

73rd General Service Conference Committees

Agenda Items

I. Agenda

- A. Review suggestions for the theme of the 2024 General Service Conference.
- B. Review presentation/discussion topic ideas for the 2024 General Service Conference.
- C. Discuss workshop topic ideas for the 2024 General Service Conference.
- D. Review the General Service Conference Evaluation Form, distribution process and 2022 Evaluation Summary.
- E. Discuss progress report on Conference improvement.
- F. Review feedback from Delegate Chairs on quarterly communications.
- G. Review a report and draft plan for a future Conference Inventory.

II. Cooperation with the Professional Community

- A. Review progress report on A.A.W.S. LinkedIn page.
- B. Review suggested revisions for the draft pamphlet "A.A. in Your Community."
- C. Review progress report on the development of outward facing pamphlets for mental health professionals.
- D. Consider retiring the pamphlet "A Member's-Eye View of Alcoholics Anonymous."
- E. Review content and format of C.P.C. Kit and Workbook.

III. Corrections

- A. Consider a request to include content in existing A.A. literature on sponsorship of persons in custody by outside members of the Fellowship.
- B. Review content and format of Corrections Kit and Workbook.
- C. Discuss service piece, "Safety and A.A.: Our Common Welfare" (SMF-209) and its revisions.

IV. Finance

- A. Consider request that 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 ("GSB") is the A.A. entity which receives all voluntary A.A. contributions and that GSO is the A.A. entity which performs the processing of all A.A. contributions.
- B. Review suggested area contribution for delegate expense for the Conference.
- C. Review the Conference-approved level of \$10,000 for individual bequests to the General Service Board from A.A. members.
- D. Review the Conference-approved maximum annual contribution of \$5,000 to the General Service Board from an individual A.A. member.
- E. Review Self-Support Packet.
- F. Discuss new proposed agenda items (PAI's) regarding the book *Twelve Steps and Twelve Traditions*.

V. Grapevine/La Viña

- A. Review AA Grapevine Workbook.
- B. Review progress report on the Grapevine and La Viña Instagram accounts.
- C. Consider the list of suggested Grapevine book topics for 2024 or after.
- D. Consider a request to provide all area alternate delegates the same Conference materials as sitting delegates.

VI. Literature

- A. Annual review of recovery literature matrix.
- B. Review draft pamphlet based on A.A.'s Three Legacies.
- C. Review draft of the revised pamphlet "The Twelve Steps Illustrated."
- D. Review draft of the revised pamphlet "Young People and A.A."
- E. Review progress report regarding update of the pamphlet "A.A. for the Black and African-American Alcoholic."
- F. Review progress report regarding update of the pamphlet "A.A. for the Native North American."
- G. Review progress report regarding development of a Fourth Edition of the book *Alcohólicos Anónimos* - Spanish.

- H. Review progress report regarding the translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language.
- I. Review progress report regarding development of a Fifth Edition of the book *Alcoholics Anonymous*.
- J. Review revised draft of the existing version of the pamphlet “Twelve Traditions Illustrated.”
- K. Review revised draft of the Literature Committee workbook.
- L. Review request to update the pamphlet “Do You Think You're Different?”
- M. Discuss new proposed agenda items (PAI's) related to the Plain Language Big Book Translation.
- N. Review update on video animation for the pamphlet “The Twelve Concepts Illustrated.”
- O. Discuss cost effective media options that welcome young people to A.A. as an alternative to revising the ‘Too Young?’ pamphlet
- P. Review update on the proposal for Big Book or *Twelve Steps and Twelve Traditions* study guides.

VII. Policy/Admissions

- A. Review GSO general manager's report regarding General Service Conference site selection.
- B. Review dates for the 2027 General Service Conference.
- C. Review progress report on the development of a process using virtual meeting technologies for polling the GSC between meetings.
- D. Discuss report on the Equitable Distribution of Workload process.
- E. Review report of the GSB Ad-Hoc Committee on Participation of Online Groups in the U.S./Canada Service Structure.

VIII. Public Information

- A. Review the 2023 Public Information Comprehensive Media Plan.
- B. Public Service Announcements (PSAs):
 - 1. Review the distribution and tracking information for two video PSAs:
 - i. “Sobriety in A.A.: My Drinking Built a Wall”
 - ii. “Sobriety in A.A.: When Drinking is no longer a Party”

2. Review the 2022 report on the “Relevance and Usefulness of Video PSAs.”
- C. Review progress report on the development of a GSO Podcast.
- D. Review report on “YouTube Performance.”
- E. Review report on “Google Ads Performance.”
- F. Review report on “Meeting Guide Performance.”
- G. Review the "2022 Third Quarter Report on A.A.W.S. Board Oversight of GSO's A.A. website."
- H. Review report on “AAGV/La Viña Website, Marketing and Podcast."
- I. Review report for “Online Business Profiles.”
- J. Review report on analytics.
- K. Review progress report on the Young People’s Video Project.
- L. Discuss feasibility research on paid placement of PSA videos on streaming platforms.
- M. Discuss Public Information pamphlets/materials:
 1. Review progress report on revision to the flyer “A.A. at a Glance”
 2. Review progress report on revision to the pamphlet “Speaking at Non-A.A. Meetings”
 3. Review progress report on revision to the flyer “A Message to Teenagers”
- N. Review progress report on the request to create a new form of communication to address anonymity on social media.
- O. Review report on 2022 A.A. Membership Survey process.
- P. Review report on 2022 A.A. Membership Survey results reporting.
- Q. Review content and format of P.I. Kit and Workbook.
- R. Consider request to implement an Alcoholics Anonymous World Services, Inc. Instagram account.

IX. Report and Charter

- A. *The A.A. Service Manual, 2023-2025 Edition:*
 - 1. Review list of editorial updates.
 - 2. Consider the request to rescind the 2018 Advisory Action concerning a footnote in the resolution concerning “register” and “Groups.”
 - 3. Consider the request for specific changes to the 2021-2023 version of *The A.A. Service Manual*.
 - 4. Review progress report from A.A.W.S. Publishing on a new section to be added at the end of the *Twelve Concepts for World Service* titled “Amendments.”
 - 5. Review feasibility report of an ASL translation of *The A.A. Service Manual Combined with the Twelve Concepts for World Service*.
- B. Discuss General Service Conference *Final Report*.
- C. Consider posting an anonymity-protected Conference *Final Report* on aa.org.

X. Treatment and Accessibilities

- A. Review progress report on update to the pamphlet “A.A. for the Older Alcoholic—Never too Late.”
- B. Review progress report on Military audio interviews.
- C. Review contents and format of Treatment Kit and Workbook.
- D. Review contents and format of Accessibilities Kit and Workbook.
- E. Consider request to do an Accessibilities Inventory of Alcoholics Anonymous throughout its services and structure.
- F. Discuss carrying the message to alcoholics with intellectual or information processing challenges, communication challenges and diverse neurological abilities.
- G. Review progress report on Bridging the Gap Workbook and other service materials.
- H. Review progress report on update to the pamphlet “Bridging the Gap.”
- I. Review progress report on GSO’s Guidelines for Remote Communities.

XI. Trustees

- A. Review resumes of candidates for:
 - 1. Northeast Regional Trustee
 - 2. Southwest Regional Trustee
 - 3. Trustee-at-Large/Canada
- B. Review slate of trustees and officers of the General Service Board of Alcoholics Anonymous, Inc.
- C. Review slate of directors of A.A. World Services, Inc.
- D. Review slate of directors of AA Grapevine, Inc.

XII. Archives

- A. Review content and format of Archives Workbook.

XIII. International Conventions/Regional Forums

- A. Discuss selection of cities to be considered as a site for the International Convention in 2035.
- B. Discuss inviting up to twenty-one non-A.A. speakers to participate in the 2025 International Convention at A.A.'s expense.
- C. Discuss update report on methods of closing the Big Meetings at the International Convention.
- D. Discuss ways to encourage interest in Regional Forums and attract first-time attendees.

I.

AGENDA

AGENDA

Conference Committee on Agenda

Monday, April 24, 2023, 9 a.m. – Noon

Room: TBD

Chairperson: Mitchell B.

Secretary: Diana L.

Conference Committee Members

Panel 72

Bryon B.**.

Mitchell B.*

Sally T.

Panel 73

Marcheta B.

Rebecca H.

John P.

David R.

Gisele V.

- ◆ Discussion and acceptance of trustees' committee report.
- A. Review suggestions for the theme of the 2024 General Service Conference.
- B. Review presentation/discussion topic ideas for the 2024 General Service Conference.
- C. Discuss workshop topic ideas for the 2024 General Service Conference.
- D. Review the General Service Conference Evaluation Form, distribution process and 2022 Evaluation Summary.
- E. Discuss progress report on Conference improvement.
- F. Review feedback from Delegate Chairs on quarterly communications.
- G. Review a report and draft plan for a future Conference Inventory.

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

2023 Conference Committee on Agenda

ITEM A: Review suggestions for the theme of the 2024 General Service Conference.

Background notes:

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

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

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

Background:

1. Suggestions for 2024 Conference Theme
2. List of Conference Themes 1951-2023

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Suggested Theme Topics for the 2024 Conference

1. "Embracing Technology in Order To Help The New Alcoholic"
2. "Using Technology to Make a Better AA Today and Tomorrow"
3. "How Technology Can Better Help the Newcomer and the Fellowship"
4. Back to Basics- Love and Tolerance
5. The bright spot of our lives
6. The A.A. Group Conscience: Where Humility and Leadership Meet
7. One Day at a Time" - A Daily Reprieve
8. The power in A.A.'s message
9. Grant us serenity
10. Service: The Heart of A.A.
11. Carrying the Message -- Our Vision for the Future
12. A.A. Unity: Mutual Love and Trust Begins with "We"
13. Participation is the Key to Harmony
14. Our Primary Purpose: Reaching the alcoholic who still suffers
15. The Changing Face of Alcoholics Anonymous
16. I am Responsible, my pledge to Recovery, Unity and Service
17. Tradition 4
18. Unity -- together in our diversity
19. Spot Check - How are we Doing?
20. UNITY: A WE PROGRAM

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21. The Conference Charter--Our Roadmap for the Conference Process
22. The Conference Charter--Our Roadmap for Checks and Balances
23. Making General Service Attractive
24. General Service Stepping it Up with the Steps
25. Focus on the action and not the result
26. A.A. Comes of Age, Again
27. The Conference Helps the General Service Board Take Its Inventory
28. Uniting After the Pandemic
29. Preserving the Message of Experience, Strength, and Hope
30. AA Moving beyond the disease.
31. "Opening the Doors to the Fellowship Ever Wider"
32. "Securing Our Future through Action and Love"
33. "A Message of Recovery on the Cutting Edge"
34. "A Spiritual Experience in the 21st Century"
35. "Bringing our Three Legacies Full Circle"
36. "Love and Tolerance, 12 Steps at a Time"
37. "We are Responsible"
38. "Fulfilling the Vision of Our Founding Fathers"
39. "From the First 100, to the Next 100"
40. "For All Who Wish to Recover"
41. "Breaking Down Barriers and Building Bridges"
42. Beyond our wildest dreams - technology and one on one solution for all generations
43. Modem-to-modem or face-to-face, AA's speak the language of the heart (in all its power and simplicity)

44. AA, a unified society of alcoholics

45. Retour à la base, un alcoolique qui travaille avec un alcoolique souffrant.

46. Accessibilité et inclusion - la mission fondamentale des Alcooliques Anonymes

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Themes of the General Service Conference 1951 – 2023

2023 – A.A.'s Three Legacies – Our Common Solution
2022 – A.A. Comes of Age 2.0: Unified in Love and Service
2021 - A.A. in a Time of Change
2020 - 2020: A Clear Vision for You
2019 - Our Big Book – 80 Years, 71 Languages
2018 - A.A. – A Solution for All Generations
2017 - Supporting Our Future
2016 - Our Spiritual Way of Life: Steps, Traditions and Concepts
2015 - Celebrating 80 Years of Recovery, Unity and Service – The Foundation of Our Future
2014 - Communicating Our Legacies – Vital in a Changing World
2013 - The General Service Conference Takes Its Inventory – Our Solution in Action
2012 - Anonymity: Our Spiritual Responsibility in the Digital Age
2011 - We Are Responsible for A.A.'s Future – Let It Begin With Us
2010 - Practicing A.A.'s Principles – The Pathway to Unity
2009 - Our Commitment to Carry A.A.'s Message – Enthusiasm and Gratitude in Action
2008 - Communication and Participation – The Key to Unity and Self-Support
2007 - Our 12th Step Responsibility – Are We Going to Any Length?
2006 - Sponsorship, Service and Self-Support in a Changing World
2005 - Basics of Our Home Group – Recovery, Unity and Service
2004 - Our Singleness of Purpose – The Cornerstone of A.A.
2003 - Living A.A.'s Principles Through Sponsorship
2002 - Sharing the Steps, Traditions and Concepts
2001 - Love and Service
2000 - Trusting Our Future to A.A. Principles
1999 - Moving Forward: Unity Through Humility
1998 - Our Twelfth Step Work
1997 - Spirituality – Our Foundation
1996 - Preserving Our Fellowship – Our Challenge
1995 - Pass It On – Our Three Legacies
1994 - Spirit of Sacrifice
1993 - A.A. Takes Its Inventory – The General Service Conference Structure
1992 - The A.A. Message in a Changing World
1991 - Sponsorship: Gratitude in Action
1990 - The Home Group – Our Responsibility and Link to A.A.'s Future
1989 - Anonymity – Living Our Traditions
1988 - Singleness of Purpose – Key to Unity
1987 - The Seventh Tradition – A Turning Point
1986 - A.A.'s Future – Our Responsibility

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

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2023 Conference Committee on Agenda

ITEM B: Review presentation/discussion topic ideas for the 2024 General Service Conference.

Background:

1. List of 2024 Conference presentation/discussion topic ideas
2. List of Conference presentation/discussion topics recommended by Conference 1985-2023

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Suggested Presentation Topics for the 2024 Conference

1. Benefits and challenges of Technology in AA.
2. Introduction to GSO guidelines for online meetings.
3. Suggested resources for GSR of online meetings and our current General Service Structure.
4. Our fellowships experience to solutions for hybrid meetings questions.
5. Inclusion meets the language of the heart
6. Leadership in A.A. Group Conscience - The Voice of A.A.
7. The Glue That Holds Us Together
8. Trusting Our Trusted Servants
9. Going To Any Lengths
10. A.A. Traditions
11. For the love of A.A.
12. Simplify the complex
13. Are we leaders or managers?
14. Using our inheritance wisely
15. Keeping up with the bots
16. **Responsibility in Service**
 - Our Primary Purpose - Why it Matters?
 - Determining: Ready, Willing, and Able
 - What's the Key to Getting and Keeping Newcomers Active in Service?
 - Utilizing Our Seventh Tradition

17. Sponsorship

- Are We Carrying the Message? Am I carrying the message (for self-reflection)
- How to Sponsor into Service?
- Am I Responsible?

18. Trusted Servants

- How Are Trusted Servants Informed?
- Can They be Trusted?
- Importance of "Spirit of Rotation"?
- The General Warranties: Prudence and Spirituality

19. Safety in A.A. -- Are We Responsible?

20. Using Technology to Engage the Fellowship in the Conference Process

21. Strengthening Our Common Welfare in an Ever-Changing World

22. Social Media: how to reach the younger generation through Linked-In, podcasts, etc.

23. Disability Outreach: extent of problem, financing

24. Successfully Carrying the Message Success and the Changed Face of AA.

25. What is My Responsibility to Our New Face

26. Preserving our History VS Rigidity

27. Similarities Between That Alien Feeling of Early Sobriety and The Changing Face of AA

28. We Love of Murders and Molesters - Next!

29. Our "singleness of purpose" may need to be reviewed in the spirit of inclusion and not exclusion

30. Retaining our Steps, Traditions, Concepts that have already stood the test of time

31. Sponsoring in the fellowship.

32. Updating AA while maintaining the message

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- 33. Relationship between the Delegate and the District Committee Member
- 34. Carrying the message about general service: Contributing beyond home groups and sponsorship
- 35. Tradition one: our common welfare comes first
- 36. Service and unity
- 37. Recovery and unity
- 38. Self-support: it's not only about money
- 39. Team: together everyone achieves more
- 40. Who Are We Not Reaching?
- 41. Embracing New Ideas
- 42. Creating the Next Generation of Leadership
- 43. Remaining Tolerant in a World Divided
- 44. How to Draw Divergent Perspectives Together in Sobriety
- 45. There is only one ultimate authority; ours is not to judge
- 46. AA's cultural inclusivity: the only requirement for membership is a desire to stop drinking
- 47. Embracing inclusivity on all levels of AA service
- 48. AA restoring lives beyond the disease.
- 49. Online meetings, safety, and anonymity
- 50. How can we best facilitate conversations on matters of importance in Alcoholics Anonymous?
- 51. What conversations need to be had in Alcoholics Anonymous?

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- 52. Where are we as a Fellowship around unity, recovery, and service in a post COVID world?
- 53. Quels sont nos outils actuels de communication les plus performants à cet égard?
- 54. Comment se comporter avec d'autres fraternités qui utilisent les principes des AA pour se rétablir?
- 55. Comment éviter d'entrer des modalités religieuses dans nos communications?
- 56. Peut-on s'inspirer d'outils d'autres BSG (notamment la France) en ce domaine? AA Présentiel VS AA Virtuel
- 57. Notre Responsabilité: Aider l'alcoolique qui souffre encore

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**Presentations recommended by Conference
1985 – 2023**

- 2023: General Service – Our Mighty Purpose and Rhythm:
Our Common Perils and Common Solution
Using A.A.'s Literature in Carrying the Message
Fostering a Thriving Three Legacy Culture
- 2022: How do A.A.'s go to any lengths to Recover, Unify, and Serve?
Going Beyond Fear
How to Reach Anyone, Anywhere
- 2021: Practicing A.A.'s Spiritual Principles in a Changing World:
Recovery in a Changing World
Unity in a Changing World
Service in a Changing World
- 2020: Recovery – Who is Missing in Our Rooms?
Unity – Practicing Our Principles
Service – Keeping A.A. Relevant
- 2019: Yesterday's World – Our Legacies Begin
Today's World – Demonstrating Integrity, Anonymity and Service
Tomorrow's World – Courage to be Vigilant
- 2018: Today's Alcoholic: Inclusion, Not Exclusion
Participation in All of A.A. – Is My Triangle Balanced?
A.A. Technology: Where Innovation Meets The Traditions
Attraction not Promotion: A.A.'s Relation to the World
Group Conscience: The Guiding Force
- 2017: 1. Growth:
Diversity – Outreach and Attraction
Safety – Our Responsibility
Communication – Today and Tomorrow
2. Participation:
Fellowship vs. Membership
Leadership: "I am Responsible. . ."
Is Your Voice Heard?
3. Contributions:
Spirituality and Money
Fully Self-Supporting Our Obligations
Apathy and Power of the Purse

- 2016: Connecting With the Newcomer
Connecting With Each Other
Connecting with A.A. as a Whole
- 2015: Our Common Welfare Through Gratitude in Action
1. Diversity in A.A. - Our Heritage of Inclusion
2. Safety and Respect – Practicing the Principles Begins in our Home Group
3. Safeguarding our Traditions through the Evolution of Technology
4. Inventory – Looking Back to Move Ahead
- 2014: Living in the Heart of A.A.:
1. Recovery, Unity and Service – Our Responsibility
2. Passing It on Through Sponsorship
3. Participating in Our Common Welfare through Contributions
4. Inventory – A Guiding Tool to Our Future
- 2013: Spiritual Principles for World Service:
1. The Triangle – More Than a Shape
2. The General Service Conference Inventory – Why is it Necessary?
3. Self-Support – What Does it Mean to the Fellowship?
4. Primary Purpose – Carrying the A.A. Message
- 2012: a: Carrying the A.A. Message:
1. Still Our Primary Purpose
2. Social Web Sites
3. Young People in A.A.
4. Importance of Sponsorship
b: Change – Essential to A.A.’s Growth:
1. Service: Our Third Legacy
2. Spirit of Rotation
3. Diversity – Let’s Keep Our Doors Open for Any Who May Suffer from Alcoholism
4. Archives – Where the Past Meets the Present
- 2011: a: Alcoholics Anonymous in a Digital Age:
1. Practicing Our Traditions in a Digital Age
2. Carrying A.A.’s Message Online
3. Grapevine – “A.A.’s Meeting in Print” and More . . .
b. An Informed Group Conscience: The Voice of A.A.:
1. Self-Support – Where Do Money and Spirituality Mix?
2. Humility – Accepting the Group Conscience
3. An Informed Group Conscience – Using the Three Legacies
c. Diversity in A.A.:
1. The Language of the Heart is Spoken Here
2. The Hand of A.A. – Inclusive Never Exclusive
3. Tradition Five – Our Primary Purpose
d. Sponsorship:

1. Importance of a Home Group
 2. Leading by Example – Attraction Not Promotion
 3. Recovery, Unity, Service
- 2010:
- a: Practicing These Principles in All Our “Service” Affairs:
 1. What is the Difference Between General Service and Service in General?
 2. Love and Tolerance is Our Code
 3. Setting an Example – Attraction to Service
 - b: Unity Through Inventory:
 1. Our Common Welfare Should Come First
 2. This We Owe to A.A.’s Future
 3. What Happens After Inventory?
 - c: General Service Conference Agenda Selection Process:
 1. How it Works.
 2. Collective Participation.
 3. Communication – The Key to an Informed Decision
- 2009:
- a: Humility and Sacrifice:
 1. Setting an Example
 2. Changing Our Perceptions
 3. Anonymity – Sacrificing Our Egos
 - b: Enthusiasm and Gratitude:
 1. Hope and Purpose from Defeat and Despair
 2. Happy, Joyous and Free
 3. Enthusiasm – A Gift of Inventory
 - c: Spiritual Program in Action:
 1. Maximum Service – Our Spiritual Benefit
 2. Persistence – The Key to Progress
 3. Living the Traditions
- 2008:
- a. Communication and Participation:
 1. Sharing the Message of Service
 2. Our Key to Keeping A.A. Strong
 3. Leadership in A.A.: Building Communication
 - b: Unity
 1. Our Common Welfare Should Come First
 2. Principles Before Personalities
 3. Diversity: Reaching Out to All Alcoholics
 - c: Self-Support:
 1. Self-Supporting Through Members’ Voluntary Contributions Only
 2. Contempt Prior to Investigation
 3. Responsibility to Communicate and Participate
- 2007:
- a. Inclusiveness in A.A.:
 1. Our 3rd Tradition
 2. Growth of the Fellowship

- 3. Reaching Out to All Who Want It
 - b. Our Primary Purpose:
 - 1. Attraction Rather Than Promotion
 - 2. Working with Wet Drunks
 - 3. Practicing These Principles in All Our Affairs
 - c. Humility and Responsibility:
 - 1. Expressed by Anonymity
 - 2. Are We Resting on Our Laurels?
 - 3. Raising Literature Prices or Footing the Bill?
- 2006:
- a. Sponsorship:
 - 1. Presenting A.A. to Newcomers
 - 2. Changes in the Alcoholic Coming to A.A.
 - 3. Sponsorship Into Sobriety, Into Service
 - b. Service:
 - 1. Performing Service Without Expectations
 - 2. Leadership – An Ever Vital Need
 - 3. Responsibility With Accountability
 - c. Self-Support:
 - 1. An Informed Group Conscience
 - 2. Gratitude through Self-Sacrifice
- 2005:
- a. Recovery:
 - 1. “How It Works” in Our Home Group
 - 2. Carrying the Message Through Practicing the Principles of Our Daily Lives
 - b. Unity:
 - 1. “Love and Tolerance of Others is Our Code” (Alcoholics Anonymous, p. 84)
 - 2. The Basket – Where Money and Spirituality Mix
 - 3. The Spiritual Principle of Our Twelfth Tradition
 - c. Service:
 - 1. Concept One – Final Responsibility and Ultimate Authority
 - 2. Minority Opinion – Are We Listening?
 - 3. Leadership – Responsibility for A.A.’s Future – Concept Nine
- 2004:
- a. Our Singleness of Purpose:
 - 1. Our Responsibility to the Newcomer
 - 2. Communicating Our Singleness of Purpose
 - b. The Cornerstone of A.A.:
 - 1. Safeguarding Our Unity
 - 2. The Role of the Home Group
 - 3. Traditions Three and Five: Our Members, Our Message
- 2003:
- a. Sponsorship:
 - 1. Responsibilities of Sponsorship
 - 2. Is Sponsorship Fading Away?

- 3. Working with Medical Practitioners, Other Professionals and Friends
 - b. Principles:
 - 1. What are the Principles?
 - 2. Living the Principles, Accepting Our Differences
- 2002:
- a. Unity:
 - 1. Spirit of Rotation—Letting Go!
 - 2. Does Our Committee System Work?
 - 3. The Internet—A Part of or Apart From?
 - b. Inventory:
 - 1. A.A. Literature—Is It Being Utilized or Collecting Dust?
 - 2. Seventh Tradition and Spirituality—Do They Really Mix?
- 2001:
- a. Sponsorship:
 - 1. The Home Group
 - 2. Sponsorship into Service
 - 3. Never Too Late to Get a Sponsor
 - b. Language of the Heart:
 - 1. Listening to the Language of the Heart
 - 2. Sharing Experience, Strength and Hope
 - 3. Passing On Our Three Legacies
 - c. The G.S.R.'s Role in A.A.:
 - 1. In the Home Group
 - 2. Link to the District, Area and G.S.O.
 - 3. Guardian of the Traditions
- 2000:
- a. Recovery:
 - 1. Trust the God of Your Understanding
 - 2. Clean House
 - 3. Work With Others
 - b. Unity:
 - 1. Our Common Welfare
 - 2. The Informed Group Conscience and Substantial Unanimity
 - 3. Practicing Genuine Humility Through Anonymity
 - c. Service:
 - 1. Am Responsible...
 - 2. Our Primary Purpose
 - 3. Spirit of Rotation
- 1999:
- a. Our Responsibility to A.A. Unity:
 - 1. Home Group
 - 2. A.A. Service Structure
 - 3. A.A. Worldwide
 - b. Many Faces—One Fellowship
 - 1. Accepting Our Differences
 - 2. I Am Responsible...
 - 3. Principles Before Personalities

- c. Our Future Together:
 - 1. Sponsorship
 - 2. A.A. Literature
 - 3. Tradition Seven
- 1998:
 - a. Our Twelfth Step Work:
 - 1. Reaching the Newcomer
 - 2. Carrying This Message
 - 3. Back to Basics
 - b. Tools for Twelfth Stepping:
 - 1. The A.A. Member
 - 2. Sponsorship
 - 3. Literature
 - c. Diversity of Twelfth Step Work:
 - 1. Home Group
 - 2. Service Structure
 - 3. Around the World
- 1997:
 - a. Group Conscience—Seeking Our Ultimate Authority
 - b. Carrying A.A.'s Message Around the World
 - c. The Hat—Where Money and Spirituality Mix
- 1996:
 - a. Preserving Our Fellowship—Let It Begin With Me
 - b. Preserving Our Fellowship—Carrying Our Original Message
 - c. Preserving Our Fellowship—Unity and Spirituality in All Our Affairs
- 1995:
 - a. Pass It On: Recovery—Our First Legacy
 - b. Pass It On: Unity—Our Second Legacy
 - c. Pass It On: Service—Our Third Legacy
- 1994:
 - a. Spirit of Sacrifice: Bill's and Dr. Bob's Farewell Messages:
 - Bill's Message
 - Dr. Bob's Message
 - b. Spirit of Sacrifice in the Long Form of the Traditions:
 - Traditions One, Two and Three
 - Traditions Four, Five and Six
 - c. Spirit of Sacrifice in the Long Form of the Traditions:
 - Traditions Seven, Eight and Nine
 - Traditions Ten, Eleven and Twelve
- 1993:
 - a. A.A. Takes Its Inventory
 - The Purpose of the General Service Conference
 - The A.A. Conference Relation to A.A.
 - The General Service Conference and Its General Procedures
 - b. A.A. Takes Its Inventory
 - Conference Relation to the General Service Board and Its Corporate Services

- The General Service Board: Composition, Jurisdiction, Responsibilities
 - c. The General Warranties of the Conference
 - d. A.A. Takes Its Inventory: Finance
 - e. A.A. Takes Its Inventory: The Grapevine
- 1992:
 - a. The A.A. Message in a Changing World
 - Our Common Welfare
 - Unity: Together We Can
 - The Language of the Heart Worldwide
 - b. The Joy of Living
 - The Newcomer: A.A.'s Future
 - Principles Before Personalities
 - Humility Through Rotation
 - c. Love and Service
 - d. G.S.O. Finances
- 1991:
 - a. Sponsorship
 - Help and Hope
 - I Am Responsible
 - A Way of Life
 - b. Our Collective Humility
 - How We Identify Ourselves
 - Anonymity—Our Spiritual Foundation
 - In All Our Affairs
 - Self-support Project—Five Years Later
 - G.S.O. Finances
- 1990:
 - a. The Importance of the Home Group
 - In Recovery
 - For Unity
 - For Service
 - b. Sponsorship
 - In Recovery
 - For Unity
 - For Service
 - c. Self-support
 - d. G.S.O. Finances
- 1989:
 - a. Self-support
 - b. G.S.O. Finances
 - c. Anonymity
 - How It Developed
 - Its Necessity Today
 - Principles Before Personalities
 - d. Back to Basics
 - The Group in the Structure

Sponsorship in Recovery and Service
A.A. Literature—Tool or Mandate

- 1988:
 - a. Self-support
 - b. Singleness of Purpose—Key to Unity
 - Groups vs. Meetings
 - Are We Being Too Friendly with Our Friends?
 - Our Primary Purpose—Is Our Message Clear?
 - c. Focus on the Positive
 - Communications—Challenges
 - What Are We Doing Right?
 - Spirit of Rotation
- 1987:
 - a. Are We Carrying the Message to All?
 - b. Area Structure
 - General Service Representative
 - District Committee Member
 - Area Committee
 - Delegate
 - c. Finance
 - Can G.S.O. be Self-supporting Through Group Contributions Only?
 - What About the Birthday Plan?
 - Could Groups Pledge Contributions?
 - Group Support to District, Area and Intergroup
 - d. Maintaining the Basics—A.A.'s Principles
 - Our Primary Purpose
 - The Twelve Steps
 - The Twelve Traditions
 - The Twelve Concepts—How Can We Live the Concepts in Service?
 - e. Right of Decision
- 1986:
 - a. The Committee System
 - Do We Trust It?
 - Does It Eliminate Conflict?
 - b. Responsibility in Service
 - Why Are You a General Service Representative?
 - Why Are You a District Committee Member?
 - Why Are You an Area Officer?
 - Why Are You a Trustee?
 - c. Trusted Servants
 - Do We Trust Them?
 - Ultimate Authority—Are We Listening?
 - Are Trusted Servants Informed?
 - The Importance of Rotation

- 1985: (Presentation and/or workshop for 1985)
- a. Will the Hand of A.A. Always Be There?
 - The Middle Years of Sobriety—A Dangerous Time
 - Are We Diluting Ourselves?
 - Communication Within the Fellowship
 - b. The Warranties
 - c. Beyond the Seventh Tradition—Group Responsibility
 - In the Meeting Place
 - To the Newcomer
 - d. Fifty Years of Caring and Sharing
 - In Treatment Centers
 - In Correctional Facilities
 - With Young People
 - In the Group
 - e. The G.S.R.—The Key Role
 - Obtaining the Most Qualified Member
 - The Service Sponsor

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2023 Conference Committee on Agenda

ITEM C: Discuss workshop topic ideas for the 2024 General Service Conference.

Background:

1. List of 2024 Conference workshop topic ideas
2. List of Conference workshop topics recommended by Conference 1985-2023

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Suggested Workshop Topics for the 2024 Conference

1. Making the newcomer feel welcome and other suggestions for online meetings.
2. How to be of service and service positions for online meetings.
3. Staying Informed, online meetings and our current General Service Structure.
4. How can we make AA better with technology.
5. What is an inside issue v. outside issue?
6. What waters down or changes our message of recovery?
7. The dangers of responsibility without authority
8. Substantial Unanimity-Not Simple Majority.
9. Trusted Servants, Not Governors.
10. Our group Purpose.
11. The Minority Opinion.
12. The Right to Be Wrong.
13. Plans Involving Other Groups or A.A. as a Whole.
14. Guarding Individual Rights.
15. Elder Statesman or Bleeding Deacon?
16. Good is the Enemy of the Best
17. Conscious Contact
18. Unity in Action
19. The Hand of A.A.
20. What should we subtract?

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21. What is our common welfare?
22. Relationships
23. Effective twelfth step tools
24. What is the newcomer hearing?
25. Twelve step activity in the virtual world
26. Has technology changed the meaning of our message?
27. Safety in A.A.: Our Common Welfare
28. How can the Fellowship utilize broader vision (as opposed to focusing on absolute answers to nitpicking questions)
29. Accessibility: reaching the alcoholic with disabilities
30. Technology: Comprehensive Media Plan-modernizing our outreach
31. Caring without Experiencing another's
32. Preserving our Past Lessons WHILE Moving Forward
33. I'm a member of AA, how do I get my voice heard.
34. Expanding communities: Inter-Group Connection — Can home groups mingle to create joint efforts that expand the AA community for members?
35. How "Service" is so important to keeping your sobriety. Not enough Sponsors have their sponsees do any service work at all.
36. How we separate religion and spirituality in AA would be a workshop topic I would be very interested in.
37. Including secular AA members in workshop presentations.
38. Tradition 2
39. Is our "singleness of purpose" causing A.A. to no longer grow? 30 years ago, 2 million members. Today, roughly 2 million members
40. Beyond Chips & Medallions: How AA is a Plan for Life
41. The history and development of traditions

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42. Unity and the group conscience
43. Unity and integrity in new era
44. Our common solution (sept 1985 grapevine)
45. TEAM: Together Everyone Achieves More
46. Alcoholism as a disease of loneliness: we are no longer alone
47. Remaining One Fellowship Between in Person and Online
48. Preserving Unity--in person, online, and hybrid--bottom to top
49. The Good, The Bad, and the Ugly--What is REALLY happening at G.S.O.?
50. The Conference Charter--Our Road Map for the Conference Process
51. Setting Aside Everything We Think We Know
52. Focus on the Action and not the Result
53. Our New Vision After the Pandemic
54. Creating the Next Generation of Leadership
55. Creating the Fellowship, We Crave (In Service)
56. Remaining One Fellowship Between in Person and Online
57. Etiquette: preserving the message of experience, strength, and hope
58. Not allowing ambition (including wanting to be Trustee) to stop us from speaking up
59. Advancing AA Technologies
60. How have Zoom "meetings" have impacted the brick and mortar Home Group?
61. How are Zoom groups/meetings being integrated into service?
62. How -- are we, capturing the younger generation into service?
63. Has our quality of sponsorship eroded with so many choices of where to attend meetings?
64. Has technology impacted the ability to get into the trenches with the solution?

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- 65. Online meetings, safety, and anonymity
- 66. How can we best facilitate conversations on matters of importance in Alcoholics Anonymous?
- 67. What conversations need to be had in Alcoholics Anonymous?
- 68. Where are we as a Fellowship around unity, recovery, and service in a post COVID world?
- 69. Given all the differences that exist between members, between groups, between areas that make up the USA-Canada Fellowship as a whole, how can we be more accessible, more inclusive, taking these differences into account?
- 70. What are the principles that will help us succeed in this area? Do we need to take an inventory of where we are now?
- 71. Are our current communication tools adequate?
- 72. Meeting, Face-to-face Vs Virtual
- 73. 12th step work, Face-to-face Vs Virtual
- 74. Traditions: 3, 5 and 7, Face-to-face Vs Virtual

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**Workshop Topics Recommended by General Service Conference
1985 – 2023**

- 2023: Practicing Our Twelve Traditions Across All Group Settings.
- 2022: The Warranties – Our Promise to the Fellowship and the World
- 2021: Inform - Communicate
Involve - Act
Inspire - Attract
- 2020: Attraction Through Action
- 2019: Clarity of Purpose – Addressing the Needs of Our Meetings
- 2018: Getting the A.A. Message Out...
- 2017: Anonymity – The Spiritual Foundation
- 2016: G.S.B. Brainstorming Ideas – no Workshop
- 2015: Conference Inventory – no Workshop
- 2014: Conference Inventory – no Workshop
- 2013: Conference Inventory – no Workshop
- 2012: Safety in A.A.: Our Common Welfare
- 2011: How to Increase Participation in A.A. – Striving for Self-Support in All Our Affairs
- 2010: Discuss the General Service Agenda Selection Process
- 2009: Language of the Heart – Keeping It Simple
- 2008: Love and Tolerance, Now More Than Ever
- 2007: Spiritual Value of Our A.A. Dollars
- 2006: Passing It On in a Changing World
- 2005: Do I Carry the A.A. Message Or My Own?

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- 2004: How is Singleness of Purpose Important to the Individual, Group, District, Area, G.S.O. and Grapevine Office?
- 2003: Sponsorship – Remembering to Practice Our Principles
- 2002: Using the Steps, Traditions and Concepts in Our Daily Lives
- 2001: Love and Service
- a. Carrying the A.A. Message of Service
 - b. Living the A.A. Principles in All Our Affairs
 - c. Maintaining the Spirit of Anonymity
- 2000: Trusting Our Future to A.A. Principles
- a. Twelve Steps
 - b. Twelve Traditions
 - c. Twelve Concepts
- 1999: Moving Forward: Unity Through Humility
- a. Harmony in the A.A. Community
 - b. Principle of Rotation
 - c. Spiritual Significance of Anonymity
- 1998: Our Twelfth Step Work
- a. In the Home Group
 - b. In the Service Structure
 - c. Around the World
- 1997: Spirituality – Our Foundation
- a. Spirit of Rotation
 - b. Working with Faith, Serving with Love
 - c. Unity – We are Responsible
- 1996: Preserving Our Fellowship – Our Challenge
- a. Through Your Home Group
 - b. Through Your District
 - c. Through Your Conference Area
- 1995: How We Pass It On:
- a. Our Basic Message
 - b. Sponsorship in Recovery and Service
 - c. Communication – The Language of A.A.
- 1994: The Twelfth Step in Action:
- a. Where have we been?
 - b. Where are we now?
 - c. Where are we going?

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

2023 Conference Committee on Agenda

ITEM D: Review the General Service Conference Evaluation Form, distribution process and 2022 Evaluation Summary.

Background notes:

Excerpts from the January 2023 meeting of the trustees' General Service Conference committee meeting:

The committee reviewed a final progress report of the 2022-23 Subcommittee on Conference Improvements. The subcommittee chair noted their activities focused on: 2022 Evaluations from the 72nd GSC, developing a backup plan to support participation of Conference Members at the 73rd GSC, Joint Committee meetings, the Conference Week Schedule, and evaluation questionnaires for the 2023 GSC.

The committee **agreed to forward** the SCI progress report including the backup plan, weekly schedule, and evaluation forms to the 2023 Conference Committee on Agenda.

Background:

1. 2023 G.S.C. Evaluation Form
2. 2023 G.S.C. Evaluation Form – observers only
3. 72nd G.S.C. Evaluation Summary
4. 72nd G.S.C. Evaluation Summary – observers only
5. 2022-23 Subcommittee on Conference Improvements progress report (see Agenda Item E.1)

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April 2023

GENERAL SERVICE CONFERENCE EVALUATION FORM

To: All Conference Members

***Please take the time to share your experience and opinions
by filling out & turning in this Conference Evaluation.***

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

The 2017 Conference Agenda Committee emphasized strongly that all Conference members have an obligation to fill out the Conference Evaluation Form so that useful decisions for improvement of the Conference can be made.

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

Pre-Conference

Was the advance material and preparation from G.S.O. adequate? () Yes () No

Was the advance material and preparation from G.S.O. timely? () Yes
() No

Comments: _____

How valuable was having the Trustees' Committee Reports shared at a videoconference joint committee meeting?

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Comments: _____

CONFIDENTIAL: 73rd General Service Conference Background

(Committees who have received Equitable Distribution of Workload (EDW) Items)

Please rate and comment on the value of having a trustee member to discuss the EDW item(s) at your joint committee meeting?

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Comments:

Dashboard

Please rate and Comment on the Conference dashboard:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value:

Comments:

SUNDAY, APRIL 24

Opening Session:

Please rate and comment on the usefulness of the opening session:

1 – Not valuable _____ 2 – Somewhat valuable _____ 3 – Very valuable _____

Value: _____

Comments: _____

Workshops

Please rate and comment on the workshop, “Practicing Our Twelve Traditions Across All Group Settings”

1 – Not valuable _____ 2 – Somewhat valuable _____ 3 – Very valuable _____

Value: _____

Comments: _____

Sunday Lunch and Delegate Orientation by Region

Please rate and comment on the lunch and delegate orientation by region meeting:

1 – Not valuable _____ 2 – Somewhat valuable _____ 3 – Very valuable _____

Value: _____

Comments: _____

Area Highlights (per Advisory Action)

Please rate and comment on the information shared in the Area Highlights?

Not enough _____ Just right _____ Too much _____

Comments: _____

Location Plus Ad Hoc Committee Report

Please rate and comment on the Presentation:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Comments: _____

Sunday Joint Trustee and Conference Committee Meeting Q & A Session

Please rate and comment on the joint meeting(s):

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value: _____

Comments: _____

MONDAY, APRIL 25

Reading Room to view the Plain Language Translations

Please rate and comment on your experience with the reading room:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Comments: _____

Area Highlights (per Advisory Action)

Please rate and comment on the information shared in the Area Highlights?

Not enough _____ Just right _____ Too much _____

Comments: _____

General Sharing Session-What's On Your Mind

Rate and comment on the General Sharing Session-What is On Your Mind

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Comments: _____

Reports from GSB, AAWS, and AAGV Boards and GSB Finance

Please indicate whether you are:

() Delegate () Director () Staff () Trustee

Please rate and comment on the Board reports:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

General Service Board

Value: _____

Comments: _____

A.A.W.S. Board

Value: _____

Comments: _____

A.A. Grapevine Board

Value: _____

Comments: _____

Finance Report

Value: _____

Comments: _____

Please indicate whether you are:

() Delegate

() Director

() Staff

() Trustee

TUESDAY, APRIL 26

Reading Room to view the Plain Language Translations

Please rate and comment on your experience with the reading room:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Comments: _____

Area Highlights (per Advisory Action)

Please rate and comment on the information shared in the Area Highlights?

Not enough _____ Just right _____ Too much _____

Comments: _____

Trip to General Service Office

Please rate and comment on your experience with the reading room:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Comments: _____

Please indicate whether you are:

() Delegate () Director () Staff () Trustee

WEDNESDAY, APRIL 27

Mid-Week Conference Review

Please rate the following:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

_____ Sun. Regional Luncheon/Orientation	_____ Backup Plan
_____ Board Reports	_____ Reading Room
_____ Committee Reports	_____ Presentations/Discussions
_____ Sharing Sessions	_____ Area Highlights

Comments: _____

Participation of Conference Members

Please rate and comment on the participation of:

	Delegates	Directors	Staff	Trustees
Not enough	_____	_____	_____	_____
Just right	_____	_____	_____	_____
Too much	_____	_____	_____	_____

Comments: _____

Wednesday Regional Lunches for Delegates

Please rate and comment on the luncheon:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Trustee Elections

Please rate and comment on the luncheon:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

THURSDAY, APRIL 28

Reading Room to view the Plain Language Translations

Please rate and comment on your experience with the reading room:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Conference Committee Reports

Was there enough time for discussion of Conference committee reports so far?

Not enough _____ Just right _____ Too much _____

Comments: _____

Presentations

Please rate and comment on the Presentations and Discussion related to the presentation theme, "General Service – Our Mighty Purpose and Rhythm":

1. "Our Common Perils and Common Solution"

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value: _____

Comments: _____

2. "Using A. A.'s Literature in Carrying the Message"

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value: _____

Comments: _____

3. "Fostering a Three Legacy Culture"

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value: _____

Comments: _____

General Sharing Session-What's On Your Mind

Please rate and comment on the General sharing session?

Not enough _____ Just right _____ Too much _____

Comments: _____

FRIDAY, APRIL 29

Report from Online Groups POG Ad Hoc Committee Report

Please rate and comment on the presentation:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value: _____

Comments: _____

Discussion on the Plain Language Big Book Discussion:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value: _____

Comments: _____

Conference Committee Reports

Was there enough time for discussion of Conference committee reports?

Not enough _____ Just right _____ Too much _____

Comments: _____

General Sharing Session-What's On Your Mind

Please rate and comment on the General sharing session:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value: _____

Comments: _____

End-of-Week Conference Review

Please rate the following:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

_____ Wed. Regional Luncheon/Orientation	_____ Backup Plan
_____ Board Reports	_____ Reading Room
_____ Committee Reports	_____ Presentations/Discussions
_____ Sharing Sessions	_____ Area Highlights

Comments: _____

Please rate and comment on the participation of:

	Delegates	Directors	Staff	Trustees
Not enough	_____	_____	_____	_____
Just right	_____	_____	_____	_____
Too much	_____	_____	_____	_____

Comments: _____

Equitable Distribution Workload

Please rate and comment on your conference experience with the year 2 of the EDW pilot?

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Comments: _____

Suggestions For The 74th General Service Conference

How can we improve on the overall Conference experience and expense?

(e.g. Meals, Hotel Accommodations, Reimbursement, Conference Activities etc.)

1. _____

2. _____

3. _____

4.

5.

6.

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APRIL 2023

**General Service Conference
Observers Evaluation**

To: All Conference Observers

We thank you for taking the time to complete this Conference Evaluation.

Your feedback helps the General Service Office and the trustees' Committee on General Service Conference to plan the next annual meeting of the General Service Conference.

Conference Manual

Please rate and comment on your experience with the Conference Manual:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

Value: _____

Comments: _____

Conference Week Overall Experience:

Please rate and comment on the following:

1 – Not valuable 2 – Somewhat valuable 3 – Very valuable

_____ Opening Sessions	_____ Backup Plan
_____ Board Reports	_____ Area Highlights
_____ Committee Reports	_____ Presentations/Discussions
_____ Sharing Sessions	

CONFIDENTIAL: 73rd General Service Conference Background

Comments: _____

How was the participation of Voting Conference Members:

	Delegates	Directors	Staff	Trustees
Not enough	_____	_____	_____	_____
Just right	_____	_____	_____	_____
Too much	_____	_____	_____	_____

Comments: _____

Suggestions for the 74th General Service Conference

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

1. _____

CONFIDENTIAL: 73rd General Service Conference Background

2.

3.

4.

5.

6.

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72nd GENERAL SERVICE CONFERENCE EVALUATION SUMMARY — CONFERENCE MEMBERS

Pre-Conference

Was the advance material and preparation from G.S.O. adequate?

Was the advance material and preparation from G.S.O. timely?

96 Conference members responded to the questions on this page of the Conference evaluation:

Delegates:	74
Trustees:	9
Staff Members:	4
Directors:	3
Times Answered:	90
Times Skipped:	6

In response to whether the advance material and preparation from G.S.O. was adequate, the following replies were recorded:

Was the advance material and preparation from G.S.O adequate?

Yes:	74
No:	15
Times Answered:	89
Times Skipped:	7

Was the advance material and preparation from G.S.O. timely?

Yes:	56
No:	30

Please indicate whether you are:

() Delegate () Director () Staff () Trustee 1

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Times Answered: 86

Times Skipped: 10

These questions generated impassioned and lengthy reactions. Note that the numbers regarding adequacy indicate approval and positive reactions — the advance material was indeed adequate. Said one Delegate, “I was well prepared for my Area pre-conference material. my committee work and handling the business of the conference as a whole. I needed no more time and no more paper.” Another said that “It was timely for me and allowed me to get it out to my Area in English....” Other attendees were also glad to get the advance material, “I received it when promised” and “It was timely for me...” Many, many Comments, however, stated strongly that they would’ve liked to have it earlier; they expressed deep concern about the timeliness and accuracy of this year’s material, along with possible solutions:

- “Very late. Many Delegates complaining about not getting the agenda in a timely fashion.”
- “It would be great to have the conference manual by Tuesday night so we could review it and read some before we need to pack and then travel. “
- “GSB Reports need to be sent to delegates 10-14 days in advance of conference....”
- “I wanted to say yes and no. It is consistent with the past timelines and I have no solution to offer. Unless moving submission deadline even earlier than it is now.”

Another big area of concern was translation: “Translated material needs to be more timely,” and “Translation seems to be a problem.” And even more emphatic, “Translations is broken and needs to be fixed. This amounts to rendering a segment of AA as second class!!!” Here, a participant offers the understanding that this is an area for improvement: “My sense is that all other notifications related to the Conference are very timely, but there must continue to be conversations had on how to improve translated materials and providing them along with the English versions.”

When taken as a whole, responses could best be summed up by “Some of the material was timely and some was not. Much appreciation for getting the background up as quickly as humanly possible.” That appreciation was felt by quite a few, as shown in “I know the staff works incredibly hard, and I sincerely believe they do their absolute best—please know that the tone of this sharing is absolutely made with love and appreciation.” Participants were quick to acknowledge the staff’s effort and hard work in compiling the material; they just wish they could have gotten it sooner and in a more organized fashion. But as one sympathetic member said, “Some confusion but it’s that kind of year.”

In this unsettled time of the 21st century, it was not surprising that the topic of the pandemic arose, throughout. Several delegates expressed disappointment with the

Please indicate whether you are:

2

☐ Delegate ☐ Director ☐ Staff ☐ Trustee

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Conference's approach to handling the pandemic, exemplified by "There was not nearly enough of a contingency plan in case there was a Covid outbreak. It was always risky to have an in-person conference. Why did they not ask people to wear masks? So risky. Very little thinking about the health and welfare of the employees and trusted servants."

Dashboard

How valuable did you find the Conference dashboard?

When Conference members were asked to rate the use of the dashboard, their comments were recorded and tallied. Here is the breakdown:

Very valuable:	56
Somewhat valuable:	32
Not valuable:	4
Times answered:	92
Times skipped:	4

The statistics show the divide in opinions on this topic, but Comments were often positive: "Dashboard is a good tool" to "Liked how convenient it is" and "Very easy for me to navigate..." And some Comments *weren't* so positive: "Hard to navigate," "Dashboard is a mess" and "Very difficult."

Helpful suggestions for improvement included recommendations that attendees utilize some of their existing resources:

- "The Tip Sheet explains the folder setup and structure taking a member from Pre-Conference through Conference Week and Post Conference postings."
- "A preview mode would be very helpful"
- "Why does everything have to be downloaded to view? Can't it be viewable first and downloaded if wanted"

Inventive delegates discovered ways to work around any difficulties they encountered. One respondent said they printed material and saved it to their desktop. Another noted that the GSC Dashboard User's Manual, along with the Tip Sheet, supported ways to utilize the Dashboard. Some responses mentioned the need for an update and overhaul. Meanwhile, there was an overall indication that the Dashboard is "nice... but could be a little better to navigate."

In general, respondents indicated that they felt the Dashboard "seemed to function pretty well this year, no major issues."

Delegates: 74

Please indicate whether you are:

3

() Delegate () Director () Staff () Trustee

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Trustees:	9
Staff Members:	4
Directors:	3
Times Answered:	90
Times Skipped:	6

Please indicate whether you are:

4

☐ Delegate ☐ Director ☐ Staff ☐ Trustee

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SUNDAY, APRIL 24

Workshop

While a comment field for the “Your Third Legacy” workshop was not included in the evaluation form, comments were received. A summary is provided under the workshop heading for Tuesday, April 26.

Presentations

Please rate and comment on the value of discussing these topics in the course of this Conference week.

REDELA — Meeting of the Americas

Very valuable:	66
Somewhat valuable:	31
Not valuable:	3
Times answered:	100
Times skipped:	1

“Presentations were fantastic.” “The unity between them was strong! I really enjoyed this!” These two statements are representative of the high praise given. Meeting of the Americas was quite a popular topic among conference participants — as one said, it was an “Excellent overview.” The numbers themselves show there was more than 95% approval, and the Comments also indicated overwhelming approval. In various ways, respondents expressed that they “loved hearing about how we’re cooperating with other countries.”

Even though the majority of respondents indicated that there were “Great reports. Inspiring,” a few participants saw room for improvement:

- “Interesting but long could have been shortened”
- “Better suited to a Regional Forum than the GSC.”
- “Could have received same information in a newsletter and used the time for something else. Would have newsletter to share with area.”
- “Too much focus on how great we are; look what we can do instead of what it meant to alcoholics we may have reached, which is the real value.”

Please indicate whether you are:

5

() Delegate () Director () Staff () Trustee

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Although this report sparked strong feelings, an overall sense of the group seemed to be that of appreciation: “I’m grateful to hear of the hard work being done outside of the U.S.” and that it was a “Great reminder of how the A.A. message is being carried beyond our geographical borders.”

A.A. Around the World

Very valuable:	68
Somewhat valuable:	27
Not valuable:	2
Times answered:	97
Times skipped:	4

Here is another report that extended to spaces beyond the United States’ borders; the attendees met it with acclaim and gratitude. To say that most participants saw the report as valuable would be an understatement. Two respondents offered profoundly felt sentiments: “Touched my heart so deeply I cried off and on for a few hours” and “To know how far reaching our message is heartening. I believe talking about AA around the World, and particularly about how our 7th Tradition dollars translate throughout the entire world [is] solidifies the idea that we are but a small part of a great whole.”

Among the more unusual observations was “it was good to see a woman presenting about what is happening around the world. I had no idea we had any activity with anyone else.” And participants also gave uncommon kudos to Trustees-at-Large.

- “We are blessed with two wonderful Trustees at Large — their love for the greater fellowship is palpable”
- “The trustees-at-large brought this meeting to life: the behind-the-scenes stories were very effective. I’m so proud of their service (made possible by our voluntary contributions).”

As with all things A.A., opinions tended to differ. For instance, a respondent noted that they “would like to know what we are learning from other countries and incorporating into our experience.” And there was this frank, clear-eyed observation, “Always helps to know where our money goes.”

The thought that “Excellent overview and information” regarding A.A. Around the World seemed to capture the overall feelings of nearly all attendees.

Lunch and Delegate Orientation by Region

Very valuable:	61
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Somewhat valuable: 28

Not valuable: 2

Times answered: 91

Times skipped: 10

What topics can generate more emotion and excitement than food? Not many, even with our Conference participants. While one observer noted that they had “Good chicken,” another said “Chicken was gross.” Chicken goodness is certainly in the taste buds of the beholder, so it seems that the response of “Excellent food, service, and of course fellowship” could be a serviceable descriptor for the meals’ quality. Delegates pointed out that the camaraderie and fellowship was greatly appreciated. They talked about the shared “excitement at this first luncheon” and how it was “Wonderful to see everyone in person.”

“So awesome to have that devoted time with my peeps” was challenged by “I felt we went over the same information for how the conference operations next in the following session” and “It takes away from opportunities to meet people from other regions.”

Perhaps in the future, organizers might consider these other points of view: “A little more mixing not so much business” and “It was nice to chit chat but I would prefer to do this session as a whole.” And they also might bear in mind this appreciative one of “Really helped prepare me for the committee work to come.”

Joint Meeting

Very valuable: 58

Somewhat valuable: 28

Not valuable: 10

Times answered: 97

Times skipped: 5

“Totally informative and invaluable to our Committee’s work” was one attendee’s opinion and the much-hoped-for goal of the Conference organizers. However, as is nearly always the case, Comments ran the gamut of extremes:

- “It’s too formal.”
- “I thought it was confusing. I understood the purpose, but a little more prep would have been helpful. We were not certain of the expectation of the meeting.”
- “Complete and total waste of time. We were expected to ask questions of the Trustees Committee without first having a committee meeting to determine what

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☐ Director

☐ Staff

☐ Trustee

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those questions might be. Also...it's very bad form to get into committee discussion of particular agenda items in front of the other conference committees. Could affect their discussion, or we could be affected by theirs."

- "Good! Loved this!"
- "Good discussion and questions answered."

