating activities.

O. **Recent Accounting Pronouncements** — The Organization adopted Financial Accounting Standards Board (“FASB”) Accounting Standard Update (“ASU”) 2016-02, Leases, (Topic 842) for the year ended December 31,

The ASU requires organizations that lease assets to recognize the present value of the assets and liabilities for the rights and obligations created by those leases. The Organization adopted Topic 842 as of January 1, 2022 as the initial adoption, which required the recognition of lease assets and liabilities as of that date. The lease assets and liabilities on December 31, 2022 totaled \$2,795,877 and \$2,812,461, respectively. The adoption of Topic 842 had no effect on the change in net assets as previously reported. The Organization has chosen the method of adoption that does not require adjustment to prior periods.

**Note 3 — Liquidity and Availability of Resources for Operating Expenditures:** AAWS regularly monitors its financial assets available to meet general expenditures during the course of twelve months. It operates within a budget and anticipates collecting sufficient revenue to cover general expenditures. AAWS and GSB have six non-interest-bearing accounts that enable them to meet these needs.

The Reserve Fund was established in 1954 for the pur-

pose of accumulating a prudent operating reserve, which, during 1977 was redefined as one year's combined operating expenses of AAWS, AAGV and the General Fund of GSB. To assure liquidity, the Reserve Fund shall contain investment instruments having maturities of one year or less in an amount equal to the sum of the unearned AAGV subscription liability and the operating cash requirements of the service entities. The balance of the Reserve Fund shall be invested in instruments with maturities of between zero and ten years, provided that at no time shall more than 50% of the principal amount of such balance consist of investments having maturity dates of five or more years.

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 as of December 31:

	<u>2022</u>	<u>2021</u>
Cash and cash equivalents	\$ 2,834,435	\$ 9,258,350
Investments	19,373,752	17,305,212
Accounts receivable, net	<u>765,625</u>	<u>557,512</u>
Total financial assets	<u>\$22,973,812</u>	<u>\$27,121,074</u>

The Organization's liquid financial assets available to meet general expenditures over the next twelve months were as follows as of December 31:

	<u>2022</u>	<u>2021</u>
Cash and cash equivalents	\$ 856,467	\$3,661,797
Accounts receivable, net	<u>765,625</u>	<u>557,512</u>
Total financial assets	<u>\$1,622,092</u>	<u>\$4,219,309</u>

The Reserve Fund is not considered available for operations. Cash and cash equivalents in the Reserve Fund amounted to \$1,977,968 and \$5,596,553 as of December 31, 2022 and 2021, respectively.

**Note 4 — Investments:** As described in Note 1, all funds of the Organization not required for working capital are invested in the Reserve Fund of GSB 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 were as follows as of December 31:

	<u>2022</u>	<u>2021</u>
Reserve fund:		
Certificates of deposit	\$12,214,592	\$ 8,697,138
Postretirement medical fund:		
Mutual funds — bond funds	2,172,302	2,384,571
Mutual funds — equity funds	4,986,858	6,223,503
	<u>7,159,160</u>	<u>8,608,074</u>
	<u>\$19,373,752</u>	<u>17,305,212</u>

Investments are subject to market volatility that could substantially change their carrying value in the near term.



Investment activity consisted of the following for the years ended December 31:

	<u>2022</u>	<u>2021</u>
Interest and dividends	\$ 236,888	\$ 288,351
Unrealized gain (loss)	(1,431,213)	1,026,812
Investment expenses	(30,897)	(36,044)
	<u>(\$1,225,222)</u>	<u>\$1,279,119</u>

**Note 5 — Fair Value Measurements:** The fair value hierarchy defines three levels as follows:

- Level 1: Valuations based on quoted prices (unadjusted) in an active market that are accessible at the measurement date for identical assets or liabilities. The fair value hierarchy gives the highest priority to Level 1 inputs.
- Level 3: Valuations based on observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in inactive markets; or model-derived valuations in which all significant inputs are observable or can be derived principally from or corroborated with observable market data.
- Level 3: Valuations based on unobservable inputs are used when little or no market value data is available. The fair value hierarchy gives the lowest priority to Level 3 inputs.

In determining fair value, the Organization utilizes valuation techniques that maximize the use of observable



inputs and minimize the use of unobservable inputs to the extent possible in its assessment of fair value. Investments in mutual funds are valued on quoted market prices and valued at Level 1. Investments in certificates of deposit are valued using observable market data and are valued at Level 2.

Financial assets carried at fair value as of December 31, 2022 are classified as follows:

	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Reserve fund:			
Certificates of deposit	-	\$12,214,592	\$12,214,592
Postretirement medical fund:			
Mutual funds — bond funds	2,172,302	-	2,172,302
Mutual funds — equity funds	4,986,858	-	4,986,858
	<u>\$7,159,160</u>	<u>\$12,214,592</u>	<u>\$19,373,752</u>

Financial assets carried at fair value as of December 31, 2021 are classified as follows:

	<u>Level 1</u>	<u>Level 2</u>	<u>Total</u>
Reserve fund:			
Certificates of deposit	-	\$ 8,697,138	\$ 8,697,138
Postretirement medical fund:			
Mutual funds — bond funds	2,384,571	-	2,384,571
Mutual funds — equity funds	6,223,503	-	6,223,503
	<u>\$8,608,074</u>	<u>\$ 8,697,138</u>	<u>\$17,305,212</u>

**Note 6 — Property and Equipment:** Property and equipment consisted of the following as of December 31:

	<u>2022</u>	<u>2021</u>	<u>Estimated Useful Lives</u>
Furniture and equipment	653,989	645,341	8 years
Computers and software	3,187,828	3,187,828	3-5 years
Leasehold improvements	3,664,524	2,220,420	Life of lease
Total cost	<u>6,549,929</u>	<u>5,053,589</u>	
Less: accumulated depreciation and amortization	<u>(3,852,427)</u>	<u>(2,600,760)</u>	
Net book value	<u>\$2,697,502</u>	<u>\$3,452,829</u>	

Depreciation and amortization expense amounted to \$1,251,667 and \$908,801 for the years ended December 31, 2022 and 2021, respectively. During 2021, property and equipment with a cost of \$443,710 and accumulated depreciation and amortization of \$411,789 were written off resulting in a loss of \$21,921.

**Note 7 — Concentration:** 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. As of December 31, 2022 and 2021, cash and cash equivalents held in banks exceeded FDIC limits by approximately \$1,228,000 and \$2,962,000, respectively.

**Note 8 — 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 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%, 10-15 years, 50%, and more than 15 years, 75%.

In March 2016, the Organization decided to no longer provide healthcare benefits upon retirement for employees hired after June 30, 2016.

Change in benefit obligation as of December 31 is as follows:

	<u>2022</u>	<u>2021</u>
Benefit obligation at beginning of the year	\$7,382,319	\$8,388,741
Service cost	139,775	171,368
Interest cost	215,555	209,319
Plan Participants' Contributions	140,762	135,284
Actuarial gain	(1,946,022)	(966,381)
Benefits paid	<u>(543,994)</u>	<u>(556,012)</u>
Benefit obligation at end of year	<u>\$5,388,395</u>	<u>\$7,382,319</u>

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, 2022 and 2021, this fund had assets with a fair value of \$7,186,419 and \$8,707,784, respectively. As required under U.S. 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 \$1,929,807 and \$966,381 for the years ended December 31, 2022 and 2021, respectively.

The components of the net periodic benefit cost for the years ended December 31 are as follows:

	<u>2022</u>	<u>2021</u>
Service cost	139,775	\$171,368
Interest cost	215,555	209,319
Amortization of net gain	<u>(16,215)</u>	<u>-</u>
Net periodic (income) cost	<u>\$339,115</u>	<u>\$380,687</u>

The assumed health care cost trend rate used to measure the expected cost of benefits covered by the plan was 4.5% as of both December 31, 2022 and 2021 and the ultimate trend rate is anticipated to be 4.037% by 2075. A discount rate of 5.25% and 3.00% has been used to measure the accrued postretirement health benefit obligation reflected on the accompanying consolidated statements of financial position as of December 31, 2022 and 2021, respectively.

Contributions expected to be paid to the plan during the next fiscal year amounted to \$392,907.

Included in net assets without donor restrictions is an unamortized net gain of \$1,929,807 as of December 31, 2022 which has not yet been recognized as a component of net periodic benefit cost.



The expected postretirement benefits to be paid for the next 9 years are as follows:

2023	\$ 392,907
2024	330,215
2025	343,880
2026	336,860
2027	343,569
2028-2032	<u>\$1,697,659</u>

**Note 9 — Retirement Plan:** 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 two percent 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 as of December 31 is as follows:

	<u>2022</u>	<u>2021</u>
Change in benefit obligation:		
Benefit obligation at beginning of the year	\$34,004,584	\$37,736,654
Service cost	347,433	647,278
Interest cost	979,830	1,210,178
Actuarial (loss) gain	(7,830,139)	(3,201,014)
Benefits paid	(1,931,548)	(1,952,920)
Benefit obligation at end of year	<u>25,570,160</u>	<u>34,004,584</u>
Fair value of Plan assets	<u>30,355,744</u>	<u>37,577,178</u>
Funded status	<u>\$4,785,584</u>	<u>\$(3,572,594)</u>
Prepaid (accrued) pension benefit obligation recognized in the consolidated statement of financial position	<u>\$4,785,584</u>	<u>\$(3,572,594)</u>

The components of the net periodic benefit cost for the years ended December 31 are as follows:

	<u>2022</u>	<u>2021</u>
Service cost	\$347,433	\$500,199
Interest cost	979,830	921,665
Expected return on Plan assets	(2,561,356)	(2,355,136)
Amortization of prior service cost	5,395	19,268
Amortization of actuarial loss	—	487,017
Net periodic (income) cost	<u>\$(1,228,698)</u>	<u>\$426,987</u>

Other changes in Plan assets and benefit obligations recognized in the change in net assets without donor restrictions for the years ended December 31 are as follows:

	<u>2022</u>	<u>2021</u>
Actuarial gain (loss)	\$21,103	\$5,757,622
Amortization of prior service cost	(5,395)	19,268
Amortization of actuarial loss	—	487,017
Net periodic cost	<u>\$15,708</u>	<u>\$6,263,907</u>

Weighted-average assumptions used to determine benefit obligations were as follows as of December 31:

	<u>2022</u>	<u>2021</u>
Discount rate	5.25 %	2.95 %
Salary increases	3.00 %	3.00 %
Expected long-term return on assets	7.00 %	7.00 %

Weighted-average assumptions used to determine net periodic pension cost were as follows for the years ended December 31:

	<u>2022</u>	<u>2021</u>
Discount rate	2.95 %	2.50 %
Salary increases	3.0 %	4.00 %
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 as of December 31, 2022 were classified as follows:

	<u>Level 1</u>	<u>Total</u>
Cash and cash equivalents	\$ 1,455,367	\$ 1,445,367
Mutual funds — domestic equity	15,746,414	15,746,414
Mutual funds —		
international equity	3,663,597	3,663,597
Mutual funds — bond funds	<u>9,500,366</u>	<u>9,500,366</u>
	<u>\$30,355,744</u>	<u>\$30,355,744</u>

The fair value of Plan assets as of December 31, 2021 were classified as follows:

	<u>Level 1</u>	<u>Total</u>
Cash and cash equivalents	\$ 2,455,437	\$ 2,455,437
Mutual funds — domestic equity	20,370,651	20,370,651
Mutual funds —		
international equity	4,361,882	4,361,882
Mutual funds — bond funds	<u>10,389,208</u>	<u>10,389,208</u>
	<u>\$37,577,178</u>	<u>\$37,577,178</u>

The expected benefits to be paid for the next ten years are as follows:

2023	\$2,020,470
2024	1,976,225
2025	1,905,472
2026	1,890,782
2027	1,819,410
2028-2032	<u>8,361,322</u>

For each of the years ended December 31, 2022 and 2021, 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, 2022 and 2021, contributions to the defined contribution plan amounted to approximately \$226,000 and \$273,000, respectively.

**Note 10 — Commitments and Contingencies:** The Organization believes it had no uncertain tax positions as of December 31, 2022 and 2021, in accordance with FASB Accounting Standards Codification (“ASC”) Topic 740, “Income Taxes”, which provides standards for establishing and classifying any tax provisions for uncertain tax positions.

**Note 11 — Intercompany and Interfund Transactions:** As of December 31, 2022 and 2021, GSB owed AAWS \$2,201,823 and \$3,226,792, respectively, for various organizational expenses.

The Reserve Fund of GSB includes transfers from AAGV that represent amounts held for unfulfilled subscriptions. This balance amounted to \$1,243,500 and \$1,443,500 as of December 31, 2022 and 2021, respectively. The balance is reflected as an asset of AAGV and a liability of the Reserve Fund of G.S.B on the accompanying consolidated statements of financial position. In addition, as of December 31, 2022 and 2021, the Reserve Fund owes AAGV an additional \$24,499 and \$14,000, respectively.

Additionally, \$203,863 and \$195,319 was transferred from the General Fund and AAWS to the Postretirement Medical Fund for the years ended December 31, 2022 and 2021, respectively. Funds of \$380,376 and \$814,236 were transferred from the General Fund and AAWS to the Capital Projects Fund for the years ended December 31, 2022 and 2021, respectively.

**Note 12 — Leases:** AAWS as fiscal agent for GSB and Alcoholics Anonymous Grapevine, Inc. has a lease agreement for the office space at 475 Riverside Drive in New York City expiring in December 2025. The Organization assesses whether an arrangement qualifies as a lease at inception and only reassesses its determination if the terms and conditions of the arrangement are changed. As a result, adopting FASB ASC 842 had no impact to prior year consolidated statement of financial position information, and because these leases are operating leases, the adoption of the standard has no impact on the Organization’s change in net assets. Comparative information provided in the following paragraphs was determined using the accounting principles in effect as of and for the year ended December 31, 2021 (i.e. ASC 840). No comparative information is provided for the amounts reported on the consolidated statement of financial position as of December 31, 2021, since the Organization used the modified retrospective method of transition that does not require restating the prior period.

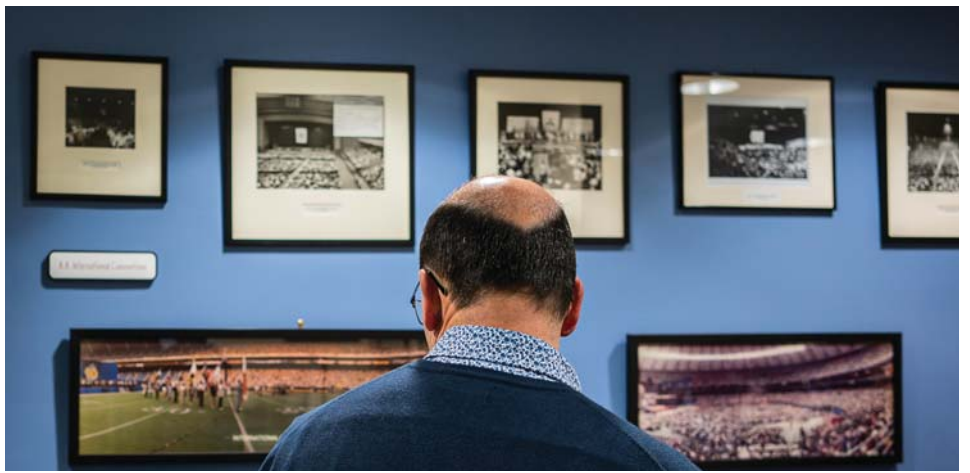
As of December 31, 2022, the right-of-use (“ROU”) asset had a balance of \$2,795,877 and the lease liability totaled \$2,812,461, as shown in the consolidated statement of financial position. The lease liabilities were calculated utilizing the risk free rate of 1.25% for leases in effect at the initial adoption date of January 1, 2022. The weighted average of the remaining lease term is 36 months, and the weighted average discount rate is 1.25%.

Future minimum payments for non-cancelable operating leases for the next three years ending after December 31, 2022 are as follows:

2023	\$955,572
2024	955,572
2025	<u>955,572</u>
Total lease payments	2,866,716
Less: Present value discount	<u>(54,255)</u>
Present value of Lease liabilities	<u>\$2,812,461</u>

The Organization holds certain leases that have lease terms of 12 months or less and accordingly are not included in the lease liability calculation presented on the consolidated statement of financial position as of December 31 2022. Lease expense pertaining to these short-term leases totaled \$84,888 for the year ended December 31, 2022. Lease expense pertaining to the lease liability totaled \$1,033,732.

**Note 13 — Subsequent events:** Management has evaluated, for potential recognition and disclosure, events subsequent to the date of the consolidated statement of financial position through April 19, 2023, the date the consolidated financial statements were available to be issued.



