

AAWS Highlights

Business of the Board



Meeting of the AAWS, Inc., Board of Directors

January 30, 2025

AAWS Board of Directors

Carolyn W., AAWS Chairperson, Vera F., Reilly K.,
Deborah K., Clint M., Racy J., Ken T., John W., Bob W.

AAWS Internal Audit Committee

The Internal Audit Committee examines significant documents, including guidelines, policies, and by-laws. Reviews are based on a RACI model, noting who is Responsible, Accountable, Consulted and Informed and then verifying the needed actions have occurred.

The committee proposed a volunteer agreement to help new directors understand their roles and responsibilities. While not legally binding, this agreement provides clear expectations and serves as a tool for accountability and discussions. The Board found the agreement useful for onboarding and orientation.

The Internal Audit Committee had no recommendations to the AAWS Board.

AAWS Nominating Committee

The Nominating Committee is tasked with filling vacancies on the board of directors for A.A. World Services, Inc.

The Nominating Committee had no recommendations to the AAWS Board.

AAWS Finance Committee

The Finance Committee reviews and approves AAWS financial reports, the annual budget, and the mid-year reforecast budget. Additionally, the committee approves literature price changes and discusses self-support matters.

The AAWS Board reviewed financial updates for 2024 and the proposed budget for 2025. Contributions and expenses for 2024 are still being finalized, but a surplus is expected. The 2025 budget was adjusted to reflect a more accurate financial picture, including updates related to Regional Forums. The board discussed these changes and approved forwarding the budget to the trustees' finance committee.

The board discussed several key updates, including efforts to establish a mechanism for accepting Canadian dollars more efficiently.

A new self-support contribution page was also introduced, featuring updated graphics and clearer messaging to illustrate how contributions support A.A.'s work.

Recommendations forwarded and approved by the AAWS Board of Directors.

- *The AAWS Finance Committee recommended to the AAWS Board to approve the 5.1 version of the 2025 Budget and forward it to the Trustees Finance & Budgetary Committee.*
- *The AAWS Finance Committee recommended to the AAWS Board that the International Literature Fund activity report ending December 31, 2024, be forwarded to the trustees' International Committee*
- *The AAWS Finance committee recommended to the AAWS Board that the World Service Meeting Fund activity report ending December 31, 2024, be forwarded to the trustees' International Committee*

AAWS Publishing Committee

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

The Plain Language Big Book: Since its release on November 1st, over 129,000 copies have been sold, with 41,857 copies remaining in inventory. A third printing of 50,000 copies is in progress, and the eBook version has also seen strong sales, making up 20% of AA's total eBook sales. Plans are in place to improve visibility and communication about its availability.

The 2025 AAWS Literature Catalog is now in print and available online, with efforts underway to ensure distribution to intergroups and central offices.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The Publishing Committee recommended to the AAWS Board to move forward with a \$6 list price for all Committee workbooks as of May 1, 2025.****
 - ***The Publishing Committee recommended to the AAWS Board to move forward with a \$5 list price for "The A.A. Service Manual" 2024-2026 Edition as of May 1, 2025.****
- * or 90 days from the day of IGC0 notification.***

- ***The Publishing Committee recommended to the AAWS Board to grant licensing rights to the General Service Board of A.A. Great Britain for the reproduction and distribution of "The Plain Language Big Book", in print format.***

Discussion regarding licensing *The Plain Language Big Book* included consideration of current practice with other AAWS titles, and information from A.A. Great Britain about the reports they have received from their members (who have ordered copies from the US/Canada GSO) about the usefulness of the book in carrying the message

AAWS TCS Committee

The TCS committee works to improve services, enhance communication with the AAWS Board and Fellowship, and use modern technology to spread their message. They collaborate with the G.S.O. Website Committee to find innovative ways to support those struggling with alcoholism and communicate effectively within the Fellowship, proposing new policies and changes as needed

The TCS committee received a data integrity report that the clean-up tasks of emails in Campaign Monitor have been completed. A new and extensive list of ideas for the project will be discussed and prioritized.

ERP update showed promising progress but required a minor delay to incorporate suggestions from the fellowship regarding the inclusion of area-level contributions, and it was completed under budget.

The committee discussed the revisions to "*Safety and A.A. on Common Welfare*".