For consideration in the future, several respondents indicated that organizers might want to consider lengthening the meeting ("It was a very good meeting but much too short for all the questions we had" and "I do wish this was longer — it felt rushed). Maybe "Nice try though" was simply the most reasonable, and realistic, response for this year.

Delegates:	80
Trustees:	11
Staff Members:	4
Directors:	3
Times Answered:	98
Times Skipped:	3

Please indicate whether you are:

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MONDAY, APRIL 25

87 Conference members responded to the questions on this page of the Conference evaluation.

Reports

Please rate and comment on the report presentations:

General Service Board Report

Very valuable:	66
Somewhat valuable:	17
Not valuable:	2
Times answered:	85
Times skipped:	2

This report met with strong approval from the respondents, underscored by the statistics *and* such Comments as, “Excellent information all day. Great discussion, questions and answers. Wonderful collaboration and relationship between everyone. Good job y’all.” “Informative and timely”— these are likely the observations a presenter wants to hear after making a report, as well as “I appreciate the openness and honesty that was given by the chair of the General Service Board. Helped me to know how to report to my Area.”

And on the other hand, there were a few not-to-positive remarks:

- “Wasn't sure if I should read along with report during the talk. Wasn't made clear that the written report was entirely different from the oral report. It was hard to follow”
- “Would love for you to use the AV that we spent money on and to help break up the report.”
- “It was difficult to follow as the report given was not the same as the one on the dashboard.”
- “Two GSO staff members tested positive for COVID. I applaud the transparency of letting us know and bringing a limited number of COVID tests on site...BUT it is irresponsible to not make an effort to test all members that were in a committee meeting with an infected member. It also is irresponsible for servant leaders to not mask up on the dais after members tested positive.”

As important as the compliments and critiques were, throughout, there was a thread of appreciation and optimism, as these two members remarked: “I especially appreciate the

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optimistic tone that the chair of the GSB conveys, right from the start...” and “It was interesting to see the three different styles of the Board Chairs — all carrying the same message (unified in love and service.)

A.A.W.S. Board Report

Very valuable:	78
Somewhat valuable:	7
Not valuable:	0
Times answered:	85
Times skipped:	2

Attendees found this report quite good, most indicating it was “very valuable.” The Comments support the numbers. “Got a ton of valuable info to take back to my area” is how one respondent expressed the worth found in the presentation. And “Keep up the good work. I realize that 2020 and 2021 were the perfect storm for most organizations.” That was a statement of the reality the world has been living with — this reality had a profound effect on the Fellowship. The respondents expressed their understanding and acceptance of the world situation, but some answered that the presentation could have been better.

- “Needed more time to field questions”
- “went way too long and did not leave sufficient time for Q&A and discussion”
- “wish it had been a video like last year”
- “Too long and no visuals”
- “The report was on the dashboard on 4/21 on a travel day before the conference so I was only able to read the document minutes before the presentation.””

Once again, timeliness was an issue, as indicated in these Comments. This response indicated a remedy:

“It would have been better if the report was made available ahead of time. At the 71st General Service Conference the Board Reports were available as videos that Conference members could view ahead of time. During Conference, this allowed Conference members to simply jump right into Q&A during Board Reports. This year, the Board Reports were posted last minute and there was not as much time for Q&A. It seems like having Conference members review Board Reports ahead of time and then reserve the time for Q&A is the way to go.”

Yes, the vast majority of attendees agreed that the presentation was valuable. But there is nothing quite like a “Bless his heart” to show how much one attendee genuinely valued the report.

A.A. Grapevine Board Report

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Very valuable:	76
Somewhat valuable:	8
Not valuable:	0
Times answered:	84
Times skipped:	3

The Grapevine is well loved, and the responses to this report showed just how much. Members liked the report and greatly admired the presenter. Here, we have some of the more effusive and positive Comments made:

- “Nailed it!”
- “Blew me out of the water,…”
- “Loved the inclusion of “imagine” what things could be like in the future. Great ideas thrown out. Especially inviting members for content creation on various platforms (tiktok and instagram for example)?”
- “New understanding on the grapevine. Past present and future. Not only is it AA 2.0. It's grapevine 2.0!!!”

Yet, as most attendees expressed their approval, there were those who wanted still more: “I appreciated the report, but was left with more questions than answers on the true health/state of Grapevine.” And another said, “I believe the conference could be given an overview since the reports come out prior to conference, then there would be more time for questions.”

And here's a Comment for all members to ponder: “I was reminded to add to my information going to my area that digital content is not ‘free.’ ” How helpful to have that eye to the future.

Finance Report

Very valuable:	75
Somewhat valuable:	7
Not valuable:	0
Times answered:	82
Times skipped:	5

Yes, the numbers show that this report met with the approval of most respondents, and the Comments were even more positive, filled with endorsements and high praise. *Really* high praise, such as, “Best report ever given” and “This was one of the best finance reports that I have ever heard. Very transparent and presented in a way that was easy to understand. This provided me with very accurate facts and information to share with my Area.” And still another: “Not sure how I can condense and report to my area with the same flair and style provided by the GSB Treasurer.” How was this accomplished? because “The GSB Treasurer did a great job!!!” He explained “in terms I could

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understand..." and "I appreciate the openness and honesty that was given by the GSB Treasurer. I love his sense of humor and the great reports."

Even among these warm, ebullient Comments, some members felt the report could have been even better: "I wish it was posted on the dashboard sooner than it was." One lone respondent did not approve of the lightheartedness: "The treasurer initially tried to be a little too funny. While I can appreciate the attempts at humor, this was not the comedy hour. I did not believe he answered all the questions presented but rather glossed over some of the responses. We truly strive for transparency and the combination of the glibness and unanswered questions leads to distrust over time."

All reports are conceived to help the Fellowship, and it seems that the GSB Treasurer met that goal, overwhelmingly so, according to this response: "No matter how much I want to be good at finances, I am not. I don't normally have an understanding of Finances; however, the report and PowerPoint were extremely helpful in understanding the contributions and the money being spent. Thank you."

Delegates:	68
Trustees:	8
Staff Members:	2
Directors:	3
Times Answered:	82
Times Skipped:	5

Please indicate whether you are:

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TUESDAY, APRIL 26

82 Conference members responded to the questions on this page of the Conference evaluation. It should be noted that this day's presentations and meetings evoked emotional and heartfelt responses. It was as if these topics uncorked deeply held convictions the respondents were grateful to have the opportunity to express.

Presentations

Please rate the value of discussing these topics in the course of this Conference week:

1. "How do A.A.s go to Any Length to Recover, Unify and Serve?"

Very valuable:	36
Somewhat valuable:	37
Not valuable:	5
Times answered:	78
Times skipped:	4

Many members found much value in this presentation. The word *excellent* appears twice in the responses. And one *Awesome*, three *Goods*, and one *Great* further bolster the stats behind the positive reactions to this presentation. For some members, this topic formed the basis for their coming to the Conference, as indicated by "Great session to remind me why I'm here" and "refreshing to get a different perspective and another member's point of view."

One member expressed that "it is always good to get another perspective on service and unification," there were a few members who indicated they might have been better pleased with a different use of this time:

- "There was no discussion time. That was a loss"
- "These seemed a little repetitive"
- "Having three presenters in a session is not my favorite format"
- "Better to use time for business"

The pandemic reared its head yet again, with this terse statement about the environment, "This year it is sitting in a COVID infested facility."

Yes, a few saw room for improvement, perhaps "some time for floor discussion resulting from these presentations would have been nice or a what on your mind session" and "some time should be allowed for the delegates to be able to take care of mailing and arrangements..."

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Altogether, and negative Comments were outweighed by such warm, complimentary reactions as “The loving service of the presenters is greatly appreciated” and “it was informative and presented well.”

2. *“Going Beyond Fear”*

Very valuable:	39
Somewhat valuable:	33
Not valuable:	3
Times answered:	75
Times skipped:	7

This report contained true “language of the heart” and was approved and appreciated by the members. Respondents took the subject personally and made sincere expressions of how it affected them over the years.

- “Much needed this time of our fellowship”
- “Wonderful perspective as my own early life before AA and still that part of me wants to own me”
- “Could really relate”

“Really good, loved the Language of the Heart message ‘Improve our communication.’ ” This response seemed to capture the feeling behind all the observations.

There was one negative Comment that may not have been so negative: “I like all the presentations, I don’t like to grade them and that’s what this feels like” — a statement that could likely apply to the entire evaluation process. Perhaps all would ultimately agree with “I liked the challenges put forth to me as a Delegate.”

3. *“How to Reach Anyone, Anywhere”*

Very valuable:	38
Somewhat valuable:	36
Not valuable:	2
Times answered:	76
Times skipped:	6

Good communication is always an uppermost concern, so this topic generated enthusiastic replies. From the understated “excellent presentation, time for presentations from delegates is invaluable” to “I enjoyed listening to the share here again to compare the material to the work done pre-conference in my area. I liked what was said about the responsibility statement. He then addressed how AA for years has reached out in different settings over the years and how we need to encourage new technologies as a tool to Please indicate whether you are:

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utilize in the future and not be afraid of change.” This enthusiasm culminated with the heartfelt “Need more on this — always. Just because I was served with the present situation does NOT mean everybody is served. Carrying the message has to include those not served - linguistic, cultural, physical limitations are our responsibility. More!”

Still, a few did not want *more*, because of time and the presenter’s perspective, as indicated by “I think the presenter missed the point on this presentation” and “There was no discussion time. That was a loss.” To be sure, though, whether respondents approved of the presentation or not, there was agreement on “Again very informative.”

Special Board Presentation:

“Participation of Online Groups in the US/Canada Service Structure”

Very valuable:	52
Somewhat valuable:	24
Not valuable:	3
Times answered:	79
Times skipped:	3

These stats do not reflect the emotion surrounding this topic. Yes, Delegates considered this presentation valuable, and many gave it high marks. They did not hesitate to tell why they had such strong feelings about this “very valuable progress report.”

- “Loved this. Would have liked to see more in this session.”
- “WOW, that was a very interesting presentation. The presenter was very clear and that presentation is gonna be really appreciate by member in my area.”
- “I really appreciated this as it provided current updated and information regarding the work that has been done as a result of last year's Advisory action.”

One member offered this fairly neutral response of “Looking forward to more updates” and one member made more effusive one: “Big issue. Need to keep sharing. Each Area can handle it. Needs guidance and uniformity suggestions from GSO.”

“The Warranties — Our Promise to the Fellowship and the World...”

Very valuable:	51
Somewhat valuable:	25
Not valuable:	3
Times answered:	79
Times skipped:	3

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Webster states that a *warranty* is a guarantee; it is a pledge to ensure that promises made will be promises kept. For this organization's purposes, one could say that warranties act in the same way as its Traditions. Though, as one member pointed out, while "they have been memorialized on paper, they were written first in our hearts."

From this meeting, we have but one recorded response:

"I liked the concept of the discussion of the Warranties. I'm not quite sure why it landed somewhat flat with me. Maybe it was anticipation of getting committee and conference work done that had me distracted. Perhaps it was "hitting the wall" that day. I did not feel very engaged during this session."

Delegates:	70
Trustees:	6
Staff Members:	2
Directors:	2
Times Answered:	80
Times Skipped:	2

Workshops

Please rate and comment on the workshop:

Because of a technical glitch, there was nowhere to offer feedback on the workshop on Your Third Legacy, which, of course, limited the number of replies. Undeterred, some participants found a way to communicate their opinion:

"Your Third Legacy" Workshop

Here are a few Comments:

- "The Three Legacies Workshop was a highlight for me. I loved the use of the 1950 pamphlet to highlight the early framework for the conference and to push members to engage with the fundamentals of the conference structure. I have source material for presentations back in my Area - Explaining 'Conference (GSO New York)' and 'conference (all members aka Bill W. and Dr. Bob)' with GSO literature. I like the direction of the GSO UK video of the 12 Concepts and can see how a US and Canada version would be used by members of my area.
- "I think communication about the 3rd legacy workshop could have been better. The excerpt in the Conference Manual wasn't called out (I saw it, but some board members had not). The pamphlet provided by the delegate chair for our Saturday meeting was helpful, but hard to read and the distribution was a bit convoluted. The sharing was good, though perhaps we wandered off topic. I'm not sure if it achieved the intended purpose on opening day. That said, a few days later, it

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seemed as if it had influenced sharing offered in our general sessions. And I believe that was the whole point.”

- “It is always good to talk about our three legacies but we should know them by now.”
- “Also loved the Three Legacy workshop!”
- “I think communication about the 3rd legacy workshop could have been better. The excerpt in the Conference Manual wasn't called out (I saw it, but some board members had not). The pamphlet provided by the delegate chair for our Saturday meeting was helpful, but hard to read and the distribution was a bit convoluted. The sharing was good, though perhaps we wandered off topic. I'm not sure if it achieved the intended purpose on opening day. That said, a few days later, it seemed as if it had influenced sharing offered in our general sessions. And I believe that was the whole point.”

So, in the long run, these Comments show that the Workshop apparently had the desired effect.

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WEDNESDAY, APRIL 27

81 Conference members responded to the questions on this page of the Conference evaluation.

Mid-Week Conference Review

Overall, members offered responses that tended toward the negative. Yet, those responses were thought-provoking. Again and again and again, members stated how there was too little or too much time devoted to nearly every part of the Conference. Here is one comprehensive critique regarding time management. It is a commonsense statement worth noting:

“Every Conference we are stressed by concern about finishing the business of Conference by a reasonable end time on Friday night. The only presentation/workshop that should occur early are Conference Procedures and Workshops that focus on the greatest issues threatening our society. Consider that Floor Actions often represent those topics that the delegates, representing voices of the fellowship, most want to talk about or think the GSC should talk about, and we relegate these to the end, when the conference is most tired/worn. If presentations were moved to the end, it would provide a time cushion if Conference business needed more time — these could be prepared as written presentations submitted for sharing, with the possibility of podium presentations should there be sufficient time.”

Here are several positive observations:

- “The committee work was wonderful,”
- “The Conference is being conducted with great care and thought.”
- “The Board reports are an invaluable snapshot of where AA stands.”
- “The committee reports are well done.”

Sunday Orientation

Very valuable: 46

Somewhat valuable: 30

Not valuable: 2

Times answered: NA

Times skipped: NA

Delegates welcomed the Sunday Orientation with open arms... and minds: “the Sunday orientation was a great ice breaker.” As one member noted, “For first year delegates this is all valuable. Confusing at first but as the days have gone on, these

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sessions really help in bringing the whole process together.”

Time management continued to be an issue, and seldom a happy one:

- “throughout the week we have been lax with starting on time, ending on time, and holding people responsible to adhere to the timer. I have attended 5 general service conferences and many area assemblies, and I have never witnessed committee recommendations treated as a dialogue between the chair and the body. This was slow and confusing and it created an imbalance in the debate. Meanwhile, we were permitting discussion on Committee Considerations where only clarifying questions should occur.”
- “I wish we could get the order of agenda items earlier so that I could get a quick review in on the background material. On one of the recommendations made by the Literary Committee, a lively debate ensued, and long into the debate we found out that instructions were sent to the Publication Department on how to deal with it. If this was shared with the body at the outset, the discussion would have been much shorter in duration. I think that all recommendations in the future need to have all information on dispensation attached so that a better understanding is had”
- “We had a discussion at our pre-conference about the area highlights being scrubbed because a previous conference thought that the time could be better served. I think after experiencing a few days of the conference it should be under consideration to be reinstated. It would alleviate some trepidation, promote introduction and unity through cohesion”
- “I don't believe the seating arrangement in the conference or working meals allowed for very good social distancing.”
- “The proportion of trustee participation in the debate was excessive”

Some respondents carried on with their discontent about the way the Conference was dealing with the pandemic. The harshest and most pointed Comment was “The Conference Coordinator shamed everyone in the room not wearing a mask. Did he forget to read the plea not to do in the correspondence sent out to Conference attendees?” Another member weighed in on this topic with “Again, more delegates getting Covid every day and nothing was said to change behavior of crowd. Still so many people not wearing masks. Gross negligence. Shocking.”

Joint Meeting

Very valuable:	45
Somewhat valuable:	24
Not valuable:	10
Times answered:	NA

Please indicate whether you are:

() Delegate () Director () Staff () Trustee

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Times skipped: NA

One member offered faint praise, “The Joint meeting with trustees was informative although somewhat nerve wracking,” and another was eloquent about what had gone wrong and what should have been done:

“The Joint Meeting was the real clunker. We were expected to meet right off the bat with five other Conference Committees, before we had any Committee meeting on our own, and come up with questions that somehow didn't affect the deliberations of the other Conference Committees in attendance. Extremely poor planning! We should have had one Committee meeting first, then the joint, so we would be prepared to ask questions that were neutral enough not to affect the deliberations of the other Committees attending the Joint.”

Board Reports

Very valuable: 61

Somewhat valuable: 17

Not valuable: 1

Times answered: NA

Times skipped: NA

This member offered a succinct reflection: “I enjoyed listening to the board reports they were presented well and answered some questions, and also gave me some food for thought moving forward.”

Committee Reports

Very valuable: 73

Somewhat valuable: 6

Not valuable: 0

Times answered: NA

Times skipped: NA

In a rare occurrence, all respondents were in agreement — unanimously they saw there was value in the reports. It's interesting, however, that although all saw merit in the reports, their descriptions ranged widely, from “wonderful” to “jumbled.”

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- “The committee work was wonderful. Hearing the other committees, I heard all the thoughtful hard work. Thoughtful recommendations and insightful committee considerations.”
- “It would be helpful if committee considerations were read and dealt with one at a time.”
- “It would also be helpful if Committee reports included the agenda letter.”
- “The jumbled items in the committee reports do not make for easy cross-referencing.”
- “The committee reports are well done”

Presentations/Discussions

Very valuable: 46
Somewhat valuable: 28
Not valuable: 5
Times answered: NA
Times skipped: NA

Most respondents found value in the presentations, but one member noted that the presentations “can be shortened or reduced in number to allow more time to address the agenda items. It seemed like we were going through the items at lightning speed and asked to vote with little or no discussion.”

The following is representative of those who indicated that they didn’t find much worth in the presentations: “The presentations/discussions are taking up too much time when we have so much business. I would much rather have the time spent on committee reports instead of going late and starting early.”

Seems that all roads led to the issue of time.

Sharing Sessions

Very valuable: 49
Somewhat valuable: 25
Not valuable: 5
Times answered: NA
Times skipped: NA

Participants weighed in with lots of emotion:

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- “The sharing sessions late at night are not a good idea in my opinion. People are tired and cranky, they repeat themselves and what had been shared at earlier sessions. Wednesday nights session was a lot of complaining”
- “The sharing sessions main value is for the Trustees and the GM to hear what is on the mind of the delegates. That can translates into different actions that will eventually carry the message.”
- “My favorite part are the sharing sessions, I think all sessions are necessary but could be shorten to give more time for discussions after each report or sharing session.”
- “Do not need 2 sharing sessions in same day”

This member’s matter-of-fact statement encapsulated what many may have been thinking:

“No matter how hard you try you’re going to have alcoholics that feel the need to comment on every matter that comes up. That being said I still found what was shared and the learning gained from it excellent.”

One less jaded participant noted this modest “It’s been a good week.” And that’s about as good as it can get.

Regional Lunches for Delegates

Very valuable:	48
Somewhat valuable:	25
Not valuable:	3
Times answered:	76
Times skipped:	5

Lunchtime, lunchtime, lunchtime. It met with *nearly* universal approval. In brief: “Great information shared and so fun!” Members welcomed the respite and the opportunity to have a relaxing time with others. But most of all, they appreciated the strong camaraderie. “Need to have these times to be with all our peeps at one time” described the overall gist of responses.

- “Just the camaraderie makes this very worthwhile!”
- “I loved this!! it gave us an opportunity to get together mid-week to share with one another. If any one of us was having any struggles or difficulties we could share with and encourage one another.”
- “Love the regional get together”

Yet, even with those who greatly enjoyed their lunches, all wasn’t kumbaya. Some thorny issues crept in. Noted one Delegate: “I found this time to be valuable to deepen the

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connection with my fellow regional delegates and trustee. However, I have a special food plan that I adhere to strictly and could have benefited greatly from getting advance menu information.” And another said that their region “is very small so it was time spent with people I already know; I would have preferred to either mix the regions or allow us to mingle on our own.”

“It takes away from the opportunity to meet people in other regions” — a sentiment that was not expressed anywhere else. The vast majority fell into the “good time to bond with fellow delegates” camp.

Delegates:	66
Trustees:	8
Staff Members:	3
Directors:	2
Times Answered:	79
Times Skipped:	2

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THURSDAY, APRIL 28

94 Conference members responded to the questions on this page of the Conference evaluation.

Conference Committee Reports

Was there enough time for discussion of Conference Committee reports so far?

Not enough	23
Just right	67
Too much	3
Times answered:	93
Times skipped:	1

Far more than many other questions, this topic elicited wide-ranging, lengthy and emotional responses. For conferences, the element of time runs through every aspect of the event, usually centering on the lack thereof. A sizable percentage (72%) stated that allotted time was “just right,” while nearly one-quarter indicated that there was “not enough” time. Of the 25% who wanted to hear more, the imposition of a time limit — known to some as “speeding through process” — proved problematic:

- “I didn't like the 1 minute time restriction. That is too short [a] time.”
- “I disagree with reducing the time limit to 1 min on committee reports without a sense of the conference to do so.”
- “I did think that reducing to 1:00 at the microphone was unnecessary just to save a small amount of time.”

At the opposite end of the spectrum, some Delegates were chill; they had no issues at all with the time allocated, going from an optimistic “Plenty of time” to a pragmatic “We are on task despite getting stuck in the mud a few times.” Then there was ambivalence: “Me saying that it was just right has to be qualified a bit. Since we started 30 minutes early and made some other shifts in the schedule today, we did have enough time for committee reports.”

Through it all, *somehow* one respondent managed to add a touch of whimsy: “Ask me again tomorrow. We're here to work, and part of the excitement is the motions and motions and amendments and motions....”

The day was “Beautiful chaos.” But the day brought a serious kicker. The ever-present notion of the pandemic shot to top-of-mind for quite a few members, especially the issue of wearing masks. Some expressed grave concerns about health in general, and others focused on personal safety.

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- “I caution about reducing break times — it is unhealthy” as well as “By now, delegates should have been instructed to wear masks — the outbreak is upon us. Our common welfare is important.”
- “Again, more delegates getting Covid every day and nothing was said to change behavior of crowd. Still so many people not wearing masks. Gross negligence. Shocking.”
- “The GSB and the GM did not plan appropriately for the conference with respects to Covid. We never even made any adaptations until it was too late. We did not allow for the conference members to participate that were sick due to the poor planning of leadership. There was no vote or discussion pre conference to what all wanted. The leadership has refused to acknowledge covid and protect our staff, allow participation at the conference and from what I know at the most recent board meeting of the delegate chairs.”
- “Again, someone should've announced a five alarm fire. People are getting Covid all over the place. Why was nothing done? No mention was made to put on masks or to test for Covid. What is going on? Why no leadership?”

Some attendees pointed out how the chairs held this “beautiful chaos” in check. All members harbored a desire for more organization, less confusion, and no repetition, but in the “amazing process” they seemed to feel that things worked out. “I really respect the committees for all the work that they do.” As stated earlier, this topic generated long, thoughtful responses, which can be summed up by “There is always a FEAR that we are not going to get completed with the business of A.A. It works out and we stay to get it completed.”

General Sharing Session — What’s on Your Mind?

Was there enough time for general sharing session? What’s on your mind so far?

Not enough	8
Just right	65
Too much	19
Times answered:	92
Times skipped:	2

Many attendees insisted that they needed more time. The numbers do not support this view, but that is what many indicated in their Comments: “These sessions are invaluable, this is a time to ask the real questions for your area that are not a part of agenda items. I think the time could be a little longer” and “I can be inclined to want to shorten or do away with the time scheduled for these sessions, but I have become convinced that this is some of the most valuable time that we spend together as a Conference during the week.”

A respondent flatly stated “We never allow enough time for one of the most important

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spots. 45 min???? less presentations and workshops and more conference business time and sharing sessions.” And another said, “I think the time could be a little longer.”

One remarked that “these are important sessions but could be shorter” and another person pointed out that “One would have been enough today and allowed for more discussion of recommendations and committee considerations.” Did they all attend the same event?

It seems that everyone would like to see better *management* of that allocated time, “These sessions are good when questions are posed and answered. When question or statements are left hanging, it just doesn't appear to be an effective use of the time and shared experience of this group to vision and strategize about the future of A.A.” A similar feeling is echoed in, “I've found the sessions to be lively, varied and informative — I only wish that our facilitators would extend a specific invitation to those who have not yet spoken.”

There may have been little meeting of the minds on time allocation, but good thoughts and feelings were on many members' minds:

- “Heartfelt. Honest. Connection.”
- “Very emotional day!”
- “The ‘What's On Your Right’ are golden spots in my day. Thank you. I appreciate having a time to ask service, conference process, and spiritual questions of other delegate”
- “Great sharing from the heart.”

This member shared a more detailed and serious encounter with COVID: “As the conference was evolving into a COVID super-spreader event I too tested positive for the virus. Before conference I seriously questioned whether I should even attend. I was recuperating from recent surgery and in a compromised state. I eventually convinced myself to attend, feeling a self-imposed sense of duty and loyalty to colleagues and the fellowship. Turns out, maybe I should have listened to the first voice.... I don't enjoy being dark or dramatic. I write these comments while still testing positive for the virus and feeling like crap. Perhaps when I begin to feel better physically I'll have an attitude adjustment to match. At this moment, I'm not too sure about that.”

So, despite the differing opinions on time allocation and the unfortunate circumstance of the pandemic, the response of “Kinda just right” hit the tone that all yearned for.

Delegates:	78
Trustees:	9
Staff Members:	3
Directors:	2
Times Answered:	92
Times Skipped:	2

Please indicate whether you are:

26

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FRIDAY, APRIL 29

72 Conference members responded to the questions on this page of the Conference evaluation.

Presentation

Please rate the value of discussing this topic in the course of this Conference week:

G.S.O. Publishing

Very valuable:	45
Somewhat valuable:	20
Not valuable:	5
Times answered:	70
Times skipped:	2

Was this session “a wonderful highlight,” an “Excellent update,” and “Quite interesting and a good break from the committee reports”? Or was it “a distraction to conducting the business at hand” that could “have been much shorter with more time for Q&A”? It was all these and more, according to the evaluation results; they encompassed the usual wide range of opinions.

The program was considered valuable by nearly every participant, but this one member gained much: “I really appreciated Publishing Director’s report I can take some things from it that my area will really be intersected in hearing about, I had the opportunity to speak with them after and got some information about corrections and the ongoing work between the Canadian correspondence and the e-lit vendors making some inroads with corrections Canada.”

Conference Committee Reports

Was there enough time for discussion of Conference committee reports?

Not enough	13
Just right	52
Too much	5
Times answered:	70
Times skipped:	2

Please indicate whether you are:

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These reports were rather an outlier. A number of members agreed that the amount of time dedicated to their discussion truly was just right. But the session produced a considerable number who stated firmly that there was not enough time, nearly 19% of respondents. One major area of concern was floor actions:

- “A few of the floor actions were ridiculous and too long”
- “We ran over due to nine floor actions, but I thought the Conference chairs handled things well and I wasn’t too exhausted at the end of the process”

Alternatively,

- “We never got the 2nd sharing session in but the experience around the floor actions was something to be a part of.”
- “I think we are alcoholics and will complain about everything if you let us. There was as much time as we needed — the exact right [time]”

So, one respondent provided what can be considered a fair and acceptable summation: “Overall, the reading of the committee report backs were excellent and so valuable to hear the hard work the committees had done.”

Presentation/Discussion Sessions

Please rate the overall value of holding presentation/discussion sessions in the course of the Conference week:

Very valuable:	40
Somewhat valuable:	23
Not valuable:	2
Times answered:	65
Times skipped:	7

Members affirmed that these sessions were valuable, and they offered Comments that could best be rendered as “They were all good, and I learned something from each.”

Conference Participation

Times answered:	70
Times skipped:	2

Was the participation of:

Delegates	
Not enough	10
Just right	58
Too much	1

Please indicate whether you are:

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Comments:

- “More than one delegate deserved the golden mic award. I would hope the session facilitators could encourage delegates not to share again until everyone had a chance to speak and try to encourage more delegates to share.”
- “It seemed like there weren't that many different delegates getting up to the mic, it felt as though there where a few that spoke for the fellowship. I feel it is our responsibility as delegates to ask the questions and try to get to an informed group conscience”

Directors

Not enough	5
Just right	58
Too much	13

Comments:

- “I would like to hear more from the Directors. I find them very very very informative on specific areas.”
- “Trustees and Directors were at the microphones too much. We need to let the delegates have THEIR voice.”
-

Staff

Not enough	9
Just right	47
Too much	4

Comments:

- “Staff was much too aggressive at the mic, coming again and again to make the same points during conference committee reports. They really put pressure on the delegates to have it their way. I would like to see the chairpeople discourage repeat visits to the mic at the cost of more people getting to share the first time.”
- “When Staff has an agenda, watch out, the amount of sharing is disgraceful.
- “Staff members trying to sway opinion on agenda items and floor actions is unsightly.”
- “The staff voices were quite dominant this year - a lot of it was good feedback. I think many of their statements should be considered by the GM as it seems many folks are stressed, tired, overworked.”

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Trustees

Not enough	5
Just right	49
Too much	14

Comments:

- “I didn’t see disgraceful sharing from the trustees though I did see excessive sharing and in my opinion much of it wasn’t necessary. Allow the Delegates to work it and assist or add to when needed.”
- “There were times I could not tell if the Trustees were speaking as alcoholics or as Trustees. I truly appreciated their participation.”

One member offered this nonjudgmental, neutral, and thoughtful response: “We are all equal members. I do not think this is an item for us to judge. Thank goodness that all categories of Conference members plus other informed persons participate. We all rotate and I am sure it looks different each year.”

Conference Week

Times answered:	68
Times skipped:	4

Committee Reports

Very valuable:	63
Somewhat valuable:	4
Not valuable:	1

“The committee report section just doesn't seem to have enough time for all the agenda items. For the physical and electronic documents, I used both, since the electronic content was sometimes not complete. I appreciate getting prints of Floor Motions in print and electronic.”

Sharing Sessions

Very valuable:	46
Somewhat valuable:	17
Not valuable:	5

Please indicate whether you are:

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- “Sharing sessions had the same folk sharing the same thing over and over again.”
- “The Sharing Sessions are helpful to get to know the delegates and find people who may have similar experiences or who can provide guidance. I like being able to ask questions in an open forum. There may be others in the room for whom the answers can also be helpful.”
- “Please don't eliminate or try to shorten the Sharing Sessions. It is extremely important that the delegates be heard.”

Presentations/Discussions

Very valuable: 38

Somewhat valuable: 26

Not valuable: 4

“Presentations and discussions are helpful for the interactive nature of the speech. Tell me what you know and show me what it might look like. The combination of topics and interactive questions, such as the ‘fishbowl’ concept for questions was clever.”

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Equitable Distribution Workload

In what ways, pro and con, did the EDW pilot affect your experience of the conference?

Very valuable:	32
Somewhat valuable:	26
Not valuable:	5
Times answered:	63
Times skipped:	9

Delegates:	58
Trustees:	8
Staff Members:	2
Directors:	2
Times Answered:	70
Times Skipped:	2

Many members dealt with this topic under the umbrella of “Joint Meetings,” But the actual EDW topic section generated around 50 Comments. Opinions ran the gamut; here are a few:

- “A better approach to EDW joint meeting is needed for the remainder of the pilot. I propose this be done virtually preconference.”
- “I know this was new and needed with the new EDW process, but our particular Committee did not have any questions for the Literature Committee. I do understand that others may have needed this, but we did not.”
- “I appreciated hearing from the trustees' Conference committee chair and other Trustees about the work of the Trustees committee on EDW and conference improvements. I had the opportunity to ask harder questions in an environment where there was respect and recognition that my interest in finding a solution was genuine.”
- “I am not a fan so far of the EDW. From the staff stating it is causing more work to the committees that did have EDW items they didn't seem to get discussed at length. The committee worked on the agenda items for their committee and if felt like the EDW items were a like "We will get to them if we have time, not well informed". I do think they did the best job they could with the timeframe of work time on committees.”

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There was a little confusion on the organization of this workshop:

- “A better approach to EDW joint meeting is needed for the remainder of the pilot. I propose this be done virtually preconference”
- “My committee participated in the new EDW meeting with the Trustees Committee on Literature. I don't think we were clear about the fact that we were to come prepared with questions. I think we expected to get additional information from the Trustees Committee”
- “I participated in the joint meeting about EDW as a receiving committee with Trustees Literature Committee and it was not very valuable, because we didn't know what to expect, didn't have questions prepared as a committee or individuals, and the EDW items had not been worked on by the Trustees so there wasn't anything for them to report.”
- “Regarding EDW - this was a very effective means to communicate and hand off responsibilities”

Please indicate whether you are:

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Suggestions for the 73rd General Service Conference

If you have suggestions for improving the Conference (e.g., schedule of Conference activities, meals, hotel accommodations), please list them here:

This year's respondents were brimming with ideas for future conferences. Some were practical—"clarify dress code for all participants"—others not so much—"less chicken."

A number of Comments were brief and to the point, others were lengthy and heartfelt. And that ubiquitous issue of time came up *a lot*.

- "In-person far greater than virtual"
- "I think it's important to have the schedule early enough to arrange travel plans."
- "prepare for hybrid participation, please."
- "More sharing session time"
- "It would be useful to have planned field trips figured out earlier to help with travel planning."
- "Consider reinstating Area highlights."
- "Have publishing report earlier."
- "More time in committee."
- "I would really like to see the development of background information evaluated and reviewed for better ways. While the floor action that brought this idea forward did not pass, I think the Trustees heard that it is time to revisit. If there is a way to provide more complete, targeted background with any historical information that would be productive. It would also be very effective to have information represented from both sides of an argument. Not that the background should be opinionated but it seems to be already."
- "Fewer agenda items would help us stick to our schedule better and allow for planned breaks and sharing sessions."
- "In the spirit of Concept 4, encourage more participation by G.S.O. Staff. They seemed nervous to speak up and I get the sense that there is a hostile work environment. In the interest of transparency, it is important for all Conference members to know how life at the office really is--not just how it looks during a tour."
- "Explain each section of voting, sharing, discussing so that the body is well informed. To be fair this was mostly done well, however there were a few spots where they were very important in my opinion, where this was not done."
- "Having coffee available in the morning, prior to sessions would be nice. It generally wasn't made available until around break time."
- "Perhaps, the presentations and discussions could be more detailed. Provide more time."
- "Find a hotel with restaurants or open up a hospitality area where we can get together to visit with each other."
- "I'd like to see more creative and engaging utilization of the audio-video equipment we're renting. I believe we missed an opportunity to energize the Delegates."

Please indicate whether you are:

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- “Is there a way to engage participation with Delegates between conferences to assist in compiling agenda items? Can we send out smaller amounts, spacing out distribution to allow for more time?”
- “I would like to see a less confusing system for getting reimbursed with our Canadian banks but I understand that these things present difficulties and take a little time to get ironed out”
- “Maybe a list of nearby restaurants, especially coffee and breakfast places. With directions and walking time”
- “Outside of advisory actions or special necessary presentations limit the schedule to conference business and sharing sessions. if there is time for additional then have it cued up for the end of the week if at all.”
- “Go paperless and stop people-pleasing just because some Conference members want paper copies. Remember: it's A.A.'s money.”
- “Make sure Delegates know the purpose of sharing sessions. If you ask them how they are doing, they'll say "fine." If you ask them what's going on in their Areas, they will tell you.”
- “A few pieces of fruit as dessert alternative, please (just a few apples, whole pieces of fruit, nothing fancy)”
- “How about the breakfast on Sat for lunch.”
- “Perhaps on the days when some committees are meeting over lunch/dinner and others have extended free time, extra recovery meetings or optional rap sessions could be made available for those that wish to attend. Not to discuss conference business but more personal, helpful information about navigating the week, or maybe open sessions to talk about what's new in our areas, what challenges we're facing, how we operate, or whatever.”
- “Eliminate the REDELA portion and replace it with an ask-the-trustees session. A kind of ask it basket where delegates ask trustees questions and have the same kind of hallway conversations we have during conference week.
- “Consider GSO visit again next year (instead of stepping stones). Some area delegates opted not to go this year out of respect and concern for GSO staff and in light of the pandemic.”

Challenges/Opportunities

- “please do not let people go over the allotted time, when some people talk over and past the bell and others respectfully stop speaking it creates an unfair atmosphere”
- “Please open with a quickie course in the Concepts at the start. Bill wrote the Concepts for the Conference, yet they are barely referenced, particularly 1, 3,4,5,9”
- “Kindly ask our chairwoman to slow down in future. Sometimes it takes a minute to head to the mic. Sometimes the pace was nerve-wracking.”
- “Don't treat sharing session as expendable.”

Please indicate whether you are:

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() Delegate () Director () Staff () Trustee

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- “It took 3 days for me to settle in and I think a few conversations or sitting with a supportive person would have helped. I accept that this was my mistake, but also that I may not be unique and my experience may help someone else in future.”
- “My suggestion: One additional email nudge to all conference members to encourage buddies to take the initiative and contact incoming conference members.”
- “Coordinate with the Delegate Chair to spread participation opportunities to more members. Everyone who was given something to do in our delegate's only meetings also had a role in the Conference agenda.”
- “Speaking of Delegates Only meetings... more time onboarding and passing on E, S & H to the Panel 73s would be good. I know that's not part of the Conference planning, but it was a missed opportunity this year, in my opinion, and I'm dropping it here.”
- “Find a way to give more time for committee work. With the time that is allotted you feel rushed to get through the agenda items in a hurry. Our agenda items are things that affect AA as a whole and we take 6hrs throughout an entire week to talk about them. I don't understand why each day can't be a full day of committee work with reports in the evening.”

COVID 19 [Note that some of these Comments appeared throughout the report]

- “As for the Covid situation.... I have three minds. One - that we met as a large group too early, especially since the restrictions were well in place when the decision was made. I am a firm believer in the upside-down structure where the membership decides, not the executive. I was surprised to learn the conference attendees were not asked. The effects for many are serious. Having to decide between personal/family welfare and a commitment to AA is an unfair and unequal place to be put, including for the staff. I did get covid because of the conference. I had to miss out work, as did my roommate and missed all the family gatherings because of being quarantined. Two: Covid is a virus that will infect all people. there are risks to getting it no matter where one would go. however, when they are limited, in control and not at the expense of the conference would be more responsible. Three: the very selfish part of me was so honored to be in NY, meet everyone and love you all! I would have kindly and respectfully done the whole thing online, if the membership had decided.”
- “If there is any hint of continued pandemic conditions, allow for a hybrid option”
- “prepare for hybrid participation, please.”
- “If there is any evidence that the COVID-19 pandemic is still in progress in 2023, plan in an appropriate manner. There was not adequate preparation.”
- “good stuff all week, a contingency plan for those with health concerns would be good, i love you all but saying we didn't plan for this possibility is tough, I love the response and incredible effort you put into this week”
- “Much better contingency/disaster planning needs to be in place. The "on the fly" covid scrambling was very disappointing and disconcerting. It really, should have

Please indicate whether you are:

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☐ Delegate ☐ Director ☐ Staff ☐ Trustee

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been entirely unnecessary. The Board needs to accept responsibility for ensuring plans are in place going forward.”

- “The Covid-19 infection problem was not something GSO could have controlled. As a human population in close quarters, it was likely that some infections would appear. I do not fault GSO for the spread. I was in a committee meeting room with one person who tested positive on Monday, then a second who tested positive on Tuesday. The chair self-isolated due to health concerns but I was sitting next to both people who tested positive and did not test with the virus over the past two days.”
- “Hopefully this covid crud will be gone by next year. COVID: PLEASE send a brief survey to all conference members and support personnel regarding Covid to collect accurate information about numbers of infected people. Accurate information will be needed to inform decisions and for reporting to the fellowship.”
- “Please keep the option for virtual audio observation in place in any case of illness or injury going forward. That was good to have for those of us who tested positive for covid and didn't want to infect others (or were too ill). I think it was fine not to allow virtual participation and voting, especially last minute. But being able to hear was vital to feeling part of and reporting back.”
- “The "vote" on whether to wear masks was upsetting and outrageous.”
- “People were getting ill — in high numbers.”
- “Does someone need to call the police to shut down a super-spreader event? Good thing it did not come to that. Nor anyone going to the press.”
- “Why did no one just say — now we all will wear masks.”

Food and Hotel

- “Did the hotel serve leftovers for multiple days?”
- “The quality of the food deteriorated over the course of the week.”
- “I was excited about hamburgers, but they were raw.”
- “Meals: I found the food tasty and pretty healthy. it did feel like a repeat a bit but what to do. grateful for the opportunity to eat without cooking or cleaning. the Staff at the hotel were excellent!!!!”
- “Hotel: I found the hotel quite charming. location was good for catching the metro - which I had to learn AHHHHHH”

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Please indicate whether you are:

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☐ Delegate ☐ Director ☐ Staff ☐ Trustee

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APRIL 2022

GENERAL SERVICE CONFERENCE EVALUATION FORM

To: All Conference Observers

***Please take the time to share your experience and opinions
by filling out this Conference Evaluation.***

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

This year the Conference Coordinator thought it would be helpful to collect information from the many Conference Observers who participated this year's historic return to an on-site General Service Conference experience.

Total Responses	9
Complete Responses	9
Incomplete Responses	0

Conference Manual

Please rate the value of the Conference Manual in providing you information about the schedule of Conference week's events:

Very valuable:	6
Somewhat valuable:	1
Not valuable:	0
Times answered:	7
Times skipped:	2

This manual met with several thumbs-up in the voting, but Comments leaned toward the tepid, and focusing on time management: "I wish the conference week schedule would be available earlier. Perhaps next year as in-person conferences resume being 'normal.' "

No one said the manual had no value, although two responses indicated they had not received a manual.

Please rate the value of having an electronic version of the Conference Manual available for your use:

Very valuable:	7
Somewhat valuable:	0
Not valuable:	1
Times answered:	8

Times skipped: 1

The responses were few (only three!), and the one explanatory Comment was a touch meh: "The Conference manual is very valuable but as non-voting observers/conference resource we do not get this until we are at the Conference. The value is therefore eroded. It would be more valuable if we could get this in advance so that we are better prepared for questions that may come from the Conference body."

Two observers said they had not received this version.

GSO/GV employee
(non-voting): 6
Trustee Emeriti: 0

Times answered: 6
Times skipped: 3

Please indicate whether you are:

() GSO/GV employee (non-voting) () Trustee Emeriti

Conference Role

How was your training and preparation for your role(s) in this year's Conference?

Responses were generally positive, ranging from "No issues" to "Adequate" to "Good" and "It was fine." One respondent didn't receive any training and observed only one day.

The following Comment will likely serve to assist future organizers: "For the committee that I was supporting, I felt very prepared. It would be helpful to have access to the Conference board where all the agenda items, etc., are located."

Was your participation, actively and as an observer, at this year's Conference useful and effective for the Conference as well as the service office(s) GSO and GV?

Members agreed that their participation was useful and effective. One respondent allowed, "I hope so. I spoke with many, many conference member answering process questions and reassuring folks of their important work. I also listened to many employees as they navigated the week." Another said that "It was very helpful to hear the discussion in the Sharing Sessions and the Report discussion; even for those areas not directly impacted by my role, as it gave context to areas I am involved in."

Conference Week

Overall Experience

Comments:

- “There should have also been coffee, tea and water available at all times. After 5 pm there was no coffee, tea or water available. More rooms available for dining so that there some sort of social distancing”
- “I found it very helpful to see how it works, listen to the various points of view from around the fellowship, and to meet people in person.”
- “My overall experience was bad. We should have had a hybrid option for the observers. Because of not having a hybrid option, me and my family along with some colleagues were all diagnosed with Covid. I have been violently ill for the past 8 days and my daughter has been very sick for a week. There should have at least have masks mandate and people sitting 6 feet apart. There were too many people attending the GSC. It should have not been in person.”
- “No matter how many members or colleagues were daily testing positive seems like it did not matter. I felt we were dismissed and not valued or cared for. No changes were made. None. In addition, the office visit should have been cancelled due to the big Covid outbreak and yet it was not. There was no regard for the employees. Extremely upsetting and disappointed. The wellbeing of the employees should come first.”
- “The Covid outbreak cast a significant shadow on an otherwise successful Conference. The fact cannot be ignored that A.A. hosted a super spreader event and that so many people got sick. We have put hotel staff, employees and conference members health and well-being at risk all in the spirit of "connecting in person." I shudder to think what would have happened if the media had gotten ahold of events that were unfolding in Brooklyn. We do not have any epidemiologists on our corporate boards so the fact our boards made the decision to have a "mask-optional" conference in the middle of a pandemic was reckless and irresponsible. Our trusted servants/leaders have failed us in their fiduciary duty and have lost credibility.”

Suggestions for the 73rd General Service Conference

If you have suggestions for improving the Conference (e.g., schedule of Conference activities, virtual experience), please list them here:

In past years, this topic has generated a number of reactions. Observers were few, but they had extensive suggestions:

- “less paper”
- “A hotel not located so far away.”
- “Water, tea and coffee available until the GSC is over along with snacks.”
- “Better customer service from the Hotel.”
- “GSO visit should be during the week, not on a Saturday where employees are not scheduled to work.”
- “Offer a hybrid experience. If funding is tight, eliminate the Sunday dinner in favor of funding hybrid. Keep the legacies workshop at the start of conference — that was great.
- Dashboard — fix it or at least contract with a librarian to develop better subject headings to find things. I am always searching for items.
- Language — we need a system where when someone is speaking Fr/Sp we can put on headphones or listen on our phones to the simultaneous translation. Zoom showed us how much more participation there was from the Fr/Sp members when they knew the rest of us could just listen in. The interpreter at the mike with the delegate just doesn’t work well and feels like a dinosaur.”
- “Minor request - vary the buffet menus more. The food was good but I felt like I had the same food offered for lunch and dinner every day for 5 straight days.”
- “opening dinner and other meeting spaces had too many people with no ventilation. Hybrid and or virtual meeting setting should be considered for future reference.”
- “Yes, we should always have a hybrid option. The pandemic is not over. People are getting very sick every day. Next year it should be hybrid. If not, social distancing should be in place and a mask mandate.”

“1. As long as we are in the middle of a pandemic all events should be hybrid. We now have a proven history of hosting two very successful virtual Conferences.

2. Mask wearing should be mandated for all in person events. Not "highly recommended".

3. Conference members and observers should show proof of negative test each day prior to attending the Conference.

4. Decision making should be more transparent and collaborative. G.S.O. employees should have a seat at the table and a say in decisions that affect them. One single person or body should not have unilateral decision-making power. It seemed that this was the case for the 72nd GSC.

5. A vast majority of GSO and GV employees had concerns about this in person, mask-optional Conference but were fearful of speaking up because of fear of reprisal from the boards. For future events, employees need a "safe space" to proactively voice their concerns.

6. In the past, everyone who attended the Conference received a name badge. The list of attendees was given weeks in advance and yet most employees did not get a name badge.

7. “Floor actions used to be printed out and given in advance of discussion/voting. This was a point of contention at the 72nd Conference and need to be improved upon for the 73rd GSC.”

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2023 Conference Committee on Agenda

ITEM E: Discuss progress report on Conference improvement.

Background notes:

Excerpts from the January 2023 meeting

The committee reviewed a final progress report of the 2022-23 Subcommittee on Conference Improvements. The subcommittee chair noted their activities focused on: 2022 Evaluations from the 72nd GSC, developing a backup plan to support participation of Conference Members at the 73rd GSC, Joint Committee meetings, the Conference Week Schedule, and evaluation questionnaires for the 2023 GSC.

The committee **agreed to forward** the SCI progress report including the backup plan, weekly schedule, and evaluation forms to the 2023 Conference Committee on Agenda.

Excerpts from the October 2022 trustees' Committee on the General Service Conference:

The committee reviewed the progress report from the 2022 Subcommittee on Conference Improvements. The subcommittee chair noted initial review of Conference evaluations and plans to focus on the development of an Illness and Injury Contingency Plan for the General Service Conference.

The subcommittee plans to explore voting options that will allow a Conference Member to continue participation during the Conference week if they are physically unable to attend the Conference sessions. The committee expressed their appreciation for the subcommittee's work and looks forward to the SCI progress report at the January 2023 meeting.

Excerpt from the July/August 2022 meeting:

The committee agreed to form a subcommittee on Conference Improvements (SCI) with the scope of continuing review of Conference evaluations and suggesting possible ways to improve the Conference.

The committee requested within its scope that the subcommittee give particular attention to developing an approach to accommodate Conference member participation in light of circumstances of a Covid breakout and other situations that may result in a member not being present in meeting rooms during Conference week.

Background:

1. January 2023 Subcommittee on Conference Improvements progress report
2. 2023 GSC Backup Plan (Communication to Conference Members)

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**Trustees' Committee on the General Service Conference (TCGSC)
2022-2023 Subcommittee on Conference Improvements (SCI)
Progress Report**

Subcommittee: Marita R. Chair; Vera F., Kerry M. and Diana L., Secretary

Scope: The committee was appointed with the following scope in mind:

- Review 72nd G.S.C. Evaluations, Post Conference Sharing Session notes, a summary evaluation from the Conference Coordinator to GSO's Conference Management Team, (see items D3 and D4) and two letters of evaluation from area delegates who attended the Conference.
- Review Draft 2023 Conference Week Schedule
- Develop an approach to accommodate Conference member participation in light of circumstances of a Covid breakout and other situations that may result in a member not being present in meeting rooms during Conference week. (see item E2)
- Review of the Joint Committee meetings at Conference:
 - a. Communicating the purpose of Joint Committee meetings to delegate committee chairs.
 - b. Discussing emphasis of Joint Committee meetings and their purpose during the Delegate Committee Chair Orientation.
- Discuss placement of general sharing questions to be later in the week in the Conference evaluation forms. (see items D1 and D2)
- Consider approaches to inform delegate committee members about the availability of employees and trusted servants of A.A.'s corporate boards to support committee discussions during Conference.

2022 Evaluations: The committee continued their discussion of the 2022 evaluations, and noted the following actionable items that could improve the experience or expenses at the 73rd General Service Conference (GSC): (see items D3 and D4)

Before:

- Observers from Mexico, Peru, and Poland would receive a copy of the conference manual prior to their arrival to the GSC.

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- One to three weeks prior to the one-hour Sunday Joint committee meeting, the trustee' chairperson will present their annual report to the corresponding Conference Committee(s) at a videoconference meeting. This is intended to give additional time for Q&A during the Sunday Joint Committee Meeting. The trustee Committee reports would be sent out prior to the joint meeting.

More time for Discussions

- Board Chair reports out to Conference Members in less pages, which can facilitate more time for open discussions and sharing sessions.
- Remove room for the daily Alanon Meeting and ask the host committee if they would suggest local Alanon meetings in the area.

During:

- To remove the presentation "AA around the World" that is given at every Regional Forum and replace it with a report on the World Service meeting, followed by a discussion.

Workshops

- Place a number that corresponds to a of Conference Member Workshop breakout room on the back of name badges. This would reduce the time to assign breakout rooms before the session.

GSO Visit

- GSO visit on the same day (Tuesday) as the Delegates' Only luncheon.
- Clarify that conference members are expected to take the subway to visit GSO; If they decide to take other form of transportation, it would not be reimbursed.

Coffee Service and Breaks

- Increase the number of coffee service stations during the week to add flexibility in individuals' need for a break.
- Encourage non-voting members that they can take a break or refill up on coffee during the Trustee Elections.

AV Usage

- Encourage that Panel 73 delegates include pictures about their area to better utilize the AV services provided at the conference.

The committee also noted that additional adjustments to the Conference Week Schedule support improving the experience and expenses of the GSC.

2023 Draft Conference Week Schedule:

More Discussion Time and better flow: The committee adjusted the conference week schedule with the intension to allow for better workday flow, and more time Committee reports, Area Highlights, and for Conference Members to discuss important topics from reports such as the Plain and Simple Language translation, Board Reports, What's on Your Mind, Location Plus, General Sharing Sessions, and Participation on Online Groups. The committee suggested removing the AAGV presentation, noting that the Publisher felt that the AAGV Board chairperson would be able to cover AAGV activities and projects.

Area Highlights: The committee discussed the Area Highlights presentations and noted that a few pictures on a slide would be a nice way to share about their area.

The committee noted that the current draft of the conference week schedule anticipates the ending the Conference on Friday at 6pm Eastern.

The committee discussed improving the flow of the schedule for each day and adjusted the order of events such as visiting GSO, area highlights, and the Workshop. The committee also noted that the transportation to visit GSO would be by the Subway and that the logistics are coordinated by GSO.

The committee noted that the Conference Communication Kit was renamed the Preconference Resource Guide. The committee also noted that in the first section of the guide is Self-Support, which clarifies examples of what will or will not be reimbursed such as types of transportation to visit the GSO.

Reading Room: The committee suggested the following to accommodate Conference Members who have yet to review the completed drafts of the Plain and Simple Language Translations:

- A one-hour session to review completed chapters, no phones, cameras
- Two, one-hour sessions 6:45-8:45 a.m. Monday, Tuesday, Wednesday, and Thursday during Conference week
- Aside from colors , Green, Yellow, and Red, a color of a sticker will correspond with a start time and day of a unique reading room session, assigned by the Conference Coordinator
- Stickers will appear on the back of the name badges of Conference Members
- Two members from the trustees' Literature Committee will volunteer as ushers during each reading room session.
- Sunday morning reading room time slot to be scheduled for the Conference Literature Committee to accommodate their discussion in Committee.
- When assigning reading room assignments, considerations for Conference Members with previously scheduled responsibilities during the conference week will be made.

Backup Plan for 73rd GSC:

The committee reviewed two letters addressed to the General Service Board (GSB) and the GSB Contingency Plan to see if they would have information to be incorporated in the Backup plan. The committee discussed the need for a backup plan for the 73rd GSC, so Conference Members can participate in a discussion and a vote, who cannot be physically in the main session room, and proposed a plan. (see item E2).

Additionally, the committee also expressed concern about setting a policy plan for the entire GSC. The committee felt that a broader conversation at the 73rd GSC would best to inform a policy around an illness/injury contingency plan, and suggested the following considerations:

- Define what “mass” illness means.
- What are healthy guidelines do we use?
- Who defines healthy?
- When do delegate conference members call their alternates?
- Do we verify vaccine status?
- Define testing frequency: Before and during the Conference Week.
- When do the numbers fluctuate.
- Quorum threshold
- Do we need to help people vote?

Joint Committee meetings: As part of its scope, the committee was asked to review the joint Committee meetings at Conference and focus on communicating its purpose and emphasizing them at the Delegate Committee Chair Orientation. The committee noted that sometime during the orientation will be set aside by the Conference Coordinator (or SCI member) to emphasize the value of the joint committee meeting as apart of two-way communication set forth by the GSC.

The committee suggested that one to three weeks prior to the GSC, a one-hour Sunday Joint committee meeting be scheduled. The trustee’ chairperson will chair the meeting and will summarize their annual report to the corresponding Conference Committee(s) at a videoconference meeting. This is intended to give additional time for the Conference Committee to have Q&A and follow-up at the schedule time on Sunday afternoon at the start of Conference.

When a Conference Committee receives a new EDW item (Equitable Distribution of Workload) a trustee’s member from a committee that the item was assigned from would

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attend the joint committee meeting as a resource to answer questions.

Placement of general sharing questions: The committee noted that the secretary updated the evaluation forms to provide opportunities to collect feedback the general sharing on the days that they occur. The committee also noted there are opportunities to give feedback on various topics at mid-point and at the end of the conference week. (see Item D1 and D2)

Corporate board employees and trusted servant availability: The committee noted that conference committee secretaries and the Conference Assistant utilize a dedicated group text to communicate corporate board employees and trusted servants are needed to support a committee discussion.