## INDIVIDUAL CONTRIBUTION REPORT

CREDIT TO	# Contributions	Contribution Amount	Average Contribution	% of Total Contribution \$
Birthday	2,423	\$211,708	\$87.37	7%
Group	10,207	\$1,377,767	\$134.98	42%
Meeting*	858	\$101,967	\$118.84	3%
Memorial	251	\$180,860	\$720.56	6%
Not Specified	12,932	\$1,376,091	\$106.41	42%
<b>TOTAL</b>	<b>26,671</b>	<b>\$3,248,394</b>	<b>\$121.79</b>	<b>100%</b>

Most common contribution by an individual **\$50.00**

## INDIVIDUAL CONTRIBUTIONS BY DOLLAR AMOUNT

	Number	% of Total	Dollars	% of Total
Less than \$50	12,543	47.03%	\$396,679	12.21%
\$50 to \$100	5,741	21.53%	\$412,717	12.71%
\$100 to \$150	3,396	12.73%	\$256,176	7.89%
\$150 to \$200	1,263	4.74%	\$269,068	8.28%
\$200 to \$300	1,649	6.18%	\$319,500	9.84%
\$300 to \$400	733	2.75%	\$198,780	6.12%
\$400 to \$500	343	1.29%	\$220,785	6.80%
\$500 to \$600	368	1.38%	\$109,746	3.38%
\$600 to \$700	118	0.44%	\$54,611	1.68%
\$700 to \$800	76	0.28%	\$55,869	1.72%
\$800 to \$900	50	0.19%	\$41,266	1.27%
\$900 to \$1,000	21	0.08%	\$110,260	3.39%
\$1,000 to \$5,000	359	1.35%	\$702,492	21.63%
\$5,001 to \$10,000 (bequests)	11	0.04%	\$100,445	3.09%
<b>TOTAL</b>	<b>26,671</b>	<b>100%</b>	<b>\$3,248,394</b>	<b>100%</b>

Number of \$5,000 individual contributions	54
Number of \$10,000 bequests	7

\*conventions, conferences, roundups, service assemblies, and other A.A. events

## GROUPS AND OTHER ENTITIES CONTRIBUTION REPORT

Area	# Active Groups	# Groups Contributed	% Groups Contributed	Total Group Contributions	Average Contributed by a Group for the Year
001 - Alabama/N.W. Florida	471	135	28.66%	\$55,343	\$409.95
002 - Alaska	136	66	48.53%	\$20,282	\$307.30
003 - Arizona	1,165	444	38.11%	\$203,219	\$457.70

Area	# Active Groups	# Groups Contributed	% Groups Contributed	Total Group Contributions	Average Contributed by a Group for the Year
004 - Arkansas	216	92	42.59%	\$33,304	\$362.00
005 - Southern California	755	203	26.89%	\$59,601	\$293.60
006 - Northern Coastal California	1,817	976	53.71%	\$309,180	\$316.78
007 - Northern Interior California	919	341	37.11%	\$122,693	\$359.80
008 - San Diego/Imperial California	634	297	46.85%	\$82,601	\$278.12
009 - Mid-Southern California	2,087	571	27.36%	\$184,078	\$322.38
010 - Colorado	939	364	38.76%	\$118,428	\$325.35
011 - Connecticut	550	404	73.45%	\$124,294	\$307.66
012 - Delaware	232	112	48.28%	\$47,047	\$420.07
013 - District of Columbia	438	95	21.69%	\$28,063	\$295.40
014 - North Florida	968	368	38.02%	\$128,990	\$350.52
015 - So. Florida/ Bahamas/ US Virgin Islands/ Antigua	2,042	859	42.07%	\$299,607	\$348.79
016 - Georgia	664	363	54.67%	\$129,282	\$356.15
017 - Hawaii	279	101	36.20%	\$49,184	\$486.97
018 - Idaho	270	117	43.33%	\$33,287	\$284.51
019 - Chicago Illinois	935	115	12.30%	\$30,413	\$264.46
020 - Northern Illinois	1,120	321	28.66%	\$77,035	\$239.98
021 - Southern Illinois	445	90	20.22%	\$21,092	\$234.36
022 - Northern Indiana	613	164	26.75%	\$29,572	\$180.32
023 - Southern Indiana	755	228	30.20%	\$42,439	\$186.14
024 - Iowa	648	245	37.81%	\$71,745	\$292.84
025 - Kansas	331	97	29.31%	\$30,299	\$312.36
026 - Kentucky	791	222	28.07%	\$67,237	\$302.87
027 - Louisiana	702	136	19.37%	\$39,242	\$288.54
028 - Maine	520	199	38.27%	\$39,503	\$198.51
029 - Maryland	952	260	27.31%	\$66,831	\$257.04
030 - Eastern Massachusetts	1,412	491	34.77%	\$163,130	\$332.24
031 - Western Massachusetts	317	117	36.91%	\$19,942	\$170.44
032 - Central Michigan	699	151	21.60%	\$24,470	\$162.05
033 - Southeastern Michigan	946	198	20.93%	\$44,201	\$223.24
034 - Western Michigan	686	157	22.89%	\$39,188	\$249.61
035 - Northern Minnesota	504	209	41.47%	\$37,266	\$178.31
036 - Southern Minnesota	909	346	38.06%	\$96,837	\$279.88
037 - Mississippi	256	48	18.75%	\$17,612	\$366.93
038 - Eastern Missouri	262	166	63.36%	\$44,538	\$268.30
039 - Western Missouri	245	94	38.37%	\$27,033	\$287.59
040 - Montana	283	100	35.34%	\$38,612	\$386.12
041 - Nebraska	644	191	29.66%	\$53,347	\$279.31
042 - Nevada	629	189	30.05%	\$61,368	\$324.70
043 - New Hampshire	597	212	35.51%	\$42,318	\$199.61
044 - Northern New Jersey	1,088	392	36.03%	\$136,832	\$349.06
045 - Southern New Jersey	469	204	43.50%	\$79,973	\$392.02
046 - New Mexico	345	135	39.13%	\$39,144	\$289.95
047 - Central New York	646	177	27.40%	\$42,785	\$241.73

Area	# Active Groups	# Groups Contributed	% Groups Contributed	Total Group Contributions	Average Contributed by a Group for the Year
048 - Northeast New York	812	197	24.26%	\$47,490	\$241.07
049 - Southeast New York	1,481	497	33.56%	\$265,366	\$533.94
050 - Western New York	335	69	20.60%	\$20,265	\$293.70
051 - North Carolina	1,222	472	38.63%	\$200,388	\$424.55
052 - North Dakota	187	68	36.36%	\$20,819	\$306.17
053 - Central & Southeast Ohio	764	148	19.37%	\$25,544	\$172.59
054 - Northeast Ohio	1,331	275	20.66%	\$51,887	\$188.68
055 - Northwest Ohio	262	73	27.86%	\$15,521	\$212.61
056 - Southwest Ohio	530	202	38.11%	\$36,226	\$179.34
057 - Oklahoma	462	146	31.60%	\$49,156	\$336.68
058 - Oregon	1,003	398	39.68%	\$131,248	\$329.77
059 - Eastern Pennsylvania	1,695	624	36.81%	\$210,843	\$337.89
060 - Western Pennsylvania	831	275	33.09%	\$53,551	\$194.73
061 - Rhode Island	246	109	44.31%	\$24,438	\$224.20
062 - South Carolina	430	197	45.81%	\$95,148	\$482.99
063 - South Dakota	161	42	26.09%	\$9,744	\$231.99
064 - Tennessee	646	204	31.58%	\$67,903	\$332.86
065 - Northeast Texas	343	167	48.69%	\$94,270	\$564.49
066 - Northwest Texas	271	53	19.56%	\$11,276	\$212.76
067 - Southeast Texas	696	163	23.42%	\$62,610	\$384.11
068 - Southwest Texas	627	227	36.20%	\$123,128	\$542.41
069 - Utah	392	134	34.18%	\$38,360	\$286.27
070 - Vermont	285	92	32.28%	\$23,077	\$250.84
071 - Virginia	1,130	466	40.35%	\$143,142	\$313.91
072 - Western Washington	1,141	476	41.72%	\$174,258	\$366.09
073 - West Virginia	240	75	31.25%	\$13,442	\$179.22
074 - Northern Wisconsin/ Upper Peninsula Michigan	653	178	27.26%	\$31,936	\$179.41
075 - Southern Wisconsin	977	436	44.63%	\$60,351	\$138.42
076 - Wyoming	102	38	37.25%	\$10,738	\$282.59
077 - Puerto Rico	92	26	28.26%	\$3,727	\$143.35
078 - Alberta /Northwest Territories Canada	468	164	35.04%	\$55,187	\$336.51
079 - British Columbia/Yukon Canada	525	279	53.14%	\$151,032	\$541.33
080 - Manitoba Canada	87	22	25.29%	\$5,397	\$245.30
081 - New Brunswick/ Prince Edward Island Canada	187	40	21.39%	\$12,004	\$300.09
082 - Nova Scotia/ Newfoundland/ Labrador Canada	194	59	30.41%	\$15,426	\$261.45
083 - Eastern Ontario Canada	610	136	22.30%	\$59,229	\$435.50
084 - Northeast Ontario Canada	129	28	21.71%	\$6,440	\$230.02
085 - Northwest Ontario Canada	60	8	13.33%	\$1,832	\$228.96
086 - Western Ontario Canada	621	142	22.87%	\$48,900	\$344.37
087 - Southwest Quebec Canada	447	39	8.72%	\$8,337	\$213.77
088 - Southeast Quebec Canada	137	4	2.92%	\$565	\$141.32

Area	# Active Groups	# Groups Contributed	% Groups Contributed	Total Group Contributions	Average Contributed by a Group for the Year
089 - Northeast Quebec Canada	223	2	0.90%	\$191	\$95.28
090 - Northwest Quebec Canada	281	16	5.69%	\$2,938	\$183.61
091 - Saskatchewan Canada	250	73	29.20%	\$17,526	\$240.08
092 - Washington State East	490	159	32.45%	\$43,427	\$273.13
093 - Central California	1,068	306	28.65%	\$103,407	\$337.93
Outside US and Canada	NA	12	N/A	\$3,586	\$298.82
Location Not Known	NA	4	N/A	\$783	\$195.79
<b>TOTAL GROUPS</b>	<b>58,455</b>	<b>19,572</b>	<b>33.48%</b>	<b>\$6,204,547</b>	<b>\$317.01</b>

**OTHER ENTITIES**

Intergroups, Central Offices, Areas, and Districts	\$988,078
Online and Telephone Meetings	\$54,486
Contribution of excess funds from conventions, conferences, roundups, service assemblies, and other A.A. events	\$53,020
<b>TOTAL OTHER ENTITIES</b>	<b>\$1,095,584</b>

**Grand total groups and other entities**

**\$7,300,131**

**Average contributed by a group in a single contribution**

**\$136.59**

**Most common amount contributed by a group in a single contribution**

**\$50.00**

**GROUP CONTRIBUTIONS BY DOLLAR AMOUNT**

	Number	% of Total	Dollars	% of Total
Less than \$50	13,945	30.70%	368,318	5.94%
\$50 to \$100	14,908	32.82%	\$1,096,589	17.67%
\$100 to \$150	5,295	11.66%	\$680,399	10.97%
\$150 to \$200	3,601	7.93%	\$653,745	10.54%
\$200 to \$300	3,580	7.88%	\$917,509	14.79%
\$300 to \$400	1,501	3.30%	\$535,923	8.64%
\$400 to \$500	957	2.11%	\$446,110	7.19%
\$500 to \$600	507	1.12%	\$287,227	4.63%
\$600 to \$700	250	0.55%	\$163,953	2.64%
\$700 to \$800	250	0.55%	\$188,881	3.04%
\$800 to \$900	118	0.26%	\$101,921	1.64%
\$900 to \$1,000	145	0.32%	\$141,119	2.27%
Over \$1,000	366	0.81%	\$622,853	10.04%
<b>TOTAL</b>	<b>45,423</b>	<b>100%</b>	<b>\$6,204,547</b>	<b>100.00%</b>

**SUMMARY OF ALL CONTRIBUTIONS**

Groups	58.82%	\$6,204,547
Other Entities	10.39%	\$1,095,584
Individuals	30.79%	\$3,248,394
<b>GRAND TOTAL</b>	<b>100.00%</b>	<b>\$10,548,525</b>
GL		<b>\$10,548,525</b>
VARIANCE	<b>0.00%</b>	<b>\$0</b>

# The General Service Office 2023 OPERATING BUDGET

## PROFIT AND LOSS

OPERATING REVENUE	<u>2023 Budget</u>	<u>2022 Actual Unaudited</u>	<u>Variance</u>
<b>Publishing</b>			
Gross Literature Sales	15,900,000	11,999,441	3,900,559
Shipping Charges	397,500	277,893	119,607
Discounts	715,500	482,071	233,429
Net Sales	15,582,000	11,795,264	3,786,736
Cost of Goods Sold	7,632,000	6,901,151	730,849
<b>Gross Profit</b>	<b>7,950,000</b>	<b>4,894,113</b>	<b>3,055,887</b>
<b>Contributions</b>			
Individuals/Groups	10,500,000	10,548,525	(48,525)
Conference Delegate Fees	167,400	165,600	1,800
Additional Conference Contributions	133,920	162,640	(28,720)
World Service Meeting	0	85,299	(85,299)
International Literature Fund	40,000	54,513	(14,513)
<b>Total Contributions</b>	<b>10,841,320</b>	<b>11,016,577</b>	<b>(175,257)</b>
<b>TOTAL OPERATING REVENUE</b>	<b>18,791,320</b>	<b>15,910,691</b>	<b>2,880,630</b>
<b>OPERATING EXPENSE</b>			
Salary and Fringe	11,267,422	10,303,828	963,594
Professional Fees	1,496,928	1,756,363	(259,435)
Printing, Postage, and Supplies	499,892	451,413	48,479
Data, Automation & Website	598,906	611,490	(12,584)
Insurance	117,690	69,575	48,115
Facility and Equipment	1,143,984	1,241,711	(97,727)
Travel and Meeting	1,846,157	1,854,281	(8,124)
Depreciation	1,200,000	1,184,394	15,606
Other*	114,500	196,608	(82,108)
<b>TOTAL OPERATING EXPENSE</b>	<b>18,285,479</b>	<b>17,669,663</b>	<b>615,816</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>505,841</b>	<b>(1,758,972)</b>	<b>2,264,813</b>

*Other includes:*

- Credit card and bank service fees
- Interest expense
- Currency exchange loss
- Disbursements from the International Literature Fund

# 2023 Budget AA Grapevine, Inc.

(For the Year Ending December 31, 2023)

	Actual 2022	Budget 2022	Budget 2023
<b>GRAPEVINE</b>			
<b>Circulation</b>			
Paid Circulation Average	52,591	53,161	47,751
GV Complete	3,415	3,623	2,100
GV ePub	3,064	3,234	2,619
App (Avg Annual Paid Subs)	-	-	1,500
<b>Total Circulation</b>	<b>59,070</b>	<b>60,017</b>	<b>53,969</b>
Revenue per Magazine	2.10	2.25	2.25
Revenue per GV Online Sub	2.04	3.01	3.01
<b>REVENUE</b>			
<b>Subscription income</b>			
Circulation Income	1,408,195	1,432,978	1,289,250
By the Month Income	97,524	80,654	60,000
Single Copy Sales	5,719	3,188	2,500
Back Issues	58,018	40,835	35,000
Digital Edition — Income	-	148	-
Complete — Income	136,271	132,124	76,583
Sales ePub	58,023	63,162	50,275
App	-	224	54,000
Miscellaneous Income	224	224	-
Undeliverables Written Off	(2,066)	(5,586)	(5,000)
Total Subscription Revenue	1,762,907	1,747,726	1,562,608
<b>Total Direct Cost</b>	<b>979,604</b>	<b>919,392</b>	<b>1,014,900</b>
<b>Gross Margin on Subscriptions</b>	<b>783,303</b>	<b>828,334</b>	<b>547,709</b>
<b>Content Related Revenue</b>			
Books and other merchandise	828,497	891,534	975,000
Cassettes CDs Income	8,662	8,016	8,800
Sales Other	46,793	28,397	30,407
Total Content Related Revenue	883,952	927,947	1,014,207
<b>Content Related Direct Cost</b>	<b>243,528</b>	<b>235,977</b>	<b>270,911</b>
Gross Margin Other Published Items	640,424	691,970	743,296
<b>Total Gross Margin</b>	<b>1,423,727</b>	<b>1,520,303</b>	<b>1,291,004</b>
<b>EXPENSES</b>			
<b>Editorial Cost</b>	895,216	847,083	941,769
Circulation Cost	917,988	931,613	1,141,154
General And Administrative Cost	61,655	61,215	67,155
<b>Total Expenses</b>	<b>1,874,859</b>	<b>1,839,912</b>	<b>2,150,078</b>
Net Operating Income (Loss)	(451,132)	(319,608)	(859,074)
<b>Non-Operating Income &amp; Expenses</b>			
Miscellaneous Income	-	-	-
Total Content Related Revenue	10,499	14,000	7,000
<b>Total Non-Operating Income &amp; Expenses</b>	<b>10,499</b>	<b>14,000</b>	<b>7,000</b>
<b>Net Income Loss</b>	<b>(440,633)</b>	<b>(305,608)</b>	<b>(852,074)</b>
Net Operating Income (Loss)	(112,618)	(954,225)	19,234
<b>App Developer Fee</b>	<b>-</b>	<b>-</b>	<b>(250,000)</b>
<b>Total Change in Net Assets</b>	<b>(440,633)</b>	<b>(305,608)</b>	<b>(1,102,074)</b>
<b>Offsets</b>			
AAGV draw from subscription liability fund	670,488	-	-
General Service Board Capital Funding	500,000	-	-
<b>Total Changes in Net Assets</b>	<b>129,855</b>	<b>(305,608)</b>	<b>(653,579)</b>
<b>LA VIÑA</b>			
<b>Circulation</b>			
Paid Circulation Average	6,312	6,481	6,666
LV Complete	24	31	35
LV ePub	79	68	67
<b>Total Circulation</b>	<b>6,415</b>	<b>6,581</b>	<b>6,769</b>
Revenue per Magazine	1.81	2.00	2.00
Revenue per LV Complete	2.16	3.32	3.32
<b>REVENUE</b>			
<b>Subscription income</b>			
Circulation Income	79,403	76,731	79,996
By the Month Income	7,576	3,093	4,700
Back Issues	7,764	5,155	4,740
Complete — Income	720	627	697
Sales ePub	688	683	705
Undeliverables Written Off	-	(1,500)	(550)
Total Subscription Income	96,151	84,789	90,288
<b>Total Direct Cost</b>	<b>75,694</b>	<b>87,578</b>	<b>75,844</b>
<b>Gross Profit on Subscription</b>	<b>20,457</b>	<b>(2,789)</b>	<b>14,444</b>
<b>Content Related Revenue</b>			
Books and other merchandise	47,137	25,549	38,250
Cassettes CDs Income	1,981	4,212	2,310
Sales Other	10,593	16,868	11,800
<b>Total Content Related Revenue</b>	<b>59,710</b>	<b>46,629</b>	<b>52,360</b>
<b>Content Related Direct Cost</b>	<b>2,686</b>	<b>5,105</b>	<b>3,575</b>
<b>Gross Margin Other Published Items</b>	<b>57,024</b>	<b>41,524</b>	<b>48,785</b>
<b>Total Income</b>	<b>77,482</b>	<b>38,734</b>	<b>63,229</b>
<b>EXPENSES</b>			
<b>Editorial Cost</b>	434,031	367,099	434,978
Circulation Cost	264,459	215,809	261,700
General and Administrative Cost	15,596	17,979	20,130
<b>Total Expenses</b>	<b>714,086</b>	<b>600,888</b>	<b>716,808</b>
<b>Net Operating Income (Loss)</b>	<b>(636,604)</b>	<b>(562,153)</b>	<b>(653,579)</b>
Contribution GSB	636,604	562,153	653,579



## ■ Area Service Highlights — Panel 73 Delegates

(Only first-term delegates give Area Highlights, and, per a 2018 Conference Advisory Action, these highlights are lightly edited and presented “in their entirety.”)