A Staff committee has been working on this since after the 73rd GSC when the Conference Committee on Corrections made the following Consideration:

"The committee discussed the 2021 and 2022 versions of the service piece "Safety and A.A.: Our Common Welfare" and concluded that the service piece is a necessary and useful tool for A.A. groups. The committee suggested revisions to be considered for inclusion in the next printing of the service piece."

A lengthy process of reviewing the suggestions from the Conference Corrections Committee and compiling shared experience has taken place. The AAWS Board saw an initial draft at our December meeting, requested some further review and received a revised draft at our January meeting.

The AAWS Board offered feedback on the revised draft, requested further edits and requested that it be brought to the AAWS Board in March.

The TCS Committee recommended splitting into two separate committees post-2025 General Service Conference. It was felt that the tight connection between technology and our services should be emphasized, and the board recognized the need for continued close alignment between communications and language services. Workload is always a concern, as is effect-iveness. The board anticipates these pairings to improve our effectiveness, resulting in a better managed workload.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The TCS committee recommended to the AAWS Board that the Services Subcommittee recommended that following the 2025 General Service Conference the Technology/Communication/Services committee be split into two separate committees:***

1. Communication and Language Services Committee

2. Services and Technology Committee

- ***The TCS committee recommended to the AAWS Board that the 2024 fourth quarter LinkedIn report be forwarded by AAWS to the trustees' Committee on Cooperation with the Professional Community.***
- ***The TCS committee recommended to the AAWS Board that the 2024 fourth quarter reports on Website, Meeting Guide App, YouTube, Google Ads, Online Business Listings and Podcast be forwarded by AAWS to the trustees' Committee on Public Information***

Interim Language Services Committee

The Interim Language Services committee provides guidance and oversight to the Language Services Department, with a priority of policy development.

The board reviewed the latest activity report, which tracks the number of translation requests handled. In 2023, 2,150 requests were processed, increasing to 2,768 in 2024. Current efforts are centered on the timely delivery of Conference background materials.

The Interim Language Services Committee had no recommendations to the AAWS Board.

Intellectual Properties Ad Hoc

The IP Ad Hoc Committee continues to review policies and procedures for protecting intellectual property. The committee supports the IP team's ongoing work to update and consolidate IP-related documentation.

Interational Convention 2025

The AAWS Board, through its Finance Committee, oversees budget and financial reporting for the International Convention.

The Board received an update from Talley Management, the convention management vendor, confirming that registration trends remain on track with Detroit, slightly ahead of Toronto but below Atlanta (as expected). The planning team continues coordinating with contractors, service providers, and venues to ensure smooth execution across all aspects, including event spaces, accommodations, technology, and programming.

Speaker selection is underway, with invitations to be sent following the upcoming General Service Board meeting. With 184 planned sessions, each requiring a moderator and three speakers—efforts are focused on securing volunteer participation.

During a recent site visit, over 800 enthusiastic volunteers attended a kickoff event, highlighting strong local support for the convention. Overall, planning remains on track, with all key elements aligning for a successful and memorable event in celebration of AA's 90th anniversary with a theme of Language of the Heart.

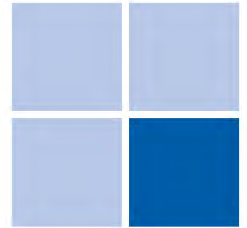
**Make plans to attend the 2025 A.A. International Convention in Vancouver,
British Columbia, Canada, July 3-6**



***Language of the Heart
Lenguaje del corazón
Le langage du cœur***

AAWS Highlights

What's Happening at GSO



Bob W., General Manager

January 30, 2025

General

Happy New Year! As we ring in the new year with glad tidings and having had some time away with family and loved ones, the General Service Office (GSO) remains committed to supporting the Boards, the General Service Conference, and the Fellowship of A.A.

We appreciated the opportunity to welcome the Panel 74 Conference Committee chairpersons to continue to assist them in their preparation to serve their respective committees at the upcoming 75th General Service Conference (GSC). To this end, the office, with support and collaboration from the General Service Boards, organized and held several meetings which included formal orientation outlining committee chair duties during Conference week. Also we hosted several meetings with both the returning Panel 74 and incoming Panel 75 delegates to review general topics from tips on traveling to New York and what to expect from now through Conference week.