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**Trustees' General Service Conference Committee
Subcommittee on Conference Improvements
2023 Backup Plan for 73rd General Service Conference**

As part of its 2022 scope, the subcommittee on Conference Improvements was asked to develop an approach to accommodate Conference member participation in light of circumstances of a Covid breakout and other situations that may result in a member not being present in meeting rooms during Conference week.

The committee discussed effective ways that support participation of Conference Members at the General Service Conference (GSC).

Although the committee expressed concern about setting a policy plan for the entire GSC, they understood the request for a backup plan for the 73rd GSC, so Conference Members who cannot be physically present in the session hall can participate in discussion and vote.

The committee suggested the following plan for the 73rd GSC Conference Members:

Before arriving at:

- Discuss with their alternates about possibly replacing them should they become injured or ill before the Conference.
- Reach out to the Conference Coordinator and their alternate right away if they become too ill or injured to physically attend the Conference.
- Bring an electronic device that could support using a personal videoconference meeting space.
- Bring enough protective masks for their personal use for a conference week.
- Bring enough Covid-19 rapid tests for their personal use for a conference week.

During Conference Week:

Notification:

- Conference Members are encouraged to inform about their personal space preferences by affixing a sticker: Green (I do hugs), Yellow (power five bump), Red (far, far away).

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- An ill or injured Conference Member is encouraged to immediately report to a designated GSO employee via text with the following information: Name, room #, service position, illness, or injury).
- The Designated GSO employee will note if Conference Members decides not to participate due to illness or injury for each conference day and alerts the Dais.

Conference Committee Meetings:

- Designated GSO employee will notify the Conference Committee Secretary. The committee secretary will call the delegate Conference Member on their cell phone to continue their participation. Or the Committee Secretary can provide a videoconference personal meeting room login. The Designated GSO employee will notify the Chairperson on the Dais at the start of the opening session.

Main Sessions:

- Designated GSO employee will provide the ill or injured Conference Member credentials to join the Conference Coordinator's videoconference personal meeting room should they want to continue their participation and notify the Dais.
- At the first opportunity in a session, a current GSC Chairperson would announce the reporting of an ill or injured Conference Member to the main session area and take a poll on adopting masking in the session area. (Voting with Electronic Clickers and Videoconference Poll-Simple majority).
- During microphone discussions, the queue of Conference Members in the videoconference's personal meeting room will be recognized by the chairperson as "microphone four (4) following microphone three (3).

Workshops

- The ill or injured Conference Member will attend a videoconference break out room corresponding to the color on the back of their name badge. Each designated Conference Member in each Workshop room will login to the corresponding breakout room.

Meals and Breaks¹

The designated GSO employee will coordinate the preparation of a meal(s) or snack in a takeout container. Designated volunteer(s) will deliver meals and snacks to the ill or injured Conference Member.

¹ to length of stay

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Other Essentials

The designated GSO employee will coordinate other essential related requests of the ill or injured Conference Member.

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2023 Conference Committee on Agenda

ITEM F: Review feedback from Delegate Chairs on quarterly communications

Background notes:

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

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

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

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

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

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

These conference calls have taken place annually since 2019. Note: The annual call took place in October 2022 to align with the Equitable Distribution of Workload pilot.

Excerpts from the January 2023 meeting:

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.

Background:

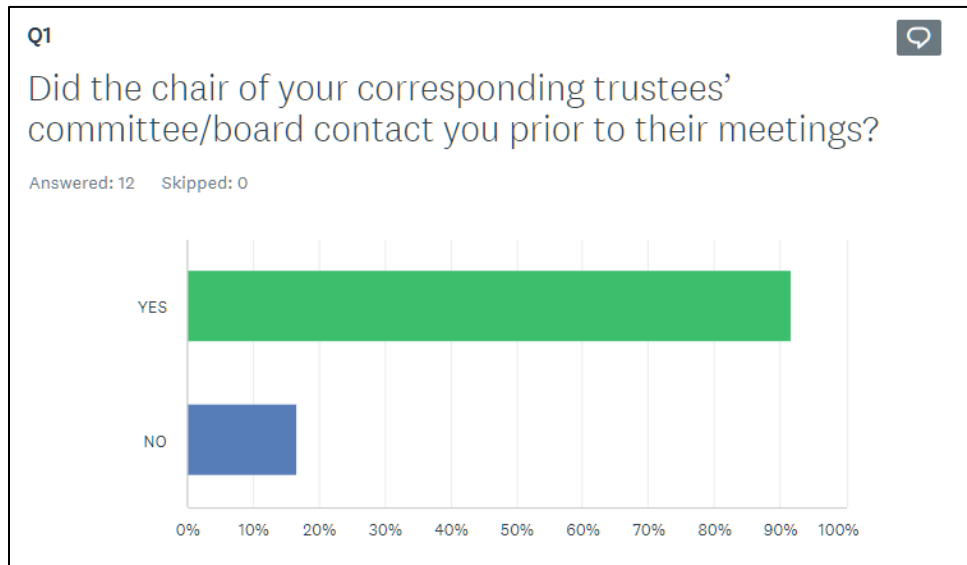
1. Survey Results from Delegate Committee chairs

Sharing from the 2022 Conference committee chairs

Survey Questions:

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

Survey Results

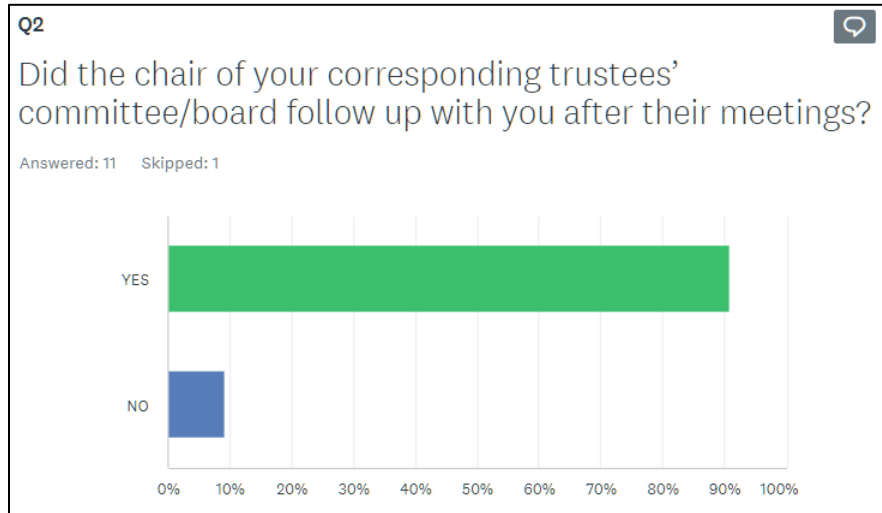


Q1 Comments

- Trustee for Conference Committee Jimmy D. met with me prior to the Q3 October Trustee Meeting to discuss topics. He contact other committee chairs after the October meeting but I did not have a chance to talk with him. Pacific Region Trustee gave a report to Pacific Region Delegates on November 19, 2022.
- I was contacted prior to the October Board Weekend but not prior to the July Board Weekend.

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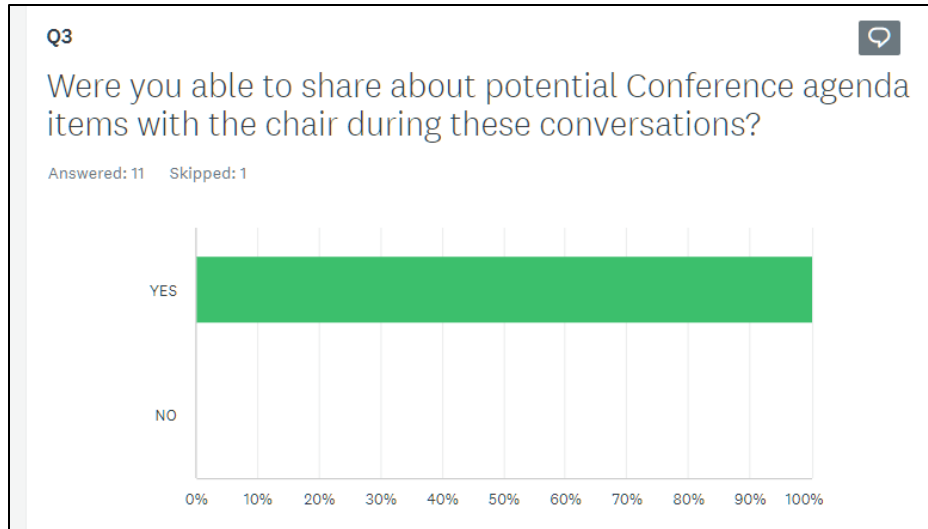
- (No corresponding chair, but Chair of Trustees' Committee on the GSC has been my contact, so am answering as to this relationship)
- Finance committee chair Kevin Prior schedule a call with us to discuss the Agenda items.
- no communication before board meeting
- was very informative and open to questions.



Q2 Comments

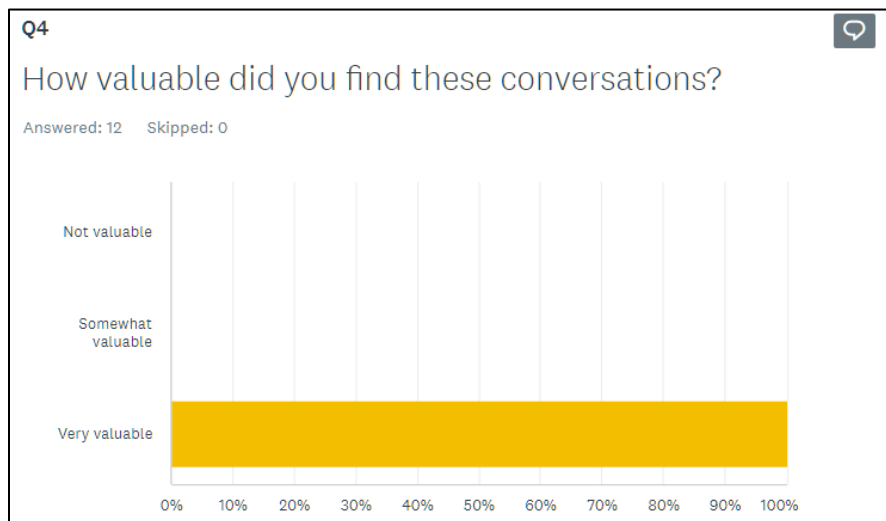
- I am Chair of Agenda Committee. The Trustee of Conference Committee would be the contact to Agenda.
- Yes, after both July and October Board Weekends.
- I don't believe the follow up meeting has happened yet. Isn't that in Jan?
- Whether by phone or zoom a follow-up has been done
- Very appreciative of his time and report back.

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Q3 Comments

- On the call prior to the Q3 October Trustee meeting I did share questions and comments about preliminary agenda items, the status of 72nd GSC advisory actions, and the status of Agenda Committee Recommendation to review results of 2013-2015 GSC Inventory.
- Very open and receptive, great conversations
- We (the Conf. Cmte) discussed the PAI during the call.
- We've always had great discussions
- We followed up about progress of 72nd GSC and reports.

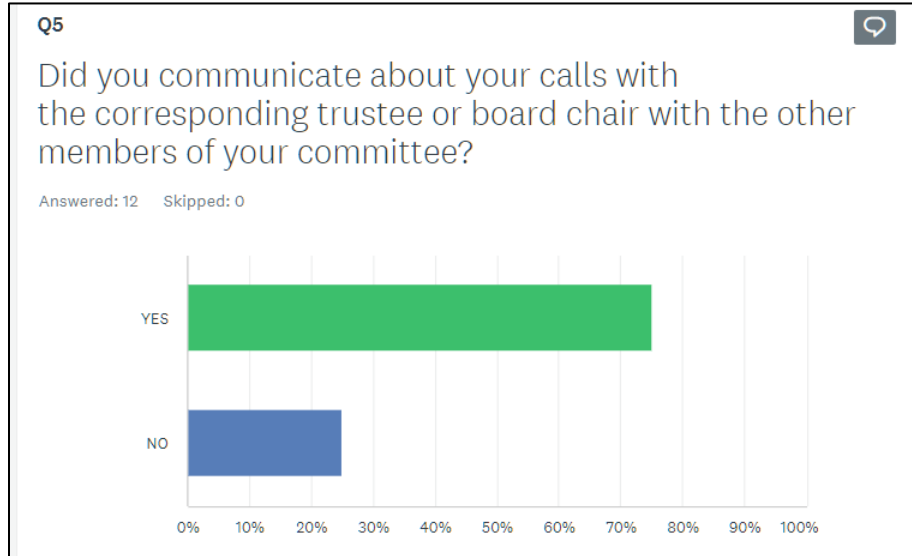


Q4 Comments

- Discussion with the Trustee resolved rumors post 72nd GSC and provided feedback on work by Trustee Committees on 72nd GSC agenda items.
- Very helpful

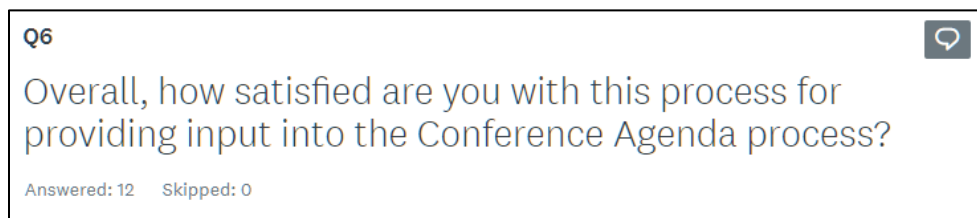
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- Felt included and heard, although I was in minority opinion, I was certainly heard. :-)
- These meetings allowed me to better understand the actions made by the board
- We did meet with committee for guidance on two PAI.



Q5 Comments

- The October call with Jimmy D. was also an opportunity for Agenda Committee members to participate, ask questions, and offer comment to the Trustee.
- There was no additional conversation within the committee, except for the scheduled "Delegate input call".
- No, unfortunately I have only recently received the document intended for the chair : Information and Suggestions for Conference Committee Chairpersons
- all members of my committee attended a virtual meeting with the trustee and gave feedback re: agenda items
- The committee has reviewed workbook and met a couple times about follow up questions. I still owe the committee information from last board meeting m



Q6 Comments

- It was much appreciated. Felt informed, welcomed and more equipped for the role.
- Satisfied
- Very satisfied

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- I feel removed the direct input to the process. However, the discussions with the Trustee in October provided a chance to unpack and discuss multiple PAIs and offer comment on how to proceed. That interaction felt like an advisory role but not a final decision-maker.
- Very satisfied
- Very. Because of the tight time-table in October and the span of four time zones, the Chair of the trustee's Committee on the GSC offered to meet with two members individually for input (although I do not believe that either panel 71 committee member took up the offer)
- Overall, was satisfied. Of course, a lot will be influenced by the Trustee Chair, the Cmte Chair and the amount of items to discuss, but I appreciated the effort!
- Very satisfied, but I will make sure as soon as the selection of the new committee chairs to provide them with the information
- I am very satisfied; I feel transparency is crucial.
- Very satisfied
- I am satisfied
- Very satisfied. I believe in the process and appreciate the two-way communication.

Q7



What suggestions for improvement to this process do you have?

Answered: 12 Skipped: 0

Q7 Comments:

- Nothing comes to mind at this time.
- More clear background material
- More timely discussions
- I appreciate the opportunity to discuss PAIs and themes of multiple proposed topics with Trustee. As Agenda I felt removed from hearing about the Trustee meeting since there is not a Trustee specific to Agenda.
- Sincerely, ask me next year...
- Improved communication on the responsibility of chairpersons between conferences
- I would like to see the entire pai's list from the October board meeting made available prior to the January board meeting
- I have no suggestions
- None
- Instead of trustee meeting with Delegate chair, it might be beneficial to meet with committee.

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2023 Conference Committee on Agenda

ITEM G: Review a report and draft plan for a future Conference Inventory.

Background notes:

Excerpts from the January 28, 2023, meeting:

The committee continued their review and discussion of an expanded and amplified draft report by the committee's vice-chairperson that summarized the selected outcomes from the 2013-2015 Conference Inventory. The committee agreed that the previous 2013-2015 plan received extensive time and preparation and did not receive any reports of procedural flaws.

The committee **agreed to forward** to the 2023 Conference Committee on Agenda a report and draft plan for a potential Conference Inventory with considerations of its value, timeline and approach.

Excerpts from the December 16, 2022 meeting:

The committee continued their discussion on the 2022 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 reviewed and discussed a draft report by the committee's vice-chairperson and agreed with its approach to summarize the selected outcomes. The committee agreed to continue their discussion of the draft report and plan at their January 2023 meeting.

Background:

1. Status Report on Progress and Outcomes from the 2013-2015 General Service Conference Inventory
2. 2013-2015 GSC Inventory Compendium Report (F-205, FF-205, SF-205, available on the dashboard English > 01-Communications and Reference > 05 - GSC Inventory Final Report

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2023 Conference Committee on Agenda

AGENDA
Item G
Doc. 1

Trustees' General Service Conference Status Report on Progress and Outcomes from the 2013-2015 General Service Conference Inventory December 2022

2022 Advisory Action

It was recommended that:

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.

This report will use the GSC Inventory Compendium Report (ICR) as an outline in order to note actions taken and ideas implemented after the Conference inventory was completed in 2015. The Trustee General Service Conference Committee is also hopeful that the Conference Agenda Committee will address areas that may still be of some concern and offer guidance and suggestions for implementation within the offices, boards, and Conference.

Communication and Transparency

ICR Report: "Of specific concern was the flow of information throughout the Fellowship..."

Post-Inventory: The report specifically mentions the flow of information from trustees to delegates which we believe has improved over the years since the Inventory was completed in 2015. While not specifically directed to do so, regional trustees have consistently held sharing sessions after each GSB weekend, and some regions hold monthly meetings. A written report from the regional trustee is often distributed after the quarterly meetings and GSB minutes are distributed after they have been approved by the General Service Board.

At Large trustees have worked diligently on communicating about AA within the Redela zone as well as AA worldwide. General Service Trustees are given greater opportunity to share the details about the affiliate board on which they serve (AAWS or AAGV) and their role as trustee members of the GSB. Class A trustees have seen a slight increase in invitations to gather with members of AA at various events across the US/Canada structure. All General Service Board members have seen a significant increase in their opportunities

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for Fellowship engagement since the onset of the pandemic and the ease and availability of virtual meeting spaces.

ICR Report: “Additionally, delegates and others need to recognize and better understand what is - and is not - disclosable (confidential) at the board and business operations level of the Fellowship ...”

Post-Inventory: This is an area that requires ongoing awareness and vigilance, especially in the digital age. It may be beneficial to discuss elements of the *GSC Confidentiality Policy* with area delegates.

ICR Report: “...more intensive year-round communication between trustees’ committee chairs and Conference committee chairs would be beneficial...”

Post-Inventory: A call is now scheduled both before and after each quarterly General Service Board meeting between the trustee and delegate chairs of Conference committees. The chairs of Policy & Admissions, Report & Charter, and the Conference Delegate Chair meet with the chair of the Trustees’ Committee on the General Service Conference. The chair of Conference Grapevine/LaViña meets with the chair of the AA Grapevine board. The October pre-GSC weekend call includes all members of the Conference committee and reviews proposed agenda items in order to glean delegate input prior to the trustee committee meetings that will set the GSC agenda for the following year.

These processes are comprehensively addressed in the delegate chair orientation document “*Information and Suggestions for Conference Committee Chairpersons.*”

Use of Technology

ICR Report: “Technology can be used to reach new people...and provide for the wide dispersion of materials relative to the processes and procedures of the General Service Conference.”

Post-Inventory: The utilization of virtual technology in order to make the AA message visible to anyone/anywhere includes improvements (complete overhauls) to our websites for both AAWS/GSO and AA Grapevine, Fellowship investment in the development and implementation of a contributions portal and online bookstores (including a separate AAWS online bookstore order website for Intergroups and Central Offices), YouTube, LinkedIn, Google Ads/LegitScript, and Grapevine’s implementation of podcasts and entry into Instagram. These are but a few examples of our offices’ willingness to embrace and leverage technology (both in terms of service and recovery) with ample direction and support from the General Service Conference and the service structure of AA.

In the few short years since the GSC inventory was completed, a vastly different workflow and communication methodology has evolved and grown. While at times our reliance on ancillary and historical materials which are still in paper form does not support the ‘digital first’ approach from a background preparation and research perspective, we now can provide all GSC background, the Conference Manual, the *Final Conference Report*, Box

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459, and GSO Quarterly in electronic form. For the past several years, trustees, directors, and delegates have utilized dashboard technology to access all documents and background related to board and Conference agendas. Discussions around the application and implementation of internal thread-based forums have occurred in response to the continuing focus on making sure all interested parties have the same level of access to the same information in 'real time'. In all discussions at the office and board level around the implementation of technology there is an awareness that, within AA, we must continue to be aware of our members who cannot (or prefer not to) transition into utilization of these digital materials.

ICR Report: "Through secure shared websites, conference calls, blogs or other electronic meeting mechanisms, information can be disseminated more frequently, helping to stretch the Conference out over the full year rather than bunching everything together in short, intense bursts. Technology could also be well applied at the Conference itself, facilitating communication between committees, for voting and tabulation, and for presentation of items to the Conference as a whole.

Post-Inventory: No one could have envisioned at the time of the Conference inventory that we would be able to successfully execute two completely virtual General Service Conferences in 2020 and 2021, with the 2021 agenda a mirror of our in-person annual gathering. Out of necessity and now accepted as our default are videoconference meetings on every possible subject and within every AA constituency. The General Service Board held exclusively virtual board weekends from July, 2020 through July, 2021. A hybrid October, 2021 GSB weekend was held in advance of the return to in-person gatherings of the GSB in January, 2022. We have proven that the informed group conscience can be achieved in the virtual space, and we have also reaffirmed the importance of face-to-face interaction among trusted servants of the Fellowship.

Electronic voting was implemented in a two-year trial period by Advisory Action in 2014; subsequently electronic voting for all votes except trustee elections was approved and implemented by the GSC in 2017. Electronic voting in trustee elections was implemented by necessity in the virtual 2020 GSC with a Conference Advisory Action supporting electronic voting in trustee elections beginning with the 2021 Conference year.

Conference Orientation and Preparation

ICR Report: "Some felt that additional orientation needed to take place ..."

Post-Inventory: Hosting Delegate orientation at one or both regional lunches is a component of the Conference week schedule, based on the agenda set by the Regional Trustee. Another opportunity could be a structured utilization of the "Delegates-only" meeting to 'onboard' new delegate members of the Conference.

From the trustees' perspective, there continues to be emphasis on the importance of the joint delegate/trustee committee meeting at the beginning of the Conference, including focus on this meeting as part of the delegate chair orientation session held prior to the

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January Board Weekend at which all delegate chairs and the delegate Conference chair are in attendance. It may be helpful for the Conference Agenda committee to suggest an outline and topics to be covered in the 'explanatory piece' described in the Inventory Compendium Report to aid the Board in developing a general overview of the presentations/discussions, workshops, and the joint meetings held during the GSC.

ICR Report: "It was noted that some areas and regions prepare their delegates very well, while others do not...It was also suggested that a graphic presentation of how the GSB does its work might help to eliminate some confusion and educate the Fellowship."

Post-Inventory: Historically, delegate members of the Conference have been prepared for the Conference experience based on the customs and expectations of their respective Areas, and through their own service history within the service structure prior to being elected to serve AA as a whole as Conference delegate. Regional trustees are normally a source of information and experience both before, during, and after the General Service Conference. Several Regions in the US/Canada structure provide delegate-only assemblies where the rich experience of past trusted servants is shared with those who are currently serving in the role. Of course if the Conference determines that additional presentations and/or training or explanatory materials be prepared for incoming delegates then those tools will be developed and implemented by the trustees per the direction of the GSC.

While a presentation graphic has not been developed per se, additional emphasis on the schedules and work of the GSB, its affiliate boards AAWS and AAGV, the various board committees, and the GSO and AAGV offices has been a focus of Regional Forum agendas over the past several years with the intent of familiarizing the Fellowship with the workings of their boards and how that work is guided by the actions of the General Service Conference.

Information

ICR Report: "Many delegates expressed being 'overwhelmed' with the amount of material that must be gone through and some found the background materials to be inadequate in terms of providing the "reasoning" for certain agenda items."

Post-Inventory: Streamlining background material is an ongoing process that is a shared responsibility between the Boards, Trustees' Committees, and Delegate Committee Chairs. As a result of the 2022 Advisory Action to provide background material simultaneously in all three Conference languages, trustee committees have pledged their support in reviewing Conference background after each quarterly board weekend. This work includes elimination of duplicate information and references and excerpting only portions of background reference materials that are germane to the subject at hand. It is of course imperative that the background materials provide the Conference committee with all available information in order to inform the conscience of the committee during deliberations.

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At the General Service Office, the Conference assignment has taken an active leadership role in continuing to reinforce the policy of review and reorganization of background material prior to dissemination among Conference members.

Language Equality

ICR Report: “An overriding concern expressed throughout a number of different workshop reports was the issue of language equality and the need to reach a level of parity in terms of the preparation and distribution of Conference agenda items and background information in all three languages.”

Post-Inventory: After several years of Conference Advisory Action and Committee Consideration giving guidance around this important topic, full Conference discussion in 2022 resulted in the Advisory Action that all Conference committee background be made available simultaneously in English, French, and Spanish. The General Service Board and affiliates, along with employees of AAWS/GSO and the AA Grapevine, are endeavoring to meet a mid-February 2023 deadline for posting all Conference background in all three languages. GSO has established a new Translation Department to handle the vast array of documents that must be translated all throughout the Conference year (of which Conference background is only a part). Working in tandem, the Conference assignment, GSO Staff and management have evaluated and drastically restructured the translation process in order to follow the direction of the 2022 GSC.

Diversity

ICR Report: “It was suggested that the Conference, and delegates in particular, find ways to reach out to underrepresented populations of all kinds.”

Post-Inventory: The Conference structure, specifically the General Service Board and its affiliates, along with the service offices, have made concerted efforts to have regular and ongoing discussions around diversity within our Fellowship, including the importance of attracting all members of AA to participate in our Third Legacy. Regional Forums have consistently included a session on ‘Who’s Not In The Room?’ to engage our membership around the topic of diversity and inclusion.

From a General Service Conference perspective, as stated in Concept III, “If the Conference does not function well, the groups can send in better Delegates. If the Trustees get badly out of line, the Conference can censure them, or even reorganize them. If the Headquarters’ services go sour, the Trustees can elect better directors and hire better help. These remedies are ample and direct.”

Conference Agenda

ICR Report: “It was expressed by some that the lack of input into each year’s Conference agenda by delegates can create a sense of inequality...A number of avenues were suggested to allow for greater delegate input, including broader participation by Conference

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committee chairs at the January board meeting ... and refinements to the schedule soliciting agenda items to encourage broader and ongoing input.”

Post-Inventory: The pre-October GSB weekend teleconference call with the trustee chair and full Conference committee has been established in order to gather sharing around proposed agenda items prior to their final disposition by the trustee committee. This process is also detailed in the “*Information and Suggestions for Conference Committee Chairpersons*” provided to Conference committee chairpersons as part of their orientation materials.

In most instances, trustee committee chairs invite active participation by the Conference committee chair during the January GSB weekend. From a trustee perspective it has been generally acknowledged that the presence of the delegate chairs in January adds clarity and reinforcement to the responsibility of the trustees to serve the Conference and the Fellowship.

The three-year trial period established by the Conference in 2021 for the Equitable Distribution of Workload (EDW) has afforded the opportunity for a larger cross-section of delegates to engage in discussion and debate on agenda items that are not ‘specific’ to their delegate committee scope and purpose.

Conference Deadlines

ICR Report: “... requests were made for the trustees to reevaluate the scheduling and deadlines for the final receipt of Conference agenda items, redefining the process to facilitate greater exposure, discussion and reporting throughout the Fellowship.”

Post-Inventory: The Conference agenda item submission deadline was adjusted to October 15 as part of the 2021 Advisory Action establishing the three-year EDW trial period, in order to give the time necessary for processing item submissions, routing them to the appropriate trustee committee or affiliate board, placement on the trustee committee agenda at the October GSB meeting, and accumulation of relevant background materials. The pre-October trustee and delegate committee Conference call is also an integral part of this preparation. Detailed reports are being provided annually by the trustees’ EDW subcommittee to the Conference Policy & Admissions committee in order to continue to inform the Conference about successes, challenges, and concerns related to the EDW process. All parts of the Conference are impacted by any change in the submission deadline – delegates, trustees, and Staff – so it is hoped that the annual EDW reports are helping to determine the best methods of serving the Fellowship and the service structure.

Conference Themes

ICR Report: “The themes are often unwieldy and unrelated to the general membership...not utilized in any meaningful way throughout the year”

Post-Inventory: Discussion and recommendation of the Conference theme, along with workshop and presentation topics, has been within the scope of the Conference Agenda

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committee since at least the mid-1960s. Many areas in the US/Canada structure include the Conference theme (and workshop topics) as part of their local agendas throughout the Conference year but of course this is based on local autonomy and experience. It may be helpful for the Conference Agenda committee to offer guidance on how the General Service Board and the affiliate boards and offices could give additional presence to the Conference theme and potentially increase participation throughout the Fellowship.

Minority Opinion

ICR Report: “Continued and regular focus on the minority voice is a helpful and beneficial element in fully evaluating the issues and concerns that come before the Fellowship, yet we should always encourage full debate before voting ...”

Post-Inventory: The mechanics of the Conference – with emphasis on the minority voice – are addressed by our General Manager at the beginning of Conference week as described within “*How the Conference Operates*.” A sense of the meeting of all Conference members is taken to approve the methods in which the Conference will do business at the opening meeting of the GSC. Much consideration is given during full Conference discussion and debate to allow for all voices and views to be expressed prior to voting on a particular piece of Conference business.

Floor actions and their disposition have been an integral part of the Conference process since its inception, assuring all Conference members the privilege of exercising Concept V ‘Right of Appeal’.

Working Together and Increasing Trust

ICR Report: “... a) making sure that agenda items are received as far in advance as possible to ensure full participation throughout the Fellowship; b) finding ways to keep the trustees and conference committees in meaningful contact throughout the yearlong conference process; and c) cultivating more input from delegates regarding agenda items.”

Post-Inventory: (From prior responses above) The Conference agenda item submission deadline was adjusted to October 15 as part of the 2021 Advisory Action establishing the three-year EDW trial period, in order to give the time necessary for processing item submissions, routing them to the appropriate trustee committee or affiliate board, placement on the trustee committee agenda at the October GSB meeting, and accumulation of relevant background materials. The pre-October trustee and delegate committee Conference call is also an integral part of this preparation. Detailed reports are being provided annually by the trustees’ EDW subcommittee to the Conference Policy & Admissions committee in order to continue to inform the Conference about successes, challenges, and concerns related to the EDW process. All parts of the Conference are impacted by any change in the submission deadline – delegates, trustees, and Staff – so it is hoped that the annual EDW reports are helping to determine the best methods of serving the Fellowship and the service structure.

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In most instances, trustee committee chairs invite active participation by the Conference committee chair during the January GSB weekend. From a trustee perspective it has been generally acknowledged that the presence of the delegate chairs in January adds clarity and reinforcement to the responsibility of the trustees to serve the Conference and the Fellowship.

The three-year trial period established by the Conference in 2021 for the Equitable Distribution of Workload (EDW) has afforded the opportunity for a larger cross-section of delegates to engage in discussion and debate on agenda items that are not ‘specific’ to their delegate committee scope and purpose.

Engaging the Fellowship

ICR Report: “If we are not working locally to engage the full Fellowship,” said one report, “the disconnect between the GSC and the average member will remain. The connection needs to be made between what happens at the Conference and how it helps the drunk on the corner.”

Post-Inventory: Serving the Fellowship is a shared responsibility. As discussed in Concept IV, “There is another good reason for ‘participation,’ and this one has to do with our spiritual needs. All of us deeply desire to *belong* ... It is our shining ideal that the ‘spiritual corporation’ of A.A. should never include any members who are regarded as ‘second class.’”

ICR Report: “The Conference process is often seen as complicated by the average A.A., which tends to limit participation...”

Post-Inventory: In 2021 by Conference Advisory Action a significantly reformatted and ‘user friendly’ version of ‘The A.A. Service Manual Combined with Twelve Concepts for World Service’ was approved for publication. This volume presents the structure of A.A. and its various roles and responsibilities in a more congenial form than prior iterations and will hopefully encourage broader participation within the Fellowship.

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Listening For the Group Conscience

ICR Report: “One common theme expressed through many reports was the importance of listening as a fundamental aspect of good communication.”

Post-Inventory: Listening as if we have no opinion, across the broad spectrum that is A.A., is a key component and benchmark of leadership as expressed in our Twelve Concepts and the Warranties in Concept XII.

Looking Toward the Future

ICR Report: “...now that the inventory is done, perhaps it is time to take a similar comprehensive, multi-year approach to the Concepts and develop a plan to look at them in depth to ensure the ongoing effectiveness of the Conference, the board, and the entire general service structure.”

Post-Inventory: From the Conference Charter Article 3 – “The Conference will act for A.A. in the perpetuation and guidance of its world services, and it will also be the vehicle by which the A.A. movement can express its view upon all matters of vital A.A. policy and all hazardous deviations from A.A. Tradition.”

George M. (past General Service Trustee) gave the keynote address at the opening of the 2013 General Service Conference and noted the following points:

“We are here to help assure the unity and effectiveness of A.A. in its mission to carry the great message of hope to anyone, anywhere, who has a desire to do something about his or her drinking problem.”

The Trustee Committee on the General Service Conference is hopeful that this report will help to inform future discussions around the Conference inventory in the Conference Agenda Committee and the General Service Conference.

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II.

**COOPERATION
WITH THE
PROFESSIONAL
COMMUNITY**

AGENDA

Conference Committee on Cooperation with the Professional Community

Monday, April 24, 2023, 9 a.m. – Noon

Room: TBD

Chairperson: Shannon C.

Secretary: Michael R.

Conference Committee Members

Panel 72

Shannon C.
Claude G.
Alison H.

Panel 73

Thomas G.
Paul H.
Kate L.
Rick M.
Julie S.

- ◆ Discussion and acceptance of trustees' Committee report.
- A. Review progress report on A.A.W.S. LinkedIn page.
- B. Review suggested revisions for the final draft pamphlet "A.A. in Your Community."
- C. Review progress report on the development of outward facing pamphlets for the mental health professionals.
- D. Consider retiring the pamphlet "A Member's-Eye View of Alcoholics Anonymous."
- E. Review content and format of C.P.C. Kit and Workbook

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

2023 Conference Committee on Cooperation with the Professional Community

ITEM A: Review progress report on A.A.W.S. LinkedIn page

Background Notes:

From the October 30, 2022, trustee's meeting:

The committee reviewed a progress report 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 was advised by the senior digital communications analyst on the metrics in the report. The committee asked for clarification on the perceived discrepancy between page views and followers. The senior digital communications analyst explained that followers were receiving content through their news feeds. The committee encouraged the continued focus on developing postings for the professional audience and looks forward to a progress report at the January 2023 meeting.

From the July 31, 2022, trustees' meeting:

The committee reviewed a progress report 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 towards normal engagement and that the engagement analysis will be included in the report. 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 the professional audience and looks forward to a progress report at the October 2022 meeting.

From the January 30, 2022, trustees' meeting:

The committee discussed potential options for the multiple features of the LinkedIn platform. The committee **agreed to forward** a progress report on the A.A.W.S. LinkedIn page to the 2022 Conference Committee on Cooperation with the Professional Community.

2022 Conference Committee on C.P.C. Consideration:

The committee reviewed a progress report on the LinkedIn page implementation and an update from the senior digital communications analyst. The committee requested that a progress report be brought back to the 2023 Conference Committee on C.P.C. and suggested that it include the following content:

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- An additional cadence strategy that increases the number of posts per month developed over the year.
- A strategy of posting often, to increase the search result ranking.
- Posts targeted to professionals on topics such as A.A. anonymity, Self-Support, cooperation without affiliation, and our public relations policy.

Background:

1. History and Actions
2. LinkedIn Q4 progress report

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History and Action of the A.A.W.S. LinkedIn page

2017

The committee discussed development of a LinkedIn page for Cooperation with the Professional Community (C.P.C.) committees and requested that the Trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities continue to explore establishing a presence on LinkedIn as a tool for C.P.C. efforts. The committee requested that the trustees develop a full report that includes a complete exploration of all aspects of this social media tool as outlined in the minutes of the September 16, 2016 conference call of the trustees' Cooperation with the Professional Community/Treatment and Accessibilities subcommittee, and, if feasible within our Traditions, provide an implementation plan to the 2018 Conference Committee on Cooperation with the Professional Community that addresses the overall implications of such a presence, including sample content and estimates for implementation cost and maintenance.

The committee further requested that the trustees' report address the following items:

- Clarify what type of presence, for example, a “company” page for A.A. and/or some type of page for C.P.C. committees, would be the most effective C.P.C. tool(s).
- Determine if LinkedIn is the optimal platform for area and district committee nonpublic group page(s) to interact with each other.
- Clarify how “messaging” works for the type(s) of presence suggested.
- Explore premium options and the associated costs.
- Determine how to reach non-followers, and how to get “followers.”
- Fully explore the Traditions issues presented by LinkedIn actions including “endorsements,” “followers,” “comments” and “pushing sponsored links” and determine if these actions can be accomplished within the Twelve Traditions.
- Determine whether or not comments can be disabled or blocked and if not, the feasibility of effectively moderating comments.
- Explore if and how the Fellowship and/or C.P.C. committees might be asked to interact with the LinkedIn page.

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2018

The committee recommended that A.A. World Services, Inc. develop a company page on LinkedIn with the following goals in mind:

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

Additional Committee Considerations:

- The committee strongly suggested that those creating the LinkedIn company page consider adding some kind of disclaimer or explanation clarifying that A.A. is not affiliated with any of the organizations who appear in promoted content on the LinkedIn company page.

2019

Committee considerations:

- The committee discussed the progress on implementing a static LinkedIn page and felt that the overall goal of the 2018 Advisory Action on creating a LinkedIn page had not yet been achieved. The committee agreed that the wording suggested for the LinkedIn page did not adequately describe Alcoholics Anonymous. The presence of a LinkedIn page describing Alcoholics Anonymous would be a valuable tool to aid local C.P.C. committee work in the U.S. and Canada to inform professionals about A.A. The committee requested that the trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities revisit the plan for implementing a LinkedIn page taking into consideration the following suggestions:
 - Add a disclaimer explaining that the "promoted" content on the LinkedIn page is not affiliated with Alcoholics Anonymous.
 - Include information from current A.A. literature about what A.A. does and does not do that can be useful to professionals who work with alcoholics.

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- Add a concise description of Alcoholics Anonymous that is based on the Conference-approved literature intended for professionals that was reviewed at the October 2018 trustee's meeting
- Add a link to aa.org, and a link to the information for professionals' page.
- Add a link to the About A.A. newsletter.
- Add a concise description of Alcoholics Anonymous that is based on the Conference-approved literature intended for professionals that was reviewed at the October 2018 trustee's meeting
- Include a schedule of C.P.C. exhibits at national level events that are coordinated through the General Service Office
- Annually provide a report tracking the A.A. LinkedIn page, including visits to aa.org from the LinkedIn page for review by the Conference Committee on C.P.C.

2021

The committee recommended that:

The goals expressed in the 2018 Advisory Action establishing a dynamic A.A.W.S. LinkedIn page be implemented by G.S.O., to provide current and relevant content about A.A. to professionals in accordance with A.A. principles and Traditions; and that a progress report on the usefulness and effectiveness of implementing these updates on the A.A.W.S. LinkedIn page be brought back to the 2022 Conference Committee on Cooperation with the Professional Community.

2022

The committee reviewed a progress report on the LinkedIn page implementation and an update from the senior digital communications analyst. The committee requested that a progress report be brought back to the 2023 Conference Committee on C.P.C. and suggested that it include the following content:

- An additional cadence strategy that increases the number of posts per month developed over the year.
- A strategy of posting often, to increase the search result ranking.
- Posts targeted to professionals on topics such as A.A. anonymity, Self-Support, cooperation without affiliation, and our public relations policy.

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LinkedIn: Report April – September 2022

April - September

PROGRESS:

- April – September 2022, we posted new information 13 times.
- As of September 2022, we have 2269 followers. (+nearly 669 from Q4 2021)
- Channel stats Q2 2022:
 - Total page views: 2269 (-429 from last quarter)
 - Unique visitors 752 (-123 from last quarter)
- Channel stats Q3 2022:
 - Total page views: 2031 (-8 from last quarter)
 - Unique visitors 763 (+11 from last quarter)
- Communications Services Department (CSD) has continued work with the interim C.P.C. coordinator and Managing Editor to keep a regular cadence of draft, review and translation.
- Continued population and refinement of the content calendar.
- Research on hashtags* has expanded to include categories related to the types of material we have for easier assignment to posts. Current categories with 2 examples of each include:
 - Organization (#nonprofitleadership, #boardsfordirectors)
 - Sobriety/Recovery (#AddictionRecovery, Recovery)
 - Products/Services/Tech (#newsletters, #digital)
 - Concepts (#diversity, #gratitude)
 - Corrections/Legal (#attorney, #legal)
 - HR (#hiring, #humanresources)
 - Military (#veterans, #airforce)
 - Medical (#healthcare, #mentalhealth)

*Includes terms we will not be using, to avoid duplicating the research efforts.
- Broke up C.P.C. events calendar in a more modern and usable way; move towards quarterly or monthly for more manageable and useful posts. Created an updatable image to present upcoming C.P.C. events in an attractive, sustainable way.
- In April 2022, CSD was given access to the Publishing Adobe Stock account. This means we can choose to improve the images on our posts when the auto select feature from LinkedIn is not appealing or we have an image in mind.

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CONFIDENTIAL: 73rd General Service Conference Background

- Following the June 2022 TCS meeting, invited a selection of Board and Office employees (who could be found on the platform) to follow the profile as suggested to “complete” our profile. We hope the benefits will show in the Third Quarter report. Inviting one person was enough to complete the suggestion.
- Decision was made not to post the July Press Release (LGBTQ+ individuals find help and hope in Alcoholics Anonymous) since we had just posted about the same pamphlet. The content calendar will help us avoid duplication like this in the future.
- Employee sweep was done by HR in July. A LinkedIn member claimed to be our “Chief Executive Officer” which was reported for misinformation.
- Removed GV/LV Instagram posts with broken images (8/11) and reposted with screen shots from both profiles. Using images or our own screen shots moving forward will help us avoid linked image issues.
- New C.P.C. staff coordinator and Communications Service Department will continue to develop content calendar, populate backlog of posts and post at least twice a month.
- Continue expanding hashtag research. Work on a timeline with translators to include comparable Spanish and French terms.
- Direct translation of the English hashtags does not guarantee a large audience.
- Best practice for hashtags is to include 3-5 per post. If we branch into French and Spanish, recommend no more than 3 per language per post.
- Draft designs to update header banner are in the early, idea stage.
- Work with C.P.C. and Regional Forums staff coordinators to revise and continue development of language to highlight Regional Forums on LinkedIn. Goal is to inform professionals of the opportunity to learn about A.A., the benefits the program could bring to those they work with or attract future Class A candidates.

ANALYTICS:

1. About A.A. Spring 2022: (4/7/2022)

<https://www.linkedin.com/feed/update/urn:li:activity:6917885875632635904>

Hashtags included: #newsletters #globalhealth #mentalhealth #nonprofitleadership

Impressions: 1,689

Shares: 2

Reactions: 75

Engagements: 163

Clicks: 86

Engagement rate*: 9.7%

Click through rate 5.1%

2. HR Resources “Is there a Problem Drinker in the Workplace?”: (4/18/2022)

<https://www.linkedin.com/feed/update/urn:li:activity:6921800338186326016>

Hashtags included: #employeeengagement #humanresources #publichealth

Impressions: 1,164

Shares: 7

Reactions: 41

Engagements: 106

Clicks: 58

Engagement rate*: 9.1%

Click through rate 5.0%

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Find A.A. Near You: (5/18/2022)

<https://www.linkedin.com/feed/update/urn:li:activity:6932786971748556800>

Hashtags included:

#Recovery #Help #HelpingOthers #Alcoholicsanonymous #Addiction #publichealth

Impressions: 755

Shares: 5

Reactions: 32

Engagements: 73

Clicks: 36

Engagement rate*: 9.7%

Click through rate 4.8%

3. New PSAs: (5/27/2022)

<https://www.linkedin.com/feed/update/urn:li:activity:6935966312376524801>

Hashtags included: #publichealth #recovery #communication

Impressions: 1,001

Shares: 10

Reactions: 50

Engagements: 125

Clicks: 65

Engagement rate*: 12.5%

Click through rate 6.5%

4. Grapevine Instagram – English: (6/9/2022)

<https://www.linkedin.com/feed/update/urn:li:activity:6940646969673474048>

Hashtags included: #instagram #inspiringpeople #recovery

Impressions: 798

Shares: 3

Reactions: 20

Engagements: 77

Clicks: 54

Engagement rate*: 9.6%

Click through rate 6.8%

5. Grapevine Instagram – Spanish: (6/10/2022)

<https://www.linkedin.com/feed/update/urn:li:activity:6941005932621434880>

Hashtags included: #instagram #inspiringpeople #recovery

Impressions: 670

Shares: 0

Reactions: 11

Engagements: 30

Clicks: 19

Engagement rate*: 4.5%

Click through rate 2.8%

6. LGBTQ pamphlet: (6/23/2022)

<https://www.linkedin.com/feed/update/urn:li:activity:6945712835792420864>

Hashtags included: #diversityandinclusion #LGBTQ #AddictionRecovery

Impressions: 782

Shares: 3

Reactions: 45

Engagements: 79

Clicks: 31

Engagement rate*: 10.1%

Click through rate 4.0%

7. National Professional Exhibits list (July-Aug): (7/08/2022)

Hashtags included: #events #networking #conference #recovery

Impressions: 958

Clicks: 52

Reactions: 26

Click through rate 5.4%

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CONFIDENTIAL: 73rd General Service Conference Background

Shares: 2
Engagements: 80

Engagement rate*: 8.4%

8. Contact CPC – Medical - presentations: (7/18/2022)

Hashtags included: #healthcare, #medicine, #Doctors, #nurses

Impressions: 903
Reactions: 28
Clicks: 39
Click through rate 4.3%

Shares: 4
Engagements: 71
Engagement rate*: 7.9%

9. Grapevine Instagram repost: (8/11/2022)

Hashtags included: #instagram #inspiringpeople #recovery

Impressions: 1,014
Reactions: 39
Clicks: 68
Click through rate 6.7%

Shares: 3
Engagements: 110
Engagement rate*: 10.8%

10. La Vina Instagram repost: (8/11/2022)

Hashtags included: #instagram #inspiringpeople #recovery

Impressions: 753
Reactions: 19
Clicks: 26
Click through rate 3.5%

Shares: 0
Engagements: 45
Engagement rate*: 6.0%

11. Young People in A.A.: (9/2/2022)

Hashtags included: #youth, #AddictionRecovery, #socialimpact, #healthcare

Impressions: 1,276
Reactions: 54
Clicks: 60
Click through rate 4.7%

Shares: 6
Engagements: 120
Engagement rate*: 9.4%

13. What is anonymity.: (9/9/2022)

Hashtags included: #alcoholicsanonymous , #communication , #recovery

Impressions: 918
Reactions: 34
Clicks: 54
Click through rate 5.9%

Shares: 7
Engagements: 95
Engagement rate*: 10.3%

*Engagement rate, as calculated by LinkedIn = (Likes+Comments+Shares+Clicks+Follows)/ Impressions

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2023 Conference Committee on Cooperation with the Professional Community

ITEM B: Review suggested revisions for the final draft pamphlet "A.A. in Your Community."

Background Notes:

From the August 1, 2020, trustees' meeting

The committee discussed the 2020 Conference Committee on CPC's committee consideration to update the style and language of the pamphlet "A.A. in Your Community." The committee noted the value of including links to other digital A.A. resources and a space for CPC committees to write in their local contact information. The committee discussed formats that modern professionals use when they look at content and agreed that print, digital and audio formats are needed. The committee also noted that most professionals prefer to access digital materials that have clickthrough links that lead to additional information that a professional may choose to access. The committee noted the value of printed A.A. materials and noted that many modern professional settings cannot accommodate walk-in, face-to-face meetings with local CPC committees.

The committee asked the secretary to work with the Publishing department on updating the "A.A. in Your Community" pamphlet, with a focus on currency and inclusion of modern professionals. The committee also asked the staff secretary to work with the Communication Services department to create samples that communicate the content of the pamphlet "A.A. in Your Community" in visual formats.

From the November 1, 2020, trustees' meeting:

The committee reviewed the draft language of the pamphlet, "A.A. in Your Community" and offered suggestions. The committee asked the staff secretary to bring back a draft to the committee at the January 2021 meeting. The committee also reviewed the audio samples and noted their usefulness in communicating with modern professionals. The committee discussed the concept of audio service material and agreed to forward the samples and background to A.A.W.S. for further development.

From the January 31, 2021, trustees' meeting:

The committee reviewed a progress report submitted by G.S.O's Executive Editor and provided clarification about the target audience for the pamphlet. The committee looks forward to a draft or progress report at the July 2021 meeting.

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From the August 1, 2021, trustees' meeting:

The committee reviewed a progress report on "A.A. in Your Community" submitted by G.S.O.'s executive editor that provided clarification about the target audience for the pamphlet. The committee looks forward to a draft pamphlet or progress report at the October 2021 meeting.

From the October 31, 2021, trustees' meeting:

The committee reviewed the draft pamphlet and asked staff to send a memo to G.S.O. Publishing with edits from the committee. The committee looks forward to a revised draft or an update report at their January 2022 meeting.

From the January 31, 2022, trustees' meeting:

The committee requested that edits provided by the committee be sent to Publishing. The committee **agreed to forward** the suggested revisions to the 2022 Conference Committee on Cooperation with the Professional Community.

From the July 31, 2022, trustees' meeting:

The committee reviewed a final draft of the Conference-approved pamphlet "A.A. in Your Community." 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 requested a few minor style edits to remove A.A. jargon and the addition of a table of contents, and asked that the staff secretary work with the Publishing department to bring a final draft pamphlet or progress report to the October 2022 meeting.

From the October 30, 2022, trustees' meeting:

The committee reviewed a final draft of the pamphlet, "A.A. in Your Community," and provided minor editorial changes. The committee **agreed to forward** the final draft pamphlet, "A.A. in Your Community" to the 2023 Conference Committee on C.P.C.

Background:

1. Excerpts from Advisory Actions related to AA in Your Community.
2. Copy of draft "A.A. in Your Community" (12 pages) (Committee Eyes Only)

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History and Action of revising pamphlet “A.A. in Your Community”

1980 Advisory Action

It was recommended that: “A.A. in Your Community” be discontinued since this pamphlet is so much like “A Brief Guide” and “A.A. at a Glance”; it was found to be unnecessary to have two pamphlets so much alike.

1981 Advisory Action

It was recommended that: The leaflet “Alcoholics Anonymous in Your Community” be reinstated as General Service Conference-approved literature and put back into distribution as soon as possible.

1983 Advisory Action

It was recommended that: The statement that “A.A. does not provide letters of reference to parole boards, lawyers, court officials, social agencies, employers, etc.” be included in the pamphlets “A.A. in Your Community,” “If You Are a Professional,” “How A.A. Members Cooperate,” the flyer “A.A. at a Glance” and the A.A. Guidelines on Cooperating With Court, A.S.A.P., and Similar Programs.

1993 Advisory Action

It was recommended that: At the next printing of the pamphlet “Alcoholics Anonymous in Your Community” the following revisions be made:

- a. Change the heading “A.A.’s Position in the Field of Alcoholism” to “A.A. and Alcoholism.”
- b. Delete the subheading “How A.A. Views Alcoholism” and change “Alcoholism is, in our opinion. . .” to “From the beginning, many A.A. members have come to believe alcoholism is a progressive illness—spiritual and emotional (or mental), as well as physical.”

Because the phrase “A.A.’s position in the field of alcoholism” could imply a point of view or an opinion, consistency in our literature be maintained by changing that phrase wherever it appears in A.A. literature to “A.A. and Alcoholism” or similar wording that would remove the sense of a point-of-view or opinion when such material is due for reprint.

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From the August 2020 trustees' meeting:

The committee discussed the 2020 Conference Committee on CPC's committee consideration to update the style and language of the pamphlet "A.A. in Your Community." The committee noted the value of including links to other digital A.A.

resources and a space for CPC committees to write in their local contact information. The committee discussed formats that modern professionals use when they look at content and agreed that print, digital and audio formats are needed. The committee also noted that most professionals prefer to access digital materials that have clickthrough links that lead to additional information that a professional may choose to access. The committee noted the value of printed A.A. materials and noted that many modern professional settings cannot accommodate walk-in, face-to-face meetings with local CPC committees.

The committee asked the secretary to work with the Publishing department on updating the "A.A. in Your Community" pamphlet, with a focus on currency and inclusion of modern professionals. The committee also asked the staff secretary to work with the Communication Services department to create samples that communicate the content of the pamphlet "A.A. in Your Community" in visual formats.

From the November 1, 2020, trustees' meeting:

The committee reviewed the draft language of the pamphlet, "A.A. in Your Community" and offered suggestions. The committee asked the staff secretary to bring back a draft to the committee at the January 2021 meeting. The committee also reviewed the audio samples and noted their usefulness in communicating with modern professionals. The committee discussed the concept of audio service material and agreed to forward the samples and background to A.A.W.S. for further development.

From the January 31, 2021, trustees' meeting:

The committee reviewed a progress report submitted by G.S.O.'s Executive Editor and provided clarification about the target audience for the pamphlet. The committee looks forward to a draft or progress report at the July 2021 meeting.

From the August 1, 2021, trustees' meeting:

The committee reviewed a progress report on "A.A. in Your Community" submitted by G.S.O.'s executive editor that provided clarification about the target audience for the pamphlet. The committee looks forward to a draft pamphlet or progress report at the October 2021 meeting.

From the October 31, 2021, trustees' meeting:

The committee reviewed the draft pamphlet and asked staff to send a memo to G.S.O. Publishing with edits from the committee. The committee looks forward to a revised draft or an update report at their January 2022 meeting.

From the January 31, 2022, trustees' meeting:

The committee requested that edits provided by the committee be sent to Publishing. The committee **agreed to forward** the suggested revisions to the 2022 Conference Committee on Cooperation with the Professional Community.

From the 2022 Conference Committee on CPC meeting:

The committee reviewed the suggested revisions to the draft pamphlet "A.A. in Your Community" and received an update from the executive editor. The committee offered additional suggestions and asked the staff secretary to forward a memo to the trustees' C.P.C./T.A. committee with additional sharing and suggestions on the content. The committee requested that a progress report or final draft pamphlet be brought back to the 2023 Conference Committee on Cooperation with the Professional Community.

From the July 31, 2022, trustees' meeting:

The committee reviewed a final draft of the Conference-approved pamphlet "A.A. in Your Community." 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 requested a few minor style edits to remove A.A. jargon and the addition of a table of contents, and asked that the staff secretary work with the Publishing department to bring a final draft pamphlet or progress report to the October 2022 meeting.

From the October 30, 2022, trustees' meeting:

The committee reviewed a final draft of the pamphlet, "A.A. in Your Community," and provided minor editorial changes. The committee **agreed to forward** the final draft pamphlet, "A.A. in Your Community" to the 2023 Conference Committee on C.P.C.

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2023 Conference Committee on Cooperation with the Professional Community

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

Background Notes:

From the 2021 Conference Committee on CPC:

The committee recommended that the trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities develop a pamphlet directed to mental health professionals. The committee requested that a progress report or draft pamphlet be brought to the 2022 Conference Committee Cooperation with the Professional Community.