### EAST CENTRAL REGION

**Illinois (Chicago):** Area 19 comprises the City of Chicago and suburban areas within Cook County. We have 16 geographically defined districts and four linguistic districts (three Spanish and one Polish). We carry the A.A. message through 2,250 meetings, 650 of these meet online. Additionally, we have almost 100 in-person meetings conducted in Spanish and another 50 in Polish. We also have meetings in Russian and Lithuanian. Our Area Assembly meets every other month in a hybrid format (in-person and online) with 70-100 voting members. Our bookstore has an extensive inventory of Conference-approved and other literature in English, Spanish and Polish, and all kinds of recovery swag. We have 14 Area-wide service committees: unique ones include All-Chicago Open (ACO), Committee on Conferences (COC), Structure and Literature Review. We have utilized video conferencing since 2018 to expand participation in Area service. Our annual budget includes operation of our Service Office, Bookstore, Service Committees, Illinois State Conference, All Chicago Open and all other Area expenses. The combined budget for fiscal 2023 totals approximately three quarters of a million dollars (\$750,000). A sampling of Service Committee Activities includes: Archives recently completed a book detailing the First 20 Years of Chicago AA History; Off-Hours Phone Answering makes use of a Chat feature to supplement phone access and provide a 24/7 point of contact for those in need; *Here's How*, our area newsletter, is

available in printed and digital versions; our Committee on Conferences is investigating a more central location for our All Chicago Open, the annual celebration of A.A.'s beginning in the Chicago area back in 1939. Area 19 is grateful to be part of the General Service structure and to carry the A.A. message of recovery. — *Tom F.*

**Illinois (Southern):** It is an honor to present the highlights of Area 21, located in the southern parts of Illinois. To understand our Area, it is important to consider its geographical nature. If you can picture Illinois as an iceberg, our area would include the much larger space below the surface. We have 20 active districts, some close to a 7-hour drive from each other. It includes some populated urban areas, but many more rural areas. We have 1,153 groups; of these 422 are designated active, 3 virtual, 20 unknown and 6 incomplete. With our distance between each other, it can be a challenge to feel connected. However, those who remain in contact see the activity within our Area is much more than our data reflects. The structure of the Area is true to the suggestions of the A.A. service manual, including its officers, process for elections and utilization of *Robert's Rules of Order*. The assemblies occur quarterly, and the locations are planned for rotation to different districts, encouraging equal access to the assemblies. We also have an annual Pre-GSC Workshop, which is also hosted by a district. Our passing through the pandemic has shown that we are resilient and adaptable. We have become more flexible

and accessible with the increased use of the internet, and we are currently in the second year of a hybrid assembly format. We are not perfect, but we strive for progress. I believe Area 21 is committed to carrying the message, and I'm honored to represent it. — *Tom H.*

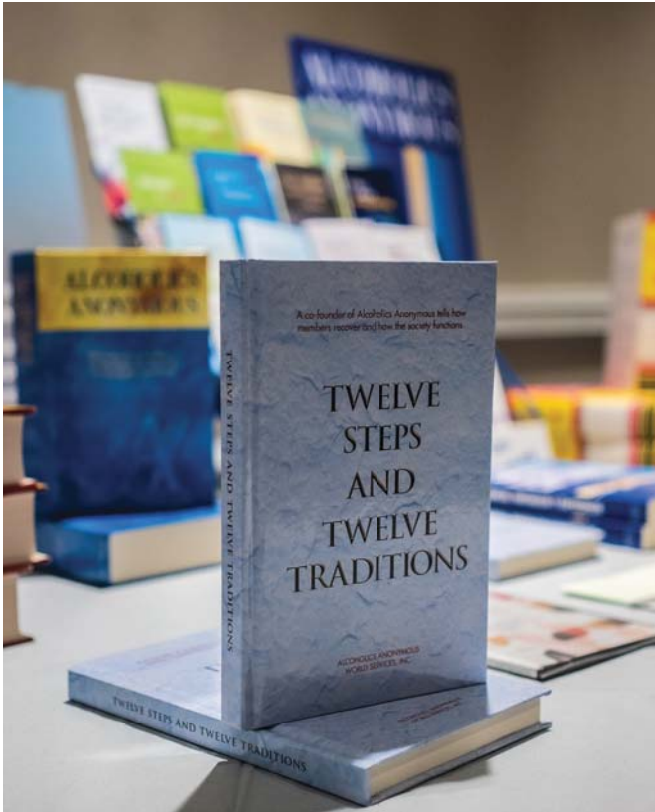
**Indiana (Northern):** Area 22 is the northern half of Indiana and part of the East Central Region. We are composed of 49 districts, one being a linguistic district for our Spanish-speaking groups, 583 active groups listed with GSO, and ten area standing committees. Our assembly meets four times a year in even number years with a fifth election assembly in odd numbered years and rotated by quadrant. We have a May service weekend centered on general service, which ends with the delegate giving their report on the General Service Conference at Sunday's assembly. We also have two DCM conferences a year. Our spring DCM conference is intended to prep our delegate for the General Service Conference and our fall conference covers the general service structure with themes such as a GSR school or a mock conference. This past year Area 22 was able to put on two informational forums in inactive districts which resulted in both districts becoming active. At our November elections assembly, we were able to fill all officer and chair positions including alternates and are starting to see a slight uptick in attendance and participation in Area. We also took an Area inventory and as a result an orientation committee was formed to focus on working with new attendees in general service. Area 22 rotates hosting the state convention with Area 23 in odd numbered years. On June 23-25, Area 22 will be hosting the 70th Indiana



State Convention in conjunction with the East Central Regional Conference. — *Mike M.*

**Michigan (Central):** Area 32 has 682 active groups, five of those virtual. We have over 15,000 estimated members within 14 districts spanning 28 counties throughout the central portion of Michigan's Lower Peninsula. Eight of our districts are bordered on at least one side by Lake Huron, the fifth largest freshwater lake in the world. We cover 300 miles north to south and 125 miles east to west at our widest. Area 32 assemblies are held on the first Sunday of even months and districts rotate hosting duties. We meet with Areas 33 and 34 quarterly for a Statewide Service Meeting to support each other in our efforts. There are CPC, Grapevine and Corrections committees. The three Areas rotate hosting of our State Convention and a Statewide Corrections Workshop. The three Areas also come together to hold an annual Mock Conference, designed to prepare the three delegates for the annual General Service Conference and allow individual members to share their input on upcoming Conference agenda items. We read Bill's words how A.A. has adapted and evolved over the past eighty-eight years to greet the newcomer as they arrive. Area 32 voted to add the Hybrid-Technology Committee to ensure that members choosing to attend in-person or virtually can participate with equal ability and opportunity. Committee chairs, past delegates, DCMs, and newcomers have utilized the hybrid option. We continue to see more virtual meetings register, apply the Traditions, contribute to the entities, hold group conscience meetings, and elect officers. Whether in a jail, treatment facility, church basement, log cabin, online or in-person, Area Assembly, or state convention; may unity prevail so we can continue to reach the still-suffering alcoholic. Newcomer or old-timer. Through love and tolerance, we can ensure the hand of A.A. will always be there. — *Kate L.*

**Michigan (Southeast):** Area 33 encompasses the lower five counties of Michigan. There is a water boundary with Canada along the entire length of the St. Clair River, Lake St. Clare and the Detroit River. The southeastern boundary ends in the western end of Lake Erie with a three-way convergence of Michigan, Ohio and Ontario. Although we are known for automobiles, Motown and our famous "Cony Dogs," due to our location, we are fortunate to have a large multicultural Area. This is never more apparent than at our Assemblies or the annual March Round Up Convention, which by the way had its second largest attendance in 2022. Showing us how everyone wants to get back in-person in Recovery, Unity and Service. We currently have 25 districts which includes our Spanish-language district. Area 33 meets monthly on a Sunday at our new Assembly home. We are currently amid an "Awakening." The theme for the 73rd General Service Conference is perfect for Area 33. All three Legacies are about the importance of communication. Good communication in Unity, Principles and Service. Here is where you can see and hear A.A. in action, focusing on "Carrying the Message." All A.A.



members are encouraged to attend. Offered before the Assembly meeting is the Service Manual Group and a GSR Orientation. The Assembly starts at noon. There are readings on a Tradition and a Concept where members are encouraged to share their personal experience with each one. The Assembly then continues with the business of Area 33. Officers, Events, and Committee reports are given. Old and new business is addressed. We currently have 13 active committees. The committees have been busy “getting back in the groove of pounding the pavement” and carrying the message through workshops and presentations. The Area is looking forward to an in-person Area Inventory. Our Archives Committee offers a historical tour of A.A. in Detroit. It has been so successful that the Archives Committee has had to limit it to 2 tours in the fall and spring. When walking into one of Area 33 Assemblies, hearing the buzz of committees and members talking about how best to carry the message lets us all know Area 33 is alive, moving and shaking. — *Jan V.*

**Ohio (Central and Southeast Ohio):** Area 53 is geographically the largest of Ohio’s four service Areas, covering 37 of Ohio’s 88 counties. This year’s Conference theme “A.A.’s Three Legacies — Our Common Solution” is an idea we take to heart, promoting unity through service enhancing our own personal recovery, and all those we have contact with. By: quarterly assemblies, GSR Schools and DCM College, Annual Corrections Workshop. As with the rest of “AA as a whole,” we continue to struggle to find the balance between traditional and hybrid events that best serve our members. As the

majority of our events have returned to in-person, the value of a hybrid component has added accessibility for those who might not otherwise attend. At our January assembly, we had a member, with 45 years, who started her service journey at a June 1978 Area Assembly, state that she “was now able to return to the service structure role as her Home Group’s GSR, thanks to it being available virtually, thus enhancing her sobriety.” The districts in our Area have taken to “Fostering” groups from adjacent “Dark” districts to help them learn what needs to be done so their district can come out of the dark and become, once again, an active voice to A.A. Our Archives committee has been busy cataloging the vast collection we have accumulated over the years, making it easier to access. From continuing to use the latest methods of archival storage techniques to digitizing where appropriate. Over the past few years, we have started a digital audio archive from the elder members detailing the history of A.A. in our area, along with their stories, many of which can be accessed via our website [area53aa.org](http://area53aa.org). — *Ed A.*

**Ohio (Northeast):** Area 54 is home to 2,434 registered groups and eight intergroup/ central offices. The groups located throughout 22 counties are divided into 63 geographical districts that include a Spanish linguistic district. We hold six assemblies each year, a GSR school, DCM college and Unity Day workshops. Area open house picnic in June and Gratitude banquet in November. We have 17 standing committees and hold an Area 54 mini-conference each March to inform our delegate of the consensus of the Conference agenda items for the Area. We also attend the three other mini-conferences in our state, allowing our delegates to be more informed. We have a new and improved website and our committee is working diligently to make the website better. On the closest weekend to June 10th Akron intergroup hosts Founders Day in Akron, home to many A.A. landmarks. Also in our Area is Cleveland where the first International Convention was held in 1950. Some groups embrace the four Absolutes that were used before the Twelve Steps were printed in the Big Book. We will also host the East Central Regional Forum in Independence, Ohio, November 17-19. I am grateful to serve Area 54. — *Tim H.*

**Wisconsin (Southern):** Seven months after the April 1939 publication of the book *Alcoholics Anonymous*, Harry S. of Waunakee, WI, wrote to the Works Publishing Company and requested information for an A.A. contact. Harry also enclosed a \$3.50 check for a copy of the A.A. book. By July 1940, Harry had continued to stay sober and a group of five people had formed with help from Earl T. of Evanston, IL. From those early beginnings, A.A. continues to thrive in southern WI. Area 75 stretches from Manitowoc on the Lake Michigan shore to La Crosse County along the Mississippi River. Bordered on the south by the Illinois state line, Area 75 includes the cities of Milwaukee, Racine, and Kenosha. Madison, the state capitol, is centrally located and the site for our Area

Assemblies. Along the river are the cities of Prairie Du Chien and La Crosse, with numerous small towns and farm communities in between. Our Area consists of 31 districts and just under 1,000 groups. Our alternate chairperson is working to bring three inactive districts back to Area service. A truly exciting development is the inclusion of more young people participating in Area 75 service. We have had a WICYPAA report at our assemblies for several years. Our elections this past November saw several young people elected to officer roles in the Area, including the chair, treasurer, and secretary. The next generation of A.A.'s are here to serve! We are voting, in April, on forming an Area Standing Technology Committee to help update our Area website, work with Area committees, districts, and intergroups on their technology needs, and explore the best solutions for hybrid Area Assemblies. We hold a delegate workshop in late March to go over the agenda items. As we put Covid behind us, we continue to get back to fully spreading the message of A.A. recovery throughout southern WI. — *Peter W.*

### EASTERN CANADA REGION

**Nova Scotia, Newfoundland/Labrador:** Area 82 is made up of two Canadian provinces; Nova Scotia and Newfoundland and Labrador. The Labrador section of Area 82 is significantly more remote than both Nova Scotia and the island of Newfoundland. Newfoundland and Labrador have an area of over 400,000 square kilometers, and would rank fourth in size behind Alaska, Texas, and California if it were one of the United States. Nova Scotia covers roughly 55,000 square kilometers. Area 82 has 17 districts with 219 groups, including 27 online and 17 hybrid groups. This number is still in flux as several groups have not restarted since the pandemic. The three more urban districts provide services to A.A. via an active Intergroup / Central Services while the more rural districts have committees specific to their district needs. The geography of Area 82 makes it very difficult to physically visit all groups or districts, but the use of the virtual platforms has become instrumental to carrying A.A.'s message. We now have two Assemblies per year and quarterly meetings between the Area officers and DCMs. Our Spring Assembly (which replaces two in-person Service Weekends, one for each province), as well as our Pre-Conference Day and Area officer quarterly meetings are now held virtually. By embracing the virtual format, we have reduced the hazards and costs of travel in such a geographically remote area during our worst weather conditions. Our Fall Assembly is held in-person and is regularly rotated between the Provinces. One bright spark for Area 82 is our hybrid Remote Communities Committee meeting based in the firehall at Makkovik, Labrador. We responded to a community outreach and now have a regular attendance of five sober members from the community, who are enthusiastically supported by several experienced A.A. members via Zoom. Many of these members can, for health reasons, no longer attend in-person meetings. Their A.A. experience is invaluable

to our new friends in Makkovik and has re-invigorated their own recovery. I am proud to say that Alcoholics Anonymous is alive, well and adaptable in Area 82. — *Gerry W.*

**Ontario (Eastern):** Area 83 spans approximately 63,000 square kilometers, from the Quebec border in the east to Mississauga in the west, north to Algonquin Park, and south to New York State. District 42 is in upper New York state and gives our area a certain international *je ne sais quoi*. There are approximately 14,000 members with 544 active groups (18 of which are virtual) in 25 districts, including nine correctional facility groups. District 16 is our linguistic district and serves just under ten Spanish-speaking groups. Our eight subcommittee chairs, working with their district counterparts, strive to carry the message of recovery to the alcoholic who still suffers in eastern Ontario. We currently have a final report from a technology ad hoc committee that is recommending (among other things) establishing a technology chair to oversee the many new and innovative ways to communicate amongst our hard-working trusted servants and more effectively carry our common solution. We are in our third year of holding preconference agenda sharing sessions to engage the Fellowship in the Conference process. This has really assisted our delegate to be more fluent in the Area group conscience. We are grateful to be a part of the Eastern Canada Region and look forward to hosting the Regional Forum in August 2024 in Ottawa. Our Area is pleased to participate in the biannual Canadian Eastern Region AA Service Assembly (CERAASA). We are using this event in odd years to meet in person and virtually in even years in an effort to unite our Region and prepare our delegates for the Conference. It encourages participation from alternate delegates, past delegates and our regional trustee. Our Area remains healthy, vibrant and active in general service. I will be forever grateful for this opportunity to serve Alcoholics Anonymous as Area 83 Panel 73 delegate. — *James O.*

**Northwest Ontario:** As I begin my term, I am reminded of the vast territory of Area 85, as it stems from the Manitoba border in the west to White River in the east, south to the U.S. border and north to Hudson Bay, serving approximately 900 members. Our area is divided into seven districts. We have great quality of A.A. meetings throughout the Area with regular attendance of members in most groups. In the past few years, we have only had one DCM (District 1) and very few GSRs outside of the city of Thunder Bay. It is my vision to travel throughout the Area and try to attract district members to service once again. In the past we had very active districts at both the Spring and Fall Assemblies. I am happy to report that the oldest group in the Area is back up and running after a shutdown of two years due to Covid. The Thunder Bay group is now operating in a church basement and is coping without having their own clubrooms, as has been their history. Their members are back and happy to be together again. As a result of Covid we now

have some new virtual groups operating in the Area, with several members thriving although never having attended an in-person meeting. The spirit of A.A. is working with and through people as always. I personally cannot imagine living a sober life without direct contact with you all, but I am a senior citizen. I look forward to getting to know you all and working together to ensure our precious Fellowship continues to grow and thrive and to ensure hope and healing is available to those still suffering from alcoholism. — *Judy C.*

**Quebec (Southeast):** Geographically, Area 88 is very diverse; south of the beautiful St. Lawrence River, entryway for the first French-speaking settlers in 1534, it is home to beautiful farmlands in the west and rugged landscapes at the eastern end of the Gaspé Peninsula. It includes a tiny strip of 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 General Assembly), our members have different accents, reflecting their origin! 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 each week. Of these, 10 virtual groups have been formed since the beginning of the pandemic and have continued to operate since. We have only two English speaking groups that hold five meetings a week. The French language has been predominant since the beginning of our Area. In 1945, the ROMATA group in Matane (in the Lower St. Lawrence, before the Gaspésie) became the first bilingual group outside of Montréal (and it is still in operation). The number of French-speaking groups exploded in the early 1960's with the publication of the Big Book in French in 1963. We hold three Area meetings and one General

Assembly each year. The theme of our 2023 Conference, "A.A.'s Three Legacies: Our Common Solution," is well-chosen because, after all the upheavals of the past few years due to the pandemic, it is clear that our recovery, our unity in the Fellowship, our services have been tested, and it is good to bring them back to light. Currently, all meetings other than the Area meetings (3) and the one annual General Assembly, are done on the virtual platform of the Area. This way of doing things allows us to meet as needed, without waiting, which makes us more efficient at a lower cost. I love my Area for the energy of its members, for its great democracy, for its capacity to adapt to change. — *Céline L.*