Workload

As previously reported, the Board-Office Balance working group (BOB) is organizing and preparing an inventory of the General Service office. The development of an inventory survey is underway with close collaboration with each department. Final refinements are being made to enhance the inventory's effectiveness. Over the coming weeks, each employee will complete the survey followed by separate department meetings to review and discuss the results. Results will then be compiled and analyzed for a subsequent all-employee gathering to share insights and draw conclusions.

The primary goal of the inventory is to identify and assess the workload challenges throughout GSO. It aims to evaluate the time and resources each department and function allocate to their day-to-day work related to their specific roles. Additionally, it will examine the support provided to both the AAWS and General Service Boards, their committees, subcommittees and working groups and the support they provide to the General Service Conference.

Final results will be shared with both the AAWS and General Service Board with the intent of determining a plan to reduce the workload in each of these areas, allowing for a better work-life balance for employees and all trusted servants while fostering a more effective approach that supports higher-quality work and outcomes. Ideally, moving to a more effective approach that includes prioritizing a reduced number of conference agenda items combined with advanced planning allowing for ample time to prepare and translate background materials.

Renovation Updates

The office renovation project is on pace with our projected timeline. We have solicited bids from multiple contractors and will be selecting our general contractor in the next few weeks. We continue to be on pace for the first phase of construction to begin around the end of March or first of April. This initial phase will be focused on areas that are less disruptive to account for the office preparing for the General Service Conference and International Convention. A more intensive schedule, involving significant work, is expected to begin around the first of July and conclude by November.

World Service Meeting

As a follow up to my November report, this past October, we welcomed 74 World Service Meeting Delegates representing 49 countries from around the world to the World Service Meeting in New York City. It was the largest attendance in the meetings history and was the first in-person WSM since 2018 which was held in South Africa and the first in New York City since 2016. As anticipated, the opportunity to come together, in-person, made a significant impact on the success of the meeting. Many shared how much it meant to them to connect with so many of their fellow international delegates after years of interaction limited to a virtual space. Wide sharing on many topics directly related to carrying the A.A. message around the world brought hope and enthusiasm to all in attendance.



Our General Service Board also invited the WSM Delegates to observe the GSB Weekend immediately following the event. This is consistent with past practice of our GSB and the WSM and was significant for these autonomous structures helping with the evolution of their own development, ultimately increasing the effectiveness of carrying the message around the world. During the weekend, I shared with many delegates who expressed overwhelming gratitude for the opportunity to observe our board in action, interact with our staff and learn so much to take back to their home structures to help improve the effectiveness of their Conference and Board work.

The World Service Meeting Fund (WSMF) has made an enormous difference with participation and bringing the WSM closer to being self-supporting. In keeping with our 7th Tradition, each country is responsible for paying for their delegates fees as well as their air travel. The WSMF provided support to many countries who were challenged to meet this responsibility. In addition, the WSMF also provided support to our structure to help offset our costs as the principal planners and support for the meeting.

Due to the generosity and gratitude of so many structures around the world, since the 27th the WSM held in November 2022, WSMF received contributions of \$122,000 bringing the balance to \$158,000. In addition, each structure participating made many other sacrifices to save cost with efforts of sharing rooms, forgoing reimbursement for meal costs and local transportation among others. The preliminary unaudited results of these efforts yielded bottom-line support from our General Service Board of approximately \$121,000. In comparison, the average support from our General Service Board in past years has averaged in excess of \$250,000. Factoring the inflation levels, we've been experiencing over the last several years, these results are so heartwarming and a true expression of the deep significance of self-support and participation, embodied within our 7th Tradition. Money and spirituality really do mix!

Travel

2025 International Convention Site Visit, Vancouver, B.C. Canada, January 23rd – 27th

This site visit was very productive as we are making final preparations for the International Convention which is right around the corner and set to take place July 3-6 in beautiful Vancouver, B.C. Canada. If you haven't registered yet, please be sure to do so and come celebrate with 50,000+ of your best friends!

There are charming accommodations still available, and the advance pre-registration rate is accessible until April 15th.

Click [here](#) to register now!

Travel Commitments

- West Canada Region Service Assembly, Winnipeg, MB, Canada, February 7th – 9th
- Indiana AA 2025 State Convention, South Bend, IN, March 21st – March 23rd
- Vermont State AA Convention, Manchester Village, VT, April 4th – 6th