From the August 2021, trustees' meeting:

The committee discussed the 2021 C.P.C. advisory action, "That the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee develop a pamphlet directed to mental health professionals..." The committee discussed the request to create a pamphlet for mental health professionals and suggested that the first action is to explore assembling a focus group of past/present Class A's trustees' and other mental health professionals that are member of the fellowship for the purpose of asking what their needs are when addressing the suffering alcoholic.

From the December 2021, trustees' meeting:

The committee noted that the focus group is scheduled to meet on December 10, 2021, with a possible follow up meeting for those who are unable to attend the December 10 meeting. The committee looks forward to a progress report at their January 2022 meeting.

From the January 2022 trustees' meeting:

The committee discussed the 2021 Advisory Action to develop a new outward facing pamphlet geared towards the mental health professional. The committee reviewed a focus group report and requested that the staff secretary work with Publishing on the development of a language and potential formats. The committee **agreed to forward** a progress report on the development of the pamphlet to the 2022 Conference Committee on Cooperation with the Professional Community.

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From the 2022 Conference Committee on CPC:

The committee reviewed a progress report on the development of an outward facing pamphlet for mental health professionals and expressed their appreciation. The committee noted that utilizing a focus group was a useful approach to explore and identify the needs of mental health professionals when they are addressing the suffering alcoholic. The committee asked that the staff secretary forward a memo with additional suggestions to the trustees' C.P.C./T.A. committee. The committee requested that a progress report or draft pamphlet be brought back to the 2023 Conference Committee on Cooperation with the Professional Community.

From the July 2022 trustees' meeting:

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., projectlead, 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 committee looks forward to a progress report at the October 2022 meeting.

From the October 2022 trustee's meeting:

The committee received a verbal report from the working group lead on the development of a pamphlet for mental health professionals. The working group noted that ten mental health professionals have agreed to be interviewed to provide the basis of the pamphlet. The working group has completed two of the ten interviews that included suggestions for language and style for the effectiveness of the pamphlet. In addition, the working group provided suggestions for alternative formats to provide A.A. information to mental health professionals, such as -

- short-form videos,
- audio content,
- social media, and
- Infographics.

The committee looks forward to a progress report at the January 2023 meeting.

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From the January 2023 trustee's meeting:

The working group provided a verbal report on the methodology and status of five professional interviews that have been completed to date and forwarded to transcribe. The committee discussed the challenges of scheduling and interviewing the interviewees. The committee requested that the staff secretary assist in completing the final five interviews using the existing methodology. 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, such as –

- short-form videos,
- audio content,
- social media, and
- Infographics.

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.

The committee also looks forward to a progress report at the July 2023 meeting.

Background:

1. Progress report from working group.

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**2022 Trustees' C.P.C./Treatment and Accessibilities Committee
Working group on the development of a pamphlet for mental health professionals
2022 Progress report**

Progress report from the Working Group on the development of a pamphlet for mental health professionals.

The committee determined that the approach for discovery was to submit ten interviewees composed of mental health professionals (current, past, and in-training) that are members of A.A. or any other Twelve Step organization.

Coree H. and John W. each submitted five interviewee candidates and reached out to each other's submitted interviewees. Of the ten candidates, four interviews have been completed as of Dec 13, 2022, with one in the scheduling process.

The primary focus of the interviews was to ask the interviewees a unilateral question, "How would you approach creating this literature?" The committee also inquired about adjacent topics, such as effective formats for distribution, language, and scope.

Interviews were conducted via an online digital platform, with recordings submitted for audio transcription.

The next phase is to conduct interviews of mental health professionals that are not members of A.A. or any other Twelve Step organization, asking the same unilateral question. Then, all interviews will be compiled into guided documentation for drafting the literature.

The working group will provide an update at the January 2023 meeting.

The staff secretary compiled transcriptions of the first round of interviews and reviewed them to identify fundamental points each interviewee offered to aid in the development of the pamphlet and other potential service materials. The mental health professionals shared how they might see this pamphlet and additional formats and offered suggestions. Highlights of the interviews include:

- "I think, A.A. can come off as punitive, to a lot of mental health (professionals/patients)"
- There's something about the 'child within' also and 'parts work'...and reparenting oneself, and... trauma, which to me kind of sounds like it, like revelatory in the

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CONFIDENTIAL: 73rd General Service Conference Background

Twelve Step community...I don't know too much AA literature that talks about trauma.”

- “Short videos...online courses...e-learning”
- “Updating the language to make sense to where the mental health field is today. And the mental health field these days is moving more towards evidence-based practice, which is difficult to understand [from] where A.A. is coming from because they, we don't, AA doesn't [use] your standard, quantitative and qualitative data, data systems like you do in the traditional mental health field”
- “So using the doctor's opinion from 1935 as your evidence...isn't as useful these days”
- “A lot of what makes AA successful is that it's based on peer support”
- I think one of the hindrances for AA is the fact that the main literature that is still used today, was written in 1935. And again, it was ahead of its time, but the field has caught up in a lot of ways. So being able to recognize..., hey! There are new ways mental health professionals reach out and refer people to substance use support groups.”
- “Interactive visual presentations...make it more engaging.”
- “More clear language about how AA does not recommend that people get off their meds.”

At the January 2023 meeting, the committee requested that the staff secretary continue the additional interviews and deliver a progress report to the July 2023 meeting.

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2023 Conference Committee on Cooperation with the Professional Community

ITEM D: Consider retiring the pamphlet “A Member’s-Eye View of Alcoholics Anonymous”

Background notes:

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 C.P.C. tool to communicate to professionals about A.A. The committee noted that some of the text could be offensive to those of varying abilities and may lead to an appearance of A.A. aligning with a specific religious doctrine. The committee **agreed to forward** a suggestion to the 2023 Conference committee on C.P.C. to discuss retiring this pamphlet.

Background:

1. Advisory Actions on retired pamphlets
2. Excerpts from the “Member’s Eye View” pamphlet

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2023 Conference Committee on Cooperation with the Professional Community

Advisory Actions on retired or discontinued pamphlets

Background:

1963 Advisory Action

It was recommended that: The pamphlet "Correctional Officials Evaluate A.A." be discontinued and a new pamphlet be created outlining specific information about the formation and function of groups in institutions, including material pertaining to county jails, orientation programs, training programs for the young, open door groups, women's groups, etc. One page of Warden's comments was considered to be sufficient. The draft of the pamphlet to be reviewed by interested penologists as well as the Conference Literature Committee. The Committee further requested that information for the pamphlet be sought from Delegates and Institutions Committees.

1980 Advisory Action

It was recommended that: "A.A. in Your Community" be discontinued since this pamphlet is so much like "A Brief Guide" and "A.A. at a Glance"; it was found to be unnecessary to have two pamphlets so much alike.

1981 Advisory Action

It was recommended that: The leaflet "Alcoholics Anonymous in Your Community" be reinstated as General Service Conference-approved literature and put back into distribution as soon as possible.

2006 Advisory Action

It was recommended that: The pamphlet "Letter to A Woman Alcoholic" be discontinued.

2017 Advisory Action

It was recommended that: The pamphlet "Three Talks to Medical Societies by Bill W." be retired.

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Excerpts from the “Member’s Eye View” pamphlet:
<https://www.aa.org/members-eye-view-alcoholics-anonymous>

It occurred to me not long ago that whenever I am sitting in an A.A. meeting, I am never aware that I am sitting next to another white man, another Catholic, another American, or a Frenchman, Mexican, Jew, Moslem, or Hindu, black man or brown.(p. 25)

This coming Sunday, in the churches of many of us, there will be read that portion of the Gospel of Matthew which recounts the time when John the Baptist was languishing in the prison of Herod, and, hearing of the works of his cousin Jesus, he sent two of his disciples to say to Him, “Art thou He who is to come, or shall we look for another?” And Christ did as He so often did. He did not answer them directly, but wanted John to decide for himself. And so He said to the disciples: “Go and report to John what you have heard and what you have seen: the blind see, the lame walk, the lepers are cleansed, the deaf hear, the dead rise, the poor have the gospel preached to them.” Back in my childhood catechism days, I was taught that the “poor” in this instance did not mean only the poor in a material sense, but also meant the “poor in spirit,” those who burned with an inner hunger and an inner thirst; and that the word “gospel” meant quite literally “the good news.”(p.26)

The house that A.A. helps a man build for himself is different for each occupant, because each occupant is his own architect.(p.20)

“If the blind lead the blind, shall they not both fall into the pit?” And in 1935 was the answer, strangely enough, “No”? But perhaps what occurred that evening was not a contradiction of Christ’s maxim. Perhaps one who was a little less blind, one who was at last able to discern vague shapes and forms, described what he saw to one who still lived in total darkness.(p. 10)

Much more important than what was said that evening was who was saying it. Long before the average alcoholic walks through the doors of his first A.A. meeting, he has sought help from others or help has been offered to him, in some instances even forced upon him.(p.10)

I am personally convinced that the basic search of every human being, from the cradle to the grave, is to find at least one other human being before whom he can stand completely naked, stripped of all pretense or defense, and trust that person

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not to hurt him, because that other person has stripped himself naked, too. This lifelong search can begin to end with the first A.A. encounter. (p.11)

There is a widely held belief in A.A. that if a newcomer will simply continue to attend meetings, "Something will finally rub off on you." And the implication, of course, is that the something which rubs off will be this so-called miracle of A.A. Now, there is no doubt in my mind that many people in A.A. accept this statement quite literally. I have observed them over the years. They faithfully attend meetings, faithfully waiting for "something to rub off." The funny part about it is that "something" is rubbing off on them. Death. They sit there — week after month after year — while mental, spiritual, and physical rigor mortis slowly sets in. (p.14)

First, does it come as a surprise to you, as it did to me, that there is nothing physical in this program — no leafy, green vegetables, no vitamins, no daily calisthenics? I think this is because, from the very beginning, the alcoholic in A.A. has believed that the physical aspects of our disease would have little import if they were not accompanied by an equally progressive spiritual deterioration. If the major thing we had to worry about was the physical allergy to alcohol, then I believe A.A. would never have happened, because it would never have been needed. At various times I have been strongly allergic to various foods: to strawberries, but I have never had to join Strawberries Anonymous; to pork, but I didn't have to change my religion to abstain from it. (pp.15-16)

I have often wondered what the course of mankind might have been if the Ten Commandments had been presented in this same manner, rather than as blunt commandments negatively expressed: "We honored our father and our mother." "We remembered to keep holy the Sabbath." "We honored the name of the Lord our God and took it not in vain." "We bore no false witness against our neighbor." (p.16)

A.A. will probably always number among its ranks those who, in their fear and their anger, would make of A.A. a kind of spiritual ghetto, a sort of co-ed monastery; where alcoholics hide and lick their wounds, coining childish and defensive words like "normsie" and "alky," and pointing accusing fingers at the tigers "out there." (pp.24-25)

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2023 Conference Committee on Cooperation with the Professional Community

ITEM E: Review content and format of C.P.C. Kit and Workbook.

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Background notes:

In January 2022, the trustees' committee reviewed the shared experience from local C.P.C. committees and other trusted servants for updated content to be included in the C.P.C. Kit and Workbook. The committee **agreed to forward** draft language and format to the 2022 Conference Committee on Cooperation with the Professional Community, for their annual review of the C.P.C. Kit and Workbook.

In the October 2022 trustee's committee meeting the new secretary reported he will continue to review the Kit and Workbook and update the committee at the January 2023 meeting. Minor editorial changes were forwarded to publishing in November 2022.

Background:

1. C.P.C. Kit and Workbook (revisions pending) available to view on www.aa.org:
item to follow

ENG: Cooperation with the Professional Community (C.P.C.)

SP: Cooperación con la Comunidad Profesional (CCP)

FR: Collaboration avec les Milieux professionnels (CMP)

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AGENDA

Conference Committee on Corrections

Monday, April 25, 2022, 9:00 a.m. – 12 noon
(Room TBD)

Chair: Kurt W.

Secretary: Eileen A.

Conference Committee Members

Panel 72

Candice C.
Cara G.
Jennifer J.
Shellia D.

Panel 73

Tim H., Jr.
Eric L.
Gerry W.

- ◆ Discussion and acceptance of trustees' Committee report.
- A. Consider a request to include content to existing AA literature on sponsorship of persons in custody by outside members of the fellowship.
- B. Review content and format of Corrections Kit and Workbook.
- C. Discuss service piece "Safety and A.A.: Our Common Welfare" (SMF-209) and its revisions.

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

2023 Conference Committee on Corrections

ITEM A: Consider a request to include content in existing A.A. literature on sponsorship of persons in custody by outside members of the Fellowship.

Background notes:

In response to a request from the International Corrections Meeting Ad Hoc Committee to develop service material providing shared experience on “inside” sponsorship to current corrections service material, at their January 2022 meeting, the trustees’ Corrections Committee discussed and agreed that this type of shared experience would be useful and requested that the staff secretary prepare and put out a call for shared experience from the Fellowship.

The staff secretary sent out a memo in March with an end date of June 30, 2022 and received 54 responses from the membership across corrections service positions and areas.

At the July 2022 trustees’ meeting, the committee noted the enthusiastic response from the Fellowship on their experiences regarding sponsoring persons in custody and agreed that the staff secretary prepare a draft service piece for review and possible inclusion in the Corrections Workbook.

At the October 2022 trustees’ meeting, the committee reviewed the service piece drafted by the staff secretary and forwarded comments and edits for consideration. After updates were implemented, the service piece was forwarded to Publishing to be included in the current Corrections Workbook revision.

Background:

1. PAI #125
2. “Inside” Sponsorship Report.
3. Service piece on sponsorship of persons in custody.

[Back to Agenda](#)

**General Service Conference (G.S.C.)
Proposed Agenda Item Submission Form**

<p>(1) Submit a clear and concisely worded motion.</p>
<p>The International Corrections Meeting in Alcoholics Anonymous, formerly the National Corrections Meeting, makes a motion that content regarding sponsorship of persons in custody by Outside members of the fellowship be added to existing AA literature.</p>
<p>(2) What problem does this proposed item address?</p>
<p>This item addresses a lack of information in AA literature regarding sponsorship of persons in custody by Outside members of the fellowship. Persons in custody and corrections professionals have requested Outside sponsors. However, AA literature does not contain shared experience from the fellowship or guidance from the Conference about sponsorship of persons in custody by Outside members of the fellowship. Consequently, the ICM suggests adding to AA literature shared experience and guidance from the General Service Board regarding sponsorship.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p>
<p><i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i></p>
<p>The International Corrections Meeting (ICM) in AA discussed this item over a period of several months. Participants of ICM are from the North American Service Structure.</p>

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

Sponsorship of persons in custody may be affected by several factors, including, but not limited to the following:

1. The Corrections Committee or corrections trusted servant as well as their Area or District.
2. The facility's location (i.e., United States or Canada).
3. The type of facility (i.e., Federal, State, Provincial, or County facility).
4. The facility's security level (high, low, or minimum) may determine the Outside member's ability to sponsor.

Following are some ways members of the Fellowship sponsor persons in custody:

1. Corrections service committees have developed sponsorship programs that allow outside sponsors to be placed on their sponsee's visitor list. This method is sometimes known as "inside visitation sponsorship." There are advantages to this method of sponsorship, including:
 - a. Inside visitation sponsorship addresses safety and security issues typically associated with overfamiliarity.
 - b. Since visitors abide by the rules/regulations applicable to visitors, they are not restricted by the rules/regulations for meeting volunteers (those AA members taking meetings into the facility).
 - i. in many prisons, the visitors' clearance application is shorter than the Alcoholics Anonymous volunteer clearance application process.
 - ii. As visitors, sponsors can speak one-on-one, face-to-face, without being monitored.
 - c. While we acknowledge that sponsorship between persons in custody does occur, it can be problematic. Individuals are often reluctant to share "a searching and fearless moral inventory" about themselves as it could put them at risk.
2. Outside members sponsor persons in custody through GSO's Corrections Correspondence Service. However, there is a caveat: Facility staff read all incoming and outgoing mail except for legal mail.
3. Some outside members sponsor via telephone. However, the amount of time a person in custody can remain on the phone at one time is limited and brief.
4. We are aware of one facility where meeting volunteers have long-standing, trusting relationships with facility staff and they are allowed to take persons in custody to a private location within the facility for a sponsorship meeting. Most prisons do not allow meeting volunteers to meet one-on-one, face-to face with persons in custody in a private location.
5. In some Canadian facilities, Outside members are allowed to take persons in custody out of the facility through a program called "Temporary Escorted Absences." Some Outside members may sponsor persons in custody during that time.

6. Some persons in custody are sponsored by video visitation if they have a tablet service. Video visitation requires scheduling, and there may be a monetary cost, either to the persons in custody or the Outside members. Not all persons in custody have access to tablet services. Outside sponsors may need to be cleared as a visitor when sponsoring by video visitation.
7. In some Areas, correction's professionals have contacted the local corrections committee at the request of the person in custody to arrange for a sponsor. The Outside member then corresponds with the person in custody. If the person in custody is comfortable moving forward in a sponsorship relationship, they may have the Outside member added to their visitors list.
8. Our experience is that short-term stay facilities, like County jails and detention centers, rely on "Bridging the Gap" programs to introduce persons in custody to sponsorship. Thus, once released, the person in custody will have access to a sponsor.

Following is a list of Conference Approved Literature where content related to sponsorship of persons in custody by Outside members of the fellowship could be added.

1. (P-26) AA in Correctional Facilities
2. (F-5) Carrying the Message into Correctional Facilities
3. (P-20) A Message to Correctional Professionals
4. (P-9) Memo to an Inmate
5. (P-33) It Sure Beats Sitting in A Cell
6. (P-15) Questions and Answers on Sponsorship
7. (P-87) AA for the Alcoholic with Mental Health Issues
8. (F-2) Information on Alcoholics Anonymous
9. (B-13) *AA In Prison: A Message of Hope*
10. (B-7) *Living Sober*

Following is a list of Service Material where content on sponsorship of persons in custody could be added.

1. (MG-06) AA Guidelines Corrections Committee
2. (M-451) Corrections Workbook
3. C.C.S. Introduction and Description inside/outside
4. (F-97) Sharing from Behind the Walls
5. (F-228) Safety in AA Flyer
6. (CF-36) The Correctional Facilities AA Group Workbook

Following is a list of Grapevine publications suggesting where Inside sponsorship language could be added.

1. (GV43) *Free On The Inside*

(5) What are the intended/expected outcomes if this proposed item is approved?
AA literature will provide information on sponsorship relationships that provide multiple or alternative sponsorship suggestions for persons in custody.
(6) Provide a primary contact for the submission.
Laura S. <hr/>
Members of the International Corrections Meeting in AA who served on the Ad Hoc Committee to form and submit this agenda item were Chenoa T, Area 38, Dave A, Area 81; Jen B, Area 44; Joe W, Area 11; Laura S, Area 36; Norman L, Area 57; Scott B, Area 49; Selena O, Area 51; Stacy C, Area 51.
(7) Final comments:
Our shared experience indicates that many persons in custody realize that to maintain and grow in a spiritual program of recovery, they need to be sponsored. Options for sponsorship by other persons in custody are, for the most part, not an option for them. Many Outside members of the Fellowship want to enter a sponsorship relationship with persons in custody, yet there are barriers to establishing those relationships that are not normally found when sponsoring another Outside member. Content added to our literature that offers guidance from the Conference and shared experience from the fellowship on establishing sponsorship relationships with persons in custody could provide answers and encouragement not only to persons in custody, but also to Outside members willing to serve as sponsors.

**Trustees' Corrections Committee
2022 Inside Sponsorship Progress Report**

Inside Sponsorship Report

The fellowship expressed the need to add shared experience regarding "inside" sponsorship to current Corrections Service Material. This request came out of an identified unmet need for sponsorship for A.A. members in custody.

The trustees' Corrections Committee met on January 29 and discussed the request. The committee agreed that this type of shared experience would be useful and requested that the staff secretary prepare and put a call out for shared experience from the Fellowship with a wide distribution (i.e., including regional trustees) and update the committee accordingly.

The staff secretary sent out the memo in March with an end date of June 30, 2022. The update with the collected shared experience is as follows:

Total responses: 54

Locations: A93/D22 CA, A15/D2 FL, A19 IL, A25 KS, A26/D9 KY, A49 Brooklyn NY, A30 D18&19 MA, A38/D12 MO, A37 MS, A35/D13 and A36 MN, P66/A43 NH, D23&39 A53 OH, A58 OR, D16 San Antonio TX, Antelope Valley WY, A73/D2 WV District 16, A74/75 D20 WI; A87 Quebec, A81 PEI

Service Positions: GSR, DCM, CFC Chair intergroup, Intergroup Office Manager, CFC chair, Chair H&I, Area Corrections Chair and CFC Correspondence Rep and A.A. members.

English 52

French 2

1) Inside Visitation Sponsorship (IVS): 22 reported shared experience.

Experience included:

- a. During the facilitated AA meeting, step work was completed in a group. Then inside AA members pass it on by sponsoring each other. They work the steps together and report back at the next incoming AA meeting.
- b. Meeting one on one through Plexiglass using the phone.
- c. A few CFs allowed 1:1 meeting between AA members on the outside and in person with direct contact weekly or biweekly

- d. NorCA H&I inside visitation program. The outside AA members volunteer and are put on the visitation list of the AA member in custody. Forms amended to account for anonymity (**Sample inside visitation program for review background 6.3**).
- e. A person in custody (PIC) would request a sponsor through the Counselor at the facility. They would then make a request through the outside AA member or Corrections Committee Coordinator (CCC). The CCC would then contact an outside AA member willing to be of service. The relationship began through mail correspondence and if both parties agree then the outside member would be put on the PICs visitation list. Although the Pandemic ended inside visitation, some relationships continued using JPay email, video or mail.
- f. Juvenile facility allowed inside volunteers to sponsor.
- g. Canada volunteers able to provide sponsorship. Approval is needed but once approved meet one on one in private room. Also meet in a group 4 outside to 8 inside members go through the steps and leave time at the end for one-on-one questions.
- h. Some members who are volunteers ask for special permission to sponsor when a PIC asked.

2) **Sponsorship by Mail:** 32 reported shared experience of these 14 were from the Corrections Correspondence Service (CCS) provided through GSO.

Experience included:

- a. One suggestion that outside members share is to do the step 5 with Chaplain or counselor to provide privacy and confidentiality.
- b. There were 6 areas that reported having local correspondence programs. One such program was described. Each unit in the CF had an outside A.A. member who acted as a director. They passed cards out explaining their correspondence program to the CF professionals or directly to the people in custody when possible. The cards provided a return address, and the PIC could return it and request a sponsor. Step materials were suggested. One difficulty reported was privacy especially for steps 4 and 5 as the mail is inspected.
- c. During in person meetings, step work was discussed. Then the PIC did their step work and called or wrote to the outside AA member to review the step work. Privacy again was reported as an issue as all calls are recorded or monitored, and all mail is read.

3) **Sponsorship by Video:** 8 reported shared experience.

Experience included:

- a. Global Tel Link on tablets video hard to set up but once they did very worth it. The problems mentioned included that it was hard to set up, had limited time and was overall “problematic.”

- b. San Quentin has a video program set up and is reported to be used regularly.

4) **Sponsorship between members:** 11 reported shared experience.

Experience included:

- a. Through in person A.A. meetings, step work is done in a group. Then the PIC pass it on by sponsoring each other and work steps together and report back to the outside A.A. member at the next incoming AA meeting.
- b. Some areas reported many healthy inside groups where sponsorship occurs between the members inside.
- c. Due to the pandemic, it was reported that this type of sponsorship increased as the PIC were all each other had at times.
- d. Another member reported that in their experience it was very rare for PIC to sponsor each other.
- e. Another reported that PIC are reluctant to sponsor each other because there is reluctance to reveal deep personal information.
- f. One member reported that a facility had a program that trained inside AA members to sponsor each other.

5) **Additional ways** to provide “inside” sponsorship

Experience included:

- a. Phone account – 15 min call at a time.
- b. “Text Behind” phone/computer app \$1 for 4 pictures/several paragraphs
- c. “Corrlinks” is a way for family and friends to electronically communicate with their loved ones incarcerated in institutions. It provides unlimited texting back and forth.
- d. “Access Corrections” is a service that enables people to connect to those in custody. It was reported to be expensive ~\$350 for 7 ½ months.
- e. “Global Tel Link (GTL)” tablets for email
- f. JPAY outside emails to inside member. Outsider buys stamps cheaper than regular stamps. The communications are faster than regular mail.
- g. Email provided better responses because it’s quicker and more reliable than mail.
- h. Canada there are CF that allow inside AA members to get special clearance status approved by the Warden and they can go to an outside AA meeting. During this time sponsorship can occur.

Inspiring shares: I wanted to briefly express how moved I was reading all the members' experiences sponsoring members on the inside. If anyone would be interested in reading some of the moving shares, I have them available upon request. Here are a few brief snippets:

- 49-year-old woman who had never been to AA before prison and the sponsor reported the amazing change that she saw after being introduced to AA.
- 5th step over the phone. Person on inside had to call back every 15 min for 3 ½ hours until they were done.
- A woman looking at doing her time and carrying the message instead of her time doing her.
- Several stories of connecting to the person after they were released.

A moving share from a person involved in inside sponsorship:

"My three-year direct experience with sponsoring three men inside San Quentin in the IVSS is an enhanced mutual uplift as compared to my experience in civilian AA over thirty-five years.

For my part, the men have shown me the method and the value of praying directly for beneficial outcomes for others, and for myself when it will benefit others. I had always shied away from this. The men have also shown me the value of positive outlook in the face of long odds. I was startled to see their consistent smiles. I see my life differently - rich and full, leaving aside all my tribulations.

For their part, the men were astonished to learn there are other men who gladly come to them and who are disappointed when visitation obstacles arise. They warmly express their thanks to us.

I perceive that the sponsees in this program come to see a broader, deeper view of harm done and their part in it and in the harms done to them. While this would be achieved with strong sponsorship in civilian AA, it is much rarer in the institutional AA and its meetings, as described to me, where direct sponsorship is precluded. The IVSS has in-person, video, phone, and correspondence capability for in-depth work. Of course, face-to-face is the cornerstone of this and is the only fully private method."

Let me close with three examples:

- Brian S. had not spoken with or seen his father in thirty-nine years of confinement but as a result of articulating his own part in the estrangement, via Step IV, he made direct amends - and his father reciprocated. Brian obtained a miraculous parole through a legal quirk and went to live with his father, where in a few months' time he became the primary caregiver as the father lost his health and passed away within the year. Brian

was executor, is now a responsible employee, and is partnered in a loving spiritual relationship with his fiancée. Brian and I are guests in each other's home.

- Prentice McC. had only six months of confinement left when we began, so that the value of IVSS is in the transition to the outside. In two live sessions and several videos, we passed through the first three steps and had a plan for fellowship and entrance to an AA group in his neighborhood. He presently resides with his mother while he works through a difficult parole (difficult officer), and he has begun Step 9. He has a regular meeting schedule and recovered quickly from a one-night relapse near the time of his release. We work together in my home and in his neighborhood, alternately.
- Alan B. has an open-ended life sentence and has at least five more years to serve. He began AA on the outside sixteen years ago after killing a young person with his vehicle while drunk. We have been interrupted from a normal sequence by the fits and starts of Covid and by Alan's surgery. He temporarily resides at the California Health Care Facility. The challenge of addressing the shame, guilt, and remorse of negligent homicide, as a sponsor, will be unprecedented for me. Alan is clear about all his part prior to and after the incident, and in his broader life.

Additional information:

- Maximum security for severe crimes difficult to get people willing to sponsor
- Every facility is different.
- CCS needs to better determine if participants are really interested in AA and provide more direction and information to PIC on participation. Eileen added to CA correspondence "this is not a service intended to impress the parole board" as CA parole boards require sponsors.

Summary:

The most common way that members provide "inside" sponsorship is through mail correspondence. Although this is the case, this method has limitations due to privacy issues as letters are read and scanned. It is difficult if not impossible for members to divulge personal information which is necessary when doing the steps. One suggestion to address this is to have the member share their more personal 4th and 5th step with a chaplain or social worker if they are available.

Inside visitation was the second most common way to sponsor PIC and the one that is reported to be the most effective. There were several methods shared to provide this service. Most common was getting on the PIC's visitation list which enables privacy and the one-on-one connection necessary for the intimate nature of working the steps especially steps 4 and 5. Some facilities allowed the A.A. members who brought in meetings to also do step work in a group and when needed to speak with someone one on one, but this was not common.

CONFIDENTIAL: 73rd General Service Conference Background

Sponsorship by video was limited as it is difficult to set up and the time limit was short which made step work problematic. Lastly, there were reports from members that during the pandemic, the need to have inside A.A. members sponsor each other was necessary. One person shared that the sobriety in the correctional facilities in their area was very strong and this type of sponsorship is encouraged.

The shared experience collected from the members doing service work revealed several methods that, when shared with the fellowship through service material, could help members provide this vital service of sponsorship to our members behind the walls.

###

“Inside” Sponsorship: Methods used to sponsor AA members when in custody

(Collected from shared experience through a survey sent to area, district, and H&I trusted servants in corrections)

AA members in custody have access to literature and incoming AA meetings, but often they don't have access to a sponsor - an essential aspect in achieving and maintaining sobriety. Below are some methods by which AA members on the outside have sponsored those behind the walls. Shared experience indicates that the most common ways to sponsor are by meeting with the person in custody or by corresponding with the person through the mail. In addition, members sponsor via phone calls, video-chats, emails, and text. Below is an overview of how corrections committees provide this valuable service.

Inside Visitation Sponsorship (IVS) Sample Program provided by Northern CA Hospitals and Institutions Committee (NorCA H&I)

Inside Visitation Sponsorship provides an outside AA member to visit the person in custody at the correctional facility. This process exempts the outside member from the legal requirements of the Department of Corrections and PREA agreements that are required when a member is a Program Volunteer. The outside AA member completes the necessary documentation that is usually a simple one-page form and submits it for approval. Once the sponsorship matches are confirmed, the inside and outside member may supplementally communicate by letter and tablet or by an anonymous phone system if available and desired by both parties.

Sponsorship services are most easily established in facilities where there is already a Corrections Committee present. The Corrections Coordinator for the facility will have first-hand knowledge of the administration, their key personnel and practices. Sponsorship volunteers should organize separately from regular Corrections Program Volunteers.

STEPS (designed for State Prisons)**1. Obtain support and approval from Area Corrections Committee:**

- a. Review proposed plan and get approval from local District Committees, which will be supplying the volunteers. For some prisons, more than one District may be involved in getting volunteers.
- b. Identify a corrections committee member willing to be the Institution Sponsorship Coordinator (see position descriptions below); possibly create a sponsorship subcommittee to assist.

CONFIDENTIAL: 73rd General Service Conference Background

2. With the support of the Public Information and Cooperating with the Professional Community Chair, prepare a presentation for the prison administration, including copies of Grapevine articles, Free on the Inside and A.A. *In Prison – A Message of Hope*. Obtain prison administration approval.
 - a. Approach administration (usually the best initial contact is through the Community Resources Manager or Community Programs Manager).
 - b. Get approval from Warden and request permission to customize Visitor Approval Form to protect anonymity.
 - c. Meet with Visiting Office staff.
 - d. Since, in most states, no-one is allowed to bring books to the visiting area, request that AA literature be available in visiting rooms.
3. Set up a PO Box to receive sponsorship requests from inside members.
4. Design a brochure with an application for inside members with PO Box mailing address.
5. Create anonymous email account (ex: sanquentin.sponsorship@gmail.com).
6. Conduct volunteer orientations – explain logistics and guidelines.
7. Distribute inside member brochure at AA meetings conducted by program volunteers, explaining that the service is for **alcoholics** looking for AA sponsors, **rather than for people in custody looking for company**.
8. Regularly monitor PO Box.
9. Match and track – keep accurate records of volunteers, applicants, and matches.
10. Forward letters received from sponsees to sponsors and note on an assignment tracking sheet.

FOR ADDITIONAL SHARED EXPERIENCE OR SAMPLE BROCHURES CONTACT:
handi.ivss@gmail.com

INSIDE VISITING SPONSORSHIP SERVICE – POSITION DESCRIPTIONS

As previously stated, this service should be organized entirely separate from the inside AA meeting services the committee provides. The following committee positions are suggested:

- SPONSORSHIP COMMITTEE CHAIR for the sponsorship service – oversees all service efforts, selects Institution Coordinators.
- SPONSORSHIP INSTITUTION COORDINATOR for the service at each institution – recruits volunteers; with Sponsorship Committee Chair establishes relationship with institution administration; organizes and tracks all necessary paperwork; conducts orientations (all volunteers should be oriented prior to assignment with sponsee).

CONFIDENTIAL: 73rd General Service Conference Background

- SPONSORSHIP VOLUNTEER – engages in sponsorship with inside member; visits in person at minimum frequency established by committee; communicates via letter to supplement visitation; uses other communication as approved by committee for security (i.e., video visitation, anonymous phone system).
- SPONSORSHIP LIAISONS – communicates with other local service committees and assists in recruiting volunteer.

Points to Present to Correction Professionals

-

Explain why we want to do this – sponsorship by an AA member is a cornerstone of recovery on outside,

-

Describe successes:

- Pre-pandemic at San Quentin they had ~75 prisoners w/ sponsors after only 12 months. They stayed solid, providing letter contact with outside sobriety during shutdown.
- Provide shared experience from successfully implemented programs where correctional professional and/or inside members have benefitted from this service.
- Give copies of AA Grapevine or La Vina prison issues (explain AA Grapevine is the official AA worldwide newsletter) and free on the inside.

-

Explain downside of sponsorship on inside – while vital, many members are reluctant to discuss things that could get out on the yard, alliances change quickly, information is currency. Also, who sponsors the sponsors with a limited population

-

Explain why approved program volunteers can't provide sponsorship – violates regulations on overfamiliarity, possible PREA violations, might show favoritism in meetings.

-

Payoffs:

- Better Parole outcomes that can help with overcrowding.
- Improved behavior of member population.
- No time-consuming and expensive clearance required as when trying to get clearance to volunteer and bring meetings into the facility.
- Increased rehabilitation without increased costs.

-

Share brochure and customized visitor application – explain anonymity protections

-

Describe our part:

- Establish basic guidelines for all volunteers
- Recruit and screen volunteers
- Give volunteers thorough orientation to prison visiting regulations
- Provide brochures & PO Box

CONFIDENTIAL: 73rd General Service Conference Background

- Coordinator as contact point so committee is accountable.

-

Describe the Institution's part:

- Process Visitor applications, considering anonymity of our volunteers
- Ask if they allow Big Books and 12 and 12's into religious section of visiting rooms, since sponsors usually work the steps with those books, which can't be brought in by visitors or inside members

Sponsorship by Mail: This is the oldest and most common way that outside AA members have sponsored people in custody. Many areas reported having local correspondence programs. For example, in one such program each unit in the correctional facility has an outside AA member who acts as a director. They pass out cards explaining their correspondence program to the Correctional professionals and to the people in custody when possible. The cards provide a return address, and the person in custody returns it to request a sponsor. Step materials were suggested.

Many members participate in the Corrections Correspondence Service (CCS) provided by the General Service Office of Alcoholics Anonymous (G.S.O.). G.S.O. does not assign sponsors. It will, however, link the inside member to an outside AA member to share experience as it relates to problems with alcohol. Once the contact is made, the two people can decide if the correspondence will develop into a sponsorship relationship.

Sponsorship between inside members: Some members reported that the inside A.A. groups in their area were thriving, which led to great sponsorship between people in custody. Another area reported that the members inside benefitted through the facility's program to sponsor each other. Other members reported that in their area this type of sponsorship was very rare.

Sponsorship by Video: This is a service that is provided through the person in custody's tablet. The inside and outside member communicate via videoconference, providing privacy. Once the account is set up it was reported that this means of communicating is beneficial, although there is a time limit of 15 minutes. San Quentin has a video program set up and is reported to be used regularly.

Tablets: "Inside" sponsorship through tablets are dependent on permission from the facility. There are currently several companies that provide service that allows texting and email through these tablets. Each company has its own contracts, costs, and policies for use. It is entirely up to the member on the outside to determine if they are willing to communicate with the person on the inside through the tablet.

2023 Conference Committee on Corrections

ITEM B: Review contents of Corrections Kit and Workbook.

Background notes:

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

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

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

The Corrections Workbook (M45I) is contained in the Kit. The content list of the Corrections Kit is available on G.S.O.'s A.A. Website (www.aa.org) with hyperlinks to most items listed.

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

Background:

1. Corrections Kit Content List available to view at the links below:

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

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

2. Corrections Kits (provided to Conference Committee on Corrections members only)

[Back to Agenda](#)

2023 Conference Committee on Corrections

ITEM C: Discuss service piece “Safety and A.A.: Our Common Welfare” (SMF-209) and its revisions.

Background notes:

The history of the development of service material related to the topic of safety and A.A. from its beginning through September 2022:

A key history document to review is Corrections Item C, Doc.3 titled, “AAWS Chair History, Revision, Feedback Summary of SMF-209 September 2022.” The history details that there were several safety related discussions happening at all levels of the general service structure, triangle, dating back for several years well before 2017.

The following topics are covered in the document:

1. The history of SMF-209 2017
2. The 2021 revision of SMF-209 and other safety materials
3. The 2022 SMF-209 revision

From a December 14, 2022, AAWS Board, chair memorandum to the Delegates to the 2023 General Service Conference:

Dear Delegates to the General Service Conference:

Attached you will find background material related to the agenda item forwarded by the Alcoholics Anonymous World Services (A.A.W.S) board to “Discuss SMF-209 and its revisions”.

Over the past two years, the A.A.W.S. board has received significant correspondence and several proposed agenda items (PAIs) related to this service piece and its multiple revisions. In recognition of the Fellowship’s high level of interest in this item, we are respectfully forwarding this to the 73rd General Service Conference for discussion.

Background:

1. [AAWS Service Material Ad hoc final report-Nov 28](#)

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2. Communications:

- a. To Conference Members
- b. AAWS March 2022
- c. AAWS chair March 2022
- d. AAWS chair September 2022

3. Sept 2022 AAWS Chair History Review Feedback Summary of SMF-209

4. Submitted proposed agenda items (PAIs) included for the discussion:

- a. PAI-16
- b. PAI-19
- c. PAI-36
- d. PAI-75

5. Revisions of Service piece SMF-209

- a. April 2022
- b. September 2021
- c. November 2017

**Alcoholics Anonymous World Services, Inc.
Service Material Ad hoc Committee
Report and Recommendations to AAWS Board**

This report was presented to the AAWS Board at their October 28, 2022 meeting. The AAWS Board formed a new workgroup to consider implementation of the recommendations contained in the Service Material Ad Hoc Committee report, as such this ad hoc committee has completed its work and disbanded.

The AAWS Service Materials Ad hoc Committee was formed at the January 27, 2022 meeting of the AAWS Board. The ad hoc consisted of Carolyn W. as chairperson, John W., and Irma V.

The ad hoc participated in 14 meetings, including 3 meetings with GSO Staff to seek input.

This committee was tasked to consider the following:

1. Review history of Service Material and how that has informed current processes.
2. Identify how the collective experience of A.A. is gathered to warrant production of Service Material and suggest possible improvements to that process.
3. Determine what defines Service Material and what determines whether a broader conscience is sought prior to publication.

Information collected and referenced:

The committee reviewed substantial reference information collected with the support of the GSO Archives and GSO Staff, a summary of which is provided below.

Research/reference	Outcome
General Service Conference (GSC) actions and committee considerations pertaining to service material.	A substantial quantity of information was available. To keep the research manageable, Archives provided several examples rather than every reference available. Further, a detailed review of the Advisory Actions was completed with additional review of GSC committee History and Actions.

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Proposed Agenda Items (PAIs) pertaining to requests for new service material or changes to existing service material that did not become GSC agenda items for the period of 2018-2022.	There are several PAIs received each year to create or change service material, the majority of which during this period pertained to the AA Service Manual. These PAIs are referred to the appropriate department, staff assignment, board or committee and the submitter is informed of how it was dispensed.
Staff reports with reference to service material developments.	A substantial quantity of information was available. To keep the research manageable, Archives provided several examples rather every reference available.
General Service Board (GSB) Information – trustees committee reports, GSB minutes; search for any prior ad hoc committees	A substantial quantity of information was available from the trustees committee reports. There were no instances of General Service Board actions pertaining to service material processes, not any prior ad hoc committees of the GSB on this topic located.
A.A. World Services (AAWS) Board Information – AAWS minutes, publishing policies, search for any prior ad hoc committees	A substantial quantity of information was available from the AAWS minutes which included Staff Reports, AAWS Committee actions, and AAWS Board actions. Current and prior GSO Publishing Dept polices were reviewed. There were no instances of prior AAWS ad hoc committees located.
General Service Office (GSO): lists of all current service material, job descriptions that state responsibilities pertaining to service material	SMF-33 (list of service material) with office notes on recent updates/status, contents list for service kits and group handbook. Roles for development of service material were also stated in some job descriptions
Additional archives request to search the origin of the terms “service material” and “service pieces”.	Archives provided historical information going back to the 1960’s.
Review of methods of distribution/access to service material to ensure that the audience of the items is understood.	Service materials are available on aa.org website, in service kits, group handbook and through the literature catalogue and the online bookstore.

Communications received by the AAWS Board pertaining to service material	The ad hoc committee reviewed recent communications and proposed agenda items received by the AAWS Board.
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1. **This ad hoc committee was asked to “Review history of Service Material and how that has informed current processes”.**

Origin

Service Material (or Service Pieces, Special Materials, Special Service Materials) were found to exist as far back as the 1960s, evidenced from dated materials in the Archives. Initially these were under the former “Group Relations and Group Services” desk (now Group Services) at the General Service Office. Early examples were of material designed to be of additional help to Armed Forces Groups, Hospital and Prison Groups, Individual Groups. These items do not appear in the past Advisory Actions of the General Service Conference and appear to have been developed and distributed by GSO based on group needs and common questions being directed to GSO.

Service material has fulfilled an important role of providing shared experience to groups and members when there is a need for timely sharing of information. This is not possible through the Conference approval process. Examples of these service materials include “FAQs on Practicing the 7th Tradition at Virtual Meetings” and “Responding to Disasters – How Can We Help?”. Additionally, the GSC has a large and substantive workload, the delegation of service material to GSO has allowed the GSC to focus on matters affecting AA as a whole.

Over the years, some service material was generated through the General Service Conference. See examples from past Advisory Actions of the General Service Conference below:

1960s/1970s

- informing non-alcoholics (institutional) staff about AA
- AA relationship with Al-Anon
- suggestions from Conference Approved Literature for closed meeting discussion topics
- guidelines for tapers
- public relations and public information displays and activities
- the advent of many committee guidelines, and the introduction of service kits

1980s/1990s

- cooperating with the courts
- finance
- conventions and events
- intergroups and central offices
- primary purpose card (blue card)
- anonymity display card

1997-2006

-the formal delegation of Committee kits and workbooks as service material, "The (name) Kit and Workbook be designated as service material rather than A.A. General Service Conference - approved Literature."

In the time since, these materials have been reviewed annually by the applicable conference committee where there is one available, with GSC input reflected in Committee Considerations. Throughout the existence of these committee materials there have multiple, consistent and ongoing examples of trustees committee input on these materials, including the engagement of Appointed Committee Members with specific knowledge of the subject material in some cases.

Other relevant history:

- The Singleness of Purpose (Blue Card) has been referred to as service material in advisory actions, yet review and revision has consistently been done through advisory actions of the GSC
- Other items such as the Preamble, the Responsibility Declaration and the Declaration of Unity began as service items or editorial text and yet have become widely understood to be under GSC purview.
- Portions of and excerpts from service material have been added to Conference Approved Literature through advisory actions of the GSC (on topics including anonymity, internet, safety)
- The AA Service Manual combined with the Twelve Concepts is service material but is routinely reviewed and revised through the General Service Conference Committee on Report and Charter.
- In recent years the vast majority of GSC input on service material has been in the form of committee considerations, with a common understanding that service material does not require conference approval but that the conference may assert its authority when it chooses to.

Current Practices (2006-Present):

These practices vary and differ depending on the specific items of service material:

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- Those items that have previously been approved or amended by Advisory Action remain under the purview of the General Service Conference.
- Materials for service committees (kits, workbooks, committee related guidelines, self-support package) are under the authority of GSO as delegated formally by the General Service Conference. As a matter of both tradition and process these materials are subject to review and input from the relevant Trustees Committees and Conference Committees.
- Reference and resource material that requires updating such as “Estimates of Groups and Members”, “Fellowships Similar to AA” and “AA Literature Catalogue”, Staff Assignments list, materials to support groups with listing/records and those based on archives FAQs are routinely updated by GSO under their delegated authority.
- AA Guidelines have consistent processes where materials are either attached to a service committee and receive the input of Trustees and Conference Committees (through the review of the service kits) or pertain to more general topics and are overseen by the Group Service assignment and changes receive input from Staff on various assignments with changes reported to the AAWS Board.
- There are other materials where the current processes are not as formally defined. Examples of what these include are: “How to conduct a sharing session”, “Memo on participation of AA members in research and other non-AA surveys”, “Safety and AA: Our common welfare”, “Sponsorship – A vital stepping-stone to service & sobriety”.
- Several proposed agenda items requesting new service material, or changes to existing service material, are received each year. Unless there is a history of Conference Advisory Actions for the item, these are forwarded to the applicable Staff Assignment or GSO Department for consideration and follow-up.

Challenges and opportunities due to online distribution:

The ad hoc committee noted that at one time service material was only available to AA members through hard copy materials that were ordered through the literature catalogue or sent by mail from GSO in response to an inquiry. This unintended consequence of these materials now being readily available on aa.org is that they are now available to anyone (the general public, professionals, media) in addition to the traditional audience of AA members.

While we are sure that everyone involved in the development of these materials is conscious of this shift, the ad hoc noted that this circumstance merits systemic processes to ensure that new and revised materials are reviewed with this in mind, and no formal process was identified.

It was further noted that those viewing the materials are unlikely to be able to distinguish between AA policy, conference approved literature, and service material from GSO reflecting shared experience. Many AA members are unclear regarding these terms, and it is highly unlikely that the general public, professionals and the media will understand the distinctions.

2. **This ad hoc committee was asked to “Identify how the collective experience of A.A. is gathered to warrant production of Service Material and suggest possible improvements to that process”.**

The ad hoc committee met with members of the GSO Staff Services Unit (the GSO Staff tasked with Service Material), and there were 2 subsequent follow ups to seek additional information and clarification. The goal of the meeting was stated to be “for the ad hoc committee to understand what the processes are with the staff, and if there are any established parameters where further consultation is sought. The objective is to understand the current practices.”

Key points were:

- Updating service material is the responsibility of the Group Services Coordinator, working with certain employees depending on the piece. Then working with Publishing to get it translated into French and Spanish. Then working with Communication Services to get it posted the website, and then Publishing and Production to get it printed. Sometimes, sub committees are even formed, depending on the piece.
- The GSO Staff Services Unit is using SMF-33 - LIST OF SERVICE MATERIAL to review, see what needs updating, and annotate progress. This includes noting when updated material is sent to our Mailing room and Archives as well as when items are translated and ready to be posted/produced.
- The Publishing Dept “reprint list” is an important tool to determine when things get updated, there is collaboration with Staff and Publishing on this.
- There was some discussion pertaining to a PAI for a “12 Step Checklist” that was directed to the office since it was a request for service material and existing service material includes checklists for the 12 Traditions and the 12 Concepts. *This brought out some discussion about how it is determined if an item is service material because of its format (checklist) or does it need to be considered by the GSC due to its content (there have been multiple proposals for 12 Step study tools and workbook type items that the GSC has declined to*

pursue. It was the opinion of this ad hoc that designation of items as service material must be based on content rather than format.

- New service material or revisions to existing material typically get reported out to AAWS from the Group Services desk, so that the board is aware through their TCS committee. In this way the board is advised so that they are aware of what is being created.
- Topics are brought to staff meetings to gather shared experience from the perspective of both the assignment and what staff are hearing in their capacity as regional correspondents and through participation in AA events when invited.

The ad hoc committee had additional questions for the GSO Staff, those questions and their responses are noted below:

- What is the role of the Trustees Committees with committee-based service material?
Ongoing review based on committee considerations from the GSC, and any further suggestions that emerge from the Trustees Committees.
- If an item is not under another specific desk or committee, does it fall under Group Services? Yes.
- Are there any points in the process where Group Services (or other assigned Staff) identifies if there are substantial content changes and when seeking additional consultation is needed? This is an internal office process, there is an internal tracking list at Group Services that has each piece and where it would be located or who it is associated with. Group Services goes to whoever (desk assignment or department) a piece is associated with and consults them. Any updates “are going to loop in the right parties for a review, and not everything is solely by the Group Services team”.
- When an update is made, is there a place where we track when/if it’s updated, and how many previous updates have been done? Group Service has their own tracking sheet that has when things get updated. They also have a “previous versions” folder of service material to keep the older versions when they get updated, especially if people want to compare and contrast different versions from different dates.
- When Group Services brings in other desks to talk about particular pieces, can you explain what happens next? Do you report out to the General Manager or Trustees

Committees when it's released as an updated version? When it comes to updating people outside of our internal G.S.O staff, that is the Group Services Coordinator's responsibility, but this can depend on what it is, whether it's just getting updated or a kit rotation or replacement of a guideline, or the safety material that rose to a different level of office involvement and legal review due to requests from the fellowship.

- Is there any way the office quantifies the origin of a request? Or what the need is to create it? This would be captured in various reports/documents/meetings, not necessarily a centralized place. Historically, the older pieces were discussed in staff meetings, and the staff would record their discussions in their minutes for future archives reference. It was unclear if those staff meeting minutes are recording minutes anymore.
 - Is there a process where the questions "Does this require a legal review?" or "Should we consult the board before it's translated?" are asked? There is not a formal structured process for these questions. These topics arise in the discussion across all levels as the progress is reported to GSO management and the AAWS Board.
-

3. **This ad hoc committee was asked to "Determine what defines Service Material and what determines whether a broader conscience is sought prior to publication".**

The ad hoc committee included the information in response to this portion in the prior sections.

Recommendations:

1. **AAWS Board redefine the broad term "service material" into subsets.**

An example of the subsets that could be used is:

- Conference Approved Service Material
- Service Committee Material
- AA Guidelines
- Other shared experience

- Information and Resources (International Facts and Information, Archives and History, Resources for Groups, Districts and Areas, Information About Services and the Service Structure)

2. AAWS Board request that GSO develop a Standard Operating Procedure (“SOP”) for each subset.

The SOP for each subset should include:

- Defined processes for the initiation of new material, substantially new content, and routine revisions
- Identification of primary sources of shared experience for the specific subset
- Formal consideration of what external input may be needed (legal, finance, subject matter experts from outside of AA)
- Outline of the review and approval process for the subset – noting both delegated and ultimate authority as applicable
- Working through the Communications Department define the communications, notification, and distribution process for items in the subset with consideration that on some matters Trustees should be advised prior to new or revised material being made available to the fellowship.

3. AAWS Board request that GSO develop a service material matrix

The service material matrix to be modeled after the literature matrix to track on items, and to include:

- How and when the item originated
- Most recent revisions
- Quantity distributed in hard copy
- Number of views/downloads of items on aa.org
- Once developed, oversight of this matrix is to be delegated by the AAWS Board to an AAWS committee

It is expected that this matrix will inform discussions of when revisions may be needed, when a topic is of high interest and may require resources beyond service material and/or if items may need to be retired.

4. AAWS Board request that GSO revise the format and design of service material.

The ad hoc committee suggests:

- Formats should identify and reflect the new subsets of service material
- Formats should effectively distinguish these materials from Conference Approved materials to facilitate clarity regarding the distinction between Conference Approved Literature and the service material subsets.
- Limit formats for new items and revisions to the use of only those approved and avoid the introduction of any formats that appear substantially similar to Conference Approved materials.

5. AAWS Board to formalize a review and response process for when complaints are received about service material.

The ad hoc committee suggests:

- AAWS Board, or a designated committee of the AAWS Board, be responsible to review each complaint, determine the appropriate course of action, and ensure that the complainant receives a response
- The AAWS Board will consider and decide if any interim measures are warranted during the review, these may include ceasing distribution through the online store or removal of an item from the website
- To the greatest extent possible, the complaint will be referred to those with the delegated authority for the specific item as identified in the applicable SOP

6. Update the AAWS Publications Policy

The ad hoc committee suggests that the policy but updated to:

- Define on what basis an item would be considered service material rather than going through the General Service Conference process
- Reflect all changes and processes adopted as a result of the recommendations of this ad hoc committee
- Note clearly in the policy that if an item is service material or not is to be determined by content not by format (i.e.: a 12 Steps Checklist cannot be considered service material solely on the basis that it is a checklist)
- Include an outline of the subsets of service material and note the delegated authority for each (in accordance with past Advisory Actions)

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- Reference the SOPs for each subset of service material
- Note that service material must be clearly noted as such by the use of consistent formatting and terminology

Alcoholics
Anonymous®www.aa.org**Alcoholics Anonymous World Services, Inc.**

475 Riverside Drive, 11th Floor, New York, NY 10115 / Telephone: (212) 870-3400

April 14, 2022

Dear A.A. Friends,

**Please direct all
communications to:**P.O. Box 459
Grand Central Station
New York, NY 10163
Fax: (212) 870-3003

As we approach our General Service Conference, we are grateful for all your tireless preparation to fulfill your obligations of participation at the Conference.

As you know, there has been much concern within the Fellowship regarding the service material on safety as revised last Fall, specifically SMF-209. We wanted to update you on the ongoing efforts and our solution which we believe addresses multiple touchpoints brought to light in heartfelt sharing received by your General Service Office, AAWS Board, and the General Service Board.

The AAWS board met on Friday, December 3rd and discussed these concerns at length. Sharing from both G.S.O. Staff and from the Fellowship helped to inform our discussion. The board concluded at that meeting that a revision of SMF-209 was in order. It was also agreed that, in the spirit of unity and trust, the planned revision would be undertaken by office Staff and include the broad sharing received from the Fellowship as well as from our collective discussions among trustees, directors, and Staff.

An office working group was formed in early December that consisted of four G.S.O. Staff Members. This group met eight times over the next few weeks and a revised draft was presented at a special AAWS board meeting held on February 23rd. We then sought input from our legal counsel who also reviewed the two related service pieces, F-211 (The Safety Card for A.A. Groups) and F-228 (Safety and A.A. Flyer). At the March 10th AAWS board meeting, the board and office reached a group conscience in support of the revisions and we are now prepared to post this material on www.aa.org and again begin distribution within the Fellowship.

On behalf of your General Service Office and the AAWS Board of Directors, we would like to thank all who communicated with us. The active engagement of our membership in helping to make our service material beneficial to as wide an audience of alcoholics as possible is an integral part of the process. We are grateful for the opportunity to participate in difficult discussions with as wide a range of A.A. experience as possible to help inform the group conscience.

In Fellowship,

Bob W.
General Manager, G.S.O.Jimmy D.
Chairperson, A.A.W.S. Board

Alcoholics
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Alcoholics Anonymous World Services, Inc.

475 Riverside Drive, 11th Floor, New York, NY 10115 / Telephone: (212) 870-3400

March XX, 2022

Dear A.A. friends,

Please direct all
communications to:P.O. Box 459
Grand Central Station
New York, NY 10163
Fax: (212) 870-3003

This communication is to provide an update on the A.A.W.S. board discussions and the subsequent General Service Office revisions to the "Safety In AA: Our Common Welfare" (SMF-209), "Safety and A.A. flyer" (F-228) and the 'Safety Card for A.A. Groups" (F-211) service material.

A large portion of the material differs from Conference-approved literature in that it has not come about through Conference Advisory Action. It is produced when there is an expressed need for readily available information on a specific subject or in a specific format. Service material reflects A.A. group experience as well as specific and timely information that is subject to change.

The A.A.W.S. board met on Friday, December 3 and discussed the SMF-209 material at length. Sharing from both G.S.O. Staff and from the Fellowship helped to inform our discussion. The AAWS Board concluded at that meeting that some revision to SMF-209 was in order and that this revision would be undertaken by the G.S.O. Staff at its earliest opportunity, considering the broad sharing from the Fellowship we have received regarding this service piece in the spirit of unity and trust.