**Quebec (Northeast):** I am very privileged to be part of a spiritual experience by being present at this 73rd Conference of Alcoholics Anonymous and to introduce you to our beautiful Area 89 of Northeastern Québec. Our Area is a vast territory that stretches for 6,400 miles, with 3755 registered members in 192 groups and 19 districts. The groups are mostly French-speaking, but we also have five English-speaking groups, two bilingual and three in native languages. Before the pandemic, we had 219 active groups. Our annual Area calendar has 11 executive committee meetings, four joint committee meetings, two General Assemblies and four Area meetings. Our active committees are Archives, Correctional, Public Information, *Le Nordet* (our area newsletter), Seminars, Publications, Website, and the Telephone services. For the last annual Area Assembly in December, we hold a two-day service meeting alternating each year between "Welcoming Our New Servants" and "Our Area Inventory." Since 1999, the area has been registered with the Québec Business Register for transparency and good management of our districts' contributions. We





have a part-time administrative officer to facilitate communications and services to all members of the Northeastern Area of Quebec. I am grateful to serve in an Area that honors the principles and traditions of A.A. It is with gratitude and humility that I represent the members of Area 89. Thank you to all the members for their trust and for allowing me to have such a unique service experience. To all of you, thank you for welcoming me into this beautiful Fellowship of Alcoholics Anonymous! — *Jocelyne C.*

#### NORTHEAST REGION

**Connecticut:** From the historic Mystic Seaport in the southeast corner to the Appalachian Trail running through our northwest corner and the hustle and bustle of the metropolitan area in our southwest corner, Area 11 (which is comprised of most of the towns and cities in CT) has something to offer everyone. This includes a meeting of Alcoholics Anonymous for anyone who may need it. Throughout the past few years of Covid and beyond, A.A. has not only survived but thrived in Area 11. This is in part due to a burgeoning passion for service and carrying the message to the next sick and suffering alcoholic. Prior to the pandemic, Area 11 was made up of 10 districts, of which nine were geographically determined and one was a Spanish linguistic district serving the entire Area. Redistricting was a topic of much debate and discussion at that time. All nine geographic districts were large and contained sub-districts with large numbers of meetings. There was a district service structure that included chair, secretary, treasurer, registrar, DCMs and GSRs, as well as special service committee chairs. Despite the challenges presented by the pandemic (or perhaps due to them) two of these districts went through the rigorous process of redistricting into smaller DCM-led

districts. District nine redistricted into five smaller districts and District 4 became 8 smaller districts. As of January 1, 2023, Area 11 is now made up of 21 districts, of which 20 are geographic and one is linguistic. There are several more of the larger districts that are in the process of redistricting and our small Area continues to evolve. Making sure that we are doing the best possible job we can do with carrying the message and fulfilling our primary purpose has been paramount. Over the past year, both the Area 11 officers and the Area 11 General Service Committee have conducted an inventory with the assistance of a facilitator so that we can identify what we are doing well and what we could be doing better. As is often the case, improvement in communication came up in both inventories and efforts are underway to improve how information is being carried up and down the triangle. Follow up from these inventories is ongoing with updates to our guidelines and possible development of policies to improve consistency in the application of our principles. — *Mary E.-K.*

**District of Columbia:** Area 13 is called the Washington Area General Service Assembly (WAGSA), and is divided into 15 districts: 12 English-language and three Spanish-language districts. We represent the District of Columbia, Maryland's two most populous counties, and three linguistic districts, which include Spanish-speaking groups in the District of Columbia, Maryland and Virginia. Our diversity is reflected in over 800 listed groups and many unlisted meetings of Alcoholics Anonymous that meet 24 hours a day, 365 days a year, to carry the message to the alcoholic who still suffers. We are two months into a new panel which includes trusted servants with years of service to Area 13 and A.A. A special Seventh Tradition contribution is sent to the General Service Office in November from our Gratitude Breakfast. As a result of

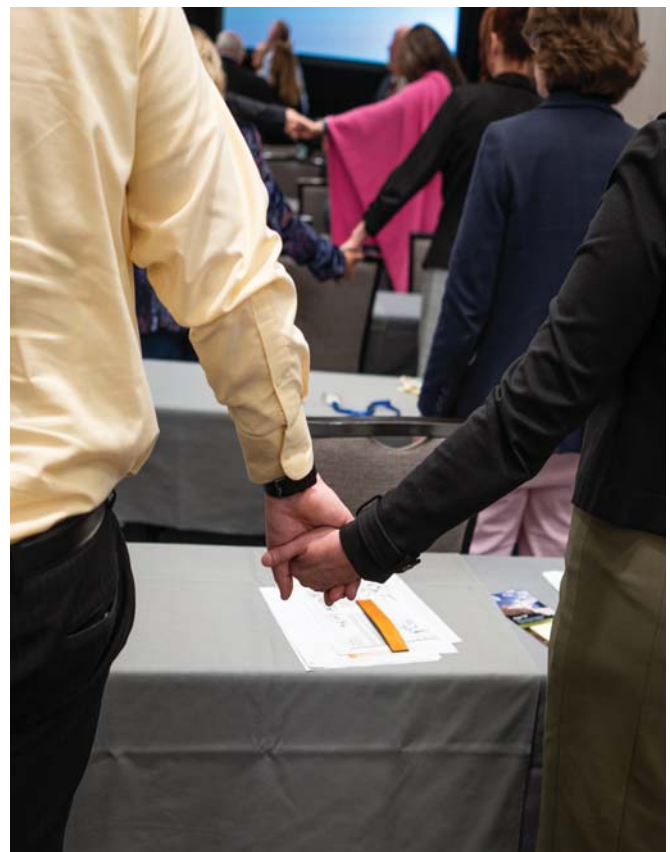
recent redistricting efforts, District 5 was formulated, which will continue to unify our Area even further. We are excited that we will serve as the host city for NERAASA 2025, and even happier to announce that in April, we will host our 50th Mini Conference which will allow members an opportunity to consider agenda items before the General Service Conference. As we face daily challenges as a Society and a Fellowship, Area 13 continues to adapt to changes in the outside world, which has renewed our faith and resolve in the virtual world. We extend our hand to the newcomer who walks into or logs onto an A.A. meeting in an effort to motivate and inspire individuals to carry on the original spirit and Traditions of Alcoholics Anonymous. We stay close to our abundant spirit of service and continue to adhere to our mission, which is “To place our common welfare first and to keep our Fellowship united.” — *Lynette D.*

**Massachusetts (Eastern):** Area 30 came through the pandemic with new ideas and new opportunities to help serve the alcoholic who still suffers in our area. We are comprised of 2,769 Registered Groups. What we know today is 1,384 of those groups are active and 965 are inactive. We also have 10 virtual groups. We have 27 districts which include one linguistic district with both Spanish and Portuguese members. Our conference committees are working diligently to carry the message to our treatment centers, high schools and colleges, hospitals, and correctional institutions. We meet as an Area Committee 12 times a year and for five one-day Area Assemblies. We are continuing to find our way in the hybrid world and will hold all future Area Assemblies in a hybrid format with the expectation of doing the same with our Area Meeting. It certainly does take a village. In 2022, after the tireless work of a technology ad hoc committee, we put forth a new Technology Committee for Panel 73. In 2022 we were also delighted to launch a new area website. Our Public Information Committee invested close to \$15,000 in placing audio and video PSAs in streaming services across Area 30 with the benefit of the ability to track conversion rates, click-through rates and view-through rates to identify what performed best for any future efforts. Our Spanish district hosted the International Spanish Convention over Labor Day Weekend attracting close to 3,000 participants in the Seaport District of Boston. Our young people are active and will be hosting the New England Conference of Young People in Alcoholics Anonymous this year. Area 30 shares hosting of the Massachusetts State Convention each year over Veteran’s Day Weekend in November. We would love to have you. And last but not least, Area 30 will be hosting the Northeast Regional Forum this year from June 2-4 in Burlington, Massachusetts. I hope to see some of you there. — *Suzanne S.*

**New Jersey (Northern):** Area 44 covers all of Northern New Jersey with 35 districts. We have two very active Spanish-speaking districts and one Polish-speaking district. We have seven standing and 13 special committees, and an archival collection representing Northern

New Jersey’s rich A.A. history. More information can be found in our quarterly newsletter, *This Day*, or by visiting our website NNJAA.org. Let’s continue with a definition: The word Highlight means an outstanding part of an event; or a period of time, to pick out and emphasize. Allow me to pick out a few events: Grapefest, presented by our Grapevine & La Viña Committee, is in May; preparation is already under way as the Area prepares to celebrate the 67th annual Area Convention in September and numerous year-long district events, including Days of Sharing, Spiritual Luncheons, Spaghetti Dinners, Service & Slice, Soberfest and the all-important Group Anniversaries. Next an outstanding event, in early Feb.: 350 members of our Area, attended our annual GSR Mid-Winter Luncheon. I highlight the GSR MWL, because while taking a walk around the room, you will hear discussions about the well-being of sponsors/sponsees, excitement and ambivalence about old and new service positions, followed by “Will I see you at NERAASA?” Lastly allow me to emphasize (throughout the year), while greeting old friends and embracing new ones, I will reflect and ask “Is the wondrous tapestry of the U.S. and Canada fully represented at all levels including service?” If not — who might be missing and why? How can we bring a candle to those individuals, home groups and districts that we know might need a light or a lift? Highlighting who might be missing is a mere start. — *Marcheta B.*

**New York (Central):** Area 47 is roughly the middle third column of New York state and dips into Sayre, PA. We



also attract some Canadian friends who regularly attend while not officially part of Area 47. Like many of y'all I've talked to, our Area has taken a significant blow due to Covid. Regarding voting members attending the assembly, we're around 50% of where we were pre-pandemic. The members who continue to attend have been persistent and resilient despite the frequent pivots and hiccups, especially as we've gone from in-person to online-only to a hybrid format. For an Area that only switched from mailing hard copy minutes to emailing PDFs five years ago, the learning curve was quite steep for several of our assembly members. Resilience was again shown when last year's alternate delegate stepped up and attended the Conference with less than a week's notice. I started attending area assembly 11 years ago at a time when it wasn't unheard of to have people crying in the bathroom or shouting matches from the microphones. It wasn't unheard of for our secretary to add editorials to the minutes to call out untruths they felt they saw in others' reports. Thankfully that persistence and resilience I mentioned earlier won out, and I can confidently say there is nothing even remotely close to that toxicity today. While the numbers are down, I am more optimistic for our Area now than ever. We've also become more willing to look at and consider new ideas that would have immediately been shot down a few years ago. Although participation has dwindled, that doesn't mean our committees have given up. If I had to pick one true highlight from the past year or two, then it's an obvious choice. The short version is that through doing what we do, communicating, and a bit of serendipity, our corrections committee came into contact with a correctional facility in Ohio and started having regular virtual meetings with the members of that facility. At our Day of Sharing after the Conference last year, the spirituality panel comprised three facility members. I can't think of a better example of the unexpected blessings that people can have that we may never meet as a result of the work we do here. Thank you to all of you and Alcoholics Anonymous for the life I am able to live today.

— Christopher M.

**New York (Southeast):** Area 49 consists of 12 counties in the southeastern portion of New York State. This Area ranges from the eastern tip of Long Island which is Suffolk County to upstate Sullivan County. Additionally, each county has a vibrant Hispanic district and together these 12 Hispanic districts make up the equivalent of a 13th county. Our area has five assemblies per year and a Delegate's Day of Sharing. We also have seven Area committee meetings per year. According to Fellowship Connection, we have 1,444 active groups and, of that number, 29 are fully virtual groups. We started having hybrid assemblies last June and plan for more of the same. Our workshops and other events also have a hybrid component whenever possible. We had our second hybrid Area Convention March 24-26, and we continue to try our best to be accessible to all members and trusted servants in Area 49. We are home to our beloved GSO and our Area is rooted in historical A.A. reference

points. I wanted to tell you about the history made in Area 49 this past September at our elections. Area 49 made history twice by not only electing five women to office for this rotation but also five women of color. Our election assembly was amazing. Unfortunately, one officer stepped down, but I look forward to serving with each of our officers over this rotation regardless of gender. SENY is a diverse Area, with over 800 languages spoken and a huge variety of cultures, ethnicities and backgrounds. One final note; I think I was destined to be a NERD since I purchased this T-Shirt over 20 years ago. It is my honor and privilege to serve as the Panel 73 delegate for area 49. — Jo Ann M.

**Pennsylvania (Eastern):** Area 59 is home to more than 1,600 groups including 23 online groups. Of our 48 districts, we have 47 geographic districts and one Spanish linguistic district. Six area officers and 48 DCMs comprise the area committee, which meets for business on a quarterly basis. Each DCM is assigned by the delegate to serve on one of nine subcommittees. Archives, CPC, Corrections, Finance, Grapevine/ La Viña, Public Information, Structure, Treatment/ Accessibilities, and Ad Hoc Digital Communications. Our appointed special servants include Archivist and assistant, Web and assistant, Technology and assistant, Bridging the Gap Coordinator, and Spanish Interpreters. We cooperate with YPAA committees and ten intergroups. Our convention committee is comprised of past delegates and is





responsible for the annual area assembly and convention each November, which saw nearly 800 attendees and 480 voting members in our most recent election assembly. A large percentage of our groups exist in and around Philadelphia in southeastern Pennsylvania. This concentration of groups has become the foundation of a rich service culture that inspires enthusiastic general service participation. A couple of hours away, more rural Area 59 districts, with the same passion for Alcoholics Anonymous, are struggling to financially support the services that they are tasked to provide. There are groups who feel their voice is lost against the wall of representation from southeastern PA. Recent reflection suggests that a hard look is in order to ensure that all of Area 59's groups/districts are being offered the same opportunities and support. An Area Inventory is scheduled to consider this among other items. Area 59 will host the Northeast Regional Alcoholics Anonymous Service Assembly in February 2024. We are thrilled to invite everyone to join us in the sweetest place on earth: Hershey, Pennsylvania. We hope to see many of you there. — *Pete B.*

**Pennsylvania (Western):** Area 60 might not be as populous as its eastern counterpart. But what we lack in numbers, we make up for in spirit. The region encompasses Pittsburgh and some smaller cities like Erie, Johnstown and Altoona with a lot of rural land in between. Being close to Akron and on the way to New York, A.A. has some strong roots in Western PA. Our recovery is very traditional and by the book, the Big Book that is. Most of the 800+ meetings are held in church basements and close with the Lord's Prayer. "Suit up and Show up" means putting on a suit (or slacks) when giving a lead. But just like Pittsburgh needed to rebrand after the dying steel industry, so too has our Area seen a revitalization. More and more younger people are getting and staying sober throughout the Area. With them come some fresh ideas and the use of technology. We were quickly able to convert our seven annual Area meetings to virtual then hybrid meetings because of the pandemic. The use of technology and the challenging of custom has allowed the Area to push forward and grow. We recently incorporated a travelling workshop that visits the 41 districts to provide interactive and educational GSR and General Service themed presentations. We still keep our recovery by the book, but we won't be afraid to change the medium with how we do it. — *Jon C.*

## PACIFIC REGION

**California (Southern):** My name is Doug and I'm an alcoholic! Mi nombre es Doug y soy alcohólico. It's an honor and privilege to serve as delegate for Southern California Area 5, Panel 73. I'm privileged to serve on the Treatment & Accessibilities Committee. My sobriety date is May 22, 1988. My home group is the Downey Rocky Timers which meets every Monday evening @ 7:30 pm in Downey, CA. Area 5, though small geographically, is one of the most densely populated and diverse in lifestyles and cultures. The Area is part of greater Los

Angeles where many different languages are spoken. We have 35 districts, of which six are Spanish linguistic districts covering the entire area and cooperating through an Interdistrict Committee. There are 17 standing and ad hoc committees facilitating Twelfth-Step work. We hold quarterly assemblies and area committee meetings, participate in the four-Area DCM sharing session with our sister Areas: 8, 9 and 93, organize a Spanish language service assembly (*Foro Hispano*) and we hold a two-day pre-Conference workshop featuring Conference agenda presentations, roundtable discussions and report-backs. Area 5 is honored to host the Hispanic Women's Workshop later this year. Our area communications, quarterly newsletter and website are published in English and Spanish and live translation is provided at all area meetings and events. The first Spanish linguistic district in Area 5 was formed in 1978. We have moved to a hybrid Area meeting model and, for the most part, we've worked out the kinks. In-person attendance has improved as our members' comfort level has increased. We are dedicated to carrying the message to still-suffering alcoholics and their families. From the snow-capped mountains to the sun-soaked beaches, Area 5 has something to offer for everyone! Thank you! — *Doug S.*

**California (Northern Coastal):** Area 06 stretches from the southern Oregon border through the coastal redwoods of Northern California, down the ragged Mendocino coast and into the picturesque valleys of California wine country, across the Golden Gate Bridge into San Francisco and east toward Berkeley and Oakland. Further south, Silicon Valley, the beach town of Santa Cruz, the agricultural capitals of Salinas and Gilroy, and the prosperous communities of Pebble Beach and Carmel. A.A. thrives here. In some rural communities, there is just one group every 50 miles. In larger cities, upwards of 100 meetings are held each day. Post-pandemic, meetings remain committed to providing a safe refuge from alcoholism — whether online or in-person. The Area serves more than 2,000 groups and approximately 65,000 members. The Area has 23 districts, including five Spanish-linguistic districts. District chairs and area officers reflect the diversity of our community. Our Area includes LGBT members, non-binary and trans members, women — including Hispanic women, veterans, people with accessibility needs, the neurodiverse, immigrants, atheists, Jews, Christians, Muslims, Hindus, people of color, black and indigenous members, and cisgender white men. Post-pandemic, we have become a fully hybrid Area. All Area-sponsored events facilitate virtual and in-person participation, and they all include simultaneous interpretation between English and Spanish. At our Post-Conference Assembly, we also provide ASL interpretation. While there have been post-pandemic challenges, we remain united in our common mission to help the alcoholic still suffering. Our conversations can be spirited, but they are conversations of love and respect for one another and for Alcoholics Anonymous. For a drunk like me, the opportunity to serve A.A. in this capacity is mind-blowing. I was a

low-bottom drunk who got rescued by our life-saving message, and I am profoundly grateful to have an opportunity to make sure an alcoholic stumbling in the darkness can find the recovery we share. — *Eric L.*

**Hawaii:** I am grateful to serve Hawaii Area 17 as their Panel 73 delegate. My home group is Defective Characters on the virtual platform which is connected to the service structure through West Hawaii District 8 and Area 17 Hawaii. I want to thank the PRAASA Committee and Area 05 for hosting all of us and bringing us together in service and unity to enhance our recovery. Hawaii consists of eight islands — Niihau, which is the farthest west, is home to Native Hawaiians who still speak the Hawaiian language more than English, and Kahoolawe, which is not inhabited but is a major part of teaching the Hawaiian culture and the old ways of the Hawaiians. The other six Hawaiian Islands is where A.A. is alive and well. From oldest to youngest, Kauai consists of one district — District 6; Oahu, the island with the largest population has seven districts — Districts 1, 2, 3, 4, 9, 10 and 17; Lanai and Molokai islands join West Maui for one district — District 13 along with two (2) other districts on Maui — Districts 5 and 11. The youngest island, Hawaii island, where I reside, has three districts — 7, 8 and 12 and has as much land mass as all of the other five main islands put together. One fun fact about Hawaii island is it still has an active volcano with lava flowing in Halemaumau crater on the summit of Kilauea. Area 17 has 264 groups and five virtual groups that hold meetings at all times of the day. I am happy to represent Hawaii, Area 17, being 3/8th Hawaiian, 1/2 Portuguese and 1/16th of two nationalities I have no idea how it got into our family tree. A.A. in Area 17 has a lot of Aloha which grows love which was the spiritual answer for this alcoholic. — *Thomas G.*

**Nevada:** Area 42 is actually Nevada and a little bit of California extending from Fort Bidwell, California, on the Oregon, Nevada and California border in the mountains all the way down to Laughlin, Nevada on the California, Nevada, and Arizona border which is in the Mojave Desert. Area 42 has 576 regular active groups and 16 virtual active groups with 22 districts. Area 42 is the only area I am aware of that has been divided into two sub areas. We have the Southern Area General Service Committee and the Northern Area General Service Committee. Each of these committees meet four times a year and the whole of Area 42 meets two times a year at our spring and fall area assemblies held in the middle of the state in beautiful downtown Tonopah, Nevada, the sobriety capital of the universe! We have two urban centers of Las Vegas and Reno, but a lot of our Area is made up of rural and remote communities. Covid 19 was a big punch in the face to our Area just as it was to Alcoholics Anonymous as a whole. The last few years have been a very tough time and everyone in Area 42 is very excited to get back to doing all of the amazing work that is done in a general service committee. Besides all of our amazing standing committees in the north and the south we now have what we call our Area Conference Committees.

All 13 of the General Service Conference committees are represented in our Area Conference committees. These committees study the background information for every item on the General Service Conference agenda then they summarize every item for our area. They discuss the items as a committee and recommend to the delegate, alternate delegate and area chair which items they believe should be discussed in our area round tables and our spring area assembly. When the items are chosen that we will discuss, the committees put together presentations to inform our Area about what is going on. Though the pandemic was a very tough time for all of us, it taught us all to use virtual communications, which we are able to use to very good effect in discussing General Service Conference agenda items through our Area Conference committees. Alcoholics Anonymous saved my life and general service has become a huge part of my program. Thank you all very much for being here. Thank you very much for saving my life. — *Jake S.*

**Utah:** Area 69 covers the entire state of Utah. A beautiful large metro area centered on Salt Lake City has 3 districts of about 80 groups each and 3 districts of around 35 groups. Down where the palm trees grow in southeast Utah there is a district with about 35 groups. The rest of the state has rural and frontier towns surrounded by the stunning scenery of largely unpopulated deserts and massive mountains and has one district with around ten groups, one with eight groups, one with two groups and one with one group. Our dedicated and fun-loving Spanish linguistic district of about 12 groups covers the whole state. Our Area meets hybrid, virtual and in-person. Our Standing Committee Chairs present the agenda items at the Area Committee meeting in February and again at the Pre-Conference Assembly in April. We also have Assemblies in May and September, workshops in June, August and November and an Area Committee Meeting in February and December. GSRs and district standing chairs have a vote at all our meetings, but written motions are only decided at Assemblies. Our districts bid on events which are held all over the state. We usually have around 100 people at Assemblies and 50 to 80 at our other events. Utah has five intergroups with four central offices. We are part of the Pacific Region and hosted the Pacific Region Forum last year. Meeting practices and individual opinions vary from place to place in Utah sometimes widely, but we share a common problem and have a common solution and willing people are finding the solution to their drinking problem all over Utah. — *David R.*

**Washington (Western):** Area 72 spans half of Washington: west to the Pacific Ocean, east to the Cascade Mountain Range, north to the Canadian border and south to the Oregon border. We have 43 districts, three of which are linguistic Spanish-speaking, and one online-only district. We hold three Area quarterlies a year and an annual assembly, which is typically attended by 700 participants, with over 400 voting members. We have nine standing committees, six additional appointed officers,



and four steering committees. This year we impaneled our first Spanish-speaking committee chair, Javier. The area enjoys participation in PRAASA and the Pacific Northwest Conference (PNC) which we hosted virtually in 2022. This last October, we held our first hybrid Assembly with 500 people in the room and 200 online. We also created a technology steering committee to help address technical needs in the area, used DirectPoll for voting, created an additional Spanish-speaking district, and approved our archivist with full right of participation at Area business events. Our Area participates in the National Corrections Conference, National A.A. Archives workshop, and NAATW, which we hosted in 2022. Our Area History Book, *Our Stories Disclose, Edition III*, a two-volume set, is in the final stages and should be sent to print soon. As we have our feet firmly planted in this new rotation, we feel a renewed energy in our Area and we are excited to serve. — *Crystal S.*

**California (Central):** Area 93 is made up of 24 active districts, 16 English speaking and eight overlying Hispanic linguistic districts. There are 1,500 active groups, 120 are Spanish-speaking and approximately 30,000 A.A. members. Our area birthday 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 six males, 12 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 22 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 orchards 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 south Pass Santa Barbara and then east to the San Fernando Valley, comprising approximately 16,000 thousand square miles, serving more than 100 cities and about seven 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 12 standing committees and recently created the Technology Committee. We are updating our guidelines describing the duties and expectation of our Technology Committee. In 2021 we hosted the first-ever virtual Pacific Region Alcoholics Anonymous Service Assembly (PRAASA). We have a big Spanish-speaking community which is why we close our area events 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. — *Pablo H.*

## SOUTHEAST REGION

**Alabama/N.W. Florida:** Greetings from Area 1! Our service area consists of the entire state of Alabama and the Central Time Zone portion of the Panhandle of Florida. The A.A. community in Area 1 consists of approximately 9,000 members, 431 groups, and 24 districts. District 24 is a Spanish linguistic district that covers the entire Area and consists of 13 groups. We have translation services provided at all Area Service Assemblies, and recently we completed the Spanish translation of our Area 1 Handbook, which is something we are very proud of. Our Area Assemblies are hybrid and meet quarterly in Auburn, AL. On Friday night our Agenda Committee meets at the same time as an Area 1 Orientation workshop, and we close the night with a GSR workshop and a night-owl A.A. meeting. On Saturday we have workshops, committee meetings, an Ask-It-Basket paneled by past delegates, and an open A.A. speaker meeting. On Sunday, we conduct the Area 1 business meeting. At the January Assembly, we randomly assign all groups to the Conference committees. Once the Conference background material is available the alternate delegate distributes it to all DCMs who in turn provide the information to their groups. The groups are asked to review the material and come to the April Pre-Conference Assembly ready to discuss the agenda items and provide any feedback to the delegate. The July and October Assembly are regular Assemblies. In October of the even numbered years we conduct elections for delegate, alternate delegate, Area officers, and Area committee chairs. A recent

change in our service structure is that our Web Committee morphed into a Technology Committee consisting of a Technology Committee chair, a Web coordinator, and a Technology coordinator. As A.A. continues to evolve into the modern world, we feel this committee will provide the needed support the members of Area 1 require. It is truly an honor to serve the number one Area in Alcoholics Anonymous as their Panel 73 delegate. — *Tomy G.*

**Florida (North):** Area 14 covers the geographic area of northern Florida from just south of my hometown Melbourne, west through Orlando, wave to Mickey. Now go north across the Suwannee River to west of our capitol, Tallahassee, and east again to Jacksonville. We support some 800 groups and more than 30 districts including a linguistic district for our Spanish-speaking members. A handful of virtual groups have chosen to register in our Area as well. Our Area 14 assembly is held quarterly, it is a weekend event that includes a full day of workshops and administrative committee meetings. We include a speaker on Saturday night and conduct our Area business at a meeting on Sunday morning. The spring is an exciting and busy time in Area 14 with the arrival of the agenda items and background material. While all is made available to our members digitally, for over a decade now, we have made a practice of hosting pre-Conference presentations throughout the Area. While the delegate provides most of the presentation an effort has been made to include our service coordinators and local DCMs. This has provided a feeling of inclusivity among our trusted servants and helped prepare them as they continue their journey down the triangle. A sense of our assembly is taken when we gather in April. It is important to us all that our delegate be well prepared to carry our voice to the General Service Conference. As we move away from some challenging years the Area 14 focus is on ensuring a strong and unified Fellowship. Together in service we are looking forward toward the 100th anniversary of Alcoholics Anonymous with great enthusiasm. Until then we will continue to carry the message of recovery, one day at a time, to anyone who reaches out for help. — *Mary A.*

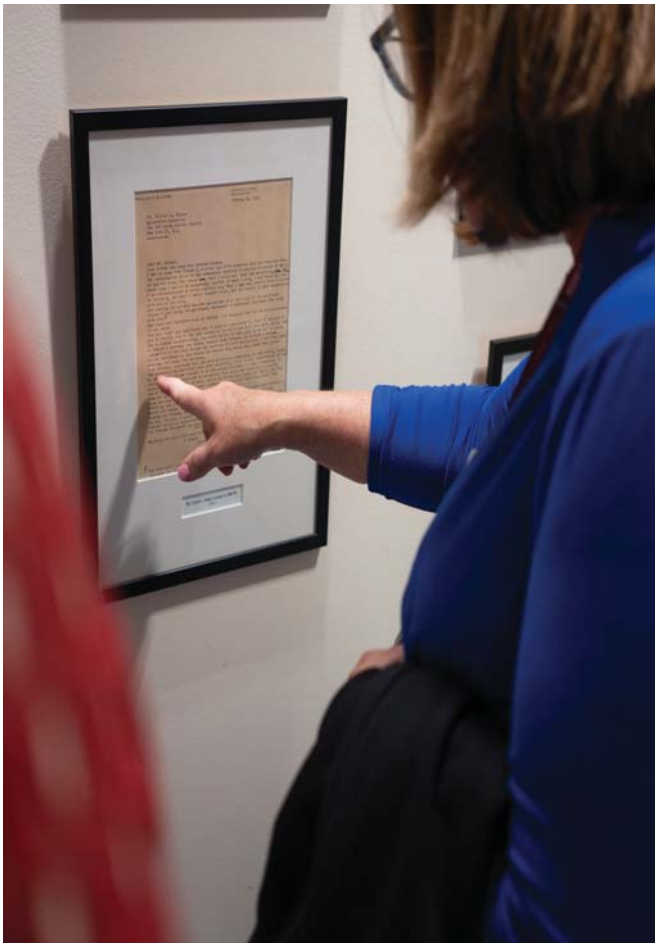
**Florida (South Florida/Bahamas / US & British Virgin Islands/Antigua/ St. Maarten/Cayman Islands):** Area 15 has 19 districts that include two Spanish linguistic districts, and three districts in the Caribbean Islands. We have 2,059 groups, including 29 new online groups that have registered since the pandemic, 176 DCMs, 159 Alternate DCMs, 821 GSRs and 268 alternate GSRs. Our assemblies are three-day weekends, four times a year and we rotate around South Florida, and our districts host the event. 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 Traditions, Concepts and Service Manual workshops. Interestingly, our attendance numbers stayed fairly consistent through the pandemic and transitioning back to in-person at about 280-350 voting members. We have added virtual pre-Conference

meetings in addition to in-person sharing at our April Assembly and many of our committees are meeting virtually in addition to the in-person sharing at the Assemblies. We have a Florida State Convention every year and we work together with Area 14, North Florida, on an advisory committee to guide the host committees. We hope to be able to continue to meet in person with increasing safety and are embracing the ideas of meeting virtually and/or hybrid. We completed an inventory last year that showed us we are in a time of change and growth, and we hope to use what we have learned during Covid to enhance and improve the Area for our members going forward. — *Cary W.*

**Louisiana:** Area 27 encompasses the entire state of Louisiana and comprises 24 districts, one of which is a state-wide Spanish-speaking district. The Area meets quarterly, with our January Assembly having orientations for incoming servants, and our April Assembly also includes our pre-Conference presentations. Our Assemblies are operating in-person with some hybrid options, and we have recently opted to add some new technology in order to accommodate the virtual participants. Our participation at the Area level took a big hit during the pandemic, when we were entirely virtual. I was so impressed and excited to see that at our January



Assembly, attendance was back up. We had more participation than I have seen in a long time, even pre-pandemic. The Area hosted the Southeast Regional Forum last December, and I think this is a big reason why our participation was higher this last Assembly. The Forum was great, and it really reaffirmed for many of us why we do general service in the first place. We have seven standing service committees, which hold meetings at our Assembly. Our corrections committee works closely with a group that meets in the Angola prison. Our CPC committee usually participates in at least one national professional conference per year. Our archives committee is busy digitizing material as well as hosting open houses. Our accessibilities committee has rapidly gained interest and has added a resources page to our website. Our technology committee has redefined their scope to include hybrid responsibilities. These are just a few of the current initiatives being done within our service committees, they do much, much more, and serve mainly to assist and share information between district service committees. We have a very active young people's community, and our state hosted ICYPAA, on our third try, in 2022. Many of the young people on that committee are continuing to serve as GSRs, DCMs, and some as Area committee chairs. Participating in service at the Area level has been a part of almost all of my sobriety and I am so grateful for this humbling and once-in-a-lifetime experience. — *Molly E.*



**North Carolina:** In Area 51, it's 503 miles from mountain to sea in North Carolina. That's a lot of love and tolerance and Biscuitville on the highway for us to have 1,140 groups including 17 virtual group containing 19,827 members. There are 47 correctional groups with 1,215 members. We currently have 39 districts including three Spanish-speaking linguistic districts. Area 51 is active year-round with two Assemblies, four committee meetings, four pre-Conference events (Eastern, Central, Western and Spanish), Freedom from Bondage (our beloved Corrections Conference) in the spring, our State Convention in the summer and finally our Spanish State Convention in the fall right after Thanksgiving. Rocketing toward upcoming events, we get to host the Southeastern Regional Forum in 2026 and members in our Area are putting on the National Corrections Conference in 2024. Being lucky enough to be designated Area 51, we get to make General Service not feel so alien or make your eye twitch. Leadership is strong in NC, with five subcommittees, ten coordinators and seven officers. Our enthusiastic past officers, even through their humility moments and versions of Camelot (sorry I mean Spamlot), have provided us with a solid foundation of love and service. We have seen Area 51 members serving in trustee and director positions. But most importantly because of the fired imaginations of the members of North Carolina, it takes our leaders in the groups to involve, inform and inspire. We are not a glum lot. Area 51 is growing and the future is trudging the happy road of destiny bathed in the sunlight of the spirit. — *Julie R.*

**Virginia:** Area 71 encompasses the entire state of Virginia and, when a group is active there, Guantanamo Bay, Cuba, due to the Tidewater region's U.S. Navy presence. Brooklyn-born and always a New Yorker, I love my adopted home state. Highly diverse geographically, Virginia covers more than 42,000 square miles and has a population of more than eight million who experience all four seasons. It spreads from the Allegheny Mountains across the Shenandoah Valley to the beautiful Blue Ridge range. In sharp contrast to densely populated northern Virginia, the central Piedmont region features rolling hills to the shores of the Chesapeake Bay and the Atlantic Ocean. Much has changed as a result of the pandemic, not the least of which is the widespread embrace of online communication tools that kept many groups going and enabled the Area to keep meeting four times a year. We saw a 20% drop in the number of active groups listed in Fellowship Connection, now 1,010, but expect that number may be offset by the rise of online-only groups. We hold two agenda-setting meetings, in the summer and winter, and two assemblies, in the spring and fall — and rotate between localities. The Panel 71 rotation conducted five of its eight gatherings online, but attendance stayed fairly consistent at around 100 for meetings and 500 for assemblies. Our structure is modeled in many ways on the General Service Conference. We have 12 committees and seven special assignment coordinators. The area supports annual workshops on Corrections, CPC & PI, Growth, and Treatment & Accessibilities. After

29 years in rural Waynesboro, the Archives Office was moved in January to the Richmond suburb of Mechanicsville with plans to continue hosting an annual open house. It is a privilege to serve my alcoholic brothers and sisters in Virginia. — *John P.*

**West Virginia:** I'm honored to have the trust of the groups of Area 73 and to serve in this capacity. I must say that Area 73 felt the nearness of God as we emerged from our Covid lairs last fall; after all, West Virginia is "almost heaven." September 2022 found us at our first in-person assembly since the pandemic pushed us into domestic refuge. The excitement of friends reuniting and actually hugging invigorated our assembly with a sense of joy and gratitude. After the assembly, our area committees were buzzing as groups began reactivating and dark districts came back online. As Area Web Committee chair, I became well acquainted with groups and districts throughout the state as they worked tirelessly to ensure they could be found through the website and, especially, the Meeting Guide app. That app rocks!! The assembly's election resulted in all Panel 73 positions filled, which isn't always the case. We are now 16 districts serving 209 groups throughout an area of more than 24 thousand square miles; that ranks us just between South Carolina and Maryland in terms of land mass. We have many groups clustered around a few small cities and others spread out across vast areas of disparate rural communities. Each geography carries unique needs and challenges. We hold semi-annual assemblies rotating round the regions of the state. Every odd year, our spring assembly includes a mini conference in which a loving God expresses himself in our Area conscience. It was 2017 when we held our first mini conference. At the time I thought it would be my final rotation before "retirement." But that mini conference experience gave me a broader sense of general service, invigorated my zeal, continued prodding me to trudge to this podium today. — *Paul H.*