A working group was formed in the office which met eight times to discuss SMF-209. The revised draft was presented at a special A.A.W.S. board meeting held on February 23 and discussed one last time at the March 10 meeting. The Board and office formed a group conscience around the revised pieces which has now been forwarded for final edits and review prior to making it available to the Fellowship.

As of this communication we have uploaded the service material to our website www.aa.org.

On behalf of your General Service Office and the A.A.W.S. Board of Directors, we would like to thank all who communicated with the us for being actively engaged in helping to make our service material beneficial to as wide an audience of alcoholics as possible. We are grateful for the opportunity to engage in difficult discussions with as wide a range of A.A. experience as possible to help inform the group conscience.

In Fellowship,

Bob W.
General Manager, G.S.O.Jimmy D.
Chairperson, A.A.W.S. Board

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Alcoholics Anonymous World Services, Inc.

475 Riverside Drive, 11th Floor, New York, NY 10115 / Telephone: (212) 870-3400

Please direct all
communications to:P.O. Box 459
Grand Central Station
New York, NY 10163
Fax: (212) 870-3003

March 01, 2022

Dear Member X,

I wanted to drop you a note to acknowledge your correspondence with us and to update you on the AAWS board discussions concerning the 'Safety In AA' (SMF-209) service piece.

The AAWS board met on Friday, December 3 and discussed the SMF-209 material at length. Sharing from both GSO Staff and from the Fellowship helped to inform our discussion. The AAWS Board concluded at that meeting that some revision to SMF-209 was in order and that this revision would be undertaken by the GSO Staff at its earliest opportunity, taking into account the broad sharing from the Fellowship we have received regarding this service piece.

A working group was formed in the office which met seven times to discuss SMF-209. The revised draft was presented at a special AAWS board meeting held on February 23. Board and office formed a group conscience around the revised piece which has now been forwarded for final edits and review prior to making it available to the Fellowship.

In the interim, the current version of SMF-209 has been removed from www.aa.org pending publication of the revision.

On behalf of your AAWS Board of Directors I would like to thank you for being actively engaged in helping to make our service material beneficial to as wide an audience of alcoholics as possible. We are grateful for the opportunity to engage in difficult discussions with as wide a range of AA experience as possible to help inform the group conscience. We commit to keeping you informed as we move through this important process.

In Fellowship,



Jimmy D.
Chairperson, A.A.W.S. Board

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Alcoholics Anonymous World Services, Inc.

475 Riverside Drive, 11th Floor, New York, NY 10115 / Telephone: (212) 870-3400

September 5, 2022

Leslie W.

DCMC, Area 06, District 08, Panel 71

Please direct all
communications to:

P.O. Box 459
Grand Central Station
New York, NY 10163
Fax: (212) 870-3003

Claudia G.

GSR, Area 06, District 07, SubDistrict 005

Area 06 Accessibilities Co-Chair

CC: Jennifer B. Area 06, Delegate
Bob W., GM AAWS
Linda Chezem, GSB Chair, nonalcoholic trustee

Dear Leslie and Claudia:

Warm greetings, I hope you are both well. Let me begin by expressing my appreciation for your patience, and apologizing for the delay in response from AAWS on your questions related to SMF-209. It took me more time than I had anticipated, between other AAWS duties, to gather the answers to your questions from GSO Staff members, past AAWS directors, and General Service Board trustees.

I have tried to inform these responses well from these sources, but ask for some understanding as I am synthesizing this material and, in some cases, the information was not tracked and therefore is not available. I hope that you can appreciate, therefore, that the following information is imperfect, but reflects my very best efforts to answer your questions.

I am sure that you are aware that following these events, the AAWS board approved formation of an ad-hoc committee examining the process by which service material is requested, created, and approved. The work of this subcommittee is underway and I am expecting a report to the AAWS board in October. I fully anticipate, also, that discussion will continue specifically around SMF-209, as the fellowship has continued to respond to this material.

The responses to your letter are found below*, in three sections related to the history of the development of SMF-209, the 2021 revision of same, and finally the feedback and 2022 revision.

Thank you for your service and the questions. Such reviews help us to appreciate the history and scope surrounding a body of work and will help to inform our movement forward. If you have questions, please contact me at [x](#) or at x.

With gratitude,

Deborah K.

Chair, AAWS 2021-2022

*Secretary's note: see item C3 for History, Revision and Feedback Summary

**AAWS Chair History, Revision, Feedback Summary of
SMF-209 September 2022**

The history of SMF-209 2017.

You asked: *"What was occurring inside and/or outside the AA Fellowship that prompted the development and publishing of SMF-209, issued September 2017."* There were several safety-related discussions that were happening at all levels of the triangle dating back for several years well before 2017.

While the following is not wholly comprehensive of all the early General Service Board subcommittees and sharing sessions, General Service Conference presentations, Regional Forums and area workshops, and discussions pertaining to safety, the following offer examples of such activity:

- GSB Subcommittee on Vulnerable Members (October 2009);
- Trustees Literature Committee (2014) subcommittee on Safety and Anonymity;
- Requests for literature/language related to safety (Trustees Literature Committee 2015/2016 noting AAWS development of possible service material related to safety)
- Trustees Literature Committee (2017) subcommittee to develop a framework for continued discussion and actions for safety material

Many of these included discussions on the possible formation of literature, guidelines, or policy statements related to safety.

In addition to this, GSO was regularly receiving reports from members regarding unsafe conditions and behavior being tolerated in AA, many considered illegal. Relevant public media stories included Gabrielle G./Monica R./CBS 48 Hours story, the PI desk had no written material to share in relation to internal or public queries related to safety.

By 2018, the Trustees Literature Committee and the Conference Committee on Literature moved into action with requests for pamphlet revisions that included language on safety. There was a 2017 advisory action requesting that language regarding safety be incorporated, where appropriate, in current and new recovery literature. TLC appointed a subcommittee to review existing recovery literature to identify places where it may be appropriate to insert the topic of safety, and provide suggestions on language. Around this time, we saw concrete example of safety language being approved by the CCL in our literature, such as into the 'The AA Group'.

You asked questions related to who requested, wrote, and approved SMF-209. GSO Staff writes service materials, usually with considerable sharing, to capitalize on the broad sharing and experience across the multiple service desks. There is more about this below. In line with this, upon request from the AAWS board, a GSO Staff ad hoc committee drafted SMF-209, and the AAWS board approved it in February 2017.

The 2021 revision of SMF-209 and other safety materials.

You asked: *"What was occurring inside and/or outside the AA Fellowship that prompted the revision of SMF-209, originally issued September 2017?"* The yellow 'safety' card was approved by the AAWS Board in July 2017, but did not go through the same process as the SMF. It was met with 'a firestorm' of criticism and concern from members of the fellowship, and the AAWS board asked that GSO staff undertake a review and possible revision, ranging from discontinuing the

**AAWS Chair History, Revision, Feedback Summary of
SMF-209 September 2022**

card to a full rewrite of it. While this was occurring, safety continued to be a common workshop theme at Regional Forums and other settings. This also helped to broaden and inform discussions, and it was thought that an update of all the safety-related service material might be prudent. What began as an exploration into improving the Yellow Safety Card for groups gave rise to the idea of providing more sharing than a card could provide, and the idea of a Safety Flyer which could easily fit into literature racks (similar in format as the service piece 'The AA group Treasurer, F-96) evolved. The development and revision of all these materials was carried out by GSO Staff, with some input from the AAWS board (particularly in relation to the new item, the safety flyer). The revision was prompted originally by the reaction to the safety card noted above, but also by the continued broad sharing throughout the triangle. Service material is periodically updated by GSO Staff based on inquiries and perspectives from the fellowship that is shared with the GSO desks and in settings such as Regional Forums or GSB sharing sessions. It is my understanding that this additional sharing included the topics including: more predatory/illegal actions, misconceptions about anonymity, dealing with health emergencies, racism in AA, the impact of sharing gender identity/pronouns. The GSB 2018 Strategic Plan explicitly addressed modeling inclusivity, and Regional Forum workshops often addressed "Who's Not in the Room-Fostering Participation" from 2019 through the present day. Outside the triangle, there were examples of articles pertaining to racism and zoom meetings (eg, USAtoday.com). The 3 revised pieces were then approved by the AAWS Board in April 2021.

The 2022 SMF-209 revision.

The AAWS board chair at the time (Jimmy D.) called for discussion of the feedback received from the fellowship in response to the 2021 revision of SMF-209 at the Dec 3, 2021 AAWS board meeting. Sharing included input from GSO staff as well as the feedback received by directors and trustees from the fellowship.

You asked specifically how many letters, texts, emails, and calls were received by GSO, AAWS, and GSB trustees related to September 2021 SMF-209. I am loathed to say that I cannot answer this question, as not all feedback was logged systematically across trustees, directors, and the GSO. We are AA, and most of our trusted servants are not trained in systematic data tracking! While I know there was some attempt to track the correspondence, it was not all captured and documented. I estimate that if we had logged it all, it would be somewhere between 40-60 responses, but the feedback contained in each of these sometimes reflected the perspective of individual members and sometimes reflected group consciences forwarded by groups or even district discussions. Therefore, any number of correspondences could stand alone, or be amplified but without a clear indication of the number of people or groups involved in the feedback. The boards did not so much focus on the number of responses as the principles that were raised by the correspondence.

You asked about the range of opinions that had been shared. It was broad, from a welcoming acceptance of the new material to clear concern that some material was inconsistent with our traditions and our scope. While the full range was received, I would estimate that the immediate feedback was over 95% in the direction of the respectful or vehement expressions of marked concern. At the conclusion of the meeting of the AAWS directors, GSO staff was asked to

**AAWS Chair History. Revision. Feedback Summary of
SMF-209 September 2022**

undertake a revision informed by the sharing from the fellowship as well as the collective discussion among trustees, directors, and Staff. An office working group was formed which met 8 times over the subsequent weeks to draft this revision, which was then approved by the AAWS board, reviewed by legal counsel (along with the yellow safety card and safety flyer) and then approved for distribution at the March 2022 AAWS board meeting.

You asked specifically about how Service Material, in general, is produced. Service material is created by the office, utilizing the broad sharing that the service desks receive on a topic, and is often requested specifically by the AAWS or GSB boards.

Your letter suggested that the 2022 revision was ‘non-transparent’, one without consultation with the Fellowship as a whole. You asked specifically why the AA Fellowship was not invited to give feedback on the September 2021 SMF-209 before it was revised. Please know that there was never any intention to keep anything from the Fellowship. Rather, revision was requested of General Service Office by the AAWS board in keeping with how service material is created and revised. The General Office has long been entrusted with creating and revising service material as a way of making available to the fellowship the sharing that the GSO desks collect in their daily service functions. As such, broader consultation was not sought in the same manner as it would be for General Service Conference-approved pamphlets and books, but there was no attempt to circumvent the fellowship.

However, at the end of 2021, the AAWS also had concerns about the process of creation, revision, and processing responses, and felt that this warranted further study to ensure good practice, unity, and consistency over time. The AAWS board formed an ad-hoc committee examining the process by which service material is requested, created, and approved and expect their first report to the full AAWS board in October 2022.

(1) Submit a clear and concisely worded motion.

I motion that the Diversity and Inclusion section from the 2021 edition of Safety and AA: Our Common Welfare replace the Participation and Inclusion section from the 2022 edition in the 2023 edition and that GSO commit to standing for diversity and inclusion and against racism, transphobia and all other forms of oppression within AA.

(2) What problem does this proposed item address?

The lack of racial diversity in AA. Racism and other forms of oppression in AA including the denial that these things exist in AA. The refusal of members who hold privilege to look at our privilege even when it obstructs our primary purpose.

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

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

I am an individual member. My name is Kaila M..

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

When I first read the 2021 version of Safety and AA: Our Common Welfare, I thought, wow, finally. A step in the right direction. At last, racism is being defined as what is-a safety issue in AA. At last, AA members are being encouraged to honor each others safety, and to respect each other. And those of us who hold privilege are being encouraged to look at that, which, in my experience of doing this, has only enhanced my spiritual practice and my 12th step work.

At last, what BIPOC and LGBTQ members, and BIPOC and LGBTQ folks who have chosen to leave AA, have been saying for decades about AA is being taken seriously.

At last, simple ways of respecting, honoring and protecting genderqueer members like myself, such as asking about our pronouns, are being encouraged in AA.

It was a huge relief. It took us 86 years to get there.

And then in 2022, it was all erased.

The 2022 version of Safety and AA: Our Common Welfare's Participation and Inclusion section represents the gutting of all that was beautiful and meaningful about the 2021 versions Diversity and Inclusion section. It reads like a boring and reluctantly compliant labor law poster. The feeling I get from reading it is, "too bad we have to include everybody nowadays". The 2022 version itself is evidence that, if AAs don't make an effort to examine our privilege, we are sure to accidentally cause harm with it. The section on Participation and Inclusion contains the glaringly gender non-inclusive term, "brotherly". The most marginalized folks are not even mentioned, or are hardly mentioned in it. It's a joke, it's an insult, and it is a huge step backwards in terms of addressing AA's lack of racial diversity.

Let's not fool ourselves about values, as Bill W said.

Let's return the 2021 version of the Diversity and Inclusion section to Safety and AA: Our Common Welfare.

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

Members feeling and being safer in AA
 Less racism in AA
 Less transphobia in AA
 More unity in AA
 AA reaching a wider audience, appealing to more alcoholics

(6) Provide a primary contact for the submission.

Kaila M.

(7) Final comments:

Submit completed forms to the GSO Staff Member on the Conference Desk:

EMAIL: Conference@aa.org

POSTAL MAIL: Attn: Conference Desk

General Service Office
P.O. Box 459
Grand Central Station
New York, NY 10163

Updated 5122

(1) Submit a clear and concisely worded motion. **We motion that the 2021 edition of Safety and AA: Our Common Welfare be brought back to replace the 2022 edition.**

(2) What problem does this proposed item address?

The safety issues in AA. The 2021 edition comes out stronger against racism and the lack of gender inclusivity in AA, so we want it back. Implementing it will make AA more inclusive and safer for all. We feel that the 2022 edition doesn't do enough to condemn discrimination in our rooms.

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

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

The New York Daily Reprieve Group, #11190 East Village, which meets on Monday and Thursday nights on Zoom, formerly at the Sheen Center at 18 Bleecker Street, NY, NY, decided by group conscience to submit this motion.

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

We try our best to be safe and inclusive at Daily Reprieve, but we have had problems with Zoom bombers who often say racist things attacking BIPOC, women and LGBT individuals especially. We have a lot of newcomers, and we want to make sure that they know that's not what AA is about-so we need a strong anti-discrimination statement we can point to. We have also in the past had some people come to our meeting and try to use Tradition 10 to shut people down in a way that's racist. So we see the problems and we want the help of GSO to solve them.

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

AA will be a safer and more inclusive place-and where there are problems, those of us who do service will have something strong and solid in writing from GSO to help us keep AA safe and inclusive

(6) Provide a primary contact for the submission.

Sarah K, Zoom Host d

(7) Final comments:

Thank you for all your great good service!

Submit completed forms to the GSO Staff Member on the Conference Desk:

EMAIL:

Conference@aa.org

POSTAL MAIL: Attn:

Conference Desk

General Service Office

P.O. Box 459

Grand Central Station **New York**, NY 10163

Updated 5/22

(1) Submit a clear and concisely worded motion.

We want a new Safety and AA: Our Common Welfare brochure that uses some of the wording and concepts from the 2021 brochure regarding race and gender.

(2) What problem does this proposed item address?

It addresses the toxic white supremacist culture that dominates AA and that expresses itself in racism, homophobia and gender discrimination. It provides service that is a necessary recourse against this toxic culture. It addresses newcomers feeling unwelcome or unsafe and leaving AA.

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

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

This is submitted by the AA group SF Daily Reprieve. We voted in our business meeting to submit this.

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

We did a side-by-side comparison of the 2021 and 2022 Safety and AA: Our Common Welfare brochures. We overwhelmingly felt that the earlier one was much more effective in its wording. As Angela Davis said “in a racist society, it is not enough to be non-racist, we must be anti-racist”. Unfortunately, our AA society, while a very healing society for many people, is also a racist society. This “more was revealed” to us when in 2020, as the movement for Black lives was happening outside the doors, some of us began looking within and we found white supremacist thought and action-and the justification of it by AA as a whole through its denial of it and its refusal to stand up to it-all over AA. We have seen it in our own group here. We did take a group inventory on it, as suggested in the 2022 brochure-but that is not enough. We also looked at our own privilege, as suggested in the 2021 brochure, and tried to see beyond it in rewriting our meeting format to be anti-racist and represent AA as the inclusive place it should be. The other suggestions we would like to see re-published from the 2021 brochure is the encouragement to use people’s preferred pronouns (this is common courtesy but the white supremacist culture in AA dictates that it is rarely followed) and the definition of racism in AA as a safety issue. This last thing puts racism inside AA as an inside, rather than an outside issue, the myth that is so often claimed by racist individuals who misinterpret the 12 traditions and try to push their “One Right Way” (<https://www.whitesupremacyculture.info/characteristics.html>) on new people who are just trying to stay sober and share about what’s happening in their lives.

We must be anti-racist in our service material on safety in AA because being non-racist is just ignoring and denying the racism that is alive and well in AA, and to allow it to continue is irresponsible and racist.

2

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

Our group and many others will feel that GSO has our back in keeping our groups safe. There will be more love and inclusivity in AA, more unity without conformity. The traditions will be fulfilled. AA will be a safer and more attractive place for Black and Brown people, women, and those in the gay, lesbian and trans communities and our demographics will shift to include all who suffer from alcoholism, as our third tradition proposes.

(6) Provide a primary contact for the submission.

Lindsey
Group co-secretary

(7) Final comments: Thank you for listening and for your service! With love!

PAI-75

1

(1) Submit a clear and concisely worded motion.

The Know Good Group of AA would like to make a motion that GSO bring back the 2021 version of SMF-209, or create a new pamphlet on safety as close to it as possible. The 2022 version is too big a departure, we feel.

(2) What problem does this proposed item address?

It addresses the problem of safety in AA meetings, specifically that of Black, Indigenous and People of Color (BIPOC), women, femmes and other non -cis-male individuals, and members of the Gay, Lesbian, Bisexual, Trans, Queer, Questioning, Asexual, Intersex, Two-Spirit Plus (GLBTQA2S+) community.

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

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

This agenda item is being proposed by the Know Good Group of Alcoholics Anonymous of Davis, CA as decided by group conscience

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

We feel that the 2021 version of the pamphlet goes to the needed lengths to ensure safety for all in AA, whereas the later version falls short of this. For example, the 2021 version brings in AA's third Tradition, when it says "Membership does not include having to tolerate racism". This is a strong and needed connection to make, because we have more often, unfortunately, seen in actual practice in AA meetings, the words (without the Spirit) of the third Tradition being used to justify someone's racist behavior.

Indeed every alcoholic is welcome in AA, but racist behaviors that are unwelcoming and unsafe are not welcome, and we feel that needs to be said by GSO and in written form.

The pamphlet from 2021 also deals directly with the very real problem of the 10th Tradition (or select parts of the 10th Tradition) being weaponized against BIPOC sharing honestly in meetings. Anyone who has ever read the 10th Tradition will know that it is speaking about AA itself not involving itself in outside controversy, and not what individual members share about their lives without speaking for AA as a whole. But AA members seem to not know this, or seem to forget this when race is concerned, and some members think they should take it upon themselves to police BIPOC's shares. This unfortunately happens often enough that this safety issue, too, needs to be directly confronted in writing by GSO.

We feel that racism in AA is a safety issue, as stated in the earlier, but not the later, version of this service material. We would also like to see that come back out in writing by GSO. Racism in AA is a safety issue on both the level that BIPOC members are often made to feel unsafe to fully express themselves in meetings and in some cases are actually the victims of racial slurs and threats, and on the level that alcoholism is a safety issue and if the place that can provide a solution to alcoholism isn't welcoming to all alcoholics (in practice as well as in theory), we are leaving some alcoholics to the dangers of their alcoholism.

We feel that the parts from the 2021 version around respecting the pronouns of all AA members is necessary and should never have been removed from this service material.

The suggestions for individuals to look at their privilege, and for groups to ask "who's not in the room" and why, are helpful and necessary. This should help prevent the selfish apathy about group safety from occurring as often in the future as it does currently, among members of privileged groups such as cis-men, or white folks, who make up the vast majority of who is in the room. Why do they?

2

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

More and deeper (and more informed) conversations around race especially and safety in AA, leading to ultimately to safer, more inclusive meetings.

(6) Provide a primary contact for the submission.

group secretary

(7) Final comments:

Thank you for reading this, thank you for your service and please don't hesitate to contact me with questions or comments.

Service Material from the General Service Office

Safety and A.A.: Our Common Welfare

Safety is an important issue within A.A. — one that all groups and members can address to develop workable solutions to help keep our meetings safe based on the fundamental principles of the Fellowship.

“Each member of Alcoholics Anonymous is but a small part of a great whole. A.A. must continue to live, or most of us will surely die. Hence our common welfare comes first. But individual welfare follows close afterward.” — Tradition One (Long Form)

“Our common welfare should come first; personal recovery depends upon A.A. unity.” — Tradition One (Short Form)

“Each Alcoholics Anonymous group ought to be a spiritual entity having but one primary purpose — that of carrying its message to the alcoholic who still suffers.” — Tradition Five (Long Form)

A.A. and Safety

Alcoholics Anonymous is a microcosm of the larger society within which we live. Problems found in the world can also make their way into A.A. As we strive to share in a safe environment, alcoholics can focus on maintaining sobriety and the group can fulfill its primary purpose — to carry the A.A. message to the alcoholic who still suffers.

There is no government within A.A. and no central authority to control or direct its members, but we do share the experience of groups and members in applying A.A. principles to issues that have arisen. As expressed in Tradition Two and Tradition Nine, it is through an informed group conscience that individual members and A.A. groups find solutions to group matters as they relate to safety. Service entities such as areas, districts and intergroup/central offices are available to help provide A.A. services and shared experiences.

Group Safety and Unity

Situations that groups have addressed through their group conscience include threats of violence, bullying, sexual harassment or stalking; financial coercion; racial discrimination, sexual orientation, or gender intolerance; and feeling pressured to adopt a particular point of view relating to medical treatments and/or medications. Keep in mind there may be experiences/harassments that originate from group interactions but that go on outside of typical meeting times; these experiences can affect whether someone feels safe to return to the group.

Guidelines for handling difficult situations can be discussed at meetings and determined by the

group conscience. In these group discussions, the focus is on creating an environment where members can share safely and find and maintain sobriety. In any situation, if a person's safety is in jeopardy or the situation breaches the law, the individuals involved can take appropriate action to ensure their safety. Calling the proper authorities does not go against any A.A. Traditions. Anonymity is not a cloak protecting criminal or inappropriate behavior.

Dealing with Disruptions

While most groups operate with a healthy balance of spontaneity and structure, others have experienced situations that can threaten group unity and challenge the safety of the group and its members. One such situation is a disruptive person whose behavior inhibits the group's ability to carry out its primary purpose. Members exhibiting such disruptive behavior may be asked by the group to stop attending that particular meeting for a period of time. In-person and virtual groups dealing with these kinds of disruptions make such a request to preserve the common welfare of the group and to maintain A.A. unity, recognizing that no A.A. group can bar any individual from equal membership in Alcoholics Anonymous.

Some groups have developed plans for addressing disruptive behavior and have established procedures through their group conscience to ensure that the group's welfare is protected. In many cases, disruptive behavior is preempted by having the chairperson state some reasonable expectations for the functioning of the group. Some groups include in their opening announcements that disruptive behavior will not be tolerated. For clarity, some groups have listed examples of the group's definition of these behaviors. When necessary, groups and members always have the option to call the appropriate authorities if disruptive behavior escalates to violence or harassment, or if someone's safety is at risk.

A.A. and the Law

Common sense and experience suggest that A.A. membership does not grant immunity from the law or local regulations and that being at an A.A. meeting does not put anyone beyond the jurisdiction of law enforcement. As individuals, A.A. members are also "citizens of the world," and as citizens we are not above the law.

Any activity within an A.A. group's meeting is subject to the same laws and local regulations that apply outside the group's meeting. Through the group conscience process, many groups have established guidelines regarding when it may be appropriate to call authorities to handle a given situation. Situations that groups have faced include, but are not limited to, violence, embezzlement, theft of property, drug sales at a meeting, and more. However, neither the list of possible situations nor the guidelines are meant to cover every scenario. While A.A. members and groups can be caring and supportive to those affected, we are not professionals trained to handle such situations. Law enforcement or other professional help may be necessary. Members should contact the authorities if they feel that their safety is at risk.

Emergencies

Injuries, accidents, fires, etc., sometimes do occur during meetings. To accommodate such situations, groups have developed plans and procedures, often in consultation with landlords, local authorities and/or professionals. Members should not hesitate to call emergency personnel in critical situations; for example, if an individual is threatening self-harm. Addressing an emergency is more important than continuing the meeting.

In recent years, a global health situation affected A.A. groups meeting in person. Although many groups have responded by meeting virtually, groups opting to meet in person found it helpful to obtain the most complete and reliable information possible from qualified medical personnel and/or public health and safety agencies. Some groups have used A.A.'s Twelve Traditions as the basis for creating unity within the group and developing group safety guidelines. Attendance at A.A. meetings should not require putting one's health at risk or being intimidated for adhering to local safety guidance. By respecting the local laws and safety guidelines, many groups stayed focused on our primary purpose and avoided drawing A.A. into public controversy.

Safety and A.A. in the Digital Age

Virtual platforms and social media have become a significant resource for connecting current A.A. members and potential members in ways the Fellowship never thought possible. The A.A. Traditions that apply to in-person A.A. settings also apply to A.A. phone, online and social media settings. Many groups discuss the relationship between safety and anonymity and incorporate guidelines in their opening announcements. To help keep meetings free from cyberbullying or harassment, some virtual groups have created specific service positions. Virtual A.A. groups that have experienced harassment from Internet "trolls" have adjusted the group's security settings, created safety procedures and/or sought professional technical support. Some local intergroup/central offices, districts, areas, and forums have developed tech support and safety service material to share with members.

Participation and Inclusion

A.A.'s Steps, Traditions and Concepts encourage participation, inclusion, and unity. These spiritual principles serve as the ideals A.A. groups and members strive for.

In the Step Five essay in *Twelve Steps and Twelve Traditions*, A.A.'s co-founder Bill W. wrote, "...nearly all of us suffered the feeling that we didn't quite belong.... When we reached A.A., and for the first time in our lives stood among people who seemed to understand, the sense of belonging was tremendously exciting."

As part of a Grapevine article on Tradition Three Bill W. shared "Let us of A.A. therefore resolve that we shall always be inclusive, and never exclusive, offering all we have to all.... May all barriers be thus leveled; may our unity thus be preserved."

The Concept Four essay in *The A.A. Service Manual* states, "There is another good reason for 'participation,' and this one has to do with our spiritual needs. All of us deeply desire to belong. We want an A.A. relation of brotherly partnership. It is our shining ideal that the 'spiritual

corporation' of A.A. should never include any members who are regarded as 'second class.'"

These may be the ideals, but they are not always everyone's experience. Some A.A. members have shared they felt unwelcome in A.A. meetings based on their race, ethnicity, religious belief or non-belief, native language, age or varying abilities. Some members have shared that being questioned about their gender identity has made them feel unaccepted. Others have shared they have not been invited to fully participate in the group or fully participate in A.A.

Our Traditions suggest that no one should have to tolerate racial, sexual orientation, gender, age or other discrimination when they seek help from A.A.

What is the connection to safety? These experiences impact members feeling safe and wanting to stay in A.A. Here is some experience that A.A. groups have shared on how they practice these principles to support a safe meeting space:

Groups have used the inventory process to address barriers to full participation, asking questions such as:

- Are we striving to provide a safe and accessible meeting space?
- Could we be providing language interpretation, including ASL, to be more accessible to all alcoholics?
- Are we striving to attract a good cross section of alcoholics in our local community?
- Are all members given the opportunity to speak at meetings and to participate in other group activities?

Alcoholism is a disease that is no respecter of age, varying abilities, creed, race, gender, wealth, occupation, or education. Our experience seems to show that anyone can be an alcoholic. And, beyond question, anyone who wants to stop drinking is welcome in A.A.

"...we resolutely turn our thoughts to someone we can help. Love and tolerance of others is our code." — *Alcoholics Anonymous*, page 84

Here are some helpful suggestions and reminders:

- Talk about issues of safety before they arise, at the group, district, or area level.
- Use your group's [General Service Representative](#) (G.S.R.) and [A.A. Service Committees](#) to help provide broader shared experience.
- Include the topic of safety as part of your group inventory and consider developing group guidelines and procedures on safety.
- Keep the focus on our primary purpose and our common welfare, and place principles before personalities in all discussions about safety.

- Remember that sponsors can play an important role in providing leadership and setting an example.
- Let A.A. members know that if they are concerned about the words or actions of another member, they may find it helpful to speak to someone they trust, their A.A. group, or a professional.
- Remember that calling the proper authorities in relation to criminal behavior taking place at or around meetings does not go against any A.A. Traditions and that anonymity is not a cloak protecting such behavior.

Helpful Resources

- [Box 4-5-9, October 2010 edition](#), articles on “Disruptive Members at A.A. Meetings” and “A.A. and the Law” (available on the newsletters page at aa.org).
- A report from the 62nd General Service Conference Workshop: “*Safety in A.A.: Our Common Welfare*”*
- Final Report of the “*Ad Hoc Committee on Group Safety of the General Service Board of Alcoholics Anonymous, U.S. and Canada*” (Feb. 2, 2014)*
- [2019 Regional Forum Reports](#) “Who’s Not in the Room — Fostering Participation in A.A.”**
- A.A. pamphlet [“Questions & Answers on Sponsorship”](#)***
- A.A. pamphlet [“The A.A. Group ... Where it All Begins”](#)***
- A.A. pamphlet [“The A.A. Member — Medications and Other Drugs”](#)***
- A.A. pamphlet [“Understanding Anonymity”](#)***
- A.A. Guidelines [“Accessibility for All Alcoholics”](#)
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*Available upon request by contacting G.S.O.

**Available on aa.org.

www.aa.org

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Service Material from the General Service Office

Safety and A.A.: Our Common Welfare

Safety is an important issue within A.A. — one that all groups and members can address to develop workable solutions to help keep our meetings safe based on the fundamental principles of the Fellowship.

“Each member of Alcoholics Anonymous is but a small part of a great whole. A.A. must continue to live, or most of us will surely die. Hence our common welfare comes first. But individual welfare follows close afterward.” — Tradition One (Long Form)

“Our common welfare should come first; personal recovery depends upon A.A. unity.” — Tradition One (Short Form)

“Each Alcoholics Anonymous group ought to be a spiritual entity having but one primary purpose — that of carrying its message to the alcoholic who still suffers.” — Tradition Five (Long Form)

A.A. groups, whether they meet in person or on virtual platforms, are spiritual entities made up of alcoholics who gather for the sole purpose of staying sober and helping other alcoholics to achieve sobriety.

Alcoholics Anonymous is a microcosm of the larger society within which we live. Problems found in the world can also make their way into A.A. As we strive to share in a spirit of trust — both at meetings and individually with sponsors, friends and new acquaintances — it is reasonable for each member to expect a meaningful level of safety. By providing a safe environment *in which alcoholics can focus on gaining and maintaining sobriety*, the group can fulfill its primary purpose — to carry the A.A. message to the alcoholic who still suffers.

Autonomy and Group Action

Because A.A., as such, ought never be organized, as indicated in Tradition Nine, it is individual members and groups who ensure that all members feel as safe as possible in A.A.

As embodied in the Fourth Tradition, the formation and operation of an A.A. group resides with the group conscience of its members. It is through an informed group conscience that A.A. groups find their solutions to group problems. Service entities such as areas, districts and inter-group/central offices are available to help provide *A.A. services and shared experience*. All groups and entities in A.A. are autonomous. There is no government within A.A. and no central authority to control or direct its members, but we do share the experience of groups and members in applying A.A. principles to issues that have arisen.

Recognizing that safety is an issue of importance to members, many groups have created “guideposts” to keep distractions and disruptions to a minimum within the context of the group.

A.A. Membership

A.A.’s Third Tradition states that the only requirement for membership is a desire to stop drinking. This brings an openness that helps to define our membership as a diverse Fellowship of alcoholics, yet it also requires us to be mindful of our group and individual safety. Though disruptions are rare, such a disruptive person may be asked to leave an A.A. meeting space, if the disruptive behavior inhibits the group’s ability to carry out its primary purpose.

No A.A. entity proposes to bar any individual from membership in Alcoholics Anonymous.

Dealing with Disruptions

While most groups operate with a healthy balance of spontaneity and structure, there are a number of situations that can threaten group unity and challenge the safety of the group and its members. Often this can center on disruptive individuals or those who are confrontational or aggressive. Such behavior can take over a meeting and frighten new and longtime members. Though typically as a last resort, groups and members always have the option to call the appropriate authorities if disruptive behavior continues or if anyone’s safety is at risk.

Disruptive members may be asked to stop attending the meeting for a period of time. In-person and virtual groups that take this drastic action do so in order to preserve the common welfare of the group and to maintain A.A. unity.

Some groups have developed plans for addressing disruptive behavior and have established procedures through their group conscience to ensure that the group’s welfare is protected. In many cases, disruptive behavior is preempted by having the chairperson state some reasonable expectations for the functioning of the group.

Some groups include in their opening announcements that illegal, disruptive behavior and hate speech are not tolerated. For clarity, some groups have listed examples of the group's definition of disruptive behavior.

Safety and A.A. in the Digital Age

The Internet and social media platforms have greatly impacted how A.A. members are able to interact with each other and with potential members. The principles that apply to in-person A.A. settings also apply to A.A. phone, online and social media settings. Some virtual A.A. groups that have experienced harassment from Internet "trolls" have adjusted the group's security settings, created safety procedures and/or sought professional technical support. Some local central/intergroup offices, districts, areas and forums have also developed tech support and safety service material to share with members.

Keeping in mind A.A. Traditions, the Fellowship finds that social media has become a significant resource to connect with fellow members and potential members in ways we never thought possible. It is also important to keep in mind that someone's first impression of Alcoholics Anonymous may occur on a virtual platform where A.A. members — and potential members — mix.

Group Safety and Unity

Situations that groups have addressed through their group conscience include sexual harassment or stalking; threats of violence; bullying; financial coercion; racial discrimination, sexual orientation or gender intolerance; and feeling pressured to adopt a particular point of view or belief relating to medical treatments and/or medications, politics, religion, or other issues.

Guidelines for handling difficult situations can be discussed at meetings and determined by the group conscience. A.A. members can speak to those who are acting inappropriately.

Targets of inappropriate behavior, harassment or sexual or financial predation can let the group know about such situations directly or, if not directly, then perhaps through a sponsor or trusted friend. This way the group is informed, and members can help address the situation and curtail further problems. In these group discussions, the focus is on creating an environment where all alcoholics can find and maintain sobriety.

Unsafe or predatory behavior, such as unwanted sexual attention or targeting vulnerable members, can be especially troublesome. Also, keep in mind there may be experiences/harassments

that originate from group interactions but that go on outside of typical meeting times; these experiences can affect whether someone feels safe to return to the group.

Investments, loans, employment and/or any services offered in exchange for any fees is outside of the purpose of an A.A. group. If these activities do occur, all parties involved should clearly understand that these activities take place outside of A.A.

In any situation, if a person's safety is in jeopardy or the situation breaches the law, the individuals involved can take appropriate action to ensure their safety. Calling the proper authorities does not go against any A.A. Traditions. *Anonymity is not a cloak protecting criminal or inappropriate behavior.*

A.A. and the Law

Common sense and experience suggest that A.A. membership does not grant immunity from local regulations and that being at an A.A. meeting does not put anyone beyond the jurisdiction of law enforcement officers. As individuals, A.A. members are also "citizens of the world," and as citizens we are not above the law.

Through the group conscience process, many groups have established guidelines regarding when it may be appropriate to call authorities and handle a given situation within the legal system. No A.A. group has to tolerate illegal behavior, and any activity within an A.A. meeting is subject to the same laws that apply outside the meeting. The nature of illegal acts that groups have faced include violence, embezzlement, theft of property, drug sales at a meeting, and more. While A.A. members and groups can be caring and supportive to those affected, we are not professionals trained to handle such situations. Law enforcement or other professional help may be necessary.

Emergencies

Injuries, accidents, fires, etc., sometimes do occur during meetings. To accommodate such situations, groups have developed plans and procedures, often in consultation with landlords, local authorities and/or professionals. Members should not hesitate to call emergency personnel in critical situations. Addressing an emergency situation is more important than continuing the meeting.

Recently, a global health situation has affected groups' abilities to meet in person. Many groups have responded by meeting online, and if meeting in person, they follow local health guidelines and laws. It is suggested that groups and members with health and safety questions contact national, state/provincial and local health authorities for appropriate information.

From our shared experience, groups and members who have not adhered to local safety guidelines regarding the pandemic have at times not only affected how A.A. as a whole is viewed by the general public (at times through media news stories) but have potentially put people's physical and mental health in jeopardy. Attendance at A.A. meetings should not require putting one's health at risk or being intimidated for wearing a mask or other taking other precautions (not holding hands, social distancing, etc.).

Some groups have set up contact lists with group members and alerted local A.A. entities if they are no longer meeting in person. When a group transfers to meet on virtual platforms, that information can also be shared with local A.A. entities so that the A.A. message will remain available to those seeking help with a drinking problem.

In addition, local A.A. committees can inform local professionals about "open" virtual meetings, which can be a helpful A.A. resource for their alcoholic clients. Local Public Information committees can also be helpful in providing up-to-date information about A.A. to local media.

Keeping the Focus on Our Primary Purpose

It is hoped that our common suffering as alcoholics and our common solution in A.A. would transcend most issues and curtail negative behaviors.

Safety is important to the functioning of the group. By maintaining safety in meetings, the group as a whole will benefit, and members will be able to focus on recovery from alcoholism and a life of sobriety. Ultimately, the experience of how these situations are handled can be as varied as the members in our Fellowship. Good judgment and common sense, informed by the Twelve Traditions, seem to provide the best guide.

Each group is as unique as a thumbprint, and approaches to carrying the message of sobriety vary not just from group to group. Acting autonomously, each group charts its own course. The better informed the members, the stronger and more cohesive the group — and the greater the assurance that when a newcomer reaches out for help, the hand of A.A. always will be there.

Diversity and Inclusion

Keeping in the spirit of Tradition Three, A.A. celebrates its members by raising awareness of inclusion and respecting members with varying abilities, sexual identities, races, ethnicities, gender identities, religions, languages, neighborhoods, socioeconomic backgrounds and ages. As

a Fellowship, we strive to support the well-being of members as we evolve toward greater diversity, equity and inclusivity.

Race and privilege have been a topic of discussion as they relate to the spirit of Tradition Three, among members of local A.A. entities as well as members of A.A.'s corporate boards, including the General Service Board. And particularly in light of this moment in time, when societal divisions and inequities along racial lines have been laid bare — some members are discussing this complex issue in tandem with A.A. Traditions — and recognize the need to look at our own disparities. Some members, who are people of color, have shared concerns that their life experiences as it relates to being an alcoholic person of color in A.A., have been viewed as an “outside issue” and therefore have felt unsafe in what they can and cannot share about their own experience. Membership does not include having to tolerate racism in A.A. or removing this life experience from one’s story.

Many groups have found that providing a safe space to share this experience to be no more in contradiction of Tradition Ten (an “outside issue”) than the topic of safety and A.A. itself.

Racism in A.A. is a safety issue.

Acknowledging that we all operate within some unearned privilege is key in understanding and acting upon where we can widen the circle of an accessible message and a feeling of inclusion. For example, if one can acknowledge that they have an unearned privilege over a non-native English speaker or a member who is d/Deaf, then one can better reflect on how to ensure that all have equal access to our life-saving message.

While many members — including members who are transgender — identify as either male or female, some members do not identify within these two categories. People whose gender is not female or male often identify as nonbinary, gender nonconforming, genderqueer or genderfluid, among others. Keeping in mind Tradition Ten, a person is the gender they say they are. A.A. neither dictates nor has an opinion on any person's gender or gender pronouns.

A.A. membership is open to all genders and backgrounds. No matter one’s gender identity, some members have shared that they find it helpful to have a safe space to voluntarily share their pronouns with other members of the group, in order to help the group get to know them better. Some members have shared that they voluntarily share their pronouns at in-person or online meetings so that *others* may feel more comfortable, if they care to do so. Some members have also shared that being questioned about their gender identification has made them feel unsafe.

Here are examples of just some of the pronouns of A.A. members in our Fellowship: they/them/theirs; she/her/hers; and he/him/his.

Most alcoholics feel quite comfortable in any A.A. group. Yet, many A.A. communities also have “special interest” meetings where it may be easier to be open about certain personal issues. Some A.A.s come together as specialized A.A. groups — for “young” people; women, men, and nonbinary; medical or legal professionals; LGBTQ+; BIPOC; and others. If the members are all alcoholics, and if they open the door to all alcoholics who seek help — regardless of profession, gender or other distinction — and meet all the other aspects defining an A.A. group, they may call themselves an A.A. group.

We in A.A. believe alcoholism is a disease that is no respecter of age, varying abilities, gender, creed, race, wealth, occupation or education. Our experience seems to show that anyone can be an alcoholic. And, beyond question, anyone who wants to stop drinking is welcome in A.A.

What Can Groups and Members Do?

Groups and members can discuss the topic of safety to raise awareness in the Fellowship, and they can seek through sponsorship, workshops and meetings to create as safe an environment as possible for the newcomer, other members and potential members. This can be the subject of sharing among groups at the district or area level.

Be mindful of who’s *not* in the room, and then widen the conversation as to *why*. What actions can we take so that A.A. is here for all who seek help with a drinking problem and who want to receive A.A.’s program of recovery? How can we widen participation in all forms of service?

Here are some helpful suggestions and reminders:

- Talk about issues of safety before they arise. Communicate clearly what A.A. is and what it is not.
- Raise awareness: Every member attending an A.A. meeting can be mindful of safety.
- Remember that sponsorship plays an important role, and sponsors can be helpful in pointing out warning signs or unhealthy situations to sponsees and newcomers.
- Let A.A. members know that if they are concerned about the words or actions of a sponsor or other member, they may find it helpful to speak to someone they trust, their A.A. group, or a professional.

CONFIDENTIAL: 73rd General Service Conference Background

- Include safety as part of your group inventory and consider developing group guidelines and procedures on safety.
- In all discussions about safety, keep the focus on our primary purpose and our common welfare, and place principles before personalities.
- Connect with your group's [General Service Representative](#) (G.S.R.) and [A.A. Service Committees](#) to help provide broader shared experience.

Helpful Resources for A.A. Members and Groups

- [Box 4-5-9, October 2010 edition](#), articles on “Disruptive Members at A.A. Meetings” and “A.A. and the Law” (available on the newsletters page at aa.org).
- A report from the 62nd General Service Conference Workshop: “*Safety in A.A.: Our Common Welfare*”*
- Final Report of the “*Ad Hoc Committee on Group Safety of the General Service Board of Alcoholics Anonymous, U.S. and Canada*” (Feb. 2, 2014)*
- 2019 Regional Forum [Reports](#) “Who’s Not in the Room — Fostering Participation in A.A.”**
- A.A. pamphlet “[Questions & Answers on Sponsorship](#).”**
- A.A. pamphlet “[The A.A. Group ... Where it All Begins](#)”**
- A.A. pamphlet “[The A.A. Member — Medications and Other Drugs](#)”**
- A.A. pamphlet “[Understanding Anonymity](#)”**
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- Contact your district committee member (D.C.M.) or area delegate for local shared experience.

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Service Material from the General Service Office**SAFETY AND A.A.: OUR COMMON WELFARE**

Safety is an important issue within A.A. – one that all groups and members can address to develop workable solutions and help keep our meetings safe based on the fundamental principles of the Fellowship.

“Each member of Alcoholics Anonymous is but a small part of a great whole. A.A. must continue to live or most of us will surely die. Hence our common welfare comes first. But individual welfare follows close afterward.”
-Tradition One (Long Form)

A.A. groups are spiritual entities made up of alcoholics who gather for the sole purpose of staying sober and helping other alcoholics to achieve sobriety. Yet, we are not immune to the difficulties that affect the rest of humanity.

Alcoholics Anonymous is a microcosm of the larger society within which we exist. Problems found in the outside world can also make their way into the rooms of A.A. As we strive to share in a spirit of trust, both at meetings and individually with sponsors and friends, it is reasonable for each member to expect a meaningful level of safety. Those attending A.A. meetings derive a benefit by providing a safe environment in which alcoholics can focus on gaining and maintaining sobriety. The group can then fulfill its primary purpose – to carry the A.A. message to the alcoholic who still suffers. For this reason, groups and members discuss the topic of safety.

Autonomy and Group Action

Because A.A., as such, ought never be organized, as indicated in Tradition Nine, it is individual members and groups who ensure that all members feel as safe as possible in A.A.

There is no government within A.A. and no central authority, legal or otherwise, to control or direct the behavior of A.A. members. As embodied in the Fourth Tradition, the formation and operation of an A.A. Group resides with the group conscience of its members. A.A. groups and service entities such as areas, districts, intergroup/central offices are autonomous.

Recognizing that safety is an issue of importance to its members, many groups have taken actions to keep distractions and disruptions to a minimum within the context of the group.

A.A. Membership

A.A. membership has never been contingent on any set of behavioral or moral standards – beyond those founded on common sense, courtesy, and the timeless values of kindness, tolerance and love.

A.A.'s Third Tradition states that the only requirement for membership is a desire to stop drinking. This brings an openness that helps to define our character as a diverse Fellowship; yet it also requires us to be mindful of our group and individual safety.

Some people, however, come into A.A. without an understanding of the type of behavior that is appropriate in meetings or in the company of other members. A person can be sober in A.A., yet still not understand what is acceptable.

Dealing with Disruptions

While most groups operate with a healthy balance of spontaneity and structure, there are a number of situations that can threaten group unity and challenge the safety of the group and its members. Often this can center on disruptive individuals, those who are confrontational, aggressive, or those who are simply unwilling to put the needs of the group first. Such behavior can hijack the focus of a meeting and frighten members, new and old.

Some groups have developed plans for addressing disruptive behavior and have established procedures through their group conscience to ensure that the group's welfare is protected. In many cases, disruptive behavior is pre-empted by having the chairperson state the expectations for behavior in the meeting.

Some groups include in their opening announcements that illegal and disruptive behavior is not tolerated. Still other groups have asked disruptive members to leave the meeting. Additionally, groups and members always have the option to call the appropriate authorities if disruptive behavior continues or anyone's safety is at risk.

Group Safety and Unity

Situations that groups have addressed through their group conscience include, sexual harassment or stalking; threats of violence; bullying; financial coercion; racial or lifestyle intolerance; pressuring A.A. members into a particular point of view or belief relating to medical treatments and/or medications, politics, religion, or other outside issues. In addition, there may be other behaviors that go on outside of typical meeting times that may affect whether someone feels safe to return to the group.

Some groups have their own guidelines or procedures to help keep the meeting safe. A.A. members can speak to those who are acting inappropriately. Situations can be discussed at business meetings to come to a group conscience about how to handle a situation. As a last resort, the disruptive member may be asked to stop attending the

meeting for a specific period of time. Groups that take this drastic action do it in order to preserve the common welfare of the group and to maintain A.A. unity.

In any situation, if a person's safety is in jeopardy, or the situation breaches the law, the individuals involved can take appropriate action to ensure their safety. Calling the proper authorities does not go against any A.A. Traditions. *Anonymity is not a cloak protecting criminal or inappropriate behavior.*

Inappropriate or predatory behavior, such as unwanted sexual attention or targeting vulnerable members can be especially troublesome. These behaviors may go on outside of typical meeting times. While A.A. members can be caring and supportive to those affected, we are not professionals trained to handle such situations. Law enforcement or other professional help may be necessary.

Victims of inappropriate behavior, harassment or predators can let the group know about such situations, often through a sponsor or trusted friend. This way the group is informed, and members can help address the situation and curtail further problems. Group discussion should be focused on creating an environment where all alcoholics can find and maintain sobriety.

A.A. and the Law

Common sense and experience suggest that A.A. membership does not grant immunity from local regulations and being at an A.A. meeting does not put anyone beyond the jurisdiction of law enforcement officers. As individuals, A.A. members are also "citizens of the world," and as citizens we are not above the law.

Through the group conscience process, many groups have established guidelines regarding when it may be appropriate to call authorities and handle a given situation within the legal system. No A.A. group has to tolerate illegal behavior and any activity within an A.A. meeting is subject to the same laws that apply outside the meeting. The nature of illegal acts that groups have faced include violence, embezzlement, theft of property, drug sales at a meeting, and more.

Emergencies

Injuries, accidents, fires, etc., sometimes do occur during meetings. To accommodate these situations, groups can also develop plans and procedures, often in consultation with their landlord or local authorities. Addressing an emergency situation is more important than continuing the meeting, and members should not hesitate to call emergency personnel in critical situations.

Keeping the Focus on Our Primary Purpose

It is hoped that our common suffering as alcoholics and our common solution in A.A. would transcend most issues and curtail negative behaviors. As noted in the Big Book, *Alcoholics Anonymous*, "Love and tolerance of others is our code."

Safety, however, is important to the functioning of the group. By maintaining order and safety in meetings, the group as a whole will benefit and members will be able to focus on recovery from alcoholism and a life of sobriety.

Ultimately, the experience of how these situations are handled can be as varied as our Fellowship. Good judgment and common sense, informed by the Twelve Traditions, seem to provide the best guide.

What Can Groups and Members Do?

Groups and members can discuss the topic of safety, to raise awareness in the Fellowship and seek through sponsorship, workshops and meetings, to create as safe an environment as possible for the newcomer, and other members or potential members. This can be the subject of sharing among groups at the district or area level.

Here are some helpful suggestions and reminders:

- Talk about issues of safety before they arise.
- Safety is something each member attending an A.A. meeting can be mindful of.
- Communicate clearly what A.A. is and what it is not.
- Sponsorship plays an important role and sponsors can be helpful in pointing out warning signs or unhealthy situations to sponsees and newcomers.
- A.A. members who are concerned about the words or actions of a sponsor or other member, may find it helpful to speak to someone they trust, their A.A. group, or a professional, as needed.
- Include Safety and the A.A. Meeting Environment as topics for a group inventory.
- Consider developing group guidelines and procedures on safety. Recommend that no one walk to a car alone but be accompanied by a trusted fellow or travel in a group.
- In all discussions about safety, keep the focus on our primary purpose, our common welfare, and place principles before personalities.

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General Service Office
P.O. Box 459
Grand Central Station
New York, NY 1016
Phone: (212) 870-3400
G.S.O.’s A.A. website: www.aa.org

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- Communicate clearly what A.A. is and what it is not.
- Sponsorship plays an important role and sponsors can be helpful in pointing out warning signs or unhealthy situations to sponsees and newcomers.
- A.A. members who are concerned about the words or actions of a sponsor or other member, may find it helpful to speak to someone they trust, their A.A. group, or a professional, as needed.
- Include Safety and the A.A. Meeting Environment as topics for a group inventory.
- Consider developing group guidelines and procedures on safety.

- In all discussions about safety, keep the focus on our primary purpose, our common welfare, and place principles before personalities.

Helpful Resources for A.A. Members and Groups

- Box 459 October 2010 edition, articles on “Disruptive Members at A.A. Meetings” and “A.A. and the Law” (available on the newsletters page at www.aa.org).
- A report from the 62nd General Service Conference Workshop: “*Safety in A.A. Our Common Welfare*.”*
- Final Report of the “*Ad Hoc Committee on Group Safety of the General Service Board of Alcoholics Anonymous, U.S. and Canada*” (Feb. 2, 2014).*
- A.A. pamphlet, “Questions & Answers on Sponsorship.”***
- A.A. pamphlet, “The A.A. Group... Where it All Begins.”***
- Service Material, “Safety Card for A.A. Groups.”***
- Contact your District Committee Member or Area Delegate for local shared experience.

*Available upon request by contacting G.S.O.

**Available on aa.org.

General Service Office
P.O. Box 459
Grand Central Station
New York, NY 10163
Phone: (212) 870-3400
G.S.O.'s A.A. website: www.aa.org

[Back to Agenda](#)

IV.

FINANCE

AGENDA

Conference Committee on Finance

Monday, April 24, 2023, 9 a.m.– Noon

Room: TBD

Chairperson: Jeff S.

Secretary: Zenaida M.

Conference Committee Members

Panel 72

Peter B.
Chris D.
Jeff S.
Charles T.
Tandy W.

Panel 73

Rachel M.
Sarah M.
Suzanne S.

- ◆ Discussion and acceptance of trustees' Committee report.
- A. Consider requests that materials produced and maintained by AA World Services, AA Grapevine, La Viña, and General Service Office (GSO), clarify that the General Service Board ("GSB") is the entity which receives all voluntary A.A. contributions and that GSO performs contribution processing.
- B. Review suggested area contribution for delegate expense for the Conference.
- C. Review the Conference-approved level of \$10,000 for individual bequests to the General Service Board from A.A. members.
- D. Review the Conference-approved maximum annual contribution of \$5,000 to the General Service Board from an individual A.A. member.
- E. Review Self-Support Packet.
- F. Discuss new proposed agenda items (PAI's) regarding the book, "Twelve Steps and Twelve Traditions."

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

2023 Conference Committee on Finance

ITEM A: Consider requests that materials produced and maintained by AA World Services, AA Grapevine, La Viña, and General Service Office (GSO), clarify that the General Service Board (“GSB”) is the entity which receives all voluntary A.A. contributions and that GSO performs contribution processing.

Background:

1. General Service Conference Proposed Agenda Item Submission Form-PAI 89
2. General Service Conference Proposed Agenda Item Submission Form -PAI 154

(1) Submit a clear and concisely worded motion.

Analyze and change all current resources produced and maintained by AA World Service, AA Grapevine, La Viña and G.S.O. communications to clarify that the General Service Board (“GSB”) is the entity which receives the voluntary A.A. contributions. These include but are not limited to; Conference Approved Literature, A.A. Guidelines, Service Material, Press Releases, Newsletters, Digital Resources (“Literature”).

Ensure all new literature, digital resources and released publications maintain the clarity and consistency of the General Service Board as the recipient of our Voluntary A.A. Contributions (“Contributions”).

(2) What problem does this proposed item address?

Corrects the current inconsistent language throughout our Literature and clarifies the GSB as the recipient of our Contributions.

To return in alignment with our 9th Tradition (excerpt):

“...The trustees of the General Service Board are, in effect, our A.A. General Service Committee. They are the custodians of our A.A. Tradition and the receivers of voluntary A.A. contributions by which we maintain our A.A. General Service Office at New York...”

CONFIDENTIAL: 73rd General Service Conference Background

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

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

A member of the Lakeside Group in Rockwall, TX, and members of the ODAAT Group in Plano, TX, are submitting this proposed agenda item.

This item has been presented, discussed and supported by:

A.A. Groups:

- The Lakeside Group in Rockwall, TX
- Odaat Group in Plano, TX
- A Vision for You Group in Hurst, TX
- Miracle Group in McKinney, TX

A.A. Districts:

- District 22 in Northeast Texas Area 65
- District 54 in Northeast Texas Area 65

A.A. Members:

- | | |
|--|---|
| - Wayne H. [REDACTED] A65 P71 Delegate | Home Group: Shivering Denizens Frisco, TX |
| email: | PO Box 739 Frisco, TX 75034 |
| - Gary M. [REDACTED] | Home Group: Lakeside Group Rockwall, TX |
| email: | |
| - Dave H. | Home Group: McKinney Miracle Group McKinney, TX |
| email: | |
| - Jill H. | Home Group: McKinney Miracle Group McKinney, TX |
| email: | |

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

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Below is an non-exhaustive inventory of Literature divided into examples which correctly and incorrectly reflect the recipient of Contributions. It is intended to showcase the vast nature of the issue within our A.A. Literature. (All references to page numbers, bullet points, Q&As, sections and paragraphs are from the online versions of the documents found on aa.org.)