## SOUTHWEST REGION

**Arkansas:** Area 4 includes the entire state of Arkansas and is dubbed "The Natural State." The state population in 2023 is slightly more than 3 million, and its area is 53,000 square miles. Arkansas has over 600,000 acres of lakes, 9,700 miles of streams and rivers, and more than 1,000 miles of biking trails. The state bird is the mockingbird, and the state flower is the apple blossom. We host four hybrid area assemblies in Russellville, Arkansas, each year in January, April, July, and October. These gatherings include the study of a Tradition and its corresponding Concept, officer reports, committee meetings and activity reports, an "Ask It Basket" session, a guest speaker, and Sunday morning business. Arkansas includes more than 260 groups with 13 districts — 12 geographic and one linguistic district for our Spanish-speaking members. All districts are engaged and participate in our Area Assembly. Translation service is always available. It has become an A.A. Arkansas tradition that

delegates travel to every district each year and offer a Conference report following the General Service Conference. We are grateful for an active, vibrant Archive in Arkansas. This past year, we were honored to host the NAAAW (National A.A. Archives Workshop) in Little Rock. It was a grand success! Once again, this year, we look forward to hosting our state convention, the 83rd Old Granddad, July 28-30, 2023, in beautiful Hot Springs, Arkansas, and invite you to join us. If Area 4 had a persona, it would thump a Big Book, subscribe to the Grapevine, and love Alcoholics Anonymous! I am grateful for the opportunity to be with you here today and serve Area 4 Arkansas. Thank you! — *Jeannie M.*

**Colorado:** Area 10 encompasses all of Colorado, known for its varied landscape of mountains, high plains, rural communities, and the Denver Metro area. A.A. is alive and well in Colorado. We have 909 active groups, 28 geographic districts, and two Spanish linguistic districts. Our area assemblies are held three times a year (March, July, and November) with 200-250 A.A. members in attendance. Al-Anon holds their assemblies at the same time and location. By necessity, during the Covid-19 pandemic our assemblies were held in a virtual format. We returned to in-person assemblies in July 2021. Districts bid to host our assemblies and state conventions, which allows all of us to get in the car and visit with one another around our beautiful state. Increasing venue costs and contractual requirements have, however, impacted the ability of districts to bid for these events. An Area contract coordinator position helps our districts navigate these challenges. When and how to meet continues to be a topic of discussion at our assemblies as we settle into our new normal. The Big Book and other A.A. literature are staples in Colorado A.A. There is a belief in the importance of general service with some members gathering to study the Service Manual, Concepts, and Traditions. Delegate reports are sometimes paired with workshops on the service structure. We have 13 area standing committees. There is a history of, and belief in, the importance of local corrections work, which is demonstrated by our annual Area Corrections Conference. The Colorado State Convention takes place each year at various locations around our state. *Congreso*, a Spanish-speaking convention, is hosted annually by each of our Spanish-speaking districts. All these efforts are done with intention and heart — this is our Third Legacy in action. — *Sarah M.*

### FAST FACTS:

Of the delegates representing the 93 service areas across the U.S. and Canada, the average age was 57, with the oldest delegate being 76 and the youngest 35. The average length of sobriety for delegates was 22 years, with the longest being 49 years and the shortest being 7. The average length of involvement in service was 17 years, the longest being 46 years and the shortest being 7.



**Missouri (Eastern):** Area 38 covers 32,000 square miles of the eastern half of the state of Missouri. We have 24 districts and one Spanish-speaking linguistic district that is statewide, extending into the western half of the state, Area 39. We hold quarterly assemblies, winter, spring when we hold a “mock” conference, summer which includes our delegate’s Conference report and fall which in the even years is our election assembly. Our assemblies rotate throughout the area, districts in our St. Louis counties host two per year and our rural districts host two per year. Our districts usually go all out with a large spread of snacks and of course lots of coffee! Area 38 has 11 standing committees that meet during our assemblies and in between. Some of our area committees are active with their corresponding national committees and are an invaluable resource for our districts. We have an amazing archivist and archives committee. They record and document group histories, create videos about history in area 38 and historical figures of A.A. They are always willing to present at workshops, district meetings and conferences. They even have a white glove presentation of a few delicate items. Our area has been growing in enthusiasm and willingness to serve and participate. At our last election assembly we had the most people stand for each position than any of our past delegates had seen. I am very excited about the enthusiasm our Area has this panel and I will be forever grateful for this experience serving as their delegate! — *Becca H.*

**Missouri (Western):** A.A.’s message of recovery is carried with love and enthusiasm in Area 39 Western Missouri! Splitting the state from north to south with our

friends in Area 38, we cover approx. 35,000 square miles with both urban and rural communities. Our 16 geographic districts are rebounding well from the pandemic. Each district has elected a DCM and promises to be active in the Area in Panel 73. We have one linguistic district, unfortunately there are no groups participating in it, at this time. Two Central Offices provide additional support for our 235 groups, one in the Kansas City, Missouri Metro area and one further south in Springfield, Missouri. Area 39 has been holding quarterly two-day Assemblies in January, March, June and September in Sedalia, Missouri at the same hotel since 1983! Starting in September 2020 with our elections, the Assemblies have been hybrid. While most members have returned to the room to enjoy the weekend of business and fellowship, it has provided a successful alternative for those who cannot attend in person. Saturdays are reserved for DCM and GSR sharing sessions and standing and support committee meetings. Saturday night features DCM reports and a workshop or delegate share. Sunday is officer and committee reports followed by the business meeting. It is a busy weekend, but I always leave feeling recharged! Highlights in 2023 will be a new Area website, the Institutions Forum, our State Convention and Colors of Fall Area Convention. That my Area trusts me to serve them as delegate is both humbling and reassuring. I am beyond grateful for this opportunity! — *Debbie H.*

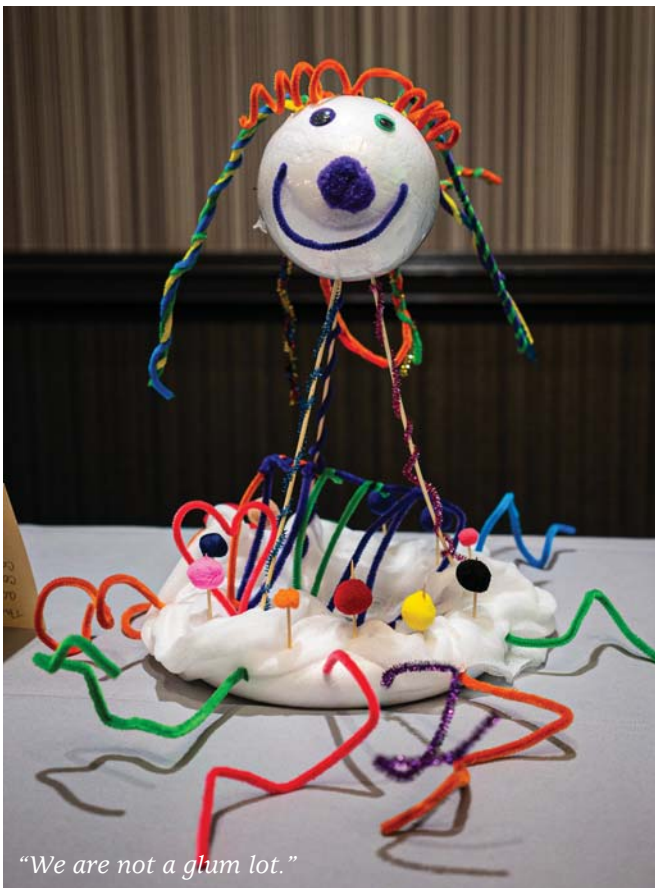
**Oklahoma:** Area 57 covers all of Oklahoma and is a part of the SW Region of Alcoholics Anonymous. We have 407 registered A.A. groups with over 8,500 members. We now have nine districts; one of these was a sub-district but is now our new Spanish District 90 covering all of Oklahoma. Four of our other districts cover the rural areas and four cover the metropolitan areas. Each month the metro areas have a Joint Service meeting, one in Oklahoma City and the other in Tulsa. They each have three speakers, one on a Tradition, Concept, and a Topic. Our Area co-chair presents workshops all over the state and in the four rural districts on different service topics to reach these outlying members. We have four committee meetings and one assembly per year. We have an Oklahoma City Intergroup and a Tulsa Central Service office. Our Area office has a paid secretary and displays our archives in OKC. Every September we have Fun-in-the-Fellowship. It is a one-day service conference designed to generate interest in all areas of service. We have workshops with one called “the GSR school” and a “DCM school” along with various committee workshops. In the afternoon we end with a speaker and entertainment where service and “fun” comes together. Our annual three-day State Conference is held in May where we get to hear the delegate’s report, service-related workshops, and fabulous speakers. The event draws nearly 1,000 people per year. We also have a very lively group of Oklahoma Young People in A.A. (OKYPAA). We are seeing more of these members getting active and staying in general service. Every March, Area 57 hosts the Southwest Regional Delegates Assembly in OKC, preparing incoming delegates for the General Service

Conference. I am truly honored and grateful for the opportunity to be of service to Area 57 and to A.A. as a whole. — *Ryan F.*

**Texas (Northeast):** 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 29 active districts (24 English and five Spanish-speaking). We have 311 in person/hybrid groups and nine virtual-only groups. In Area 65, we conduct three orientation meetings each January located around our Area geographically to help set members up for that year in their service positions; three weekend Area Assemblies (spring, summer and fall) each year; four Area Committee meetings each year; one Service Workshop and one 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 and 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 in it is. Over the years, our Area has experienced somewhat of a separation between our English

and 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 new flying blind period we’ve all found ourselves in regarding the Covid pandemic has certainly changed the face of Alcoholics Anonymous in our Area, but members and their groups have met that challenge head-on and are finding new ways to carry our message of hope to the still-suffering alcoholic. I’m beyond grateful to God for the opportunity to serve the Fellowship and my Area in Panel 73 in this position and pray that my participation has helped to bring unity, love, prudence, and steadfastness to Alcoholics Anonymous and all its members. In love & service (ILAS). — *Rick W.*

**Texas (Southeast):** Area 67 consists of 658 registered groups, of which five are virtual groups. The greater Houston Metropolitan area is the population center of Area 67; however, 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. So, while Area 67 is geographically the smallest of the four Areas in Texas, it has the highest population. Area 67 consists of 18 total districts of which five are linguistic (Spanish-speaking) districts. Our Hispanic members are very dedicated to serving Alcoholics Anonymous and their district committees meet every Saturday evening. We hold four Assemblies per year, with the first of the year being held in conjunction with the Area Convention in January. The annual Convention rotates among the cities of Houston, Beaumont and Galveston and generally is attended by 1,000 to 1,500 A.A. members, Al Anon members and Alateens. The three remaining Assemblies are held in April, July and October and are attended by 150 to 200 A.A. members and trusted servants. Our service committees are well staffed and active. Our IT Committee is working hard to Implement Google Workspace and they are in the process of updating our chronologically challenged Area website. Our Treatment Facilities Committee successfully bid to host the National Bridge the Gap Workshop Weekend. It will be held in Houston in September of this year at the Sheraton North Hotel in Houston. If you find yourself in the Greater Houston Area or surrounding area look us up so we can give you a healthy dose of Texas hospitality. — *Rick M.*



#### WEST CENTRAL REGION

**Iowa:** Area 24 comprises all of Iowa and belongs to the West Central Region. Iowa is sandwiched between the Mississippi and Missouri rivers and while we have a few urban pockets, we are primarily a rural state. Area 24 has 22 geographic districts, one linguistic district and 618 active A.A. groups. Most are still face-to-face, but some have adopted virtual or hybrid formats. Area 24 holds





five service functions a year, with a business meeting conducted at each. At each business meeting we hear reports from all officers, chairs and DCMs. We often see a 95% participation rate from our districts. We convene in January for a service weekend, and on odd years, we welcome new GSRs and DCMs and provide workshops geared toward their orientation. In March, we focus on Conference agenda items following the West Central Regional Conference. The third service meeting in August consists only of a business meeting. These three service weekends meet at a consistent central location. Area 24 also holds two Assemblies, in the spring and fall. These rotate across the state through a district bidding process, with the Area providing well-refined guidelines, seed money and area officer or chair support though the district is truly in charge. It is great fun to travel and spend time in fellow member's districts. Our Assemblies include Area officer and chair, DCM and GSR sharing sessions, committee workshops, and of course, a business meeting with the added participation of our most important GSRs. Food, fellowship and speakers round out the Assemblies. We have held both Assemblies and Service weekends online and in a hybrid format on an as-needed basis. Area 24 remains focused on our primary purpose. — *Julie S.*

**Minnesota (Southern):** Area 36, Southern Minnesota A.A. is busy carrying the message. We have 26 active districts, including one linguistic district spread out over the southern portion of Minnesota. While we are mostly rural, we do have the major urban area of the Twin Cities, Minneapolis and Saint Paul. We have 842 active groups, including four virtual groups. We hosted the West Central Regional A.A. Service Conference in March 2022, which was held in-person, with virtual attendance available. We had a great turnout and fruitful discussions were held on the agenda items for the 72nd General Service Conference. Our Public Information Committee

undertook a media blitz at the end of 2022, with an aim of reaching our outstate (rural) communities with billboards and radio PSAs. Our PI committee also created a website [www.newtoaa.org](http://www.newtoaa.org), which brings you to a virtual newcomer packet, with links to pamphlets on [www.aa.org](http://www.aa.org) and the Meeting Guide app for those who think they might have a problem with alcohol. Our District 8 CPC committee created an outstanding video for the professional community on YouTube: <https://www.youtube.com/channel/UC6AOL0KVnkMla4lCmrpsWsg/videos>. We have had wonderful feedback and interest in this video and I encourage everyone to check it out, to see if it might be useful to you! In addition, our districts have been busy hosting workshops (with great food!), on service, unity and recovery! There is always something going on in Area 36 to invite newcomers and longtimers alike to deepen and strengthen our sobriety. Southern Minnesota... come for the lakes and hotdish, stay for our Three Legacies of Recovery, Unity, and Service...and hotdish! It is my privilege to serve. — *Meg H.*

**Montana:** Greetings from Area 40, Montana, where it's not unheard of to accidentally end up in Canada on your way home from an Area Assembly. All you have to do is be driving with a sponsee and talking excitedly about the area elections that just happened, miss one turn off the Interstate, and, voilà! Hello, Canada! (Fun fact: Canadian Border Patrol does not find humor in unexplainable, accidental visits, even if you tell them you're just trying to research the ease of entry for the 2025 International Convention.) Except for a few towns in the northern corners, Area 40 consists of 14 districts and 279 groups within Montana's 147,040 square miles. Montana has 22 correctional facilities and 45 treatment centers and one incredible non-rotating Bridging the Gap chair with an amazing BTG committee. Over the last five years our Bridging the Gap committee has extended its presence to the professional community through our area website.

They have done remarkable work to ensure the hand of A.A. is readily available to any individual before they walk out of the jail or treatment center. We're very excited to share that the 2024 National Bridging the Gap Workshop will be hosted by Area 40, September 6-8 in Missoula. I'll close by inviting you to visit our fantastic website, [www.aa-montana.org](http://www.aa-montana.org), which averages 20,000 page views per month and sees visitors from ten different countries. Here, you can look up a meeting if you're in town, join any one of our 117 online meetings, or visit our Calendar of Events. You can read our Assembly minutes, Policy and Procedures, and archived newsletters. And if you're feeling super spicy and kind of sleuthy, you can find the link to our monthly Area 40 Concepts Study. We'd love to see you pop up in one of those Hollywood Squares some Saturday morning! — *Kacie N.*

**North Dakota:** Peace garden state, number one producer of honey in the U.S., the Enchanted Highway, the Theodore Roosevelt National State Park, and the least visited state are just a few of the wonderful things that make up the state of North Dakota! Area 52 in North Dakota has approximately 150 groups in ten districts. Some meetings are still being held virtually. There is an intergroup office in the Fargo/Moorhead area. We hold three assemblies a year, in March, June and September. Part of the March assembly is reserved to discuss the General Service Conference agenda items and to collect a group conscience for our delegate. At the March assembly, held on the odd years, we welcome the regional trustee to share his/her experience, strength and hope with us. Our June assembly is rotated between the west and east side of the state each year. The one-day September assembly is held in conjunction with the Area 52 State Roundup. We hold elections every even-numbered year. Annually, Area 52 holds a GSR school and PI/CPC workshop on the first and third weekend in February at a location too small to host a state roundup. A General Service workshop is held in the second year of rotation, at the same locations as the GSR school. The workshop includes the chairs (or their representatives) for area archives, institutions, technology, and literature. We introduce the A.A. Service Manual and the Area 52 Service Handbook and encourage participation at the group and district level. The Area 52 officers and committee chairs hold a monthly committee call that allows for continuity between assemblies. Area 52 has very active groups and districts that host various Fellowship opportunities. Mark your calendars, the 2024 WCRAASC will be in Minot, ND. When the sun dogs come out, you know it's going to be a bone-chilling day! *Uffda!* — *Rachel M.*

## WESTERN CANADA

**British Columbia/Yukon:** Area 79 includes the Yukon Territory, most of British Columbia and a small section of Washington. At just over 1.4 million square kilometers, it is the second largest delegate area in the U.S./Canada service structure. That's just over 552,000 square miles.

In 2022 our Area's 14-member General Service Committee fulfilled over 60 travel requests for participation at local events such as workshops, roundups, inventories, sharing sessions and delegate reports. In 2021 an area motion passed to run all our area events hybrid. Finding venues has been a major challenge as we mirror the Conference and require 10 breakout rooms as well as a large 300-400 capacity main room. So, we have changed our hybrid event format to have all committee breakout meetings held virtually the Tuesday before each event. With this recent change we hope to increase participation so we can travel to many more of the 47 districts. With currently 485 active in-person groups and 19 virtual groups we are in constant effort to reach out to those groups which are inactive or not connected to our area or A.A. as a whole. In 2021 we also created an area digital literature tool using a free Glide App which has been very well received by our Fellowship. It is used regularly for AAWS literature and our own Area 79 publications. This digital literature tool has proved very useful for us to provide documentation digitally during our hybrid events. The 2024 Western Canada Regional Forum is being held in Vernon, BC, May 10-12, 2024. And of course, we are very excited about being the host Area for the upcoming 2025 International Convention in Vancouver, BC. Please come join us in this beautiful city and enjoy some Area 79 hospitality. — *Rio D.*

**Saskatchewan:** Saskatchewan Area 91 is one of Canada's prairie provinces. It is bordered by Alberta to the west, Manitoba to the east, Northwest Territories to the north and Montana/North Dakota to the south. We may be landlocked, but the beauty of our province is undeniable. From wheat fields to our boreal forest and our dancing northern lights, which gave us our provincial slogan, Land of the Living Skies. Our population of 1.17 million people is spread out over 652,000 square kilometers. We have 18 active districts; with two districts that cover the top half of the province. At this time, it is uncertain how many groups we have. So many have changed or closed or moved to an online platform due to the pandemic. Getting our meeting list, Fellowship Connection and the Meeting Guide App updated is one of the goals we are working on currently. Area 91 has just finished its third rotation with our committees. We have Archives, Corrections, CPC, Finance, Grapevine, Literature, Public Information, Remote Communities and Treatment & Accessibilities. We are working on building unity and participation in our Area, and the committees are one way to accomplish this. We had our first Area 91 information session and workshop on the 2023 Conference Agenda Items in March. This was held online and received some great feedback. It is something we will continue to build on next year when the agenda items are released. The flow of communication is so essential to all A.A., especially post-pandemic. Lastly, it has been such a joy to see our newer members getting involved in service, as well as the long timers stepping back in to support our Area 91 service structure. — *Lori R.*

# ■ 2023 Conference Committees

## Agenda

### PANEL 72

Bryon B.\*\* — Area 74, N. WI/Upper Pen. MI  
Mitchell B.\* — Area 9, Mid-Southern CA  
Sally T. — Area 12, Delaware

### PANEL 73

Marcheta B. — Area 44, Northern New Jersey  
Rebecca H. — Area 38, Eastern Missouri  
John P. — Area 71, Virginia  
Dave R. — Area 69, Utah  
Gisele V. — Area 89, Northeast Québec  
Secretary: Diana L.

## Cooperation with the Professional Community

### PANEL 72

Shannon C.\* — Area 64, Tennessee  
Claude G. — Area 87, Southwest Québec  
Alison H.\*\* — Area 61, Rhode Island

### PANEL 73

Thomas G. — Area 17, Hawaii  
Paul H. — Area 73, West Virginia  
Kate L. — Area 32, Central Michigan  
Rick M. — Area 67, Southeast Texas  
Julie S. — Area 24, Iowa  
Secretary: Michael R.

## Corrections

### PANEL 72

Candice C.\*\* — Area 18, Idaho  
Shellia D. — Area 66, Northwest Texas  
Cara G. — Area 41, Nebraska  
Jennifer S. — Area 26, Kentucky  
Kurt W.\* — Area 29, Maryland

### PANEL 73

Tim H. — Area 54, Northeast Ohio  
Eric L. — Area 6, Northern Coastal CA  
Gerry W. — Area 82, Nova Scotia/NL  
Secretary: Eileen A.

## Finance

### PANEL 72

Peter B. — Area 28, Maine  
Chris D. — Area 20, Northern Illinois  
Jeff S.\* — Area 86, Western Ontario  
Charles T. — Area 37, Mississippi  
Tandy W.\*\* — Area 2, Alaska

### PANEL 73

Rachel M. — Area 52, North Dakota  
Sarah M. — Area 10, Colorado  
Suzanne S. — Area 30, E. Massachusetts  
Secretary: Zenny Medina (nonalcoholic)

## Grapevine/La Viña

### PANEL 72

Katie B. — Area 63, South Dakota  
Tammie E. — Area 48, Northeastern New York  
Amber N.\*\* — Area 58, Oregon  
Normand P.\* — Area 90, Northwest Québec  
Pablo R. — Area 77, Puerto Rico

### PANEL 73

Tom H. — Area 21, Southern Illinois  
Julie R. — Area 51, North Carolina  
Lori R. — Area 91, Saskatchewan  
Rick W. — Area 65, Northeast Texas  
Secretary: Jon W.

## Literature

### PANEL 72

Jenn D.\* — Area 7, Northern Interior CA/J  
Janet F. — Area 23, Southern Indiana  
Michael K. — Area 70, Vermont  
Steve L. — Area 35, Northern Minnesota  
Eloy M.\*\* — Area 46, New Mexico

### PANEL 73

Pete B. — Area 59, E. Pennsylvania  
James O. — Area 83, Eastern Ontario  
Crystal S. — Area 72, Western Washington  
Secretary: Irene D.

## Policy and Admissions

### PANEL 72

Mike B. — Area 31, W. Massachusetts  
Monty C. — Area 8, San Diego/Imp. CA  
Andrea H.\* — Area 56, Southwest Ohio  
Barbara R.\*\* — Area 68, Southwest Texas

### PANEL 73

Molly E. — Area 27, Louisiana  
Céline L. — Area 88, Southeast Québec  
Jo Ann M. — Area 49, Southeast New York  
Kacie N. — Area 40, Montana  
Peter W. — Area 75, Southern Wisconsin  
Secretary: Jeff W.

## Public Information

### PANEL 72

Fred A. — Area 81, New Brunswick/PEI  
Mary M.\* — Area 76, Wyoming  
Richard M.\*\* — Area 80, Manitoba  
Ben N. — Area 92, Washington East

### PANEL 73

Mary A. — Area 14, North Florida  
Jeannie M. — Area 4, Arkansas  
Christopher M. — Area 47, Central New York  
Jake S. — Area 42, Nevada  
Jan V. — Area 33, Southeast Michigan  
Secretary: Patrick C.

## Report and Charter

### PANEL 72

Tami L. — Area 78, Alberta/NWT  
Jack M.\*\* — Area 62, South Carolina  
Denise M.\* — Area 50, Western New York

### PANEL 73

Mary E.-K. — Area 11, Connecticut  
Ryan F. — Area 57, Oklahoma  
Pablo H. — Area 93, Central California  
Meg H. — Area 36, Southern Minnesota  
Mike M. — Area 22, Northern Indiana  
Secretary: Karina C.

## Treatment and Accessibilities

### PANEL 72

Grace F.\* — Area 43, New Hampshire  
Darin H. — Area 25, Kansas  
Tracy M. — Area 16, Georgia  
Sherry S.\*\* — Area 55, Northwest Ohio

### PANEL 73

Judy C. — Area 85, Northwest Ontario  
Jon C. — Area 60, W. Pennsylvania  
Tom F. — Area 19, Chicago, Illinois  
Douglas S. — Area 5, Southern California  
Secretary: Misha Q.

## Trustees

### PANEL 72

Bill F. — Area 84, Northeast Ontario  
Jim H. — Area 34, Western Michigan  
Kathy R.\*\* — Area 3, Arizona  
Ken T.\* — Area 45, Southern New Jersey

### PANEL 73

Ed A. — Area 53, Central SE Ohio  
Lynette D. — Area 13, Washington, D.C.  
Rio D. — Area 79, BC/Yukon  
Debbie H. — Area 39, Western Missouri  
Cary W. — Area 15, S. FL/Bhms/VII/Antigua  
Secretary: James H.

## Archives<sup>1</sup>

### PANEL 72

Chris D.\* — Area 20, Northern Illinois  
Shellia D. — Area 66, Northwest Texas  
Cara G.\*\* — Area 41, Nebraska  
Denise M. — Area 50, Western New York

### PANEL 73

Pablo H. — Area 93, Central California  
Kate L. — Area 32, Central Michigan  
James O. — Area 83, Eastern Ontario  
Julie R. — Area 51, North Carolina  
Secretary: Michelle Mirza (nonalcoholic)

## International Conventions/Regional Forums<sup>1</sup>

### PANEL 72

Shannon C. — Area 64, Tennessee  
Darin H.\* — Area 25, Kansas  
Mary M. — Area 76, Wyoming  
Richard M.\*\* — Area 80, Manitoba

### PANEL 73

Ed A. — Area 53, Central SE Ohio  
Jon C. — Area 60, W. Pennsylvania  
Céline L. — Area 88, Southeast Québec  
Crystal S. — Area 72, Western Washington  
Secretaries: James H., Sandra W.

\*Chair

\*\*Alternate Chair

<sup>1</sup>Members of this committee serve on this as a secondary committee assignment.

## 2024 CONFERENCE CHAIRPERSONS AND ALTERNATE CHAIRPERSONS

<i>Committee</i>	<i>Chairperson</i>	<i>Alternate</i>
Agenda	Becca H., Eastern Missouri	John P., Virginia
Cooperation with the Professional Community	Julie S., Iowa	Kate L., Central Michigan
Corrections	Eric L., Northern Coastal California	Gerry W., Nova Scotia/Newfoundland/Labrador
Finance	Suzanne S., Eastern Massachusetts	Rachel M., North Dakota
Grapevine/La Viña	Rick W. Northeast Texas	Julie R., North Carolina
Literature	Tomy G., Alabama	Pete B., Eastern Pennsylvania
Policy and Admissions	Jo Ann M., Southeast New York	Molly E., Louisiana
Public Information	Christopher M., Central New York	Jeannie M., Arkansas
Report and Charter	Mary E.-K. Connecticut	Ryan F., Oklahoma
Treatment and Accessibilities	Jon C., Western Pennsylvania	Judy C., Northwest Ontario
Trustees	Rio D., British Columbia/Yukon	Ed A., Central SE Ohio
Archives*	Pablo H., Central California	Kate L., Central Michigan
International Conventions/Regional Forums*	Ed A., Central SE Ohio	Crystal S., Western Washington

\*Members of this committee serve on this as a secondary committee assignment.

## ■ 2023 Trustees' Committees\*

### Archives

Cathi Clark, *chair*  
 Josh E. (thru Feb. 2023)  
 Vera F.  
 Tom H.  
 Andie Moss  
 Paz P.  
 Michelle Mirza, *secretary*

### Audit

Kevin Prior, *chair*  
 Cathi C.  
 Francis G.  
 Judith Ann Karam  
 Paz P.  
 Marita R.  
 Paul Konigstein, *secretary*

### Compensation

Francis G., *chair*  
 Josh E. (thru Feb. 2023)  
 Judith Ann Karam  
 Paz P.  
 Carolyn W.  
 Paul Konigstein, *secretary*

### Conference

Jimmy D., *chair*  
 Vera F.  
 Francis G.  
 Mike L.  
 Kerry Meyer  
 Marita R.  
 Carolyn W.  
 Diana L., *secretary*

### Cooperation with the Professional Community/ Treatment and Accessibilities

Molly Oliver, *chair*  
 Coree H.  
 Clinton M.  
 Kerry Meyer  
 David S.  
 John W.  
 \*\*\*Gerry C., *consultant*  
 \*\*\*Tom P., *consultant*  
 Michael R., *secretary*

### Corrections

Al Mooney, *chair*  
 Coree H.  
 Andie Moss  
 Clinton M.  
 Joyce S.  
 Eileen A., *secretary*

### Finance & Budgetary

Kevin Prior, *chair*  
 Jimmy D.  
 Francis G.  
 Judith Ann Karam  
 Deborah K.  
 Mike L.  
 Paz P.  
 Zenaida Medina, *secretary*

### International

Trish L., *chair*  
 Reilly K.  
 Deborah K.  
 Marita R.  
 Joyce S.  
 Carolyn W.  
 Racy J., *secretary*

### International Conventions/ Regional Forums

Irma V., *chair*  
 Cathi C.  
 Cindy F.  
 Paz P.  
 Kevin Prior  
 Carolyn W.  
 Sandra W., *interim secretary*.  
 —*International Conventions J*  
 James H., *secretary*.  
 —*Regional Forums*

### Literature

Marita R., *chair*  
 Cathi C.  
 Jimmy D.  
 Vera F.  
 Cindy F.  
 Reilly K.  
 Clinton M.  
 John W.  
 \*\*Amalia C., ACM  
 Irene D., *secretary*

### Nominating

Josh E. (thru Feb. 2023), *chair*  
 Tom H.  
 Judith Ann Karam  
 Trish L.  
 Irma V.  
 James H., *secretary*

### Public Information

Tom H., *chair*  
 Reilly K.  
 Al Mooney  
 Molly Oliver  
 David S.  
 \*\*Morgan B., ACM  
 \*\*Kirk H., ACM  
 Patrick C., *secretary*

### GSB Sharing Session

Josh E. (thru Feb. 2023), *chair*  
 Jeff W., *secretary*

### Officers of the General Service Board

*Chair*, Linda Chezem, J.D. (thru Jan. 2023)  
*First Vice-Chair*, Jimmy D.  
*Second Vice-Chair*, Francis G.  
*Treasurer*, Kevin Prior, MBA, CFA, CPA  
*Secretary*, Cathi C.  
*Assistant Treasurer*, Paul Konigstein  
*Assistant Secretary*, Jeff W.

\* GSB chair/interim 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

## ■ 2023 Conference Members

### CLASS A (NONALCOHOLIC) TRUSTEES

**Linda Chezem** (Plainfield, IN) (thru Jan. 2023).

**Sr. Judith Ann Karam, CSA, FACHE** (Richfield, OH) was elected Class A trustee in May 2019. Sister Judith Ann 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, among them as 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 serves on the trustees' Nominating, Finance, Audit and Compensation Committees.

**Hon. Kerry Meyer** (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 serves on the trustees' Conference and CPC/Treatment-Accessibilities Committees and also a member of the ad hoc committee on Participation of Online Groups in the General Service Structure.

**Al J. Mooney, III, MD, FAAFP, FASAM** (Cary, NC) was elected Class A trustee in May 2019. He has provided medical care in the specialties of family, behavioral, community 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 chairs the trustees' Corrections Committee and serves on the Public Information Committee.

**Anadora "Andie" Moss** (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, DC. 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. Andie serves on the trustees' Corrections and Archives Committees and a member of the ad hoc committee on Third and Fifth Traditions to increase Service Structure Participation.

**Molly A. Oliver** (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' Public Information, CPC/Treatment & Accessibilities and Archives Committees. She is a member of the AA Grapevine Board, chairs the CPC/Treatment-Accessibilities Committee and serves on Public Information and ad hoc committee on Third and Fifth Traditions to Increase Service Structure Participation.

**Kevin J. Prior, 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 is currently treasurer of the General Service Board, chair of the Finance and Audit Committees, and serves on the trustees' International and International Conventions/Regional Forums Committees. Kevin is currently treasurer of the General Service Board, chair of the Finance and Audit Committees, and serves on the trustees' International Conventions/Regional Forums Committee. He also chairs the 1728 meeting.

### 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. She chairs the trustees' Archives Committee, and serves on the Literature, International Convention/Regional Forums, Finance and Audit Committees. She is also a member of the AAWS Board.

**\*James (Jimmy) D.** (Dallas, TX) was elected Southwest regional trustee in May 2019. A Panel 59 delegate, Jimmy believes that being actively engaged in a home group and participating in the fundamental A.A. principle of sponsorship is vital to recovery. Currently Director Support Services of a corporation that markets proprietary software, Jimmy has extensive experience in business operations and financial planning. He has also served a range of local nonprofits in various capacities. Jimmy chairs the trustees' Conference Committee, serves on the Literature and Finance Committees and chairs the GSB Location Plus ad hoc committee.

**Josh E.** (Durham, NC) (thru Feb. 2023).

**\*Francis H. G.** (Chelmsford, MA) serves as Northeast regional trustee. As a Panel 57 delegate, he served as chair of the Conference Committee on Archives and as alternate chair of the Conference Committee on Finance. Now retired, Francis has extensive experience as a CPA (with both the IRS and the U.S. Department of Defense). Francis serves on the trustees' Conference, Finance, Audit Committees and chairs the Compensation Committee. He is also a member of the ad hoc Committee on Increasing Participation in the Service Structure through the Lens of the Third and Fifth Traditions. Francis remains active in his area's young people's activities as a perennial member-at-large. In his spare time, he volunteers for several community organizations.

**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. Tom continues to be an active sponsor and service sponsor. He is a member of the AA Grapevine Board, chairs the trustees' Public Information Committee and serves on the trustees' Nominating and Archives Committees. He also chairs the ad hoc committee on Third and Fifth Traditions to Increase Service Structure Participation and is a member of the Location Plus ad hoc committee.

**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. 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 serves on the trustees' Public Information, International Committees and is a member of the ad hoc committee on Participation of Online Groups in the General Service Structure.

**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 chairs the AAWS Board and serves on the trustees' International, Finance and Audit Committees and is a consultant on the Compensation Committee.

**\*Patricia (Trish) L.** (Vancouver, BC) was elected trustee-at-large/Canada in May 2019. A Panel 57 delegate, Trish is active in her district and area, where she facilitates workshops and inventories. Now retired, she was executive director of a nonprofit charitable organization and has extensive experience in communication and other leadership positions. Trish currently serves on several advisory boards in her community. She chairs the trustees' International Committee and serves on the Nominating Committee. She also chairs the ad hoc committee on Participation of Online Groups in the General Service Structure and a member of the ad hoc committee on Third and Fifth Traditions to Increase Service Structure Participation.

**Mike L.** (Omaha, NE) was elected West Central regional trustee in May 2020. A Panel 53 delegate from Area 24, Mike has held numerous service positions at the district and area level, actively participating in corrections service work, workshops and other A.A. events. Mike is operations manager of a truck equipment company and has extensive experience in management, distribution and operations. Additionally, he is a member of several local community boards and historical societies. Mike is chair of the AA Grapevine Board and serves on the trustees' Conference and Finance Committees and a consultant on the Audit and Compensation 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 serves on

the trustees' International Convention/Regional Forums, Archives, Finance, Audit and Compensation Committees and as director on the AA Grapevine Board. She is also a member of the Location Plus ad hoc committee.

**Marita Hagen 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 chairs the trustees' Literature Committee and serves on the Conference, International and Audit Committees. She is also a member of the Location Plus ad hoc committee.

**Joyce S.** (Toronto, Ontario) 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 serves on the trustees' Corrections and International Committees and is a member of the ad hoc committee on Participation of Online Groups in the General Service Structure.

**Irma V.** (Esterhazy, SK) was elected Western Canada regional trustee in May 2020. Irma has held numerous service positions at the group, district and area level, including as Panel 59 delegate. She has participated at many Regional Forums and other regional and local A.A. events. As an executive director of a not-for-profit organization for over 25 years, she has experience in business management, human resources, fund development and marketing as well as senior case management. She currently serves on several community boards and on a national management council. Irma chairs the trustees' International Convention/Regional Forums Committee, serves on the Nominating Committee and also serves as an AAWS trustee director. She is also a member of the ad hoc committees on Third and Fifth Traditions to Increase Service Structure Participation and Location Plus.