The following are examples of literature that correctly state that our AA voluntary contributions are received by the General Service Board.

Tradition 9 - long form

AA Service Manual 2021-2023 Page 69

AA Service Manual 2021-2023 Page 71

P-16 The AA Group...Where It All Begins Page 33

F-3 Self-Support Where Money And Spirituality Mix Page 14

The Following are examples of literature that are in need of clarification.

AA Service Manual 2021-2023 Page 12 - FAQ 4

AA Service Manual 2021-2023 Page 30 - under Methods of Support, bullet point 2

AA Service Manual 2021-2023 Page 70 - Top of page

under Self Support, sentence 2

under Birthday Plan

under Contribution Limit, bullet points 3 and 4

AA Service Manual 2021-2023 Page 71 - FAQ 4 The way the answer is worded can still be confusing.

P-16 The AA Group...Where It All Begins Page 21 - bottom of page

P-16 The AA Group...Where It All Begins Page 22 - top of page

P-52 The AA Grapevine Our Meeting In Print Page 8 - under Structure and Finance paragraph 2

F-3 Self-Support Where Money And Spirituality Mix Page 7

F-3 Self-Support Where Money And Spirituality Mix Page 9 - Q&A 3

F-3 Self-Support Where Money And Spirituality Mix Page 10 - Q&A 2

F-3 Self-Support Where Money And Spirituality Mix Page 11 - Q&A 2

F-3 Self-Support Where Money And Spirituality Mix Page 13 - charts

F-6 Your A.A. General Service Office - page 6, numbers 3 and 7

FV-19 Flyers on Self-Support Page 7: F-19F Please Post 'Heart of the Fellowship flier' under Contributions

FV-19 Flyers on Self-Support Page 8: F-19G Self-Support Talking Points numbers: 8, 9 and 11

F-42 Self-Support Page 2 - under Some Facts, bullet point 1

F-96 The AA Group Treasurer Page 5 Title "G.S.O." is wrong

F-203 Your Seventh Tradition Contribution - top of page

MG-15 AA Guidelines on Finance Check the whole document for inconsistencies.

aa.org website - contributions and self-support page, contribute to A.A. Birthday Plan

aa.org website - contributions and self-support page, supporting AA's services bullet point 4

aa.org website - contributions and self-support page, FAQs 1, 2 and 4

CONFIDENTIAL: 73rd General Service Conference Background

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

That all current and future Literature be uniformed in communicating that the GSB is the entity which receives the Contributions. And that the General Service Office provides services for which some of the Contributions are budgeted and utilized.

(6) Provide a primary contact for the submission.

Kathy M [REDACTED]

Home Group - Lakeside Group in Rockwall, TX

(7) Final comments:

CONFIDENTIAL: 73rd General Service Conference Background

Finance Agenda
Item A
Doc. 2

General Service Conference (G.S.C.) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.

Consider changing; throughout our literature, service pieces, guidelines, reports and on the aa.org website; any place where it is found to be unclear that our voluntary AA contributions are made payable to the General Service Board although they are sent to the General Service office for processing.

(2) What problem does this proposed item address?

This motion would address any confusion in explaining how the service structure is set up and to whom our AA voluntary contributions are made payable. There are many places in our literature that "General Service Office" is written and it should say "General Service Board" when referring to whom our contributions are made payable. This can make it unclear as to which service entity our contributions are made and may imply that these service entities are one entity and that they can be referred to interchangeably.

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

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

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I, Nelson E., a member and Alternate GSR of the Azalea Group in Tyler, TX, Area 65, District 42, am submitting this proposed agenda item supporting a Consideration originated by another member in the Lakeside Group in Rockwall, TX, Area 65, District 22.

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

The following are examples of literature that correctly state that our AA voluntary contributions are received by the General Service Board .

Tradition 9 - long form

AA Service Manual 2021-2023 Page 69

AA Service Manual 2021-2023 Page 71

F-96 The AA Group Treasurer Last Page

P-16 The AA Group...Where It All Begins Pages 32-33

F-3 Self-Support Where Money And Spirituality Mix Page 13 MG-

15 AA Guidelines on Finance Pages 1-4

The Following are examples of literature that are in need of clarification.

AA Service Manual 2021-2023 Page 30 - under Methods of Support, bullet point 2

AA Service Manual 2021-2023 Page 12 - FAQ 4

AA Service Manual 2021-2023 Page 22 - bullet point 3

AA Service Manual 2021-2023 Page 28 - under Treasurer, bullet point 4

AA Service Manual 2021-2023 Page 70 - Top of page

Under Self Support, sentence 2

Under Birthday Plan

Under Contribution Limit, bullet point 3 and 4

AA Service Manual 2021-2023 Page 71 - FAQ 4

P-52 The AA Grapevine Our Meeting In Print Page 7 - under Structure and Finance SMF-

42 Self-Support Page 2 - under Some Facts, bullet point 1

P-16 The AA Group...Where It All Begins Page 16 - under Self-Support P-

16 The AA Group...Where It All Begins Page 21 - bottom of page

P-16 The AA Group...Where It All Begins Page 34 - bottom of page F-

3 Self-Support Where Money And Spirituality Mix Page 7

F-3 Self-Support Where Money And Spirituality Mix Page 9 - Q&A 3 and 6 F-

3 Self-Support Where Money And Spirituality Mix Page 10 - Q&A 2

F-3 Self-Support Where Money And Spirituality Mix Page 11 - Q&A 2 F-

3 Self-Support Where Money And Spirituality Mix Page 13 - charts MG-15

AA Guidelines on Finance Page 5

F-203 Your Seventh Tradition Contribution - top of page

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

To have consistent information throughout our literature that clearly represents and explains our service structure and the roles that each service entity fulfills.

CONFIDENTIAL: 73rd General Service Conference Background

(6) Provide a primary contact for the submission.

Nelson E. Echelberge
Azalea Group, Alternate
GSR

(7) Final comments:

I submit this motion because I had believe it is important to present a consistent representations of our service structure, and about which service entity receives our contributions.

2023 Conference Committee on Finance

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

Background:

1. [History of Delegate Fee](#)
2. [Conference Area Delegate fees and additional Contributions](#)

HISTORY OF DELEGATE FEES

Conference Area Delegate Fees

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

Conference Area Delegate fees and additional Contributions

	<u>Additional Contributions</u>	<u>Max Contribution</u>
2022	65	14
2021	52	46
NOTE: 2021 Max Contribution was only \$400 because the Conference was virtual.		
2020	7	7
2019	38	12
2018	51	8
2017	52	11
2016	52	10
2015	43	12
2014	10	7

Maximum Contributions

	<u>Individual</u>	<u>Memorial</u>
2022	60	14
2021	53	10
2020	72	7
2019	Year we went live on NetSuite- Data N/A	
2018	7	7
2017	60	6
2016	39	10
2015	43	4
2014	21	1

2023 Conference Committee on Finance

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

Background:

1. History of Contribution Limits

HISTORY OF CONTRIBUTION LIMITS

Bequest Contribution Limits

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

2023 Conference Committee on Finance

ITEM D: Review the Conference-approved maximum annual contribution of \$5,000 to the General Service Board from an individual A.A. member.

Background:

1. History of Contribution Limits

HISTORY OF CONTRIBUTION LIMITS

Individual Contribution Limits

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

2023 Conference Committee on Finance

ITEM E: Review Self-Support Packet.

Background: Self-Support Packet Contents

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

Background Attachment:

1. Memo regarding updates to the Self-Support Packet

CONFIDENTIAL: 73rd General Service Conference Background

Memorandum

February 15, 2023

To: 2023 Conference Committee on Finance

From: Zenaida Medina*. Secretary to Trustees' Committee and Conference Committee on Finance

Re: Committee Considerations from 2022 Conference Committee on Regarding updates to the Self-Support Packet

The 2022 Conference Committee on Finance requested updates to the self-support packet, including clarifying that Seventh Tradition contributions are received by the General Service Board and not the General Service Office.

The Publishing department is in the process of revising and updating all the service pieces that are part of the packet, including revision to the Conference-approved pamphlet, "Self-Support: Where Money and Spirituality Mix."

Drafts reflecting the above-referenced updates will be provided to the 2023 Conference Committee on Finance as soon as they are available.

Thank you.

cc: Robert W., General Manager
Diana L., Conference Coordinator

AA GRAPEVINE

Supported Solely By Your Participation

WE'RE SELF-SUPPORTING

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

As stated in the AA Service Manual

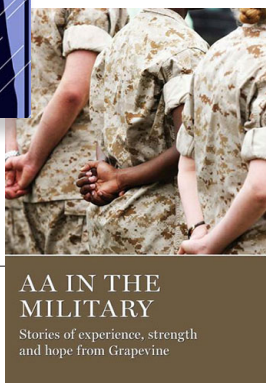
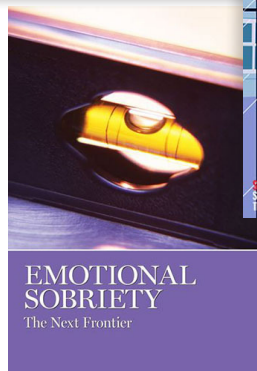
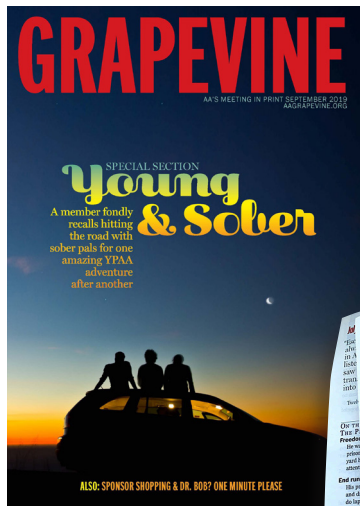
'AA Grapevine Inc.'s goal is to be supported by revenues from the purchase of subscriptions and other content related items. In contrast to G.S.O., where group contributions are applied to support group services, AA Grapevine, Inc., does not accept contributions from individuals or groups. Nor does it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

WE'RE CONFERENCE APPROVED

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

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

Visit us at
www.aagrapevine.org



Congratulations!

We celebrate your sobriety and are grateful for contributions such as yours that help support the services G.S.O. provides to members and groups throughout the U.S. and Canada. Your contribution helps ensure that the A.A. message is available anytime, anywhere — to those who reach out for help. Some members contribute \$1, \$2 or even \$5 a year for each year of sobriety. Whatever the amount you may choose, we thank you for your participation in A.A.'s Seventh Tradition of self-support!

(Please note that per A.A.'s 2018 General Service Conference, individual contributions may not exceed \$5,000 per year.)

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



FOLD HERE

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

☐ **I am a member of A.A.**

PLEASE PRINT

Contributor _____ Address _____

City _____ State/Province _____ Zip/Postal Code _____

Email address _____ Daytime phone _____

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

Credit Card Information

First Name _____ Last Name _____

Card Number _____ Expiration Date _____ Amount _____

Billing Address _____ City _____ State/Province _____

Zip/Postal Code _____ Country _____ Phone Number (_____) _____

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



2023 Conference Committee on Literature

ITEM F: Discuss proposed agenda items related to changes to the book Twelve Steps and Twelve approved by 2021 General Service Conference

Background Notes:

Excerpt from the October 29, 2022 trustees' Literature Committee report:

The trustees' Literature Committee reviewed proposed agenda items related to the changes approved by the 2021 General Service Conference to the book Twelve Steps and Twelve Traditions and noted the importance and interest of the Advisory Action to the Fellowship. Twelve Steps and Twelve Traditions PAIs.

The trustees' Literature committee agreed to forward to the 2023 Conference Literature Committee all proposed agenda items related to the changes in the book Twelve Steps and Twelve Traditions as one grouped item with the suggestion that the Conference Literature Committee consider forwarding the item to the general service areas for wider discussion looking toward setting a policy on how and whether to edit A.A. founder's words in our current literature.

The agenda item would be discussed by the Fellowship during the 2023-2024 Conference year and considered by the Conference Committee on Literature at the 2024 General Service Conference.

2021 General Service Conference Advisory Actions <https://www.aa.org/m-39-advisory-actions> pp101

1. A revision be made to page 117 in the book, Twelve Steps and Twelve Traditions, replacing the phrase "opposite sex" with the word "partner" as follows, and that a footnote be added to provide context to the change as it relates to inclusivity:

The text on page 117 which currently reads:

"Nearly every sound human being, experiences at some time in life, a compelling desire to find a mate of the opposite sex with whom the fullest possible union can be made – spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us that way. ..."

Be revised to read:

"Nearly every sound human being, experiences at some time in life, a compelling desire

CONFIDENTIAL: 73rd General Service Conference Background

to find a partner with whom the fullest possible union can be made – spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us that way. ..."

2. The sentence which includes the phrase "lustful enough to rape" in paragraph one on page 66 in the chapter "Step Six" of the book, Twelve Steps and Twelve Traditions, be revised to refer to the Seven Deadly Sins without specific mention of examples that are severe in nature as follows, and that a footnote be added to provide context as to the basis for the change:

The text on page 66 which currently reads:

"No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health."

Be revised to read:

"No one wants to commit the deadly sins of anger, lust or gluttony."

Background:

1. [List of Proposed Agenda Items \(PAI\) related to 2021 General Service Conference 12x12 changes \(26\)](#)
2. [Big Book: Twelve Steps and Twelve Traditions History: Proposed Changes and Editorial Updates 2002 – Current](#)

(1) Submit a clear and concisely worded motion.

Consider revisions to the book *Twelve Steps and Twelve Traditions* related to references to the Twelve Concepts

**Request to add the Twelve Concepts (short and long form) to the book "Twelve Steps and Twelve Traditions" beginning on page 196.

**Add page numbers for the Twelve Concepts to the Table of Contents of the book "Twelve Steps and Twelve Traditions."

**Insert a new paragraph to the Forward of the book "Twelve Steps and Twelve Traditions" on page number 15. The new paragraph would be inserted between what are currently the forth and fifth paragraphs.

**The new paragraph should be a brief description of the Twelve Concepts.

**The new paragraph could read as follows:

"The Twelve Concepts for World Service" are an interpretation of A.A.'s world service structure. They reveal the evolution by which it has arrived in its present form, and they detail the experience and reasoning on which our operation stands today. These Concepts therefore aim to record the "why" of our service structure in such a fashion that the highly valuable experience of the past, and the lessons we have drawn from that experience, can never be forgotten or lost. (adapted from the first paragraph of the Introduction to the Twelve Concepts on page C1 of the "A.A. Service Manual combined with Twelve Concepts for World Service")

(2) What problem does this proposed item address?

**The Twelve Steps, the Twelve Traditions (short and long form) and the Twelve Concepts for World Service (short and long form) are all listed in the "The A.A. Service Manual combined with Twelve Concepts of World Service." The Twelve Steps, The Twelve Traditions (short and long form) and the short form of the Twelve Concepts are all listed in the book "Alcoholics Anonymous."

**The only text book published by A.A.W.S. inc that does not include The Twelve Concepts for World Service is the "Twelve Steps and Twelve Traditions."

**We are asked, as members of Alcoholics Anonymous, to pass all three legacies of Recovery, Unity and Service into the future. A.A. members cannot pass on these three legacies if they don't know what the legacies are.

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

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

After reading this Proposed Agenda Item Submission Form exactly as presented here:

May 14, 2022 Area 39 District 9: Approved unanimously

May 14, 2022 Area 39 District 10: Approved unanimously

June 2, 2022 Area 25 District 10: Approved unanimously

June 5, 2022 Area 39 District 1: Approved with substantial unanimity

Submitted by: Jimmy C., DCM Area 39 District 10

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

A request to add a new paragraph to the Forward of the "Twelve Steps and Twelve Traditions" book describing the Twelve Concepts, was on the agenda for the 69th General Service Conference. There was not a request to add the Twelve Concepts at that time. The motion did not pass.

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

To include the Twelve Concepts for World Service to the book "Twelve Steps and Twelve Traditions" thereby representing all three legacies in all of our General Service Conference Approved text books.

This request, when approved, will not change a single word anywhere in the "Twelve Steps and Twelve Traditions." It is simply requesting that the Twelve Concepts (short form and long form) be added to the current text book. This request will not change any of the current pagination in the 12 & 12.

(6) Provide a primary contact for the submission.

Jimmy C., DCM District 10, Area 39

(7) Final comments:

Since A.A.W.S. owns the A.A. Publishing Department, this should be a simple type setting issue and therefore incur little or no cost to create the change.

Thank you for your consideration!!

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(1) Submit a clear and concisely worded motion.

Motion is made for all revisions to the text of the Twelve Steps and Twelve Traditions at the 71st General Service Conference, specifically on pages 66 and 117, be recinded, changed back to the original language and retained that way, as passed by Conference Advisory actions concerning the Big Book in 1995 and the Twelve and Twelve in 2002. These changes were ill-advised and based on request and reasoning from members of outside organizations and issues. These changes were piggybacked on the reasons given for the preamble change. The reasoning is flawed and it is dishonest to say the Traditions don't cover the perceived problem of inclusiveness. These changes have created problems instead of unity.

(2) What problem does this proposed item address?

These changes were un-necessary. The Big Book and Twelve and Twelve are timeless manuscripts that have helped Millions of alcoholics recover using the original language as written. The changes were made to address an outside issue that has been politicalized to great extent in the last few years. The changes imply AA is allied with this outside sect or organization. To be blunt these changes were made to appease the Transgender and LGBTQ+ movements. Harm has been caused to AA as a whole as a result of these changes. Our Traditions already address the perceived problem with inclusiveness. If our Traditions are truly a guide to the General Service Conference proceedings, they were ignored with these changes. The only way trust in the GSC will ever to be restored is to address this problem head on, rescind the changes and restore the original language.

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

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

On January 04, 2022 the Preamble and 12 and 12 text changes and other issues were presented to our GSR, to the group conscience and voted on. Letters with the results were sent to the General Service Office, General Service Conference Desk and our Conference delegate.

This agenda item was presented at our group conscience and business meeting on July 04, 2022. Our group is 100% unanimous on the request made in this proposal. The item was addressed again on July 09, 2022 with the same result.

Easy Does It Group: Conference Desk note**(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:**

The changes made to the 12 and 12 in the name of inclusiveness follow the same reasoning as the request to change the Preamble made on behalf of the LGBTQ+ and Transgender movement. These changes are an appeasement to outside organizations concerning outside issues. Our Traditions guarantee inclusiveness and already address the questions and issues raised. Anyone can be a member of AA, the "only" requirement is a desire to stop drinking. If traditions were followed and with an honest appraisal of those request was made, the only reasonable reply is that this is an outside issue. These changes came about after GSC Committee recommendations were ignored at the 71st GSC requesting more information. Shutting out the voice of the fellowship as a whole. The manipulation of floor proceedings to achieve a desired outcome is wrong. It appears that A.A.W.S. and the Grapevine Board are going to be the voice of AA and that the groups are just along for the ride. The AA pyramid has been turned upside down. A.A.W.S. is actively inviting problems and dis-unity when requesting input on more inclusive language to replace outdated language, jargon, or references. This request leads to problems and political correctness, which leads to outside issues. Concepts one and Four were ignored. Concept Twelve states the GSC shall observe the Spirit of the AA Tradition. They were not.

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CONFIDENTIAL: 73rd General Service Conference Background

(5) What are the intended/expected outcomes if this proposed item is approved?
The outcome desired is for the 12 and 12 wording be restored to original language as it was prior to the 71st GSC and to let outside issues remain so. Restoring the original language would be a start at rebuilding the trust in the GSC that has been badly damaged.
(6) Provide a primary contact for the submission.
District 10 Area 23
(7) Final comments:
The true majority voice of AA members has been disregarded or ignored. The changes made to the 12 and 12 and the honest reason for doing so needs to be addressed and the groups informed of the reason this change was requested, so the true voice of AA can be heard. Our Traditions cover this and have worked very well for many years. If we can't be honest about this our AA program is truly in trouble. The actions of the 72nd GSC with motions to decline to consider to hear floor action on these issues, speaks louder than words. The GSC shut out the AA fellowships voice. This will not go away. We need open, honest discussion on these changes, not governing from the higharchy in New York. The GSC brought outside contraversey into AA. A theme of Unity and quoting Bill W. won't make this go away.

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 General Service Office
 P.O. Box 459
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 New York, NY 10163

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Committee on the Conference for direction.

If a proposed agenda item does not rise to the level of a Conference action the topic could be programmed during Conference in a different way like a presentation/discussion or workshop.

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(1) Submit a clear and concisely worded motion.
<p>Restore the printing of the 12 & 12 to it's former printed version before Panel 71 Advisory Action.</p> <p>The writings of our Founders should NEVER be rewritten in ANY of our literature by any Advisory Actions. That only foot notes may be used if the G.S.C. deems it necessary by substantial unanimity.</p>
(2) What problem does this proposed item address?
<p>Correct the actions to the 12 & 12 by Panel 71 and prevent ANY future rewrites to our founders writings.</p>
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
<p><i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i></p> <p>The Byron Warehouse Group of Byron GA. , District 7B, Area 16 voted unanimously on 8/14/22 to forward this proposed Agenda Item to the G.S.C. The Byron Warehouse Group is the largest group in District 7B.</p>
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:
<p>Up until the actions of Panel 71 and Panel 72 the G.SC. has always strived to protect the writings of our Founders. This protection needs to continue and not be influenced by outside political and social interest.</p>

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CONFIDENTIAL: 73rd General Service Conference Background

(5) What are the intended/expected outcomes if this proposed item is approved?
To restore the 12 & 12 back to earlier version and to protect the writings of our founders in ALL our literature from any future efforts.
(6) Provide a primary contact for the submission.
Mitch M [REDACTED] [REDACTED] [REDACTED]
(7) Final comments:
Our founders writings should not be changed ever ! We heard that in the 2021 GSC that one of the Delegates stated that " Bill Wilson is not a Deity". Well that is true. But we do believe he was one of the men that God used to start AA and to write our book Alcoholics Anonymous. God then used the "first 100" to transform our book into what we have today. He continued to use Bill W to guide and protect the fellowship from itself. Thus the 12 & 12. It is arrogant to want to change literature that has saved and changed millions of lives.

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Committee on the Conference for direction.

If a proposed agenda item does not rise to the level of a Conference action the topic could be programmed during Conference in a different way like a presentation/discussion or workshop.

This overview is general and includes many but not necessarily all the possible routes a proposed agenda item follows in the trustee, G.S.O. and Grapevine review process. There is no "one size fits all" procedure and, on a case-by-case basis over time, there may occasionally be inconsistencies.

<p>(1) Submit a clear and concisely worded motion.</p> <p>District 19 of Area 1 objects to the recent changes to page 66 of the book "Twelve Steps and Twelve Traditions" as recommended at the 71st General Service Conference. We asked Area 1 to vote to place before the 72nd General Service Conference. Motion to reverse the advisory action #19 and keep original text intact.</p>
<p>(2) What problem does this proposed item address?</p> <p>1) The Proposed changes strip meaning from each of the next five paragraphs. It does not work to say in one paragraph, "No one wants to commit the deadly sins of anger, lust or gluttony," and then two paragraphs later say, "What we must recognize now is that we exalt in some of our defects. We really love them." It is contradictory.</p> <p>2) We know from personal experience that we cannot tailor our twelfth step work around the possible emotional "triggers" of another alcoholic. We are convinced that it will be fruitless for our literature to attempt to do so. (Ask any Al-anon about their attempts to mold their speech and behavior around touchy feelings of an alcoholic if further convincing is needed.)</p> <p>3) In the initial request, the complaint - a) "Lust is not the cause of rape," fails to recognize "lust" is a valid word for the overwhelming desire for power, revenge, control, and all the things noted as causes of rape. Further, to say something such as, "The earth is being raped to satisfy a lust for lithium and power," would be to speak in perfectly understandable terms.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p><i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i></p> <p>District 19 of Area 1 passed this motion with substantial unanimity in their District GSR Meeting and brought it to Area 1 Assembly and passed with substantial unanimity there also.</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p> <p>Advisory Action #19 from the 71st General Service Conference.</p> <p>CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.</p>

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(5) What are the intended/expected outcomes if this proposed item is approved?
The Twelve Steps and Twelve Traditions would return back to its original printing.
(6) Provide a primary contact for the submission.
Ruth C.
(7) Final comments:
This motion was originally submitted to Conference Coordinator during the 72nd General Service Conference where he suggested he hold on to it and submit it with the others he had received.

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(1) Submit a clear and concisely worded motion.

The 2002 Conference unanimously recommended the Advisory Action that the text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson remain as is recognizing the Fellowship's feeling that Bill's writings be retained as originally published. We propose that changes made by the 71st General Service Conference:

Advisory Action 18 for changes to page 117 phrase "opposite sex" with the word "partner"

Advisory Action 19 changes to page 66, "No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health" with "No one want to commit the deadly sins of anger, lust or gluttony"

in the book Twelve Steps and Twelve Traditions, be returned to their original text.

Note: This would include the Introduction be returned to its original text.

(2) What problem does this proposed item address?

The 2002 Conference Advisory Action unanimously recommended that the text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson remain as is recognizing the Fellowship's feeling that Bill's writings be retained as originally published. Up to 71st General Service Conference, Bill Wilson's writings, essays were not changed in the Book Twelve Steps and the Twelve Traditions. We feel that Bill Wilson's Essays should not be changed.

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

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

The Group Conscience of the Hibbing Downtown Group at our 6/6/22 business meeting was 8 'yes' votes for the proposal and zero 'no' votes for the proposal which is unanimous vote to bring the proposal forward to the district. On 6/26/22, the Group Conscience of District 9 in Area 35 was 9 'yes' votes, zero 'no' votes, and one abstained to bring this proposal forward to Area 35.

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

2002 Conference Advisory Action recommended that: The text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson, remain as is, recognizing the Fellowship's feeling that Bill's writings be retained as originally published. * The conference from year to year has shown that it is reluctant to change anything that Bill wrote and even though the language may be out of date, the willingness to change anything hasn't been there and it remained this through several conferences.

2003 Conference Advisory Action recommended that: A draft Introduction to be added to the front matter of Twelve Steps and Twelve Traditions be developed by the General Service Office Publications Department and reviewed by the trustees' Literature Committee and brought back to the 2004 Conference Literature Committee for their consideration.

2005 Conference Advisory Action Recommended that : The following introduction be added to the front matter of the Twelve Steps and Twelve Traditions: See attached background information from the 71st General Service Conference. See newest version of the Introduction.

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CONFIDENTIAL: 73rd General Service Conference Background

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

We would recognize the Fellowship's feeling that Bill's writings be retained as originally published. * The conference from year to year has shown that it is reluctant to change anything that Bill wrote and even though the language may be out of date, the willingness to change anything hasn't been there and it remained this through several conferences. We feel that 2005 Introduction to the Twelve Steps and Twelve Traditions explains the language in the Twelve Steps and Twelve Traditions which includes:

The time and era of the publication

The language as a reflection of the time period.

(6) Provide a primary contract for the submission.

Diane and Ricco R

(7) Final Comments:

Thank you for consideration of the proposal and hopefully it will be presented to the 73rd General Service Conference for a vote.

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Conference Advisory Actions related to Area 29 request to develop a Fifth Edition of the book, Alcoholics Anonymous, with consideration of past Advisory Actions of the General Service Conference.

CONFERENCE ADVISORY ACTIONS

1995 It was recommended that: The first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forewords, "The Doctor's Opinion," "Doctor Bob's Nightmare" and the Appendices remain as is. (Repeated every year to 2001 when the 4th edition was recommended and is still in place today. To make any other changes to the Big Book, this 1995 advisory action would have to be undone. *)

2002 It was recommended that: The text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson, remain as is, recognizing the Fellowship's feeling that Bill's writings be retained as originally published. (Remains in place today and would have to be undone if any changes to the 12 & 12 be initiated. *)

2003 It was recommended that: draft Introduction to be added to the front matter of the Twelve Steps and Twelve Traditions be developed by the General Service Office's Publications Department and reviewed by the trustees' Literature Committee and brought back to the 2004 Conference Literature Committee for their consideration. Note: The purpose of adding an Introduction would be to explain the language in Twelve Steps and Twelve Traditions and would include the following information:

- Time and era of publication
- Language as a reflection of the time period

Reference to the 2002 Conference Advisory Action:

"It was unanimously recommended that the text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson remain as is recognizing the Fellowship's feeling that Bill's writings be retained as originally published."

This Introduction is to create a unified response to questions regarding specific language, idioms, and historical figures or events from A.A. members, newcomers and non-alcoholics.

2005 It was recommended that: The following introduction be added to the front matter of Twelve Steps and Twelve Traditions:

Introduction (As it is in current books)

Alcoholics Anonymous first published this book, Twelve Steps and Twelve Traditions, in 1953. Bill W., who, along with Dr. Bob S., founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions. In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service Conference discussed this issue and "it was unanimously recommended that the text in the book Twelve Steps and Twelve Traditions, written by Bill W., remain as is, recognizing the Fellowship's feeling that Bill's writing be retained as originally published."

We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.*The conference from year to year has shown that it is reluctant to change anything that Bill wrote and even though the language may be out of date, the willingness to change anything hasn't been there and its remained this way through several conferences

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Introduction (As it is in **newest** books)

NOTE: It appears that the AAWS Publishing Department made the following change to the Introduction in the book, Twelve Steps and Twelve Traditions. The sentence in bold.

Alcoholics Anonymous first published this book, Twelve Steps and Twelve Traditions, in 1953. Bill W., who, along with Dr. Bob S., founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions. In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service Conference discussed this issue and “it was unanimously recommended that the text in the book Twelve Steps and Twelve Traditions, written by Bill W., remain as is, recognizing the Fellowship’s feeling that Bill’s writing be retained as originally published.” ***However, with a focus on inclusivity, the 2021 General Service Conference updated and footnoted some of the original language for clarity.***

We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.*The conference from year to year has shown that it is reluctant to change anything that Bill wrote and even though the language may be out of date, the willingness to change anything hasn’t been there and its remained this way through several conferences

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Committee on the Conference for direction.

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(1) Submit a clear and concisely worded motion.
<p>Add a footnote to page 183 of the Twelve Steps and Twelve Traditions at the end of the italicized Tradition 11 (after “...film”) which reads as follows:</p> <p>In 2013, the 63rd General Serive Conference affirmed that “the internet, social media, and all forms of public communications are implicit in the last phrase of the short form of Tradition Eleven, which reads: ‘... at the level of press, radio, and films.’”</p>
(2) What problem does this proposed item address?
<p>The internet is not referred to in the Tradition and the discussion of the Tradition in the 12 & 12 concerns itself with the reasons for policy, not its breadth. It is now all too common to see prominent people openly discussing being in recovery on the Internet—particularly on social media—undermining the purpose of the Tradition.</p> <p>Many A.A. members study the 12 & 12. Including the Conference opinion in the text will further the purpose of the Tradition.</p>
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
<p><i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i></p> <p>Area 26 has discussed and approved this agenda item by substantial unanimity with a vote of 31 in favor and 8 opposed.</p>
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:
<p>A.A. has attempted to address this topic through its literature. It is included int he general discussion of the topic “A.A. and Anonymity” on the A.A. website and is discussed in the “Understanding Anonymity” pamphlet. GSO has published an A.A. guideline and a poster specifically directed to the topic. Addin the text of the Conference opinion to the 12 & 12 will help to ensure the purpose of the Tradition is fulfilled.</p>

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(5) What are the intended/expected outcomes if this proposed item is approved?
The intended outcome is to have the Conference opinion added to the text of the Twelve Steps and Twelve Traditions where it will be more widely seen by the A.A. membership, especially newer members who may not be aware the spirit of Tradition 11 extends to internet and social media
(6) Provide a primary contact for the submission.
Jennifer J. Area 26 Panel 72 Delegate Email:
(7) Final comments:
We have discussed several ideas for improving communication to A.A. members regarding Tradition 11 and the Internet since the 63rd GSC. Putting the 63rd Conference opinion in the 12 & 12 as a footnote to the essay helps to inform the fellowship in the most obvious way.

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Committee on the Conference for direction.

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<p>(1) Submit a clear and concisely worded motion.</p> <p>Rescind the actions taken under the Advisory Action of the 71st General Service conference for changes made to the text of certain phrases on page 66 and 117 of the book Twelve Steps and Twelve Traditions. CHANGE BACK TO ORIGINAL TEXT!</p>
<p>(2) What problem does this proposed item address?</p> <p>The changes failed to preserve the words and spiritual experience of the AA Pioneers which shared collective experience from within the Fellowship of AA on recovery.</p> <p>A point that needs to be made clear is that the change made on page 117 of the 12 and 12, mate vs. partner, would be the later part of the paragraph "God fashioned us that way." While within our membership each has their own concept of who God is, for many of the members this is a change that is not acceptable. It is important to note that many groups meet inside of churches that will not agree to this change, therefore the risk of losing the location of their meeting place is very possible. While the change made may seem like a good idea for some it is bad for others. Please make the change back to the original writings.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p><i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i></p> <p>Kayla B DCM 42 L Lindale Group Area 65</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p> <p>The changes made in 2021 ignore the essential points put forth in the 205 introduction itself. Per Advisory Action-2005 Introduction: Introduction Alcoholics Anonymous first published Twelve Steps and Twelve Traditions in 1953. Bill W., who along with Dr. Bob S. founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how AA members recover, and how our society functions. In recent years some members and friends of AA have asked if it would be wise to update the language, idioms, and historical references in the book to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it.....ect...</p>

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(5) What are the intended/expected outcomes if this proposed item is approved?
Preserve the first published words from 1953 of Bill W. who along with Dr. Bob S., founded Alcoholics Anonymous. The book Twelve Steps and Twelve Traditions was written to share 18 years of collective experience within the Fellowship on how AA members recover and how our society functions.
(6) Provide a primary contact for the submission.
Kayla B
(7) Final comments:
Let to voice of the members be heard. Keep outside issues outside of our fellowship.

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September 1, 2022

General Service Office
ATTN: Conference Coordinator
New York, New York

submitted with attachments via email to:

- conference@aa.org
- conferencesa@aa.org

Dear Conference Coordinator-

Warmest greetings from The Tontitown Group (000009624) in Arkansas Area 04. We hope and pray all is well for you and our friends at our General Service Office. Our group meets every Tuesday and Thursday at 7:30pm (Central Time Zone).

On July 29, 2022, the Tontitown Group held its monthly group conscience meeting. A few weeks in advance of this meeting, our GSR provided members with copies of the agenda item and background information pertaining to the alterations to our Twelve Steps and Twelve Traditions which were approved by the 71st General Service Conference. During the July 29th meeting, a motion was made to submit a proposed agenda item request that would reverse the changes of Bill W's original text in the Twelve Steps and Twelve Traditions. A member read the "Introduction" from a current copy of the which gave a summary of the 2002 conference that voted unanimously to preserve Bill W's original text in this textbook. After a discussion, the group voted unanimously to affirm the 2002 conference and to submit a proposed agenda item.

I have attached our proposal and background info to this email. In the weeks following our unanimous decision on July 29th, other groups in Arkansas Area 04 were made aware of our proposal and supporting documentation. Some of those groups voted to support The Tontitown Group's proposal - you will find copies of their letters or email responses supporting our proposed agenda item attached to this email.

Please forward our proposal and background info to the appropriate Trustee's Committee for their consideration to add our proposal to the agenda of the 73rd General Service Conference. Also, please pass along our appreciation to everyone at GSO for their dedicated service to AA.



Butch P. GSR
The Tontitown Group
tontitownaa@gmail.com



Whitney F. Alternate GSR
The Tontitown Group
tontitownaa@gmail.com

cc: Mark B., Delegate (Panel 71, Area 04): delegate@arkansasaa.org
Jeannie M., Alternate Delegate (Panel 71, Area 04): altdelegate@arkansasaa.org
Jimmy D., Trustee (Southwest Region): jdean@halfie.com
Sandy H., DCM - District 1 (Panel 71, Area 04): sandyhedlund@yahoo.com

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CONFIDENTIAL: 73rd General Service Conference Background

(1) Submit a clear and concisely worded motion.

That the changes to Twelve Steps and Twelve Traditions enacted by the 71st General Service Conference be reversed and the the text of Twelve Steps and Twelve Traditions return to the form as published prior to the 71st General Service Conference. Specifically:

1. On page 117, return the second full paragraph to the following text:

"Nearly every sound human being experiences, at some time in life, a compelling desire to find a mate of the opposite sex with whom the fullest possible union can be made - spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us in that way. So our question will be this: How, by ignorance, compulsion, and self-will, do we misuse this gift for our own destruction? We A.A.'s cannot pretend to offer full answers to age-old perplexities, but our own experience does provide certain answers that work for us."

Remove the footnote on that page.

2. On page 66, return the first full paragraph to the following text:

"Some who feel they have done well may dispute this, so let's try to think it through a little further. Practically everybody wishes to be rid of his most glaring and destructive handicaps. No one wants to be so proud that he is scorned as a braggart, nor so greedy that he is labeled a thief. no one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health. No one wants to be agonized by the chronic pain of envy or to be paralyzed by sloth. Of course, most human beings don't suffer these defects at these rock-bottom levels."

Remove the footnote on that page.

Further, that no changes to the Big Book, Alcoholics Anonymous, as described in the 1997 Conference Action and others, or Twelve Steps and Twelve Traditions, as described in the 2002 Conference Action be implemented due to the strong sentiment that Bill Wilson's writings remain untouched.

(2) What problem does this proposed item address?

The "textbooks" of Alcoholics Anonymous remain as is and the message is not diluted due to future changes in the vernacular. It also prevents repeated "minor changes" to our textbooks, with more editions being in circulation which would cause confusion in group's book study meetings due to attendees having different editions.

The 71st General Service Conference, in allowing these changes to be implemented, ignored the fact that the membership requirement in Tradition 3 is all that is required to be member of A.A. and the absolute inclusivity that Tradition 3 provides.

By changing the wording to cater to a specific minority, the conference allowed an outside interest group to influence how our literature is worded and how our program is presented. This is clearly contrary to the spirit of Tradition 10 in that we have entered into a controversial subject that has nothing to do with our primary purpose as stated in Tradition 5.

The 71st General Service Conference fell victim to introducing "identity politics" into the literature and fellowship of Alcoholics Anonymous.

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

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

Tontitown Group of Alcoholics Anonymous, District 1, Area 4 Arkansas, group #000009624.

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

See attached Word document, entitled "The Tontitown Group Proposed Agenda Item Background Material".

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

Consistency of editions of the basic texts of A.A., the Big Book Alcoholics Anonymous and Twelve Steps and Twelve Traditions. It also preserves the integrity of the message of the Fellowship, Alcoholics Anonymous which is the primary mission of the General Service Conference and the General Service Board.

It removes the practice of identity politics and outside unrelated influences to corrupt the message of our fellowship and puts the General Service Conference back in line with our traditions.

(6) Provide a primary contact for the submission.

Butch Pennington
Tontitown Group GSR
tontitownaa@gmail.com
901-652-0088

(7) Final comments:

It is extremely concerning that the Trustee's Literature Committee ignored the overwhelming response to the changes implemented by the 71st General Service Conference when it chose to take the numerous specific agenda items submitted to return our literature to "as it was" and combined it into a single agenda item, stated "Discuss changes to the text of the book, Twelve Steps and Twelve Traditions directed by the 71st General Service Conference." The background material submitted to the 72nd G.S.C. Literature Committee should have, at a minimum, included all of the proposed agenda items that were submitted regarding this issue. In ignoring the wishes of the various service entities requests, the Trustee's Literature Committee ignored the very basic service structure as described and illustrated on page 3 of The A.A. Service Manual, 2021-2023 Edition. In so doing, the committee was operating contrary to the spirit of Concept 1 as to the Trustee's level of importance in the service structure as well as robbing the submitters of the agenda items the "Right of Participation" as stated in Concept 4. The trustees ignored the desires of a substantial number of service entities by not submitting their agenda items for consideration by the 72nd General Service Conference. It is our view that the fellowship would be well within their rights to submit an agenda item for the immediate censure and reorganization of the General Service Board.

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1984 Conference Action: The words “queers” (p. 140) in Twelve Steps and Twelve Traditions not be changed to “homosexuals and lesbians,” recognizing Fellowship’s feeling that Bill Wilson’s textbook writings be retained as originally published.

1986 Conference Action: The A.A.W.S. editorial staff continue to degenderize A.A. literature, with the exception of Bill W.’s writings, as the items are reprinted, e.g., “staffing the booth” rather than “manning the booth,” etc.

1992 Conference Action: The 1986 Advisory Actions (listed below pertaining to sexist language in the Big Book and other Bill W. writings adequately addresses the issue:

“As the preface of the Big Book clearly states that the text was written in 1939 and that it has not been changed, no further explanation regarding out-of-date phrases and/or gender-oriented pronouns or chapter titles is necessary.” (Advisory Action #31).

“The A.A.W.S. editorial staff continue to degenderize A.A. literature, with the exception of Bill W.’s writings, as the items are reprinted, e.g., “staffing the booth” rather than “manning the booth”, etc.” (Advisory Action #35).

1993 Conference Action: Because of strong sentiment against any changes in the first 164 pages of the Big Book, the request to rewrite the first three chapters of the Big Book not be implemented.

1995 Conference Action: The first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forwards, “The Doctor’s Opinion,” “Doctor Bob’s Nightmare” and the Appendices remain as is.

1997 Conference Action: A draft Fourth Edition of the Big Book, Alcoholics Anonymous, be developed and a progress report be brought to the 1998 Conference Literature Committee, keeping in mind the 1995 Advisory Action that: “The first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forwards, “The Doctor’s Opinion,” “Doctor Bob’s Nightmare” and the Appendices remain as is.”

1998 Conference Action: A draft Fourth Edition of the Big Book, Alcoholics Anonymous, continue to be developed and a progress report brought to the 1999 Conference Literature Committee, keeping in mind that, if a Fourth Edition Big Book is published, it will require Conference Approval and the 1995 Advisory Action that: “The first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forwards, “The Doctor’s Opinion,” “Doctor Bob’s Nightmare” and the Appendices remain as is.”

1999 Conference Action: A draft Fourth Edition of the Big Book, Alcoholics Anonymous, continue to be developed and a progress report brought to the 2000 Conference Literature Committee, keeping in mind that, if a Fourth Edition Big Book is published, it will require Conference Approval and the 1995 Advisory Action that: “The first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forwards, “The Doctor’s Opinion,” “Doctor Bob’s Nightmare” and the Appendices remain as is.”

The Publications Department of the General Service Office maintain the following specific editorial responsibilities regarding the Fourth Edition Big Book Project:

- Editorial “fine tuning” such as footnotes, punctuation, capitalization, spelling, updating, jacket materials, page numbers, etc. Thus, page numbers are likely to change for content after page 164.
- Coordinating the flow of work between the book designer, typesetters, proofreaders and the production people, who order the paper and schedule the printing with the book manufacturer.

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CONFIDENTIAL: 73rd General Service Conference Background

- In the case of the proposed Fourth Edition of Alcoholics Anonymous, the G.S.O. editors would prepare or coordinate new material and changes such as:

New Material	Changes
Cover and jacket design	Title Page
Jacket copy	Contents Page
Preface	Factual material that appears in footnotes
Forward to the Fourth Edition	Introductions to personal stories

Based on precedent in regard to previous editions of the book Alcoholics Anonymous, the A.A. history book, and Daily Reflections, any draft copy of the Fourth Edition of Alcoholics Anonymous be considered a work-in-progress, and as such, is confidential; the operating principle being that any story material brought forward to the Conference Literature Committee will be done on a "for-their-eyes-only" basis adhering to the principle of the "right of decision," and not brought forward for any other general distribution until publication.

2000 and 2001 Conference Actions which are similar to above

2002 Conference Action: The text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson, remain as is, recognizing the Fellowship's feeling that Bill's writings be retained as originally published.

2003 Conference Action: A draft Introduction to be added to the front matter of the Twelve Steps and Twelve Traditions be developed by the General Service Office's Publications Department and reviewed by the trustees' Literature Committee and brought back to the 2004 Conference Literature Committee for their consideration.

Note: The purpose of adding an Introduction would be to explain the language in Twelve Steps and Twelve Traditions and would include the following information:

- Time and era of publication
- Language as a reflection of the time period.

Reference to the 2002 Conference Advisory Action: "It was unanimously recommended that the text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson remain as is recognizing the Fellowship's feeling that Bill's writings be retained as originally published."

This Introduction is to create a unified response to questions regarding specific language, idioms, and historical figures or events from A.A. members, newcomers and non alcoholics.

2005 Conference Action: The following introduction be added to the front matter of Twelve Steps and Twelve Traditions:

Introduction

Alcoholics Anonymous first published this book, Twelve Steps and Twelve Traditions, in 1953. Bill W., who, along with Dr. Bob S., founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of

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CONFIDENTIAL: 73rd General Service Conference Background

collective experience within the fellowship on how A.A. members recover, and how our society functions.

In recent years some members and friends of A.A. have asked if it would be wise to update the language idioms, and historical references to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service Conference dissed this issue and "It was unanimously recommended that the text in the book Twelve Steps and Twelve Traditions, written by Bill W., remain as is, recognizing the Fellowship's feeling that Bill's writing be retained as originally published."

We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.

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8/23/22, 12:58 PM

Gmail - tontitown agenda item



Eugene Pennington <butchndebe@gmail.com>

tontitown agenda item

THOS SHORT <tomshort@prodigy.net>
To: Butchndebe <butchndebe@gmail.com>

Tue, Jul 12, 2022 at 9:05 PM

tom short dcm2 area4

i am writing in support of our friends in tontitown and the agenda item they are submitting for consideration. the message in the item is asking to remain true to the purpose of AA. we in district 2 have also submitted an item to stop degenderizing AA literature. tontitown and ourselves would like to keep our literature free of outside influence and virtue signaling. tontitown offers many historical references to support that position. the words used in the book alcoholics anonymous, the 12 and 12 even the preamble have served us well for many years. the statement, does not wish to engage in any controversy does not seem to mean anything these days. as we are changing word to cater to special interest groups. we in district 2 are asking for a voice before any changes of this kind are made. concerned input we believe is critical to have a informed decision. we will listen, but first someone has to talk to us. no one is doing that! these books pamphlets all literature has served us well for many years. pronouns are meant to appease a special interest group. No one in AA is anymore special than anyone else. Thank you Tom Short, Dcm 2, Area 4

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8/23/22, 12:59 PM

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August 23, 2022

To: Tontitown Group
From: The Rock Group

The Rock Group, District 9, Area 4, has voted to support Tontitown's Proposed Agenda Item for the General Service Conference of Alcoholics Anonymous.

Matt Brooks

Matt Brooks, GSR, Rock Group

(1) Submit a clear and concisely worded motion.

Motion is made that the changes made in the book, Twelve Steps and Twelve Traditions, on pages 117, step 12 and page 66, step 6, be revoked and returned to the original language.

(2) What problem does this proposed item address?

These changes were short sighted, ill advised and not made in the best interest of A.A. as a whole. The changes were not supported by a majority of A.A. groups or their members. The changes have brought outside issues into our fellowship, caused distrust and damaged the unity of A.A. as a whole.

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

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

The issue has been discussed many times at Group level. The feedback and votes for rescinding advisory actions 18 and 19 by the 71st GSC is and has been unanimous. Other Agenda items concerning this issue have been presented, trying to get someone at the GSC to hear the voice of our fellowship at group level. These changes should have not been made without presenting the question to the groups for a vote. In this case the voting body of the GSC failed the voice of A.A. as a whole. We believe the Spirit of our Traditions, Concepts and Warranties were ignored and not adhered to.

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

These changes were made to push the political agend of the Transgender and LGBTQ+ movements. The reasons given for these changes were based on individual, personal identifying choices. Literature background item E, Doc. 1.ii actually gives reasons these changes should not have been made. There is nothing religious about "God as you understand him, which applies here. The striking of 4 little words has offending many members who have been practicing the principles and walking the walk for many, many years. Our Traditions already covered this perceived problem, when applied properly. Our Traditions and Steps cover any inclusive or religious issue that has or might arise, if not taken out of context to push outside issues. Literature item E, Doc.2,ii makes misleading statements concerning page 66. Nowhere does page 66 state that lust leads to rape. The statement as written was not incorrect. The phrase "lustful enough to rape" is to help identify "character defects" and extreame emotional flaws of character. The cherry-picking of language in the 12 and 12 and Big Book should not have been allowed and were made based on mis-leading reasoning.

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(5) What are the intended/expected outcomes if this proposed item is approved?
For the previous changes to wording on pages 66 and 117 of the 12 and 12 be returned to their original language.
(6) Provide a primary contact for the submission.
Don E. E.D.I.G.
(7) Final comments:
A.A.W.S. invitation for revisions based on "outdated language, jargon or references." Current Science and focus on inclusivity is a recipe for division, dis-unity and self-destruction of A.A. I personally disagreed with most of what I heard and read in A.A. at first. With acceptance of willingness, honesty and open mindedness the program works as originally presented, if I work it. On Science, A biologist and Nobel Prize winner stated this week "There are people who want to change their gender, but they can't do it ... People retain their gender for life." For ever Pro opinion a different one can be found. In A.A., we need to relate, not debate. These outside political issue's and agenda's need to stay outside.

Submit completed forms to the GSO Staff Member on the Conference Desk:

EMAIL: Conference@aa.org

POSTAL MAIL: Attn: Conference Desk
 General Service Office
 P.O. Box 459
 Grand Central Station
 New York, NY 10163

Updated 7/22

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**2023 General Service Conference
Proposed Agenda Item Submission Form –
Deadline 9/15/22**

(1) Submit a clear and concisely worded motion.
The Traditionalists ad hoc Committee moves that the original wording on pages 66 and 117 of the 12 Steps and 12 Traditions be restored, the next time the book is reprinted.
(2) What problem does this proposed item address?
These changes dilute the impact of Bill Wilson's intended meaning. Implementing these changes, contradicts the unanimous vote of 2002 GSC and the Introduction to the 12 Steps and 12 Traditions from 2002 until the most recent printing. The caveat added to the 2021 12 & 12 Introduction, changing wording for inclusivity and clarity, is directly opposed to the wishes of the Fellowship.
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
<i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i>
This PAI was discussed and drafted by the Traditionalists Ad Hoc Committee, which is a group of GSRs and other AA members from multiple groups within D44 & D56/A59. We then sent this PAI for review and comment to the District 56 and District 44 DCMs and our Area 59 Delegate, as well as 41 Area Delegates throughout the U.S.
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:
<ol style="list-style-type: none"> 1) Area 59 Delegate's Notes from 2022 Pre-Conference Sharing Report Page 4, Item R. – 2/3 of Area 59 represented at the 2022 Pre-Conference Sharing Session were opposed to the changes made to the 12&12, once we learned of them, after the fact! 2) The Introduction page to the 12 Steps & 12 Traditions 3) Tradition 1 Excerpt – 12 Steps & 12 Traditions 4) 2021 AA Service Manual – Resolution Authorizing the General Service Conference: footnotes 3 & 4 (Page # 123)
(5) What are the intended/expected outcomes if this proposed item is approved?
Restores the original expression of Bill Wilson's Step 6 and Step 12 essays and restores the Fellowship's confidence in the General Service Conference process, and in our "trusted servants".
(6) Provide a primary contact for the submission.

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CONFIDENTIAL: 73rd General Service Conference Background

This submission comes from the Traditionalists Ad Hoc Committee. We can be reached at

Jay P
Jon H
Scott G
Larry E
Barry W
Ella D
Stuart O

District 56/Area 59 Home Groups that support these PAIs:
Mid-Day Miracles-Group #172596
Red Fox Group-Group #128552
TGIF Group-Group #137755
Life on Life's Terms-Group #151259
Thursday Night Beginners Group #635530

(7) Final comments:

If we continue to change the language in our basic texts (Big Book and 12&12), AA will go the way of the Washingtonians. In the book Alcoholics Anonymous Comes of Age, Bill Wrote: "In many respects the Washingtonians were akin to AA. Had they stuck to their one goal, they might have found the full answer. Instead, the Washingtonians died when they abandoned certain timeless principles, permitted politicians and reformers, both alcoholic and nonalcoholic, to use the society for their own purposes. Within a very few years they had completely lost their effectiveness in helping alcoholics, and the society collapsed." As Bill W stated, referring to Tradition 1, "on anvils of experience, the structure of our society was hammered out". That's the ultimate "benefit from the value of a broader group conscience".

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New York, NY 10163

Updated 7/22

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Background Detail

1) Area 59 Delegate's Notes from Pre-Conference Sharing Session March 19, 2022

R. Discuss changes to the text of the book *Twelve Steps and Twelve Traditions* as directed by the 71st General Service Conference.

- Opposed to changes because it is written as one man's opinion
- What about introduction? Does that go away?
- Wrong time for big changes during the pandemic
- 1/3 in favor of changes, 2/3 opposed to changes

2) Introduction to 12 Steps and 12 Traditions

ALCOHOLICS ANONYMOUS first published *Twelve Steps and Twelve Traditions* in 1953. Bill W., who along with Dr. Bob S. founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions.

In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references in the book to present a more contemporary image for the Fellowship.

However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service Conference discussed this issue and it was unanimously recommended that: "The text in the book *Twelve Steps and Twelve Traditions*, written by Bill W., remain as is, recognizing the Fellowship's feelings that Bill's writing be retained as originally published." However, with a focus on inclusivity, the 2021 General Service Conference updated and footnoted some of the original language for clarity.

We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.

3) 12 Steps & 12 Traditions – Tradition 1 Excerpt

So, at the outset, how best to live and work together as groups became the prime question. In the world about us we saw personalities destroying whole peoples. The struggle for wealth, power, and prestige was tearing humanity apart as never before. If strong people were stalemated in the search for peace and harmony, what was to become of our erratic band of alcoholics? As we had once struggled and prayed for individual recovery, just so earnestly did we commence to quest for the principles through which A.A. itself might survive. On anvils of experience, the structure of our Society was hammered out.

4) Excerpt from 2021 A.A. Service Manual Section: Resolution Authorizing the General Service Conference (p. 123)

BE IT THEREFORE RESOLVED: That the General Service Conference of Alcoholics Anonymous should become, as of this date, July 3, 1955, the guardian of the Traditions of Alcoholics Anonymous, the perpetrators of the world services of our Society, the voice of the group conscience of our entire Fellowship, and the sole successors of its co-founders, Doctor Bob and Bill.

AND IT IS UNDERSTOOD: That neither the Twelve Traditions of Alcoholics Anonymous nor the warranties of Article XII of the Conference Charter shall ever be changed or amended by the General Service Conference except by first asking the consent of the registered A.A. groups of the world. [This would include all A.A. groups known to the general service offices around the world.]³

These groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any such Conference action can be taken, there must first be received in writing within the time allotted the consent of at least three-quarters of all those registered groups who respond to such proposal.⁴

³ Resolution: It was resolved by the 1976 General Service Conference that those instruments requiring consent of three-quarters of the responding groups for change or amendment would include the Twelve Steps of A.A., should any such change or amendment ever be proposed

⁴ Bill uses the term "registered." A.A.W.S. neither monitors nor oversees the activities or practices of any A.A. group. Groups are listed solely for purposes of accurate communications

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September 12, 2022

**Conference Coordinator
G.S.O. Alcoholics Anonymous**

On behalf of the listed Groups, Individuals, and District, we are submitting a proposed item with request to be added to the 73rd General Service Conference Agenda.

Following is the completed General Service Conference (G.S.C.) Proposed Agenda Item Submission form; we respectfully request it be forwarded in its entirety during review of consideration.

Due to the earlier deadline submission this year, and based on our Delegate Report Back held in the Summer, we were not able to bring this Item forward to the North East Texas Area 65 body at one time and as a whole, as our next Area Assembly occurs 2 days after the September 15th deadline submission date.

Our proposal is one of rescinding the original Advisory Action from the 71st General Service Conference Final Report and in concern of the decision made of not hearing the fellowship request to revisit the Advisory Action on the floor on the 72nd General Service Conference.