**Carolyn W.** (Surrey, BC) served as a nontrustee director on the AAWS Board from 2018-2022 and 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 serves on the trustees' International Convention/Regional Forums, Conference, International and Compensation Committees and a member of the ad hoc committees on Participation of Online Groups in the General Service Structure and Location Plus.

#### NONTRUSTEE DIRECTORS

**Vera F.** (Bend, OR) 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 work on advising others to move toward healing in the areas of cancer survivorship, sexual identity, drug and alcohol addiction, and racialized trauma. She enjoys traveling, camping, theater, dance, photography and spending time with family and friends. Vera serves on the trustees' Literature, Conference and Archives Committees.

**Cindy F.** (Fairfax, VA) was elected AA Grapevine director in May 2020. Cindy has been active in A.A. service since 1994, serving in various positions at the local and area levels, including as a Panel 61 delegate. She also served as an appointed committee member on the trustees' Literature Committee from 2015 to 2019. Cindy has extensive professional experience in the fields of finance, strategic planning, information technology and operations. She is currently the vice president of program management for a large government contractor. She serves on the trustees' Literature, and International Convention/Regional Forums Committees.

**Coree H.** (Portland, OR) was elected Grapevine director in April 2021. A skilled marketing professional, Coree has expertise in client acquisition strategies, go-to-market strategic planning, multichannel performance analysis, and CRM adoption and implementation. Coree was the first Asian-American officer at the area level and served as chair of the Virtual Assembly ad hoc Committee. Coree serves on the trustees' Corrections and CPC/Treatment-Accessibilities Committees.

**Clinton M.** (Ottawa, Ontario) 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

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, is a pilot and speaks French as a second language. He serves on the trustees' Literature, Corrections and CPC/Treatment-Accessibilities Committees.

**David S.** (East Chatham, NY) served as Grapevine director from April 2022-2023. David is actively involved in local service activities, held several service positions including group 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 business to help accelerate their growth through various strategies.

**John W.** (New York, NY) was elected AAWS director in April 2021. He has over 25 years' experience as a non-profit 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' Literature and CPC/Treatment-Accessibilities Committees.

### *Class B Trustees elected by the General Service Board following the 2023 Conference*

**Teresa J.** (Albuquerque, New Mexico) was elected Southwest regional trustee in April 2023. A Panel 68 delegate, Teresa has stayed active in area service since rotating, most 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 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.

**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.

**David S.** (East Chatham, NY) (see above).

**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.

### *Nontrustee directors elected by the General Service Board following the 2023 Conference*

**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.

**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.



## 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 73rd Conference includes Panel 72 (delegates now serving for their second year) and Panel 73 (new delegates).

**1. ALABAMA/  
NORTHWEST FLORIDA (Panel 73)**

Tomy G., Pensacola, FL

**2. ALASKA (Panel 72)**

Tandy W., Anchorage, AK

**3. ARIZONA (Panel 72)**

Kathleen (Kathy) R., Tucson, AZ

**4. ARKANSAS (Panel 73)**

Jeannie M., North Little Rock, AR

**5. SOUTHERN CALIFORNIA (Panel 73)**

Douglas S., Los Angeles, CA

**6. NORTHERN COASTAL  
CALIFORNIA (Panel 73)**

Eric L., Santa Rosa, CA

**7. NORTHERN INTERIOR  
CALIFORNIA (Panel 72)**

Jennifer (Jenn) D., Magalia, CA

**8. SAN DIEGO/IMPERIAL  
CALIFORNIA (Panel 72)**

Montrell (Monty) C.,  
San Diego, CA

**9. MID-SOUTHERN  
CALIFORNIA (Panel 72)**

Mitchell B., Costa Mesa, CA

**10. COLORADO (Panel 73)**

Sarah M., Woodland Park, CO

**11. CONNECTICUT (Panel 73)**

Mary E.-K., Hartford, CT

**12. DELAWARE (Panel 72)**

Sally T., Wilmington, DE

**13. DISTRICT OF COLUMBIA (Panel 73)**

Lynette D., Washington, DC

**14. NORTH FLORIDA (Panel 73)**

Mary A., Jacksonville, FL

**15. SOUTH FLORIDA/BAHAMAS/  
VIRGIN ISLANDS/ANTIGUA (Panel 73)**

Cary W., Lake Worth, FL

**16. GEORGIA (Panel 72)**

Tracy M., Warner Robins, GA

**17. HAWAII (Panel 73)**

Thomas G., Hauula, HI

**18. IDAHO (Panel 72)**

Candice C., Pocatello, ID

**19. CHICAGO, ILLINOIS (Panel 73)**

Tom F., Chicago, IL

**20. NORTHERN ILLINOIS (Panel 72)**

Chris D., Elgin, IL

**21. SOUTHERN ILLINOIS (Panel 73)**

Tom H., Belleville, IL

**22. NORTHERN INDIANA (Panel 73)**

Mike M., Valparaiso, IN

**23. SOUTHERN INDIANA (Panel 72)**

Janet F., Evansville, IN

**24. IOWA (Panel 73)**

Julie S., Bettendorf, IA

**25. KANSAS (Panel 72)**

Darin H., Shawnee, KS

**26. KENTUCKY (Panel 72)**

Jennifer J., Bardstown, IN

**27. LOUISIANA (Panel 73)**

Molly E., Lake Charles, LA

**28. MAINE (Panel 72)**

Peter B., Deer Isle, ME

**29. MARYLAND (Panel 72)**

Kurt W., Perry Hall, MD

**30. EASTERN  
MASSACHUSETTS (Panel 73)**

Suzanne S., Falmouth, MA

**31. WESTERN  
MASSACHUSETTS (Panel 72)**

Michael (Mike) B., Chicopee, MA

**32. CENTRAL MICHIGAN (Panel 73)**

Kate L., Munnith, MI

**33. SOUTHEAST MICHIGAN (Panel 73)**

Jan V., Saint Clair Shores, MI

**34. WESTERN MICHIGAN (Panel 72)**

James (Jim) H., Belmont, MI

**35. NORTHERN MINNESOTA (Panel 72)**

Steve L., Biwabik, ND

**36. SOUTHERN MINNESOTA (Panel 73)**

Meg H., Columbia Heights, MN

**37. MISSISSIPPI (Panel 72)**

Charles T., Braxton, MS

**38. EASTERN MISSOURI (Panel 73)**

Rebecca H., Saint Louis, MO

**39. WESTERN MISSOURI (Panel 73)**

Debbie H., Kansas City, MO

**40. MONTANA (Panel 73)**

Kacie N., East Helena, MT

**41. NEBRASKA (Panel 72)**

Cara G., Lincoln, NE

**42. NEVADA (Panel 73)**

Jake S., Chester, CA

**43. NEW HAMPSHIRE (Panel 72)**

Grace F., Jaffrey, NH

**44. NORTHERN NEW JERSEY (Panel 73)**

Marcheta B., Spring Lake, NJ

45. **SOUTHERN NEW JERSEY** (Panel 72)

Kenneth (Ken) T.,  
Little Egg Harbor, NJ

46. **NEW MEXICO** (Panel 72)

Eloy M., Los Lunas, NM

47. **CENTRAL NEW YORK** (Panel 73)

Christopher M., Cortland, NY

48. **NORTHEASTERN NY** (Panel 72)

Tammie E., New York Mills, NY

49. **SOUTHEAST NEW YORK** (Panel 73)

Jo Ann M., Patchogue, NY

50. **WESTERN NEW YORK** (Panel 72)

Denise M., Buffalo, NY

51. **NORTH CAROLINA** (Panel 73)

Julie R., Wilmington, NC

52. **NORTH DAKOTA** (Panel 73)

Rachel M., Kulm, ND

53. **CENTRAL &  
SOUTHEAST OHIO** (Panel 73)

Ed A., Columbus, OH

54. **NORTHEAST OHIO** (Panel 73)

Tim H., Orwell, OH

55. **NORTHWEST OHIO** (Panel 72)

Cheryl (Sherry) S., Curtice, OH

56. **SOUTHWEST OHIO** (Panel 72)

Andrea H., Montezuma, OH

57. **OKLAHOMA** (Panel 73)

Ryan F., Edmond, OK

58. **OREGON** (Panel 72)

Amber N., Milwaukie, OR

59. **EASTERN PENNSYLVANIA** (Panel 73)

Pete B., Glenside, PA

60. **WESTERN PENNSYLVANIA** (Panel 73)

Jon C., Punxsutawney, PA

61. **RHODE ISLAND** (Panel 72)

Alison H., Warwick, RI

62. **SOUTH CAROLINA** (Panel 72)

Jack M., Anderson, SC

63. **SOUTH DAKOTA** (Panel 72)

Katie B., Aberdeen, SD

64. **TENNESSEE** (Panel 72)

Shannon C., Nashville, TN

65. **NORTHEAST TEXAS** (Panel 73)

Rick W., Frisco, TX

66. **NORTHWEST TEXAS** (Panel 72)

Shellia D., Amarillo, TX

67. **SOUTHEAST TEXAS** (Panel 73)

Rick M., Katy, TX

68. **SOUTHWEST TEXAS** (Panel 72)

Barbara R., Austin, TX

69. **UTAH** (Panel 73)

Dave R., Salt Lake City, UT

70. **VERMONT** (Panel 72)

Michael K., Bennington, VT

71. **VIRGINIA** (Panel 73)

John P., Winchester, VA

72. **WESTERN WASHINGTON** (Panel 73)

Crystal S., Olympia, WA

73. **WEST VIRGINIA** (Panel 73)

Paul H., Keyser, WV

74. **N. WISCONSIN/  
UPPER PENN. MICHIGAN** (Panel 72)

Bryon B., Fall Creek, WI

75. **SOUTHERN WISCONSIN** (Panel 73)

Peter W., Wauwatosa, WI

76. **WYOMING** (Panel 72)

Mary M., Cheyenne, WY

77. **PUERTO RICO** (Panel 72)

Pablo R., Bajadero, PR

78. **ALBERTA/NWT** (Panel 72)

Tami L., Okotoks, AB

79. **BRITISH COLUMBIA/  
YUKON** (Panel 73)

Rio D., Roberts Creek, BC

80. **MANITOBA** (Panel 72)

Richard M., Winnipeg, MB

81. **NEW BRUNSWICK/  
PRINCE EDWARD ISLAND** (Panel 72)

Fred A., Summerside, NB

82. **NOVA SCOTIA/NEWFOUNDLAND/  
LABRADOR** (Panel 73)

Gerry W., Stellarton, NS

83. **EASTERN ONTARIO** (Panel 73)

James O., Pickering, ON

84. **NORTHEAST ONTARIO** (Panel 72)

William (Bill) F., North Bay, ON

85. **NORTHWEST ONTARIO** (Panel 73)

Judy C., Thunder Bay, ON

86. **WESTERN ONTARIO** (Panel 72)

Jeffrey (Jeff) S., Hamilton, ON

87. **SOUTHWEST QUÉBEC** (Panel 72)

Claude G., Béthanie, QC

88. **SOUTHEAST QUÉBEC** (Panel 73)

Céline L., Montmagny, QC

89. **NORTHEAST QUÉBEC** (Panel 73)

Gisele V., Quebec, QC

90. **NORTHWEST QUÉBEC** (Panel 72)

Normand P., Joliette, QC

91. **SASKATCHEWAN** (Panel 73)

Lori R., Esterhazy, SK

92. **WASHINGTON EAST** (Panel 72)

Ben N., Hauser, ID

93. **CENTRAL CALIFORNIA** (Panel 73)

Pablo H., Mission Hills, CA

## A.A. WORLD SERVICES DIRECTORS

Deborah K., *chairperson, general service trustee*  
Cathi C., *regional trustee*  
Vera F., *director*  
Clinton M., *director*

Irma V., *regional trustee*  
Carolyn W., *general service trustee*  
John W., *director*  
Robert W., *GSO general manager*  
Jeff W., *GSO staff member*

## AA GRAPEVINE DIRECTORS

Mike L., *chairperson, regional trustee*  
Chris C., *AAGV publisher*  
Josh E., *general service trustee (resigned)*  
Cindy F., *director*

Tom H., *regional trustee*  
Coree H., *director*  
Molly Oliver, *Class A trustee*  
Paz P., *general service trustee*  
David S., *director*

## GENERAL SERVICE OFFICE STAFF

Eileen A.  
Karina C.  
Patrick C.  
Irene D.  
James H.  
Racy J.

Diana L.  
Misha Q.  
Michael R.  
Sandra W.  
Jeff W.

## GRAPEVINE STAFF

Paola M., *editor La Viña*  
Jon W., *senior editor*

---

## Nonvoting Resource Attendees Assisting with the 73rd General Service Conference

### **Archives Department**

Stephanie Gellis, *Digital Archivist*  
April Hegner, *Senior Archivist*  
Michelle Mirza, *Archivist*  
Kyle Zaczek, *Assistant Archivist*

### **Communications Services Department**

Marc Bucaoto, *Website Content Manager*  
Tracey G., *Digital Product Manager*  
Julie Gonzalez, *Senior Digital Communications Analyst*  
Tara Lafemina, *Communications Services Assistant*  
Samantha Nieto, *Project Coordinator*  
Clorinda V., *Communication Services Director*

### **Finance Department**

Josualdo Hernandez, *Accounts Payable Associate*  
Paul Konigstein, *Chief Financial Officer*  
Zenaida Medina, *Controllor*  
Yamilka Perez, *Accounts Receivable Associate*  
Steven San Inocencio, *Finance Coordinator*

### **Human Resources Department**

Tara Bang, *Human Resources Generalist*  
Orjada Cinari, *HR Coordinator*  
Dina F., *Human Resources Director*

### **Language Services**

Stéphanie Bozino-Routier, *Language Services Manager*  
Hernán M., *Spanish Editor/Translator*  
Juliette L., *French Translation Managing Editor*

### **METS Department**

Rebekah Jimenez, *METS Assistant*  
Attallah Sophas, *METS Coordinator*  
Sharon Vasquez, *METS Manager*

### **Office Services**

Melvin Samuels, *Office Coordinator*

### **Operations Department**

Eleonora Catalan, *Member Services Associate*  
Willie Johnson, *Mail/ Shipping Associate*  
Nathan K., *Member Services Associate*  
Margaret Matos, *Member Services Manager*  
Alioune Mboup, *Member Services Associate*  
Sindanny Pizzini, *Member Services Associate*  
Kiara Samuel, *Member Services Associate*  
Malini Singh, *Director of Operations*

### **Publishing Department**

Brittinae Brasfield, *Publishing Coordinator*  
Jasmine De La Rosa, *Webstore Operations/  
Digital Distributions Manager*  
Charlie D., *Editorial Project Manager*  
William G., *Managing Editor*  
Amado Medina, *Senior Designer/Digital Typesetter*  
Edward Nyland, *Senior Production Manager, Print*  
David R., *Publishing Director*  
Julisa Soriano, *Senior Production Manager, Digital*  
Ames S., *Executive Editor*

### **Staff Services Department**

Anny Ceri, *Staff Service Assistant*  
Nuris Cevallos, *Literature Staff Assistant*  
Win Chen, *CPC/Treatment/Accessibilities Staff Assistant*  
Jacob Diaz, *Staff Coordinator Staff Assistant*  
Katherin Jose, *Group Services Staff Assistant*  
Pamela Lewis, *Nominating Staff Assistant*  
Charlene Meade, *Regional Forum Staff Assistant*  
Ana Mejia Andrade, *Corrections Staff Assistant*  
Victor Navas, *International Staff Assistant*  
Massiel Peralta, *Staff Services Assistant*  
Nathalia Sande, *Conference Staff Assistant*  
Marissa Sblendorio, *Public Information Staff Assistant*  
Nay Williams, *Staff Services Manager*

## ■ Delegates Bid Farewell

*It was 12:25 am on the last night of the 73rd General Service Conference and the last order of business were farewells from the Panel 72 departing delegates rotating out of their two-year terms.*

Among those making their one- or two-minute remarks was **Katie B.** serving Area 63, South Dakota who told the Conference, “I was seven months sober and seven months pregnant and my child is now fifteen. Thank you for letting me be a mother.”

**Eloy M.**, Area 46, New Mexico took to the microphone to say “I’ve gone from riding bulls in high school and now I dress up in a suit and represent our area in New York. This year the plain language Big Book made me cry. This tough little bull rider, you made him cry!”

**Peter B.**, Area 28, Maine said that he went through the range of emotions being a delegate: “I came mad at you, then I remember I love you, and now I get to make amends. Just like family!”

**Tracy M.** representing Area 16, Georgia, recalled being in the psych ward before getting sober and her son’s first grade class sending her a get-well card. “You taught me how to be a lady,” she said.

**Mike B.** from Area 31, Western Massachusetts summed up his two years saying, “This has been a long night, but a quick two years.”

**Andrea H.**, Area 56, Southwest Ohio, said, “I believe that getting involved in service saved me in sobriety; when you walk through your fears you grow.”

A gentleman well known for his hat, **Kurt W.**, Area 29, Maryland, told us that after starting as a delegate, while pretending to wash the dishes, his wife turned to him and said “You’re happier since being a delegate.” He added, with a flourish, removing the hat he had been wearing all week, “My hat is off to all of you.”

**Mitchell B.**, Area 9, Mid-Southern California expressed how he didn’t know what to do as a delegate on his first day, “but you can’t fake showing up.”

**Normand P.**, Area 90, Northwest Quebec said, “You’re making me a better person.”

**Grace F.**, Area 43, New Hampshire, said, “It is the honor of a lifetime to be a delegate to the General Service Conference and it has been one of the most difficult and beautiful experiences of my life.”

At 1 a.m., **Monty C.**, Area 8, San Diego, said “Good morning! I was a poor black kid who had nothing and now I get to sit in the room where the conversation happens. Thank you for giving me my life.”

At 1:06 a.m., **Jimmy D.**, Class B trustee and Acting GSB Chair, looked at his watch and announced that, “According to the schedule we will adjourn at 5:45...” And then **Claude G.**, Area 87, Southwest Quebec won the Conference banner, and official Conference business was adjourned.





**Published by Alcoholics Anonymous World Services, Inc.**

475 Riverside Drive, Room 1100, New York, New York 10115

(212) 870-3400 ● [www.aa.org](http://www.aa.org)

35M – 9/23 (WR) M-23