- *"A revision be made to page 117 in the book, Twelve Steps and Twelve Traditions, replacing the phrase "opposite sex" with the word "partner"..."*
- *"The sentence which includes the phrase "lustful enough to rape" in paragraph one on page 66 in the chapter "Step Six" of the book, Twelve Steps and Twelve Traditions, be revised to refer to the Seven Deadly Sins without specific mention of examples that are severe in nature as follows..."*

We express our deepest gratitude and appreciation for the attention and consideration.

Respectfully Submitted,

Phyllis B.
Group GSR
ODAAT Group (Plano,
TX)

John K.
Group Alt GSR.ODAAT
Group (Plano, TX)

Tahtianna F.
Group Member.ODAAT
Group (Plano, TX)

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CONFIDENTIAL: 73rd General Service Conference Background

General Service Conference (G.S.C.) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.

Motion: Rescind the actions taken under the Advisory Action of the 71st General Service Conference for changes made to the text of certain phrases on pages 66 and 117 of the book Twelve Steps and Twelve Traditions.

Return the original 1953 wording of Bill W., delete footnotes, and revert back Introduction as follows:

1. Page 66
 - a. **Return To:** "...be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health."
 - b. **From 71st Advisory Action:** "...commit the deadly sins of anger, lust or gluttony."
 - c. **Delete Footnote:** "*This sentence has been updated from the original text to generalize the possible consequences of extreme emotions."
2. Page 117
 - a. **Return To:** "...desire to find a mate of the opposite sex..."
 - b. **From 71st Advisory Action:** "...desire to find a partner..."
 - c. **Delete Footnote:** "* This sentence has been updated from the original text to reflect the inclusivity of the Fellowship."
3. As a result of above items 1 and 2
 - a. The Introduction should revert back to the 2005 Advisory Action Introduction.
 - b. **Delete Sentence:** "However, with a focus on inclusivity, the 2021 General Service Conference updated and footnoted some of the original language for clarity."

(2) What problem does this proposed item address?

The changes failed to preserve the words and spiritual experience of the AA Pioneers which shared collective experience from within the Fellowship of A.A. on recovery.

The original text conveys a descriptive understanding of the extreme emotions some alcoholics may experience. The updated language has selectively removed certain extreme outcomes from the associated sins.

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

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

A.A. Group

A.A. Member

O.D.A.A.T. Group
Plano, TX
Group ID.: 40892

Wayne H
NETA 65
Delegate Panel 71

Azalea Group
Tyler, TX
Group ID.: 301914

Kathy M.
Heath, TX
Lakeside Group in Rockwall, TX
Group ID.: 7020

A Vision For You
Hurst, TX
Group ID.: 339782

Gary M.
Heath, TX
Lakeside Group in Rockwall, TX
Group ID.: 7020

McKinney Miracle Group
McKinney, TX
Group ID.: 23347

Kayla B.
Lindale, TX
Lindale Group in Lindale, TX
Group ID.: 235896

Last Hour Group of A.A.
Midlothian, TX
Group ID.: 8280

Downtown Suburban Group
Tyler, TX
Group ID.: 233988

Primary Purpose Group
Winnsboro, TX
Group ID.: 52314

Loop Group
Palestine, TX
Group ID: 14561

Athens Group
Athens, TX
Group ID: 93825

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

The changes made in 2021 ignore the essential points put forth in the 2005 introduction itself:

Per Advisory Action - 2005 Introduction:

Introduction

ALCOHOLICS ANONYMOUS first published Twelve Steps and Twelve Traditions in 1953. Bill W., who along with Dr. Bob S. founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions.

In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references in the book to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service Conference discussed this issue and it was unanimously recommended that: "The text in the book Twelve Steps and Twelve Traditions, written by Bill W., remain as is, recognizing the Fellowship's feelings that Bill's writing be retained as originally published."

We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.

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

Preserve the first published words from 1953 of Bill W. who along with Dr. Bob S., founded Alcoholics Anonymous. The book Twelve Steps and Twelve Traditions was written to share 18 years of collective experience within the Fellowship on how A.A. members recover and how our society functions.

(6) Provide a primary contact for the submission.

Phyllis B.
Group GSR
ODAAT Group (Plano,
TX)

John K.
Group Alt GSR ODAAT
Group (Plano, TX)

Tahtianna F.
Group Member ODAAT
Group (Plano, TX)

(7) Final comments:

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Committee on the Conference for direction.

If a proposed agenda item does not rise to the level of a Conference action the topic could be programmed during Conference in a different way like a presentation/discussion or workshop.

This overview is general and includes many but not necessarily all the possible routes a proposed agenda item follows in the trustee, G.S.O. and Grapevine review process. There is no "one size fits all" procedure and, on a case-by-case basis over time, there may occasionally be inconsistencies.

(1) Submit a clear and concisely worded motion.

Area 38 EAMO

Alcoholics Anonymous

Dear Area 38 Delegate,

Cc: Alt-Area 38 Delegate;

As District Committee Member for District 17 of Eastern Area Missouri I write to you on behalf of our Districts group GSR's, Alt-GSR's, who speak for their groups in regards to changed items from the 2021 General Service Conference. Our groups majority conscious has agreed, and the district respectfully request that the following actions be rescinded immediately:

Consider requests to change portions of text in the book, Twelve Steps and Twelve Traditions, back to previous wording. These requests would rescind Advisory Actions from the 2021 General Service Conference which changed text on pages 66 and/or 117.

We understand that the proposed items for the 2022 General Service Conference already have several proposals requesting these changes already. Our Groups have agreed to withhold our own separate proposal in lieu of attaching our grievances to these efforts already in motion.

In the event that these changes are not accepted – we will move forward with our own and wish that they be considered for the 2023 General Service Conference.

Thank you for your time and service.

Bryan S

District 17 DCM

(2) What problem does this proposed item address?

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Returns to what works!

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

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

District 17 GSRs and Alt-GSRs

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

Preamble Change

Changes to the Twelve Steps and Twelve Traditions made By The 71st Conference conflicted with 2002 Conference actions.

-There was a unanimous decision of the 2002's General Service Conference which can be found on page 14 of the latest edition of the Twelve Steps and Twelve Traditions.

-This decision says that the text in the Twelve Steps and Twelve Traditions, as written by Bill W., remain as originally published. It further states that the 2021 General Service Conference updated and footnoted some of the original language.

-It appears, from the information we have received, that this latest conference, held during April of 2021, seems to ignore the actions of the 2002 conferences.

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

A.

Do nothing about the recent Conference actions.

Pro,

Perhaps future conferences will not make such errors against what the AA service structure requires.

Con,

The future conferences might continue to violate the spirit and letter of the AA service structure that might result in a continuing and deepening disunity across all of Alcoholics Anonymous.

B.

Stand with the Districts that want to require an examination of the recent Conference actions and ask that any improper actions be corrected. If improper actions are found to have been made ask the Conference to do a thorough inventory so this doesn't happen in the future.

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Pro,

That future conferences will not continue to violate the spirit and letter of the AA service structure and we as a collative fellowship can stop/prevent a continuing and deepening disunity across all of Alcoholics Anonymous.

Con,

Not asking for an explanation of the recent conference actions might deepen the conferences stand on their recent actions resulting more actions that result in greater disunity across AA and result in an impasse of the AA service structure and break the links between the groups and the conference.

(6) Provide a primary contact for the submission.

(7) Final comments:

Submit completed forms to the GSO Staff Member on the Conference Desk:

EMAIL: Conference@aa.org

POSTAL MAIL:

Attn: Conference Desk
General Service Office
P.O. Box 459
Grand Central Station New
York, NY 10163

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Updated 7/22

Rick W.

From: JoAnn F> Thursday, September 15, 2022
Sent: 6:42 PM Rick W.
To: Re: Big Book proposal
Subject:

Hello Rick,

First, thank you for your service. You are correct, one proposal is to cease and desist the printing of the "reformatted" Twelve and Twelve as it is actually a "revised" version of the Twelve and Twelve. As we are sure all know, to reformat a page means to change the look, to revise means to change the wording. The Twelve and Twelve currently being printed has been revised, not reformatted??

Also, as far as the Big Book, that is being portrayed as a translation, which is to take the exact verbiage and translate to another language, when in fact what is being proposed is to reword the Big Book?? If we are hearing correctly there have been AA funds spent to hire a non-alcoholic to do the rewriting.

Both of these changes pose many problems, most importantly group unity.

Thank you for your time,

`JoAnn

Hi, JoAnn,

My name is Rick W., a past staff member helping out with recording Proposed Agenda Items. We received an email from you yesterday, and it contained one of the proposals you included in your email today. I'm just double checking that you mean to send in two items that read:

- Cease and desist the printing of the "reformatted" Twelve Steps and Twelve Traditions
- The proposal of 'a plain language translation' of the Big Book be resubmitted in the correct manner and procede through the correct steps for a true group conscience as to whether a revised edition of the Big Book be implimented.

Also, so that we can help the trustees' Committee understand the intent of your first motion when you speak of reformatting, do you mean the changes to the book *Twelve Steps and Twelve Traditions* that were passed at the Conference last year? Or something else?

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**General Service Conference (G.S.C.)
Proposed Agenda Item Submission Form**

Annual deadline for submissions for a General Service Conference is September 15*.

What types of proposals, suggestions or ideas rise to the level of needing a General Service Conference "action decision"?

Proposals that are important to the future of Alcoholics Anonymous, policy decisions or request for change of Conference-approved literature and items that might require the collective conscience of the Fellowship. Trustees, corporate directors and staff bring together years of experience in A.A. service in making decisions on the appropriate process or disposition of proposed Conference agenda items. Warranty Six reminds us that though the Conference may act for the service of Alcoholics Anonymous, it shall never perform any governmental... The

A.A. Service Manual/Twelve Concepts for World Service (page VI).

The A.A. Service Manual/Twelve Concepts for World Service states on page 42 that:

The Conference considers matters of policy for A.A. as a whole, and there are tried-and-true procedures for placing an item on the agenda in the most effective way possible. For suggestions that do not concern overall policy, there are procedures to ensure they are routed to the most appropriate part of the service structure.

The final agenda for any Conference consists of items suggested by:

- Individual A.A. members
- Groups
- Delegates
- Trustees
- Area assemblies
- Area committee members
- Directors and staff members of A.A.W.S. and the Grapevine

GSRs may have ideas for an agenda item, including some brought to them by group members. Experience suggests that they may want to discuss them first with their groups, then at district or area meetings. A district or an area can then forward it to the staff member at G.S.O. who is currently serving as Conference coordinator.

The following is from a process overview document "FAQs on Group Conscience Consideration for Proposed Conference Agenda Items."

Q. What happens when a proposed Conference agenda item arrives at the Conference Coordinator's desk?

A. The Conference Coordinator acknowledges receipt of the proposed agenda item and lets the sender know which of the following options is most appropriate and, if necessary, an explanation of why and how the proposed agenda item is being directed. Some of the possible routes are:

1. Forwarding to a Trustees' Committee via a G.S.O. Staff Member or Department Head.
2. Forwarding to G.S.O.'s Publications Director or Group Services Staff person.
3. Forwarding to A.A. World Services, Inc.
4. Forwarding to Chair of the General Service Board.
5. Forwarding to the A.A. Grapevine Corporate Board/AA Grapevine Publisher.

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Committee on the Conference for direction.

If a proposed agenda item does not rise to the level of a Conference action the topic could be programmed d Conference in a different way like a presentation/discussion or workshop.

This overview is general and includes many but not necessarily all the possible routes a proposed agenda ite follows in the trustee, G.S.O. and Grapevine review process. There is no "one size fits all" procedure and, c case-by-case basis over time, there may occasionally be inconsistencies.

(1) Submit a clear and concisely worded motion.

Cease and desist the revision of any of the first 164 pages of the Big Book as written by Bill W. and Bob

(2) What problem does this proposed item address?

The revision of the first 164 pages of the Big Book

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

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

Individual

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

The Washingtonian Temperance Society: slavery and liquor

The Oxford Group: religion and anonymity

The Emmanuel Movement: money

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

The proposal of "a plain language translation" of the Big Book be resubmitted in the correct manner
proceed through the correct steps for a true group conscience as to whether a revised edition of the
Book be implemented

(6) Provide a primary contact for the submission.

John F. [REDACTED]
[REDACTED]

(7) Final comments:

Please don't change the Big Book which is the reason I have been able to celebrate over 35 years
uninterrupted sobriety

Submit completed forms to the GSO Staff Member on the Conference Desk:

EMAIL: Conference@aa.org

POSTAL MAIL:

Attn: Conference Desk
General Service Office
P.O. Box 459
Grand Central Station New
York, NY 10163

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1. Submit a clear and concisely worded motion.

To maintain unity the text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson, remain as is, recognizing the Fellowship's feeling that Bill's writings be retained as originally published. If revisions to pages 117 and 66 have been published they should be restored to the original version of the Twelve Steps and Twelve Traditions

2. What problem does this proposed item address?

That changes made be reversed and That no further changes be made to the book Twelve steps and Twelve traditions.

3. What level of group conscience, if any, discussed the proposed agenda item?

Make it clear who is submitting the item (an individual, group, district, area, etc.).

The idea started with a few members of Southwest Texas area 68 District 5 during our 2021 summer workshop, upon which a few members of district 5 approached its membership and received its support. It was discussed again in 2022 and decided district 5 would like to submit it again. This agenda item is being sent to GSO by district 5 in Southwest Texas area 68.

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

It would seem that if the Conference is going to have a Unity in the fellowship about our policies, it is counterproductive to have two diametrically opposed items. It is not possible for the fellowship to implement and then practice policies that are in conflict with each other.

2002 It was recommended that:

The text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson, remain as is, recognizing the Fellowship's feeling that Bill's writings be retained as originally published.

2003 It was recommended that:

A draft Introduction to be added to the front matter of the Twelve Steps and Twelve Traditions be developed by the General Service Office's Publications Department and reviewed by the trustees' Literature Committee and brought back to the 2004 Conference Literature Committee for their consideration.

Note: The purpose of adding an Introduction would be to explain the language in

Twelve Steps and Twelve Traditions and would include the following information:

- Time and era of publication
- Language as a reflection of the time period

Reference to the 2002 Conference Advisory Action:

"It was unanimously recommended that the text in the book, Twelve Steps and Twelve Traditions, written by Bill Wilson remain as is recognizing the Fellowship's feeling that Bill's writings be retained as originally published."

This Introduction is to create a unified response to questions regarding specific language, idioms, and historical figures or events from A.A. members, newcomers and non-alcoholics

2005 It was recommended that:

The following introduction be added to the front matter of Twelve Steps and Twelve Traditions:

"Introduction (As it is in current 12 & 12's)

Alcoholics Anonymous first published this book, Twelve Steps and Twelve

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Traditions, in 1953. Bill W., who, along with Dr. Bob S., founded Alcoholics

Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions. In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service Conference discussed this issue and "it was unanimously recommended that the text in the book Twelve Steps and Twelve Traditions, written by Bill W., remain as is, recognizing the Fellowship's feeling that Bill's writing be retained as originally published."

We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program."

First attempt for a change after 30 years of publication

1984

The words "queers" (p. 140) in Twelve Steps and Twelve Traditions not be changed to "homosexuals and lesbians," recognizing Fellowship feeling that Bill Wilson's textbook writings be retained as originally published

No further change requests until 2021

From Concept X

In all matters of joint or conflicting authority, therefore, a senior jurisdiction must be established. The junior jurisdiction must be heard and, regardless of the question involved, there must be an understood point or body where a final settlement can be had. It is understood that lesser conflicts are not to be loaded upon the Trustees for final decision. But it should always be clear where the point of final decision is located. A condition to be avoided at all costs is double-headed business or policy management. Authority can never be divided into equal halves. Nowhere does such split authority or double-headed management so bedevil a structure as in its executive departments.

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

The changes made be reversed. No further changes made without it going to members of the fellowship 1st to allow the group conscience to decide.

6. Provide a primary contact for the submission.

Noelle S K.

7. Final Comments:

Alcoholics Anonymous is a proud and diverse group of people who hold our literature and traditions in the highest esteem. Our lives have been saved by this program, and we deeply value our books and the words of Bill Wilson in their original and true form. We believe that tampering with the 12 & 12 is a disservice to the groups and Alcoholics Anonymous as a whole. We should honor our traditions and the words of our founder by continuing to use the literature in its original format.

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(1) Submit a clear and concisely worded motion.

Move to rescind The 71st Conference decision
to change the 12x12 BOOK plate and p117.

(2) What problem does this proposed item address?

The change that was made by those of the 71st
made man less wretched and God wretched. This
decision is reflecting of the fact that AA today no longer
submits to God but once again to themselves.

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

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

I alone am submitting this proposed agenda item.
Our group has discussed these changes at our last
2 group conference meetings and it looks to split us
in half.

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

Our responsibility is to carry this message -
The message of the first 85 yrs. of AA - until one day
we decided we knew better than all those before us,
and do not want the message that saved our
lives to be offered to the newcomer.
—do we want to end like the heshuliptomans?

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

That all AA literature would hold true to the message of AA that has been the message for 85 yrs. The first 100 - the founders had a very specific, basic understanding of who God is - He will not change no matter what you write in a book.

(6) Provide a primary contact for the submission.

He is God / He is Truth.

Lynn L [REDACTED]
[REDACTED]
[REDACTED]

(7) Final comments:

My prayer is for restoration - that AA would once again have right relation with God.

Hello Again,

Advent Men's Group is sending you this letter again, along with our proposed agenda items for the 2023 GSC. We have not updated it as we still believe our positions are sound. We are also hoping it will be included in the background material this year as it was excluded last year.

When making the decision whether to include it we would remind committee members of the background material included with the 2021 GSC Preamble agenda item. Quotations from the World Health Organization and a NIH study on "Alcohol research with transgender populations" was included. How is that material acceptable and our letter not?

It is clear to us that those responsible for deciding what makes it on the GSC agenda, have an agenda of their own. Only material that supports one side of the argument is included. Last year's abbreviated background material on the preamble, plain language big book and the 12 and 12 language changes was unfair. Show AA members what we are submitting and let them decide.

John H - GSR
Advent Men's Group

Dear GSC Members,

To open we pose this question inspired by our 12 traditions and their central focus on unity: The traditions are in place to help keep the groups from 'going off the rails', though "every group has the right to be wrong".ⁱ What is a group to do when it believes the general service conference has done so?

My name is John H, and I am the GSR for Advent Men's group in West Lawn PA. Our group members voted unanimously to send this letter to you. We are reaching out today to discuss this year's GSC advisory actions regarding language changes to AA literature, as well as the proposed plain language version rewrite of our basic text. This initial letter is intended to express our concerns generally and to ask for feedback directly from conference members. We hope to hear from those that have supported these changes as well as members that do not. Our group is in the process of discussing and voting on proposals for agenda items for the 2022 GSC meeting. We plan to forward the results to the conference coordinator before the September 15, 2021, deadline. Your responses will help inform our discussions.

We believe the conference's desires to make AA writings more inclusive and its printed language less offensive has ventured into the realm of banning words. We feel this is a dark and potentially destructive path to take. To highlight an example of banning words we can turn to the email from the Executive Editor at AA's GSO dated 9/3/2020.ⁱⁱ This email was provided in the background material for the preamble change. While the email subject is described as "degenderizing language" it talks specifically about banning/removing gendered terms, though it uses less explicit language such as "fixes" and "reformulating". Since the change to the preamble has been approved, and the GSO is actively removing/banning gender specific terms in AA pamphlets, we are concerned this is just the first step, or precedent setting change, for future more sweeping literature language

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revisions. Our first questions: Is AA's GSO taking the position that gender does not exist? What will be next... banning God? If this would be the path, then would AA still be AA?

Using the preamble change and the above email as a focal point we would also highlight the introduction of a controversial outside issue, transgenderism. It is plain to see from the six letters written to Grapevine Inc. requesting the preamble change that the inclusivity argument is based on the idea that non-binary transgenders might feel excluded by the phrase "fellowship of men and women". On its face this discussion brings into AA an outside issue that the preamble itself states AA has no opinion on, "does not wish to engage in any controversy, neither endorses nor opposes any causes". As we do not wish to engage in the same introduction of outside issues, we will not make a counter argument at this time, but the removal of gendered language cannot be seen as anything other than AA taking a position on transgender issues. However, we will discuss the arguments of those who sought these changes.

To bring to the surface another example of how the ongoing language changes cut against AA principles we reference AA's service manual and the question "Why do we need a Conference?".ⁱⁱⁱ We point to this quote from Bernard B. Smith, non-alcoholic trustee, and AA Board of Trustees Chairperson in 1954 for the answer. "We need it (the GSC) to ensure that changes within A.A. come only as a response to the needs and the wants of all A.A., and not of any few. We need it to ensure that the doors of the halls of A.A. never have locks on them, so that all people for all time who have an alcoholic problem may enter these halls unasked and feel welcome. We need it to ensure that Alcoholics Anonymous never asks of anyone who needs us what his or her race is, what his or her creed is, what his or her social position is". No one is suggesting that the word people be removed from this quote, or any other AA literature, and be replaced with gender specific language to align with the beliefs of Cisgender AA's. Throughout all of AA writings it is clear to see inclusivity is our society's aim. To assert otherwise is to not know AA. We cannot think of any organization that is more welcoming than AA. So then, why is AA's GSO and the conference banning gendered words in response to "any few"?

To highlight one example of how "any few" are pressing for changes that are not the needs and wants of the greater AA fellowship, we point to a letter in the preamble background material from Lucky M dated 11/11/2019.^{iv} In it, Lucky states that one in five transgender people do not identify as male or female. If we are to accept that point as true, this would mean that roughly 80% of the transgender community does identify as male or female. The same letter states that there are roughly 2 million transgender people living in the US and Canada. Again, if we accept this to be true, then that would mean they make up about .5% of the population, and only 20% of that is non-binary, or .1%. Is it rational to ban words or make sweeping language changes to accommodate ".1%"? And the "outcry" from the fellowship for the preamble change was a result of just six letters... not 6000, or 600, just 6 in a 2-year period sent to Grapevine Inc. They all came in just before the deadline for the agenda items for the 2019 and 2020 GSC meetings. Were these letters the impetus for the preamble change or the justification for the conference to do so?

While discussing such changes, let us make a brief analogy about the removal of gendered language and AA's core belief that alcoholics have an allergy to alcohol. Since we alcoholics are a small minority of society, wouldn't it be like insisting society as a whole stop drinking. Maybe we should request that the production of alcohol stop in the United States... no worldwide! Clearly, alcohol greatly affects the alcoholics life! Of course, this would be an outrageous course of action, and one

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founded in Self. It is important to remember that our literature states, "Selfishness, self-centeredness! That, we think, is the root of our troubles."^v

AA's primary purpose is to help other alcoholics to achieve sobriety but changing our literature to conform to the still sick and suffering alcoholic seems to be a distortion of that mission. The idea of removing barriers to those suffering from alcoholism is a noble endeavor. However, we feel the conference has forgotten that the greatest and most difficult obstacles to overcome are the ones inside each of us. It is only when we are willing to set aside other worldly concerns and prejudices that we have "hit bottom". As the first step clearly states,^{vi} "Then, and only then, do we become as open-minded to conviction and as willing to listen as the dying can be". We have heard countless stories of alcoholics coming to their first few AA meetings and being "put off" by this or that. Generally, it would be some excuse as to why they could not identify with what AA members were sharing about themselves or even the 12 Steps. Isn't this issue of gendered language as a barrier to accessing AA's program just the latest example of those same excuses?

The most important issue at hand is the proposed "English to English translation" of the Big Book. The GSC has, in its desire to reach more alcoholics, authorized work to begin on a rewrite of AA's basic text. In doing so it has begun the process of dividing those in AA into two separate groups, one that will be working with the original text and one with the new version. When AA sacrifices one principle for another, such as unity for relatability, it has started the dubious process of eating itself to expand itself. Under the guise of reaching more alcoholics it will almost certainly fracture our fellowship as we now know it. Violating the first tradition of Unity is in essence violating all the traditions. How this can be seen as a prudent path for AA's future we cannot comprehend. In this time of enormous social change, we believe AA should be holding fast to its traditions and resisting calls for such change.

We must also acknowledge that as a society we are just beginning to emerge from one of the most challenging times in modern history. With AA meetings all over the world shut down for in person meetings and readjusting to virtual formats, we have faced enormous challenges in our mission of carrying the message to the still suffering alcoholic. We also want to acknowledge the challenges the sober alcoholic has faced with respect to losing that so vital power of our face-to-face fellowship. Acknowledging these challenges, it is inconceivable the GSC would conclude broad changes to AA are justified at this time.

To highlight what would seem to be a significant lack of awareness of how difficult and limiting the past 18 months have been we will point to the letter from the Grapevine Board Chair regarding the preamble change.^{vii} In the first sentence of the fourth paragraph, he states "The topic was actively discussed in groups across the United States and Canada for two years over both the 70th and 71st General Service conference panels." I have spoken to dozens of AA members, both men and women. Other than our district officers, no one was aware background material existed. And, while it was made available to GSRs via an email, no AA group members I spoke to were aware of that material and how important it was in coming to an 'informed' group conscience. While we must acknowledge this breakdown in communication inside the service structure has many causes, including the responsibility of each member to seek out such information, it is unlikely the will of the AA fellowship was represented in the feedback from the groups across the US and Canada. It is simply a falsehood to say it was actively discussed in groups!

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Furthermore, during recent discussions between our district and the Area 59 delegate it was revealed that no area conscience was discussed and voted on regarding the preamble change in preparation for the 2021 GSC meeting. Our area delegate stated she relied on the area conscience vote from the previous year, 2020, and the pre-conference sharing session feedback from 2021. It is important to note that 2020 was a voting year in Area 59. This means that an entirely new panel of GSRs and DCMs was in place starting in January 2021. In addition, since no discussion or vote took place inside the area service structure, all the group members and GSRs that relied on the communication through district, rather than the pre-conference sharing or goggle forum, did not have their voices heard on this important issue. Our area delegate also stated that the area conscience did not support the production of the plain language big book. She said changes to that agenda item during the GSC meeting supported her vote in favor of the plain language version BB and against the area conscience on that issue. While we acknowledge the third concept of world service that gives delegates “The Right of Decision”, we view what happened as a violation of its spirit. We ask, weren’t the newly impaneled GSRs and DCMs in Area 59 deprived of that same “Right of Decision” regarding the preamble discussion? Do the events described in this paragraph sound like a loving God expressing himself in our AA conscience?^{viii}

While some might argue that the changes made by the GSC are small and do not substantially change AA, we disagree. We believe that this is just the beginning of what will be the remaking of AA. We point to the name of the 2022 conference meeting as an indication of this intent, “AA Comes of Age 2.0, Unified in Love and Service”. While we will acknowledge that the 71st GSC was unified in its mission, it is not so clear that the unity of AA in the future was its primary aim. And, while some might say we are reading too far into motives that cannot be known, the time in AA history that is referenced by “AA comes of Age” is undeniably a time in AA history with great change. For us, the publication of a rewritten big book as conference approved literature, regardless of how it is characterized, would qualify as a broad and sweeping change to AA. This we are squarely against!

In closing we would like to refer to the forward to the 4th edition of the book, *Alcoholics Anonymous*.^{ix} The last paragraph starts with “While our literature has preserved the integrity of the A.A. message, sweeping changes in society as a whole are reflected in new customs and practices within the Fellowship”. We are not suggesting AA remain forever unchanged, but that “the integrity of the A.A. message” not be sacrificed by a GSC motivated to ‘come of age’. We hope that you, the GSC members, might reflect on this letter and the changes the 2021 conference has made. Please consider whether they are in the best interest of AA unity as well as its long-term future. We thank you for your time and for your service to AA. We look forward to all responses.

Sincerely,

Advent Men’s Group

A brief group qualification – We are roughly 15 or so alcoholic men ranging in age from 25 to 70, with lengths of sobriety from 6 months to 50 years. While we are categorized as a closed men’s group, anyone who seeks AA’s message of recovery is welcome. From time to time, a woman or two

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have arrived at our meeting. They have always been told they are welcome to attend. Our doors are open to *all* with a desire to stop drinking.

References:

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- ⁱ 12 & 12 – Tradition 4 – page 149
 - ⁱⁱ 71st GSC Background – Grapevine Item E – Doc 2
 - ⁱⁱⁱ The AA Service Manual – page S20
 - ^{iv} 71st GSC Background – Grapevine Item E – Doc 3 page 7
 - ^v The book Alcoholics Anonymous – page 62
 - ^{vi} 12 & 12 – Step 1 – page 24
 - ^{vii} Grapevine Inc. Memo from Josh E dated May 28, 2021
 - ^{viii} AA's Tradition Two
 - ^{ix} The book Alcoholics Anonymous – page xxiv

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Committee on the Conference for direction.

If a proposed agenda item does not rise to the level of a Conference action the topic could be programmed during Conference in a different way like a presentation/discussion or workshop.

This overview is general and includes many but not necessarily all the possible routes a proposed agenda item follows in the trustee, G.S.O. and Grapevine review process. There is no "one size fits all" procedure and, on a case-by-case basis over time, there may occasionally be inconsistencies.

(1) Submit a clear and concisely worded motion.
We move that the changes made to pages 66 and 117 in the book Twelve Steps and Twelve Traditions be rescinded and return them to the original text.
(2) What problem does this proposed item address?
Removing "offensive language" opens the door for endless changes to our primary literature. This is already happening with AA pamphlets and structure manuals throughout the fellowship. Changing words changes the meaning. It can also introduce outside issues that have no place in AA.
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
<i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i>
Advent Men's Group in West Lawn PA located in AA Area 59 has discussed this agenda item at great length. There is unanimous support for it among our home group members.
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:
We are including a letter written by our group to the GSC members. This letter explains our reasoning and provides references to AA literature supporting our position.

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(5) What are the intended/expected outcomes if this proposed item is approved?
Preserving the integrity of the AA message is our goal. It is our belief that in doing so we will also preserve AA for the future. That it's message of recovery may continue to exist as it was originally written.
(6) Provide a primary contact for the submission.
John H. Advent Men's Group
(7) Final comments:
<p>The forward to the fourth edition of the Big Book speaks most directly to the idea of maintaining the AA message as it was written. "While our literature has preserved the integrity of the A.A. message, sweeping changes in society as a whole are reflected in new customs and practices within the Fellowship". Our agenda item seeks to preserve the integrity of AA's message and resist changes to it.</p> <p>We also ask, have we become so righteous that our ears cannot hear anything that might offend or disturb us? Does anyone in the GSC believe the intent of this language was to offend or diminish anyone or anything? Do you really think it is language changes like this that will help people get and stay sober?</p>

Submit completed forms to the GSO Staff Member on the Conference Desk:

EMAIL: Conference@aa.org

POSTAL MAIL: Attn: Conference Desk
 General Service Office
 P.O. Box 459
 Grand Central Station New
 York, NY 10163

Updated 7/22

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Hello Again,

Advent Men's Group is sending you this letter again, along with our proposed agenda items for the 2023 GSC. We have not updated it as we still believe our positions are sound. We are also hoping it will be included in the background material this year as it was excluded last year.

When making the decision whether to include it we would remind committee members of the background material included with the 2021 GSC Preamble agenda item. Quotations from the World Health Organization and a NIH study on "Alcohol research with transgender populations" was included. How is that material acceptable and our letter not?

It is clear to us that those responsible for deciding what makes it on the GSC agenda, have an agenda of their own. Only material that supports one side of the argument is included. Last year's abbreviated background material on the preamble, plain language big book and the 12 and 12 language changes was unfair. Show AA members what we are submitting and let them decide.

John H - GSR
Advent Men's Group

Dear GSC Members,

To open we pose this question inspired by our 12 traditions and their central focus on unity: The traditions are in place to help keep the groups from 'going off the rails', though "every group has the right to be wrong".ⁱ What is a group to do when it believes the general service conference has done so?

My name is John H, and I am the GSR for Advent Men's group in West Lawn PA. Our group members voted unanimously to send this letter to you. We are reaching out today to discuss this year's GSC advisory actions regarding language changes to AA literature, as well as the proposed plain language version rewrite of our basic text. This initial letter is intended to express our concerns generally and to ask for feedback directly from conference members. We hope to hear from those that have supported these changes as well as members that do not. Our group is in the process of discussing and voting on proposals for agenda items for the 2022 GSC meeting. We plan to forward the results to the conference coordinator before the September 15, 2021, deadline. Your responses will help inform our discussions.

We believe the conference's desires to make AA writings more inclusive and its printed language less offensive has ventured into the realm of banning words. We feel this is a dark and potentially destructive path to take. To highlight an example of banning words we can turn to the email from the Executive Editor at AA's GSO dated 9/3/2020.ⁱⁱ This email was provided in the background material for the preamble change. While the email subject is described as "degenderizing language" it talks specifically about banning/removing gendered terms, though it uses less explicit language such as "fixes" and "reformulating". Since the change to the preamble has been approved, and the GSO is actively removing/banning gender specific terms in AA pamphlets, we are concerned this is just the first step, or precedent setting change, for future more sweeping literature language

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revisions. Our first questions: Is AA's GSO taking the position that gender does not exist? What will be next... banning God? If this would be the path, then would AA still be AA?

Using the preamble change and the above email as a focal point we would also highlight the introduction of a controversial outside issue, transgenderism. It is plain to see from the six letters written to Grapevine Inc. requesting the preamble change that the inclusivity argument is based on the idea that non-binary transgenders might feel excluded by the phrase "fellowship of men and women". On its face this discussion brings into AA an outside issue that the preamble itself states AA has no opinion on, "does not wish to engage in any controversy, neither endorses nor opposes any causes". As we do not wish to engage in the same introduction of outside issues, we will not make a counter argument at this time, but the removal of gendered language cannot be seen as anything other than AA taking a position on transgender issues. However, we will discuss the arguments of those who sought these changes.

To bring to the surface another example of how the ongoing language changes cut against AA principles we reference AA's service manual and the question "Why do we need a Conference?"ⁱⁱⁱ We point to this quote from Bernard B. Smith, non-alcoholic trustee, and AA Board of Trustees Chairperson in 1954 for the answer. "We need it (the GSC) to ensure that changes within A.A. come only as a response to the needs and the wants of all A.A., and not of any few. We need it to ensure that the doors of the halls of A.A. never have locks on them, so that all people for all time who have an alcoholic problem may enter these halls unasked and feel welcome. We need it to ensure that Alcoholics Anonymous never asks of anyone who needs us what his or her race is, what his or her creed is, what his or her social position is". No one is suggesting that the word people be removed from this quote, or any other AA literature, and be replaced with gender specific language to align with the beliefs of Cisgender AA's. Throughout all of AA writings it is clear to see inclusivity is our society's aim. To assert otherwise is to not know AA. We cannot think of any organization that is more welcoming than AA. So then, why is AA's GSO and the conference banning gendered words in response to "any few"?

To highlight one example of how "any few" are pressing for changes that are not the needs and wants of the greater AA fellowship, we point to a letter in the preamble background material from Lucky M dated 11/11/2019.^{iv} In it, Lucky states that one in five transgender people do not identify as male or female. If we are to accept that point as true, this would mean that roughly 80% of the transgender community does identify as male or female. The same letter states that there are roughly 2 million transgender people living in the US and Canada. Again, if we accept this to be true, then that would mean they make up about .5% of the population, and only 20% of that is non-binary, or .1%. Is it rational to ban words or make sweeping language changes to accommodate ".1%"? And the "outcry" from the fellowship for the preamble change was a result of just six letters... not 6000, or 600, just 6 in a 2-year period sent to Grapevine Inc. They all came in just before the deadline for the agenda items for the 2019 and 2020 GSC meetings. Were these letters the impetus for the preamble change or the justification for the conference to do so?

While discussing such changes, let us make a brief analogy about the removal of gendered language and AA's core belief that alcoholics have an allergy to alcohol. Since we alcoholics are a small minority of society, wouldn't it be like insisting society as a whole stop drinking. Maybe we should request that the production of alcohol stop in the United States... no worldwide! Clearly, alcohol greatly affects the alcoholics life! Of course, this would be an outrageous course of action, and one

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Furthermore, during recent discussions between our district and the Area 59 delegate it was revealed that no area conscience was discussed and voted on regarding the preamble change in preparation for the 2021 GSC meeting. Our area delegate stated she relied on the area conscience vote from the previous year, 2020, and the pre-conference sharing session feedback from 2021. It is important to note that 2020 was a voting year in Area 59. This means that an entirely new panel of GSRs and DCMs was in place starting in January 2021. In addition, since no discussion or vote took place inside the area service structure, all the group members and GSRs that relied on the communication through district, rather than the pre-conference sharing or goggle forum, did not have their voices heard on this important issue. Our area delegate also stated that the area conscience did not support the production of the plain language big book. She said changes to that agenda item during the GSC meeting supported her vote in favor of the plain language version BB and against the area conscience on that issue. While we acknowledge the third concept of world service that gives delegates “The Right of Decision”, we view what happened as a violation of its spirit. We ask, weren’t the newly impaneled GSRs and DCMs in Area 59 deprived of that same “Right of Decision” regarding the preamble discussion? Do the events described in this paragraph sound like a loving God expressing himself in our AA conscience?^{viii}

While some might argue that the changes made by the GSC are small and do not substantially change AA, we disagree. We believe that this is just the beginning of what will be the remaking of AA. We point to the name of the 2022 conference meeting as an indication of this intent, “AA Comes of Age 2.0, Unified in Love and Service”. While we will acknowledge that the 71st GSC was unified in its mission, it is not so clear that the unity of AA in the future was its primary aim. And, while some might say we are reading too far into motives that cannot be known, the time in AA history that is referenced by “AA comes of Age” is undeniably a time in AA history with great change. For us, the publication of a rewritten big book as conference approved literature, regardless of how it is characterized, would qualify as a broad and sweeping change to AA. This we are squarely against!

In closing we would like to refer to the forward to the 4th edition of the book, *Alcoholics Anonymous*.^{ix} The last paragraph starts with “While our literature has preserved the integrity of the A.A. message, sweeping changes in society as a whole are reflected in new customs and practices within the Fellowship”. We are not suggesting AA remain forever unchanged, but that “the integrity of the A.A. message” not be sacrificed by a GSC motivated to ‘come of age’. We hope that you, the GSC members, might reflect on this letter and the changes the 2021 conference has made. Please consider whether they are in the best interest of AA unity as well as its long-term future. We thank you for your time and for your service to AA. We look forward to all responses.

Sincerely,

Advent Men’s Group

Adventmensgroup16@gmail.com

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have arrived at our meeting. They have always been told they are welcome to attend. Our doors are open to *all* with a desire to stop drinking.

References:

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- ⁱ 12 & 12 – Tradition 4 – page 149
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(1) Submit a clear and concisely worded motion.
Cease and desist the printing of the "reformatted" Twelve Steps and Twelve Traditions
(2) What problem does this proposed item address?
The passing of a motion which was not expression of AA as a whole as it was not taken back to all the individual groups to be able to vote for or against based on their group conscience
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
<i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i>
Individual
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:
The Washontoians: slavery and liquor The Oxford Group: Religion and anonymity The Emanuel Movement: Money These groups ceased to exist after allowing these outside issues into their AA

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(5) What are the intended/expected outcomes if this proposed item is approved?
The proposal of the reformatted version of the Twelve steps and Twelve Traditions be resubmitted in the correct manner and procede through the correct steps for a true group conscience as to whether the proposal of a revised edition of the Twelve Steps and Twelve Traditions be implemented
(6) Provide a primary contact for the submission.
Deborah B
(7) Final comments:
Having been sober for over 35 years, it is hard to believe that such action has been able to take place by so few. Voted during the pandemic and passed with no notice to groups to take a vote and send it in. This is totally against our traditions. The voting table should be ashamed of themselves to take it there hands and believe they had the power to do this. We need to change our 12 & 12 back to our original version. No exceptions

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1) SUBMIT A CLEAR AND CONCISELY WORDED MOTION.

The "Seven deadly sins" references in AA literature will be made permanent and unchanged.

2) WHAT PROBLEM DOES THIS PROPOSED ITEM ADDRESS?

It preserves an historic and essential tool in examining character defects and taking personal inventory.

3) WHAT LEVEL OF GROUP CONSCIENCE, IF ANY, DISCUSSED THE PROPOSED AGENDA ITEM? MAKE IT CLEAR WHO IS SUBMITTING THE ITEM (individual, group, etc)

Guilbeau Group G.C.

Laura S [REDACTED], GSR submitted on 9/15/22

4) PROVIDE BACKGROUND INFORMATION THAT DESCRIBES AND SUPPORTS THE REASONING FOR THE PROPOSAL. LIST BACKGROUND MATERIAL(S) INCLUDED WITH THE PROPOSAL:

The "Seven Deadly Sins" provide an irreplaceable baseline for alcoholics seeking to comprehend & address character defects.

The AA 12x12.

5) WHAT ARE THE INTENDED/EXPECTED OUTCOMES IF THIS PROPOSAL ITEM IS APPROVED?

"The seven deadly sins" as discussed in AA literature will remain permanent and unchanged.

6) PROVIDE A PRIMARY CONTACT FOR THE SUBMISSION.

Laura S [REDACTED], GSR for Guilbeau Group San Antonio, TX

7) FINAL COMMENTS:

[REDACTED] @gmail.com

Thank you.

**General Service Conference (G.S.C.)
Proposed Agenda Item Submission Form**

(1) Submit a clear and concisely worded motion.

Rescind the actions taken under the Advisory Action of the 71st General Service Conference for changes made to the text of certain phrases on pages 66 and 117 of the book Twelve Steps and Twelve Traditions.

Return the original 1953 wording of Bill W., delete footnotes, and revert back Introduction as follows:

1. Page 66
 - a. **Return To:** "...be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health."
 - b. **From 71st Advisory Action:** "...commit the deadly sins of anger, lust or gluttony."
 - c. **Delete Footnote:** "*This sentence has been updated from the original text to generalize the possible consequences of extreme emotions."
2. Page 117
 - a. **Return To:** "...desire to find a mate of the opposite sex..."
 - b. **From 71st Advisory Action:** "...desire to find a partner..."
 - c. **Delete Footnote:** "* This sentence has been updated from the original text to reflect the inclusivity of the Fellowship."
3. As a result of above items 1 and 2
 - a. The Introduction should revert back to the 2005 Advisory Action Introduction.
 - b. **Delete Sentence:** "However, with a focus on inclusivity, the 2021 General Service Conference updated and footnoted some of the original language for clarity."

(2) What problem does this proposed item address?

The changes failed to preserve the words and spiritual experience of the AA Pioneers which shared collective experience from within the Fellowship of A.A. on recovery.

The original text conveys a descriptive understanding of the extreme emotions some alcoholics may experience. The updated language has selectively removed certain extreme outcomes from the associated sins.

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

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

A.A. Group

Azalea Group

Tyler, TX

Group ID.: 00301914

District 42

North East Texas Area 65

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

The changes made in 2021 ignore the essential points put forth in the 2005 introduction itself:

Per Advisory Action - 2005 Introduction:

Introduction

ALCOHOLICS ANONYMOUS first published Twelve Steps and Twelve Traditions in 1953. Bill W., who along with Dr. Bob S. founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions.

In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references in the book to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service Conference discussed this issue and it was unanimously recommended that: "The text in the book Twelve Steps and Twelve Traditions, written by Bill W., remain as is, recognizing the Fellowship's feelings that Bill's writing be retained as originally published."

We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.

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

Preserve the first published words from 1953 of Bill W. who along with Dr. Bob S., founded Alcoholics Anonymous. The book Twelve Steps and Twelve Traditions was written to share 18 years of collective experience within the Fellowship on how A.A. members recover and how our society functions.

(6) Provide a primary contact for the submission.

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Nelson E.

Group Alt-GSR

Azalea Group (Tyler TX)

(7) Final comments:

This PAI was unanimously approved in Group Conscience.

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Committee on the Conference for direction.

If a proposed agenda item does not rise to the level of a Conference action the topic could be programmed during Conference in a different way like a presentation/discussion or workshop.

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<p>(1) Submit a clear and concisely worded motion.</p> <p>1. Cease and desist the printing of the reworded changes made in the 12 and 12. Begin hte printing of the unchanged 12 and 12.</p> <p>2. Cease and desist the use of the word 'Reformatted" when the action taken is Rewrite.</p>
<p>(2) What problem does this proposed item address?</p> <p>1. The passing of this motion claims to have been done in "the light of day" when in fact it was done in the mist of one of the worlds worst and deadly pandemics. Durning most AA meetings could not be held. Some were through services like Zoom. All to many members did not have access to this technology and could not be made aware of the issues and discussions like his.</p> <p>2. Because of the large divide created in our membership your "in the dark" actions is creating a tremendous BREAK IN UNITY. Issues such as this should have had the idea(s) to discuss mailed to Areas, Districts THEN to each regestered meetings GSR who could have discussed it by phone with its members. Your questionable course of action broke TRADITION ONE !!!!</p> <p>3. Allowing issues from the outside will destroy our movement.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p><i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i></p> <p>Harry B</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p> <p>1. Staying consistant with the Conference commitments of 2002, 2003 and 2005 to not change any wording of the 12/12. Adding an introduction does not constitute changes to Bill W."s message.</p> <p>2. Breaks in UNITY complotely destroyed the following groups which had tremendous success: The Washontonians:Slavery/Liquor, The Oxford Group:Religon/Anonymity, Emanuel Movment:Money.</p>

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(5) What are the intended/expected outcomes if this proposed item is approved?
Have the proposal of the "reformatted" items of the 12 and 12 be resubmitted in the proper fashion and then proceed thru the proper steps for a TRUE group conscience as to these proposals. Cease and Desist the continued use of the term "Reformatted" when the correct action was "Rewrite."
(6) Provide a primary contact for the submission.
Harry B.
(7) Final comments:
Having been active in meetings, sponsorship, service in district and area committees and sobor for more than 36 years, it is impossible for me to believe that such action in the shadows of the Covid-19 death march world wide could create such changes and actions by so few. If you really think it was a majority vote then you are not pressing the flesh at the meeting level. All need to be reminded that our fellowship structure is THE INVERTED TRINGLE !!! The membership at the group level are the ones in charge of our direction.

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Committee on the Conference for direction.

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(1) Submit a clear and concisely worded motion.
Cease and desist the "reformatted" 12 Steps and 12 Traditions back to it's original format.
(2) What problem does this proposed item address?
The passing of a motion which was not the expression of AA as a whole as it was not taken back to all individual groups to be able to vote for or against based on their own group conscience.
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
<i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i>
Individual
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:
The Washingtonians - slavery and liquor The Oxford Group - religion and anonymity The Emanuel Movement - money All of these groups ceased to exist after allowing these outside issues into AA

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(5) What are the intended/expected outcomes if this proposed item is approved?
The proposal of the reformatted version of the 12 Steps and 12 Traditions be resubmitted in the correct manner and the correct steps that have been used in AA; a group conscience.
(6) Provide a primary contact for the submission.
Angela A.
(7) Final comments:
After being sober for over 6 years and having a sponsor teach me about the steps and traditions; I was disappointed by the actions that were taken.

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Committee on the Conference for direction.

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(1) Submit a clear and concisely worded motion.

Conduct a survey to all A.A. groups in the U.S. and Canada asking if they want to keep the changes to the book Twelve Steps and Twelve Traditions made at the 71st GSC in 2021 or return to the original text, in order to get a clear group conscience.

(2) What problem does this proposed item address?

At the 72nd GSC an agenda item was presented to the Literature Committee to, "Discuss changes to the text of the book, Twelve Steps and Twelve Traditions directed by the 71st General Service Conference."

The Committee discussed and took no action, noting that **"there does not appear to be a consensus on the changes among A.A. members at the local level."** (A19 72nd GSC Final Report)

However, in contradiction, the 72nd GSC background info states. **"The General Service Office received 40 requests to reverse or rescind one or more of these advisory actions, and/or to preserve, unaltered, the text of the book Twelve Steps and Twelve Traditions, as originally published"** (72nd GSC Background Information)

Changing A.A. Literature is an important topic to the Fellowship, and it is vital we get a clear group conscience on this issue.

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

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This motion passed unanimously at the Group level.

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

At the 72nd GSC an agenda item was presented to the Literature Committee to, "Discuss changes to the text of the book, Twelve Steps and Twelve Traditions directed by the 71st General Service Conference."

The Committee discussed and took no action, noting that "there does not appear to be a consensus on the changes among A.A. members at the local level." (A19 7nd GSC Final Report)

A delegate report stated, the "Committee Chair felt that there was only a small population that did not want the changes and **no evidence of a group conscience** wanting to change back"

However, **in contradiction**, the 72nd GSC background info states. **"The General Service Office received 40 requests to reverse or rescind one or more of these advisory actions, and/or to preserve, unaltered, the text of the book Twelve Steps and Twelve Traditions, as originally published"** (72nd GSC Background Information)

In the 1980s, a similar discussion came up in A.A. with the gay community. They wanted changes to the A.A. literature. In response, the GSO sent a survey to all A.A. groups.

The groups voted and decided not to change A.A. literature. This advisory action passed at the 1984 GSC:

1984 Conference (Literature):

The words "queers" (p. 140) in *Twelve Steps and Twelve Traditions* not be changed to "homosexuals and lesbians," **recognizing Fellowship feeling that Bill Wilson's textbook writings be retained as originally published.**

The group conscience of A.A. was heard.

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

Send out a survey to all A.A. groups in the U.S. and Canada asking if they want to keep the changes to the book Twelve Steps and Twelve Traditions made at the 71st GSC in 2021 or return to the original text.

(6) Provide a primary contact for the submission.

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Maggie W.

(7) Final comments:

Let's keep in mind **Tradition 2**:

"For our group purpose there is but one ultimate authority—a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern."

(Twelve Steps and Twelve Traditions)

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Committee on the Conference for direction.

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(1) Submit a clear and concisely worded motion.

Changes to Bill W.'s writing in the book, Twelve Steps and Twelve Traditions, made in 2021 be returned to the original text:

-The change to Page 117, replacing the phrase "opposite sex" with the word "partner" and adding the footnote "This sentence has been updated from the original text to reflect the inclusivity of the Fellowship." be returned to the original text.

And

-The change to Page 66, replacing "No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health." with "No one wants to commit the deadly sins of anger, lust or gluttony." and adding the footnote "This sentence has been updated from the original text to generalize the possible consequences of extreme emotion." be returned to the original text.

(2) What problem does this proposed item address?

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This item addresses the problems created by changing Bill W.'s writings in the book, Twelve Steps and Twelve Traditions in 2021 that **threaten our Unity**:

- 1) **Outside issues are being brought into AA and into AA literature. Per Tradition 10 it states that "Alcoholics Anonymous has no opinion on outside issues." Outside issues destroy our Unity.**
- 2) **The easier, softer way has never worked for Alcoholics. This threatens our focus on a spiritual way of life.**
- 3) **Changing the book Twelve Steps and Twelve Traditions creates Disunity between groups, which goes against Tradition 1 and will destroy our Fellowship. Other sobriety movements before A.A. died from this.**
- 4) **These changes create Disunity by going against the tradition of protecting Bill's writings to have a unified message.**

Bill wrote regarding Tradition 1:

"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; His gift to us would be spent aimlessly. Back again in their caves, alcoholics would reproach us and say, "What a great thing A.A. might have been!" – Bill W.

(Twelve Steps and Twelve Traditions Pg. 129)

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

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This motion passed unanimously at the Group level.

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

In 2021, the GSC passed an agenda item to change the text on page 66 of the 12&12 which read:

"No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health." to read:
"No one wants to commit the deadly sins of anger, lust or gluttony."

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This new version of the book has already been printed and in circulation and includes a footnote which reads: "This sentence has been updated from the original text to generalize the possible consequences of extreme emotion."

Here is the original text on the left and the new book that is being sold right now on the right:

66

STEP SIX

with all the honesty that we can summon, is to *try* to have it. Even then the best of us will discover to our dismay that there is always a sticking point, a point at which we say, "No, I can't give this up yet." And we shall often tread on even more dangerous ground when we cry, "This I will *never* give up!" Such is the power of our instincts to overreach themselves. No matter how far we have progressed, desires will always be found which oppose the grace of God.

Some who feel they have done well may dispute this, so let's try to think it through a little further. Practically everybody wishes to be rid of his most glaring and destructive handicaps. No one wants to be so proud that he is scorned as a braggart, nor so greedy that he is labeled a thief. No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health. No one wants to be agonized by the chronic pain of envy or to be paralyzed by sloth. Of course, most human beings don't suffer these defects at these rock-bottom levels.

We who have escaped these extremes are apt to congratulate ourselves. Yet can we? After all, hasn't it been self-interest, pure and simple, that has enabled most of us to escape? Not much spiritual effort is involved in avoiding excesses which will bring us punishment anyway. But when we face up to the less violent aspects of these very same defects, *then* where do we stand?

What we must recognize now is that we exult in some of our defects. We really love them. Who, for example, doesn't like to feel just a little superior to the next fellow, or even quite a lot superior? Isn't it true that we like to let greed masquerade as ambition? To think of *liking* lust seems im-

66

STEP SIX

it. Even then the best of us will discover to our dismay that there is always a sticking point, a point at which we say, "No, I can't give this up yet." And we shall often tread on even more dangerous ground when we cry, "This I will *never* give up!" Such is the power of our instincts to overreach themselves. No matter how far we have progressed, desires will always be found which oppose the grace of God.

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*This sentence has been updated from the original text to generalize the possible consequences of extreme emotions

This change actually makes no sense in the context of this paragraph in Step 6. The paragraph is *supposed* to talk about extreme examples and then later how we need to watch out for lesser versions of these deadly sins.

Also in 2021, the GSC passed an agenda item to change the text on page 117 of the 12&12 which read:

"Nearly every sound human being experiences, at some time in life, a compelling desire to find a mate of the opposite sex." to read: "Nearly every sound human being experiences, at some time in life, a compelling desire to find a partner."

This new version of the book has already been printed and in circulation and includes a footnote which reads: "This sentence has been updated from the original text to reflect the inclusivity of the Fellowship."

Here is the original text on the left and the new book that is being sold right now on the right:

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passersby. We were still trying to find emotional security by being dominating or dependent upon others. Even when our fortunes had not ebbed that much and we nevertheless found ourselves alone in the world, we still vainly tried to be secure by some unhealthy kind of domination or dependence. For those of us who were like that, A.A. had a very special meaning. Through it we begin to learn right relations with people who understand us; we don't have to be alone any more.

Most married folks in A.A. have very happy homes. To a surprising extent, A.A. has offset the damage to family life brought about by years of alcoholism. But just like all other societies, we do have sex and marital problems, and sometimes they are distressingly acute. Permanent marriage breakups and separations, however, are unusual in A.A. Our main problem is not how we are to stay married; it is how to be more happily married by eliminating the severe emotional twists that have so often stemmed from alcoholism.

Nearly every sound human being experiences, at some time in life, a compelling desire to find a mate of the opposite sex with whom the fullest possible union can be made — spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us that way. So our question will be this: How, by ignorance, compulsion, and self-will, do we misuse this gift for our own destruction? We A.A. cannot pretend to offer full answers to age-old perplexities, but our own experience does provide certain answers that work for us.

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Nearly every sound human being experiences, at some time in life, a compelling desire to find a partner with whom the fullest possible union can be made—spiritual, mental, emotional, and physical.* This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us that way. So our question will be this: How, by ignorance, compulsion, and self-will, do we misuse this gift for our own destruction? We A.A.'s cannot pretend to offer full answers to age-old perplexities, but our own experience does provide certain answers that work for us.

* This sentence has been updated from the original text to reflect the inclusivity of the Fellowship.

They even tried to say it's not a change:

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and Alcoholics Anonymous Publishing
(now known as Alcoholics Anonymous World Services, Inc.)

All rights reserved
First Printing, April 1953

This is A.A. General Service Conference-approved literature.

Reformatted and footnoted June 2021 in accordance
with Advisory Actions of the 71st General Service Conference.

Don't know why it says that. It was not reformatted. It was changed.

These changes threaten our Unity, our most cherished quality.

1) Outside issues are being brought into AA and into AA literature. Per Tradition 10 it states that "Alcoholics Anonymous has no opinion on outside issues." Outside issues destroy our Unity.

Gender/language politics is still politics and an outside issue. Whether this is a good or bad issue does not matter. It just doesn't belong in our spiritual program because it goes against the Traditions. Getting involved in outside issues has never fared well for Alcoholics.

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The Washingtonian Movement did not keep outside political issues out of their organization, and they ceased to exist. They started with 6 drinking buddies in 1840. By 1842, they had over a million members that had signed their pledge for complete abstinence from alcohol. By 1848, the movement destroyed itself completely and dropped out of sight.

(<https://historyengine.richmond.edu/episodes/view/4139>), ("Slaying the Dragon – The History of Addiction Treatment in America."), ("The Washingtonians: A brief history of the organization that grew strong helping suffering alcoholics and then withered away when it lost track of its primary purpose", Copyright © The A.A. Grapevine, Inc., February 1971)

So, what happened?

- 1) There was division within groups as men took their stand on the issue of slavery.

("History Offers Good Lesson for A.A.", Copyright © The A.A. Grapevine, Inc., July 1945)

- 2) "Helping drunks, became an increasingly secondary interest of those whose primary interest was the furtherance of the temperance cause" -Milton A. Maxwell, Ph.D. 1950

("Fragments Of AA History The Washingtonians", Copyright © The A.A. Grapevine, Inc., January 1991)

They took on a noble cause of their time, slavery, and prohibition and as a result, their group fragmented and perished completely within a few years. Alcoholics Anonymous cannot afford to stray from its primary purpose.

What do the Washingtonians have to do with A.A.?

Outside political issues of pronoun, gender and language politics are coming into our A.A. Fellowship through literature changes, creating **Disunity**. Movements before AA were all destroyed by this same Disunity.

- 2) **The easier, softer way has never worked for Alcoholics. This threatens our focus on a spiritual way of life.**

Changing pronouns and "harsh" language is only the beginning. It will end with the removal of the word "God" from our literature because it's "offensive."

The end of Alcoholics Anonymous sounds like this: "...Sure way back in the 1930's AA was helpful... but now we have new modern "medical professionals" who have empirical evidence "proving" "modern medicine" can "truly" help alcoholics much more effectively by way of medication and paying a "professional" to listen to them."

Alcoholics Anonymous has been in a slow decline of support for and action upon the 12 Traditions of Alcoholics Anonymous. Our Traditions are what separates Alcoholics Anonymous from all the other groups or movements throughout all of recorded history. NO ONE has ever been as successful, for anywhere near as long as Alcoholics Anonymous has been when it comes to helping drunks get and stay sober.

I think Bill said it best:

"I wish every AA could indelibly burn the history of the Washingtonians into his memory. It is an outstanding example of how, and how not, we ought to conduct ourselves. **In a sense, Alcoholics Anonymous has never had a problem seriously threatening our overall unity. Yet I notice that some AAs are complacent enough to suppose we never shall....** They had no capacity for minding their own business...."

-Bill W. ("A Reminder And A Warning...", Copyright © The A.A. Grapevine, Inc., July 1976)

- 3) **Changing the book Twelve Steps and Twelve Traditions creates Disunity between groups, which goes against Tradition 1 and will destroy our Fellowship. Other sobriety movements before A.A. died from this.**

If we continue down this road, the entire 12 & 12 will be rewritten to be "less severe" and "politically correct." Groups will reject this book and we will have no unified message.

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Meetings will be use two different versions of the 12&12. The newcomer (or old-timer) will look up a meeting on their app and find “Beginners 12&12.” They’ll walk into the meeting and then have no idea what book people are reading, because they have a completely different “easier, softer” version.

Tradition 1 states, “Our common welfare should come first; personal recovery depends upon A.A. unity.” (*Twelve Steps and Twelve Traditions*)

Bill was a smart guy. He put Step 1 first because it’s the most important. Same with Tradition 1. Without Unity, A.A. will cease to exist.

4) These changes create Disunity by going against the tradition of protecting Bill’s writings to have a unified message.

There has always been a strong sentiment within the Fellowship to not change any of Bill’s writings because one change would open the door up for all of Bill’s writing to be changed.

This is not the first time these kinds of changes have been proposed based on social issues of the time. There is a history of past advisory actions protecting Bill’s writings:

1984 Conference (Literature):

The words “queers” (p. 140) in *Twelve Steps and Twelve Traditions* not be changed to “homosexuals and lesbians,” **recognizing Fellowship feeling that Bill Wilson’s textbook writings be retained as originally published.**

1986 Conference (Literature):

The A.A.W.S. editorial staff continue to degenderize A.A. literature, **with the exception of Bill W.’s writings**, as the items are reprinted, e.g., “staffing the booth” rather than “manning the booth,” etc.

1992 Conference (Literature):

The 1986 Advisory Actions (listed below) pertaining to sexist language in the Big Book and other Bill W. writings adequately address the issue:

“As the preface to the Big Book clearly states that the text was written in 1939 and that it has not been changed, no further explanation regarding out-of-date phrases and/or gender-oriented pronouns or chapter titles is necessary.” (Advisory Action #31)

1995 Conference (Literature):

The first 164 pages of the Big Book, *Alcoholics Anonymous*, the Preface, the Forewords, “The Doctor’s Opinion,” “Doctor Bob’s Nightmare” and the Appendices remain as is.

2002 Conference (Literature):

The text in the book, *Twelve Steps and Twelve Traditions*, written by Bill Wilson, remain as is, recognizing the Fellowship’s feeling that Bill’s writings be retained as originally published.

2003 Conference (Literature):

A draft Introduction to be added to the front matter of the Twelve Steps and Twelve Traditions be developed ... to create a unified response to questions regarding specific language, idioms, and historical figures or events from A.A. members, newcomers and nonalcoholics.

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2005 Conference (Literature):

The following introduction be added to the front matter of *Twelve Steps and Twelve Traditions*:

Introduction

Alcoholics Anonymous first published this book, Twelve Steps and Twelve Traditions, in 1953. Bill W., who, along with Dr. Bob S., founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions.

*In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references to present a more contemporary image for the Fellowship. However, **because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it.** In fact, the 2002 General Service Conference discussed this issue and **“it was unanimously recommended that the text in the book Twelve Steps and Twelve Traditions, written by Bill W., remain as is, recognizing the Fellowship’s feeling that Bill’s writing be retained as originally published.”***

We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.

We have a unified message and maintain our Unity by retaining our A.A. literature as originally published.

Bill said, “As sobriety means long life and happiness for the individual, so does unity mean exactly the same thing to our Society as a whole. Unified we live; disunited we shall perish.” (*Letter, 1949, “As Bill Sees It”*)

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

The changes to Bill W.’s writing in the book, Twelve Steps and Twelve Traditions, made in 2021 be returned to the original text:

-The change to Page 117, replacing the phrase “opposite sex” with the word “partner” and adding the footnote “This sentence has been updated from the original text to reflect the inclusivity of the Fellowship.” be returned to the original text.

And

-The change to Page 66, replacing "No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health." with “No one wants to commit the deadly sins of anger, lust or gluttony.” and adding the footnote “This sentence has been updated from the original text to generalize the possible consequences of extreme emotion.” be returned to the original text.

(6) Provide a primary contact for the submission.

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Maggie W.

(7) Final comments:

"Though many of us have had to struggle for sobriety, never yet has this Fellowship had to struggle for lost unity. Consequently, we sometimes take this one great gift for granted. We forget that, should we lose our unity, the millions of alcoholics who still "do not know" might never get their chance."

-Bill W.

(Letter, 1949 "As Bill Sees It")

Submit completed forms to the GSO Staff Member on the Conference Desk:

EMAIL: Conference@aa.org

POSTAL MAIL:

Attn: Conference Desk
General Service Office
P.O. Box 459
Grand Central Station New
York, NY 10163

Updated 7/22

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Committee on the Conference for direction.

If a proposed agenda item does not rise to the level of a Conference action the topic could be programmed during Conference in a different way like a presentation/discussion or workshop.

This overview is general and includes many but not necessarily all the possible routes a proposed agenda item follows in the trustee, G.S.O. and Grapevine review process. There is no "one size fits all" procedure and, on a case-by-case basis over time, there may occasionally be inconsistencies.

(1) Submit a clear and concisely worded motion.

To rescind the changes made to the book Twelve Steps+Twelve Traditions by the 71st GSC so the historical content of Bill's writings can remain with the Fellowship of Alcoholics Anonymous.

(2) What problem does this proposed item address?

The loss of our original historical text which could affect the unity of our Fellowship

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

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

This item has been discussed at Area 38/District 20. Voted unanimously to propose this item as a District. District 20
PO Box 42
Troy, MO 63379

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

The Advisory Action in 2002 related to the book 12+12.

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

Restoring the original text of the 12+12 and preserving the unity of the Fellowship.

(6) Provide a primary contact for the submission.

Robert W [REDACTED] [REDACTED]
[REDACTED]

(7) Final comments:

The 12+12 has endured for over 72 years. We do not want to lose our original text written by Bill W.

Submit completed forms to the GSO Staff Member on the Conference Desk:

[back to Cover page](#)

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Book: *Twelve Steps and Twelve Traditions***History: Proposed Changes and Editorial Updates****2002 - Current****Part 1: Conference Advisory Actions**

Year	Advisory Action
2002	The text in the book, <i>Twelve Steps and Twelve Traditions</i> , written by Bill Wilson, remain as is, recognizing the Fellowship's feeling that Bill's writings be retained as originally published.
2003	<p>A draft Introduction to be added to the front matter of the <i>Twelve Steps and Twelve Traditions</i> be developed by the General Service Office's Publications Department and reviewed by the trustees' Literature Committee and brought back to the 2004 Conference Literature Committee for their consideration.</p> <p><u>Note:</u> The purpose of adding an Introduction would be to explain the language in <i>Twelve Steps and Twelve Traditions</i> and would include the following information:</p> <ul style="list-style-type: none"> • Time and era of publication • Language as a reflection of the time period <p>Reference to the 2002 Conference Advisory Action: "It was unanimously recommended that the text in the book, <i>Twelve Steps and Twelve Traditions</i>, written by Bill Wilson remain as is recognizing the Fellowship's feeling that Bill's writings be retained as originally published."</p> <p>This Introduction is to create a unified response to questions regarding specific language, idioms, and historical figures or events from A.A. members, newcomers and non-alcoholics.</p>

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2005	<p>The following introduction be added to the front matter of <i>Twelve Steps and Twelve Traditions</i>:</p> <p style="text-align: center;">Introduction</p> <p>Alcoholics Anonymous first published this book, <i>Twelve Steps and Twelve Traditions</i>, in 1953. Bill W., who, along with Dr. Bob S., founded Alcoholics Anonymous in 1935, wrote the book to share 18 years of collective experience within the Fellowship on how A.A. members recover, and how our society functions.</p> <p>In recent years some members and friends of A.A. have asked if it would be wise to update the language, idioms, and historical references to present a more contemporary image for the Fellowship. However, because the book has helped so many alcoholics find recovery, there exists strong sentiment within the Fellowship against any change to it. In fact, the 2002 General Service Conference discussed this issue and “it was unanimously recommended that the text in the book <i>Twelve Steps and Twelve Traditions</i>, written by Bill W., remain as is, recognizing the Fellowship’s feeling that Bill’s writing be retained as originally published.”</p> <p>We hope that the collective spiritual experience of the A.A. pioneers captured in these pages continues to help alcoholics and friends of A.A. understand the principles of our program.</p>
2021	<p>1. A revision be made to page 117 in the book, <i>Twelve Steps and Twelve Traditions</i>, replacing the phrase “opposite sex” with the word “partner” as follows, and that a footnote be added to provide context to the change as it relates to inclusivity:</p> <p style="padding-left: 40px;">The text on page 117 which currently reads:</p> <p style="padding-left: 40px;">"Nearly every sound human being, experiences at some time in life, a compelling desire to find a mate of the opposite sex with whom the fullest possible union can be made – spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us that way "</p> <p style="padding-left: 40px;">Be revised to read:</p> <p style="padding-left: 40px;">"Nearly every sound human being, experiences at some time in life, a compelling desire to find a partner with whom the fullest possible union can be made – spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us that way "</p>

2021	<p>2. The sentence which includes the phrase “lustful enough to rape” in paragraph one on page 66 in the chapter “Step Six” of the book, <i>Twelve Steps and Twelve Traditions</i>, be revised to refer to the Seven Deadly Sins without specific mention of examples that are severe in nature as follows, and that a footnote be added to provide context as to the basis for the change:</p> <p style="padding-left: 40px;">The text on page 66 which currently reads:</p> <p style="padding-left: 80px;">"No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health."</p> <p style="padding-left: 40px;">Be revised to read:</p> <p style="padding-left: 80px;">"No one wants to commit the deadly sins of anger, lust or gluttony."</p> <p style="padding-left: 40px;">The Long Form of each Tradition be included at the end of each essay for that Tradition in the book, <i>Twelve Steps and Twelve Traditions</i>, and that the complete set of Traditions at the back of the book be retained as is.</p> <p>3. The sentence which includes the phrase “lustful enough to rape” in paragraph one on page 66 in the chapter “Step Six” of the book, <i>Twelve Steps and Twelve Traditions</i>, be revised to refer to the Seven Deadly Sins without specific mention of examples that are severe in nature as follows, and that a footnote be added to provide context as to the basis for the change:</p> <p style="padding-left: 40px;">The text on page 66 which currently reads:</p> <p style="padding-left: 80px;">"No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health."</p> <p style="padding-left: 40px;">Be revised to read:</p> <p style="padding-left: 80px;">"No one wants to commit the deadly sins of anger, lust or gluttony."</p> <p style="padding-left: 40px;">The Long Form of each Tradition be included at the end of each essay for that Tradition in the book, <i>Twelve Steps and Twelve Traditions</i>, and that the complete set of Traditions at the back of the book be retained as is.</p>
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Part 2: Conference Committee on Literature - Committee Considerations

Year	Committee Consideration
2002	Taking into consideration previous Conference Advisory Actions addressing the historical context of Bill Wilson's writings, the committee requested that the trustees' Literature Committee consider adding a statement to the Foreword of the <i>Twelve Steps and Twelve Traditions</i> explaining the historical context of Bill's writings and report back to the 2003 Conference Literature Committee.
2004	After lengthy discussion, the committee requested that the Publications Department rewrite the draft introduction to be added to the front matter of the <i>Twelve Steps and Twelve Traditions</i> , as recommended by the 2003 General Service Conference, taking into consideration suggestions from the committee, and present it to the 2005 Conference Literature Committee following review by the trustees' Literature Committee.
2015	The committee reviewed a suggestion to produce a book combining Twelve Steps and Twelve Traditions with the Twelve Concepts for World Service and took no action. The committee noted that the Twelve Concepts for World Service are suitably placed with the "A.A. Service Manual" and in a stand-alone volume.

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Part 3: Committee Recommendations Failed to Pass

Year	Action
2018	<p>That the trustees' Literature Committee develop a new book, combining <i>Twelve Steps and Twelve Traditions</i> with <i>Twelve Concepts for World Service</i>, and bring back a progress report or draft manuscript to the 2019 Conference Committee on Literature.</p> <p>Note: This item failed to receive the three quarters vote necessary to become an Advisory Action on the Conference Floor.</p>
2019	<p>Text be added to the foreword of the book <i>Twelve Steps and Twelve Traditions</i> as follows (Bold text reflects addition):</p> <p>“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 to drink and enable the sufferer to become happily and usefully whole.</p> <p>“A.A.’s Twelve Traditions apply to the life of the Fellowship itself. They outline the means by which A.A. maintains its unity and relates itself to the world about it, the way it lives and grows.</p> <p>“A.A.’s Twelve Concepts for World Service are an interpretation of A.A.’s world service structure. The Concepts provide guidelines for carrying the message to thousands of suffering alcoholics yet to come. They aim to record the ‘why’ of our service structure. They may be found in The A.A. Service Manual combined with Twelve Concepts for World Service.”</p> <p>Note: This item failed to receive the three quarters vote necessary to become an Advisory Action on the Conference Floor.</p>

Part 4: Trustees' Literature Committee

Year	Report
July 2002	The committee discussed the request from the 2002 Conference Literature Committee that the committee consider adding a statement to the Foreword of <i>Twelve Steps and Twelve Traditions</i> explaining the historical context of Bill W.'s writings and agreed to take no action. The committee secretary will forward a report on this request from Tom Jasper, Acting Publications Director, to the 2003 Conference Literature Committee for their information.
November 2002	The committee discussed a suggestion to add the Twelve Concepts (short form) to the book <i>Twelve Steps and Twelve Traditions</i> and took no action.
August 2003	In response to a 2003 General Service Conference Advisory Action, the committee reviewed a preliminary draft of the introduction to the <i>Twelve Steps and Twelve Traditions</i> developed by the Publications Department. The committee made some suggestions and requested that a revised draft be presented to the committee at the November 2003 meeting.
November 2003	The committee reviewed the draft Introduction to be added to the front matter of the <i>Twelve Steps and Twelve Traditions</i> and agreed to forward to the 2004 Conference Committee on Literature for consideration.
July 2004	The committee discussed the 2004 Conference Literature Committee Additional Consideration "that the Publications Department rewrite the draft introduction to be added to the front matter of the <i>Twelve Steps and Twelve Traditions</i> , as recommended by the 2003 General Service Conference, taking into consideration suggestions from the committee, and present it to the 2005 Conference Literature Committee following review by the trustees' Literature Committee." The committee requested that the Publications Department rewrite the draft introduction taking into consideration the suggestions from the Conference Committee on Literature.
October 2004	the committee reviewed the draft introduction to be added to the front matter of the <i>Twelve Steps and Twelve Traditions</i> presented by Chris Cavanaugh, Publications Director. The committee requested Chris to revise the final paragraph maintaining the spirit of the sentiments expressed. The revised introduction will be considered by the committee at the January 2005 meeting.

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January 2005	The committee reviewed the revised text presented by the Publications Department and agreed to forward the revised text of the draft Introduction of the <i>Twelve Steps and Twelve Traditions</i> in response to a request by the 2004 Conference Literature Committee to the 2005 Conference Literature Committee for consideration.
July 2005	<p>The addition of the Introduction to the front matter in the <i>Twelve Steps and Twelve Traditions</i> has been completed in the hardcover, soft cover and pocket versions. The large print version will be completed by October 2005 and the gift edition will be completed in the next printing—by November 2005</p> <p>[Archives Note: The Introduction was added to the 67th Printing, 2005 hardcover edition]</p>
February 2008	The committee discussed and took no action on an area request “that the Twelve Concepts (short form) be added to the book <i>Twelve Steps and Twelve Traditions</i> , and any other books or pamphlets deemed appropriate by the Conference Literature Committee.
July 2012	<p>The committee continued to discuss a request to add the Twelve Concepts for World Service (with essays) to the current edition of the book <i>Twelve Steps and Twelve Traditions</i> and took no action. G.S.O.’s Publications Department, along with staff, will continue to look for alternative ways to make information about A.A.’s Third Legacy available to the Fellowship.</p> <p>[Archives Note: This request was first discussed at the October 2011 TLC meeting]</p>
August 2014	The committee agreed to forward to the 2015 Conference Committee on Literature a request to produce a book combining <i>Twelve Steps and Twelve Traditions</i> with the <i>Twelve Concepts for World Service</i> .
January 2017	The committee considered a request for the revision to the Twelve Steps and Twelve Traditions and agreed to take no action; noting that the current introduction in the <i>Twelve Steps and Twelve Traditions</i> adequately addresses the issue of dated language, idioms, and historical references.
January 2019	The committee reviewed and agreed to forward to the 2019 Conference Committee on Literature the request to revise the Foreword to the book, <i>Twelve Steps and Twelve Traditions</i> .
February 2020	1. The trustees’ Literature Committee reviewed and agreed to forward to the 2020 Conference Committee on Literature the request

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	<p>to revise a paragraph in Step Twelve of the book <i>Twelve Steps and Twelve Traditions</i>.</p> <p>2. The trustees' Literature Committee reviewed and agreed to forward to the 2020 Conference Committee on Literature the request to revise paragraph six in Step Six of the book <i>Twelve Steps and Twelve Traditions</i>.</p>
October 2020	<p>1. The committee considered adding the Long Form of each Tradition at the beginning of each essay for that Tradition in the book <i>Twelve Steps and Twelve Traditions</i> and agreed to forward the item to the 2021 Conference Committee on Literature.</p> <p>2. The committee considered adding the Long Form of each Tradition at the beginning of each essay for that Tradition in the book <i>Twelve Steps and Twelve Traditions</i> and agreed to table the item until the January 2021 meeting.</p>
January 2021	<p>The committee considered adding the Long Form of each Tradition at the beginning of each essay for that Tradition in the book, <i>Twelve Steps and Twelve Traditions</i> and agreed to forward the item to the 2021 Conference Committee on Literature.</p>

Part 5: Editorial Changes – Foreword

The changes in the Foreword are limited to updates to statistical data only. Refer to the table below that illustrates examples of the updated content.

Year/Printing	Content in the Foreword
April 2002/63rd Printing	<p>* In 2002 it is estimated that over two million have recovered through A.A.</p> <p>*In 2002, A.A. is established in approximately 150 countries.</p>
2003/38th Printing (Softcover)	<p>In 2003 it is estimated that over two million have recovered through A.A.</p> <p>*In 2003, A.A. is established in 150 countries.</p>

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July 2004/66th Printing	<p>* In 2004 it is estimated that over two million have recovered through A.A.</p> <p>*In 2004, A.A. is established in approximately 150 countries.</p>
2006/43rd Printing (Softcover)	<p>In 2006 it is estimated that over two million have recovered through A.A.</p> <p>*In 2006, A.A. is established in more than 180 countries.</p>
February 2006/68th Printing	<p>In 2006 it is estimated that over two million have recovered through A.A.</p> <p>*In 2006, A.A. is established in more than 180 countries.</p>
2007/45th Printing (Softcover)	<p>In 2007 it is estimated that over two million have recovered through A.A.</p> <p>*In 2007, A.A. is established in more than 180 countries.</p>
May 2008/71st Printing	<p>*In 2008 it is estimated that over two million have recovered through A.A.</p> <p>*In 2008, A.A. is established in more than 180 countries.</p>
June 2013/Seventy-eight Printing	<p>* In 2013, it is estimated that over two million have recovered through A.A.</p> <p>* In 2013, A.A. is established in approximately 170 countries.</p>
December 2020/85th Printing	<p>* In 2020 it is estimated that over two million have recovered through A.A.</p> <p>*In 2020, A.A. is established in approximately 180 countries.</p>
January 2021/29th Printing (Large Print)	<p>* In 2020 it is estimated that over two million have recovered through A.A.</p> <p>*In 2020, A.A. is established in approximately 180 countries.</p>
March 2021/86th Printing	<p>* In 2020 it is estimated that over two million have recovered through A.A.</p> <p>*In 2020, A.A. is established in approximately 180 countries.</p>
July 2021/30th Printing (Large Print)	<p>* In 2021 it is estimated that over two million have recovered through A.A.</p> <p>*In 2021, A.A. is established in approximately 180 countries.</p>
July 2021/45th Printing (Gift Edition)	<p>* In 2021 it is estimated that over two million have recovered through A.A.</p> <p>*In 2021, A.A. is established in approximately 180 countries.</p>

Additional Information

The book contains notes marked with asterisks on the following pages, however dates these were first added have not been determined:

Step 12 – Page 118

** In adapted form, the Steps are also used by Al-Anon Family Groups. Not a part of A.A., this worldwide fellowship consists of spouses and other relatives or friends of alcoholics (in A.A. or still drinking). Its headquarters address is 1600 Corporate Landing Pkwy., Virginia Beach, VA 23454-5617.*

Tradition Three – Page 140

** In 1954, the name of the Alcoholic Foundation, Inc. was changed to the General Service Board of Alcoholics Anonymous, Inc. and the Foundation office is now the General Service Office.*

Tradition Four – Page 148

** In 1954, the name of the Alcoholic Foundation, Inc. was changed to the General Service Board of Alcoholics Anonymous, Inc. and the Foundation office is now the General Service Office.*

Tradition Seven – Page 162

** In 1954, the name of the Alcoholic Foundation, Inc. was changed to the General Service Board of Alcoholics Anonymous, Inc. and the Foundation office is now the General Service Office.*

Tradition Eight – Page 168

** In 1954, the name of the Alcoholic Foundation, Inc. was changed to the General Service Board of Alcoholics Anonymous, Inc. and the Foundation office is now the General Service Office.*

Tradition Eight – Page 169

** The work of present-day staff members has no counterpart among the job categories of commercial organizations. These A.A.'s bring a wide range of business and professional experience to their service at The General Service Office.*

Tradition Nine – Page 173

** In 1954, the name of the Alcoholic Foundation, Inc. was changed to the General Service Board of Alcoholics Anonymous, Inc. and the Foundation office is now the General Service Office.*

Tradition Eleven – Page 182

** In 1954, the name of the Alcoholic Foundation, Inc. was changed to the General Service Board of Alcoholics Anonymous, Inc. and the Foundation office is now the General Service Office.*

GSO Archives/December 2021

V.

AA GRAPEVINE

AGENDA

Conference Committee on Grapevine & La Viña

Monday, April 24, 2023, Time: TBD

Room TBD

Chairperson: Normand P.

Secretary: Jon W.

Conference Committee Members

Panel 72

Katie B.

Tammie E.

Amber N.**

Normand P.*

Pablo R.

Panel 73

Tom H.

Julie R.

Lori R.

Rick W.

- ◆ Discussion and acceptance of AA Grapevine chair report.
- A. Review AA Grapevine Workbook.
- B. Review progress report on the Grapevine and La Viña Instagram accounts.
- C. Consider the list of suggested Grapevine book topics for 2024 or after.
- D. Consider a request to provide all area alternate delegates the same Conference materials as sitting delegates.

Note: As a result of the 2022-23 Equitable Distribution of Workload plan, this item was moved to your committee from the Conference Committee on Policy and Admissions.”

* chairperson

** alternate chairperson

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

2023 Conference Committee on Grapevine and La Viña

ITEM A: Review AA Grapevine Workbook.

Background notes:

From 2022 Additional Committee Considerations:

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

From 2021 Additional Committee Considerations:

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

From 2019 Additional Committee Considerations:

The committee reviewed the progress report on the AA Grapevine Workbook revisions and looks forward to reviewing a progress report or draft at the next Conference. The committee also forwarded suggestions to the Grapevine office including expanding shared experience and how to use GV/LV as a recovery tool.

Attachments:

1. [2023 Office Report](#)
2. Grapevine Workbook (mailed to committee members only; available online at www.aagrapevine.org)
3. La Viña Workbook draft pages (mailed to committee members only)

CONFIDENTIAL: This is background for the 73rd General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as websites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

2023 Office Report
AA Grapevine Workbook

The new, updated AA Grapevine Workbook was posted on the AA Grapevine website in January 2023. It can be found on the “Get Involved” page under “Rep Resources.” The new Workbook has been streamlined to make it easier to use and more helpful for Grapevine reps. The content was updated to expand on shared experience and how to use Grapevine and La Viña as a recovery tool. Colorful illustrations have been added as well as clickable links which take members directly to relevant sections of the Grapevine website for more detailed information. It has also been designed to make it easier for staff to update from time to time.

The workbook is presently being translated into Spanish for La Viña reps and Spanish-speaking members.

2023 Conference Committee on Grapevine and La Viña

ITEM B: Review progress report on the Grapevine and La Viña Instagram accounts.

Background notes:

From 2022 Additional Committee Considerations:

The committee reviewed the progress report on the Grapevine and La Viña Instagram accounts and requested a progress report be brought back to the 2023 Conference Committee on Grapevine and La Viña. The committee appreciated the diligence of the AA Grapevine Corporate Board in considering anonymity protection when developing content for both Instagram accounts. The committee also appreciated the dedication and enthusiasm the staff applied to the Instagram accounts. The committee also forwarded suggestions to the Grapevine office to encourage members to submit anonymity-protected content to Instagram pages.

From 2021 Advisory Actions:

The committee recommended that the AA Grapevine Board implement an Instagram account and requested that a report on the Instagram account be brought back to the 2022 Conference Committee on Grapevine and La Vina.

From 2020 Advisory Actions:

The committee discussed a request for AA Grapevine, Inc. to establish an Instagram account in line with the Twelve Traditions and encouraged them to continue with their planning. The committee suggested that the Grapevine Board provide additional information on implementation, anonymity, security, affiliation, outside contributions, privacy and promotion and bring a progress report back to the 71st General Service Conference.

Attachments:

1. 2023 Instagram progress report
2. 2022 B.1 Instagram progress report

Grapevine & La Viña on Instagram

Both Grapevine and La Viña's Instagram accounts have seen consistent positive growth throughout this year. The below metrics and analyses are largely based on Instagram data from April 2022 - November 2022, though in a few noted places the dates may be different due to reporting gaps.

We looked at the growth the accounts have seen over these five and a half months, as well as reviewed a number of the most and least popular posts to glean any insights we could on what kind of content is connecting with each audience. The results are surprisingly different, and we hope they will prove helpful in guiding content creation for 2023.

Growth

Grapevine

Followers as of November 30: 8,649

Followers on June 14: 7,561

Total Increase: 1,088

Percent Increase: +14%

Average growth each month: 2.5%

La Viña

November 30: 1,064 followers

June 14: 875

Total Increase: 189

Percent Increase: +18%

Average growth each month: 4%

What can we expect for next year?

If the account maintains average growth from the last 5 months, followers at the end of each month from December 2022 into Q1 of 2023 would be around:

Grapevine

December 2022: 8,863

January 2023: 9,082

February 2023: 9,307

March 2023: 9,537

La Viña

December 2022: 1,106

January 2023: 1,150

February 2023: 1,196

March 2023: 1,244

CONFIDENTIAL: 73rd General Service Conference Background

Is there a connection between growth and posting consistency?

There doesn't seem to be a noticeable connection between growth and more posts per month - though granted this is based on both accounts regularly posting more than once per day, and therefore already having a very active presence on the site.

Some of the lower growth months were in the highest posting months - for examples Grapevine's slowest growth month was November when there were 67 total posts, and 1.75% follower growth.

What kind of content connects best with each audience?

Grapevine

The top posts for the year were largely "Overheard at AA" posts, daily quotes, and humorous cartoons.

The posts with the least likes were often more directly about sales or products on the website, encouragements to sign up to the newsletter or subscribe to the magazine.

The average number of likes during the period of April - November is 97, and these posts with lower likes had just 40-60 likes each.

La Viña

La Viña on the other hand, had most popular posts that were more serious or inspirational quotes, calls for photo submissions, and photos of events.

There isn't nearly as much variance in likes for La Viña posts, with the average number of likes per post being 29 and the lowest number of likes (outside of posts within the last couple days) had 16 likes.

2022 - Progress Report on Instagram Accounts

GRAPEVINE
ITEM B
Doc. 2



AA Grapevine
AA La Viña
On Instagram

- @alcoholicsanonymous_gv
- @alcoholicosanonimos_lv

2022 - Progress Report on Instagram Accounts

History

- Following the 2021 General Service Conference action, AA Grapevine, Inc. started Instagram accounts for both the AA Grapevine and AA La Vina magazines.
- We launched on July 7, 2021, posting a Daily Quote each morning, and additional posts each week including new magazine issues releases, new book announcements, and inspiration from both AA pioneers and today's members.

2022 - Progress Report on Instagram Accounts



Goals

- Our goal for the Instagram accounts is to help members stay connected to Grapevine and La Vina, and to AA as a whole, by finding inspiration and information when engaging with this social media platform. We also hope to attract those who might benefit by learning more about Alcoholics Anonymous.
- We strive to adhere to the Twelve Traditions, especially by aiming for attraction rather than promotion and keeping posts anonymous by barring full-face photos.

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CONFIDENTIAL: 72nd General Service Conference Background

2022 - Progress Report on Instagram Accounts

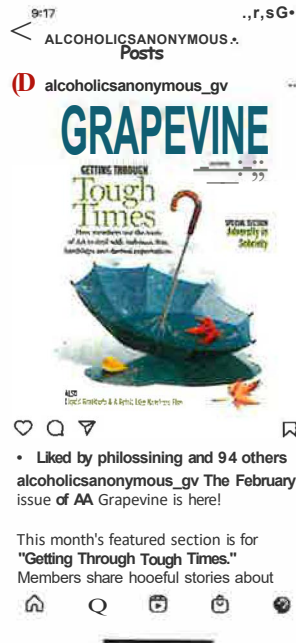
Types of posts



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New Magazine Releases

15th of month before, 1st day of month



2022 - Progress Report on Instagram Accounts

GV & LV Book Information

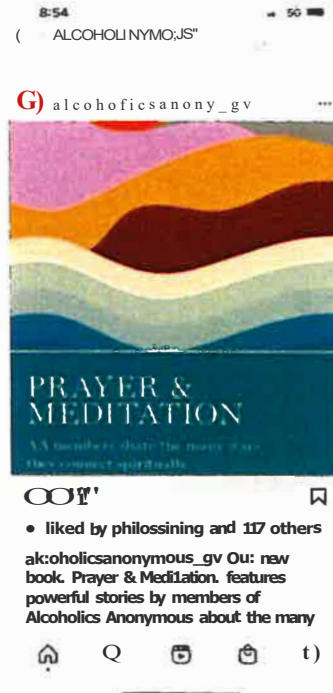
Twice per month



2022 - Progress Report on Instagram Accounts

New Books

Upon release

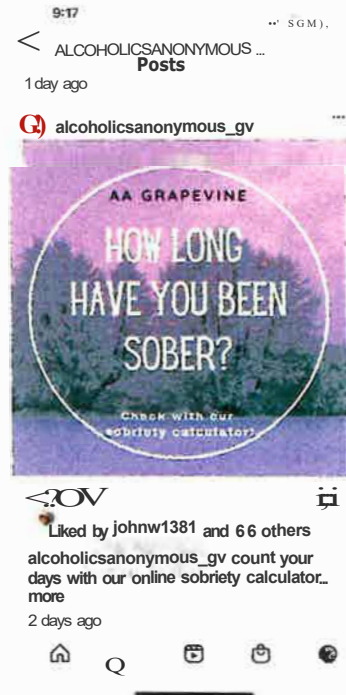


7 of 23

2022 - Progress Report on Instagram Accounts

GV & LV Websites

Twice per month



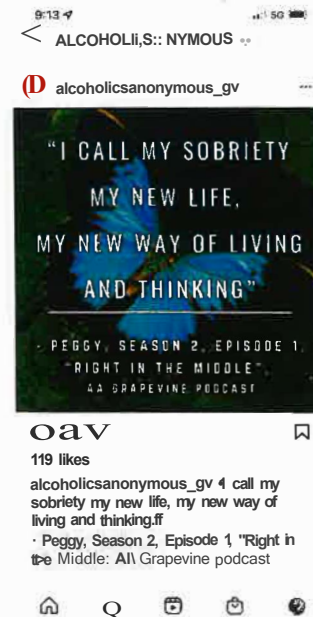
8 of 23

CONFIDENTIAL: 72nd General Service Conference Background

2022 - Progress Report on Instagram Accounts

Pod cast

vice per month



9 of 23

2022 - Progress Report on Instagram Accounts



Short Member Story Videos

III

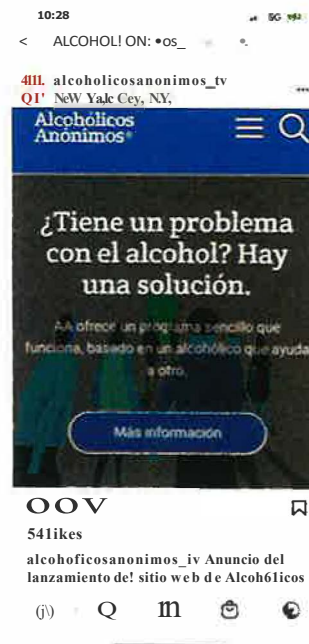
Occasional

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CONFIDENTIAL: 72nd General Service Conference Background

2022 - Progress Report on Instagram Accounts

AAWS Website Relaunch



2022 - Progress Report on Instagram Accounts

Newsletters

When released



12 of 23

2022 - Progress Report on Instagram Accounts

AA Events

As they happen



2022 - Progress Report on Instagram Accounts

**Analytics:
Grapevine**

- **Reach: 130,956** - the total number of people posts have reached in the past 90 days.
- **Audience: 5,965** - number of followers
- **Audience Growth: 8.21%** follower growth rate over the past 90 days.

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2022 - Progress Report on Instagram Accounts

Followers by Country (top 10)

United States of America	4193
Canada	362
Mexico	50
United Kingdom	44
India	28
Brazil	24
South Africa	24
Iran, Islamic Republic of	22
Colombia	19
Australia	19

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CONFIDENTIAL: 72nd General Service Conference Background

2022 - Progress Report on Instagram Accounts

Followers by City (top 10)

New York, NY	113
Los Angeles, CA	77
San Diego, CA	34
Portland, OR	31
Phoenix, AZ	28
Seattle, WA	26
Toronto, Ontario	26
San Francisco, CA	26
Raleigh, NC	23
Houston, TX	23

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2022 - Progress Report on Instagram Accounts

Grapevine follower age ranges

- 25-34 = 15%
- 35-44 = 23%
- 45-54 = 24%
- 55-64 = 21%

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2022 - Progress Report on Instagram Accounts

**Grapevine
follower
gender**

Male: 33.91%

Female: 56.71%

Unidentified: 9.38%

2022 - Progress Report on Instagram Accounts

La Vina Analytics

- Reach 15,007 - The number of people who have seen LV posts in the past 90 days
- Audience 658 - The number of followers.
- Audience Growth+ 6.82% - The percent change in followers over past ninety days.

CONFIDENTIAL: 72nd General Service Conference Background

2022 - Progress Report on Instagram Accounts

USA	341
Mexico	96
Colombia	16
Argentina	16
Puerto Rico	15
Spain	13
Canada	12
Brazil	9
Ecuador	9
El Salvador	7

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La Viña
Followers
by Country
(top 10)

CONFIDENTIAL: 72nd General Service Conference Background

2022 - Progress Report on Instagram Accounts

Mexico City, Distrito Federal	19
New York, NY	13
Guadalajara, Jalisco	13
San Jose, CA	11
Los Angeles, CA	10
Ameca, Jalisco	10
SanJuan, SanJuan	7
Fresno, CA	6
Bogota, Distrito Especial	6
Santa Ana, CA	6

**La Viña
Followers
by City
(top 10)**

21 of 23

La Viña Follower age ranges

25-34 = 21%

35-44 = 24%

45-54 = 21%

55-64 = 15%

La Viña follower gender

Male: 55%

Female: 34.97%

Unidentified: 10.02%

2023 Conference Committee on Grapevine and La Viña

ITEM C: Consider the list of suggested AA Grapevine book topics for 2024 or after.

Background notes:

From 2002 Advisory Actions:

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

From 1992 Advisory Actions:

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

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

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

Attachments:

1. Staff Report for 2024
2. List of Conference approved titles for Grapevine and La Viña
3. AA Grapevine Catalog (mailed to committee members; online at www.aagrapevine.org)

Staff Report
AA Grapevine Items
Suggestions for production in the year 2024 or later

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

1.

Grapevine Cartoons & Jokes III (working title) (GV book)

Original members' cartoons, jokes and humor of the past few years, previously published in Grapevine.

Softcover: Approx. 120-200 pps

Projected unit cost (includes printing and design)

\$2.50 per book (10,000 piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000.

Price: \$9.99

2.

Emotional Sobriety III (working title) (GV book)

Members share how they have changed after years of being in the AA program and how they have found peace and serenity in sobriety. Stories previously published in Grapevine.

Softcover: Approx. 120-200 pps

Projected unit cost (includes printing and design)

\$2.50 per book (10,000 piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000.

Price: \$9.99

3.

Veteranos Hispanos en AA (Voices of Oldtimers) (working title) (La Viña book)

Members who have been in AA a long time share their experience, strength & hope. Stories previously published in La Viña.

Softcover: Approx. 120-200 pps

Projected unit cost (includes printing and design)

\$2.50 per book (10,000-piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000.

Price: \$9.99

4.

Cómo llegamos a creer (How We Came to Believe) (working title) (La Viña book)

AA 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.

Softcover: Approx. 120-200 pps

Projected unit cost (includes printing and design)

\$2.50 per book (10,000-piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000.

Price: \$9.99

3.

Spiritual Awakenings (La Viña book) (GV book translated into Spanish)

AA members share stories about their journey with Step Two and connecting with a Higher Power.

Softcover: Approx. 120-200 pps

Projected unit cost (includes printing and design)

\$2.50 per book (10,000-piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000.

Price: \$9.99

4.

Young & Sober (La Viña book) (GV book translated into Spanish)

Members share their experience, strength and hope about coming into AA at an early age.

Softcover: Approx. 120-200 pps

Projected unit cost (includes printing and design)

\$2.50 per book (10,000-piece print run)

Price: \$13.99

eBook

Estimated project cost: \$2,000.

Price: \$9.99

As of Jan 2023

PAST CONFERENCE-APPROVED AAGV BOOK IDEAS (TO POSSIBLY PRODUCE):

APPROVED GV BOOK IDEAS

Voices of Long-Term Sobriety 2

Accessibilities (formerly Special Needs)

Inclusiveness (Diversity) in AA

Gratitude

Mid-Sobriety Challenges

How I found My Higher Power

Steps 4 & 5

Twelve Steps II

All About GV Reps (doing service with GV & LV)

AA & Families

The Early Days of AA (40s, 50s, 60s -AA's earliest days)

Getting Involved in General Service

AA's Twelve Concepts

Best of Dear Grapevine (passed in 2022)

Book for Newcomers (passed in 2022)

APPROVED LV BOOK IDEAS:

Stories from LV Workshops

Carrying the Message into Institutions

Hispanic members Doing Service in AA

Surrender & Hope

Best of La Viña II (passed in 2022)

Prayer & Meditation (passed in 2022)

2023 Conference Committee on Grapevine and La Viña

ITEM D: Consider a request to provide all area alternate delegates the same Conference materials as sitting delegates.

Background notes:

The Conference Dashboard is where Conference reference documents, committee background, and other essential information is posted for delegates who can access it remotely in English, French, and Spanish. The current software provider for the Dashboard is HyperOffice.

The estimate of the cost to add 93 additional HyperOffice licenses, after discounts, would be \$3,254. Adding new user information takes a minimal amount of time and is not a cost factor.

The Tech Services department is considering moving to a new software provider for the Dashboard. The cost implications of adding 93 additional users would depend on who the new vendor is and what kind of user agreement could be negotiated.

Background:

1. PAI #78 Submitter Form
2. Conference Dashboard Tip Sheet

Committee on the Conference for direction.

If a proposed agenda item does not rise to the level of a Conference action the topic could be programmed during Conference in a different way like a presentation/discussion or workshop.

This overview is general and includes many but not necessarily all the possible routes a proposed agenda item follows in the trustee, G.S.O. and Grapevine review process. There is no "one size fits all" procedure and, on a case-by-case basis over time, there may occasionally be inconsistencies.

(1) Submit a clear and concisely worded motion.

Move that elected Alternate Delegates, of the 93 Areas, be given access to the Dashboard and Committee "Eyes Only" Material to ensure fully informed Area representatives arrive at the General Service Conference as fully Informed as possible if circumstances require their attendance.

(2) What problem does this proposed item address?

This ensures that the chosen possible Area Representatives from the 93 Areas arrive at the General Service Conference as fully informed as possible. This helps greatly when the common event of an alternate being tasked, at last minute, to attend. The 72nd GSC was a perfect example - 2 days notice and the Delegate from NY on the Trustees Conference Committee was sick and the alternate was tasked. The alternate was not aware of much of the dashboard information, background information, and had not been privy to any of the "Eyes Only Material" The present process is contrary to the intent of the 93 Areas when they elect both a Delegate and an Alternate-Delegate. The obvious intent is that the Area identifies 2 people (Delegate and Alternate Delegate) that they intend, depending on circumstances, to represent that Area at the General service Conference. The bottom of the triangle deciding that they only need to fully inform one of the two amounts to the lower triangle servants over-riding the desires and intent of the

Groups (Ownership) of Alcoholics Anonymous. We are no longer mailing packages of reams of paper. We are no longer limited by the inability to achieve mass electronic communication. The days of limiting access due to inconvenience and extraordinary burden are excuses of the past. The groups expect and the fellowship deserves the complete communication and transparency necessary to ensure that an area's representative is kept completely in the loop by the bottom of the triangle especially if a last-minute substitution is necessary. If it were reversed and the necessary communication for the equal participation in the conference was held by the fellowship to provide background and process --- the office would scream for reciprocity.

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

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

This topic was a presentation and detailed discussion at the 72nd GSC Delegate's Only Meeting. The discussion resulted in broad support among the Panel 71 and Panel 72 Delegates. It was a consensus of the group that access should be granted and that this proposal be brought to the 73rd GSC via the Proposed Agenda Item Submission process.

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

SERVICE MANUAL CHAPTER 3

"The areas hold an important position in the U.S./Canada General Service Conference structure. The areas are directly connected to the A.A. groups and their members through DCMs and GSRs. At the same time, they participate in the decision-making of A.A. through area delegates."

SERVICE MANUAL Page 34

"THE ALTERNATE DELEGATE Areas also elect alternate delegates. The alternate serves as a valuable assistant, often traveling with the delegate or giving reports for them. In some areas, the alternate delegate may serve some special function on the area committee. Many area committee treasuries recognize the need to support the alternate s expenses separately from the delegates".

Pg 38 FAQ #2

2." As the alternate delegate for my area, should I be prepared to step in for the delegate if for some reason they cannot attend the Conference? Yes. An alternate, when stepping in, acts with all the rights, privileges, and responsibilities of a delegate until the delegate is again available to serve. Therefore, an alternate will want to eagerly serve the area in order to be prepared for just such an instance. Since the alternate may stand in the next area election for delegate, this is experience that will not be wasted".

SERVICE MANUAL

Pg 85

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

That the decisions of the Top of the Service Triangle are understood and respected, and the right of the groups to be heard through fully informed representatives is not impeded (directly or indirectly) in any way.

Areas choose a delegate and an alternate to ensure their voice is heard at the GSC and expects and deserves that whoever attends the GSC on their behalf fully informed on process, expectations, responsibilities and clearly able to discharge the duties they have been task - The GSO and GSB need to facilitate this with Transparent, Open, and Full Communication to the possible GSC Attendees.

That the bottom of the triangle provide both possible attendees with access to all conference related material, and be privy to committee eyes only material?

Ensure, as best possible, that an alternate delegate is tasked to attend at the last minute has had access to pertinent data and truly arrives as a fully informed participant?

Facilitation of communication that allows groups and their representatives easy access to all information that promotes effective accomplishment of their assigned duties and responsibilities. Many in the fellowship ask...Why produce material that on a few trusted servants have a right to see?

(6) Provide a primary contact for the submission.

Wayne H.
A65 P71

(7) Final comments:

There is no reason alternates cannot see the material sent on the dashboard (firsthand view) even if it is read only!!!

OR

Perhaps specifically inform the area delegates that sharing of the dashboard password and Committee "Eyes Only" Material, with Alternate Delegates, is both preferred and strongly encouraged.

I thought I was well informed as an alternate delegate, but it was only after becoming the area delegate that I realized how much information had been passed up and down the triangle that I was not made aware of or privy to. Then I realized just how lacking I would have been if called on the spur of the moment to fill the delegate role. Alternates should be brought out of the dark and be completely and consistently informed. This is the primary intent of areas when alternates are elected!

CONFIDENTIAL: 73rd General Service Conference Background

Submit completed forms to the GSO Staff Member on the Conference Desk:

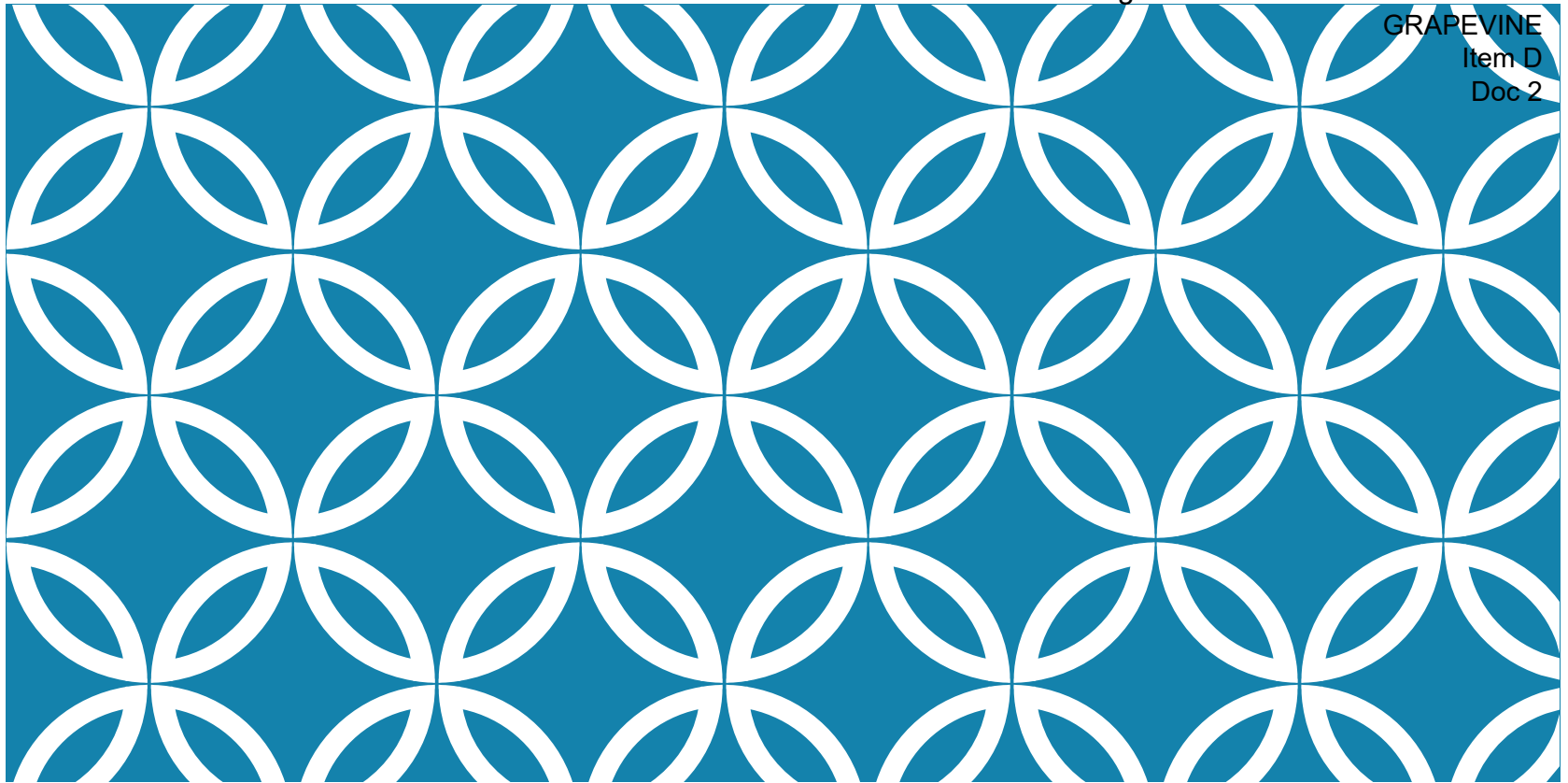
EMAIL: Conference@aa.org

POSTAL MAIL:

Attn: Conference Desk
General Service Office
P.O. Box 459
Grand Central Station New
York, NY 10163

Updated 7/22

[Back to cover page](#)



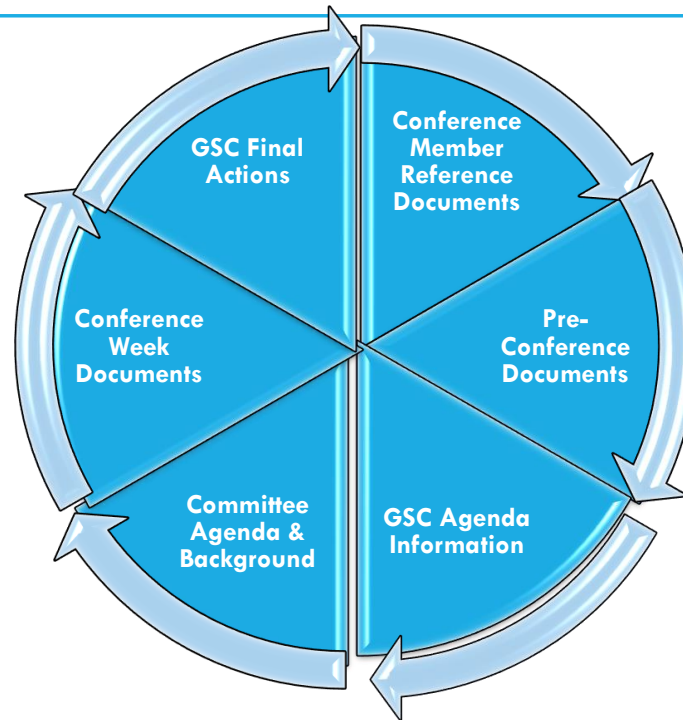
CONFERENCE DASHBOARD TIP SHEET

January 5, 2022

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ENHANCE THE ORGANIZATION OF THE INFORMATION PRESENTED ON THE DASHBOARD

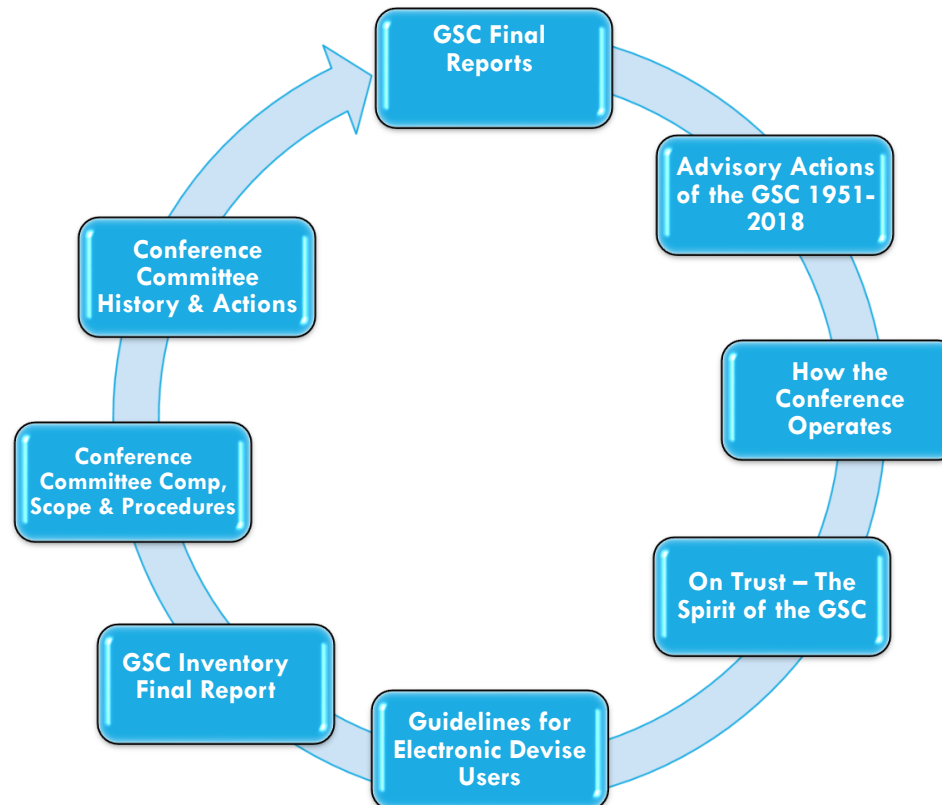
The Conference dashboard is setup with six main folders for easy access to the information needed for full participation in the General Service Conference process throughout the year.



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CONFERENCE MEMBER REFERENCE DOCUMENTS

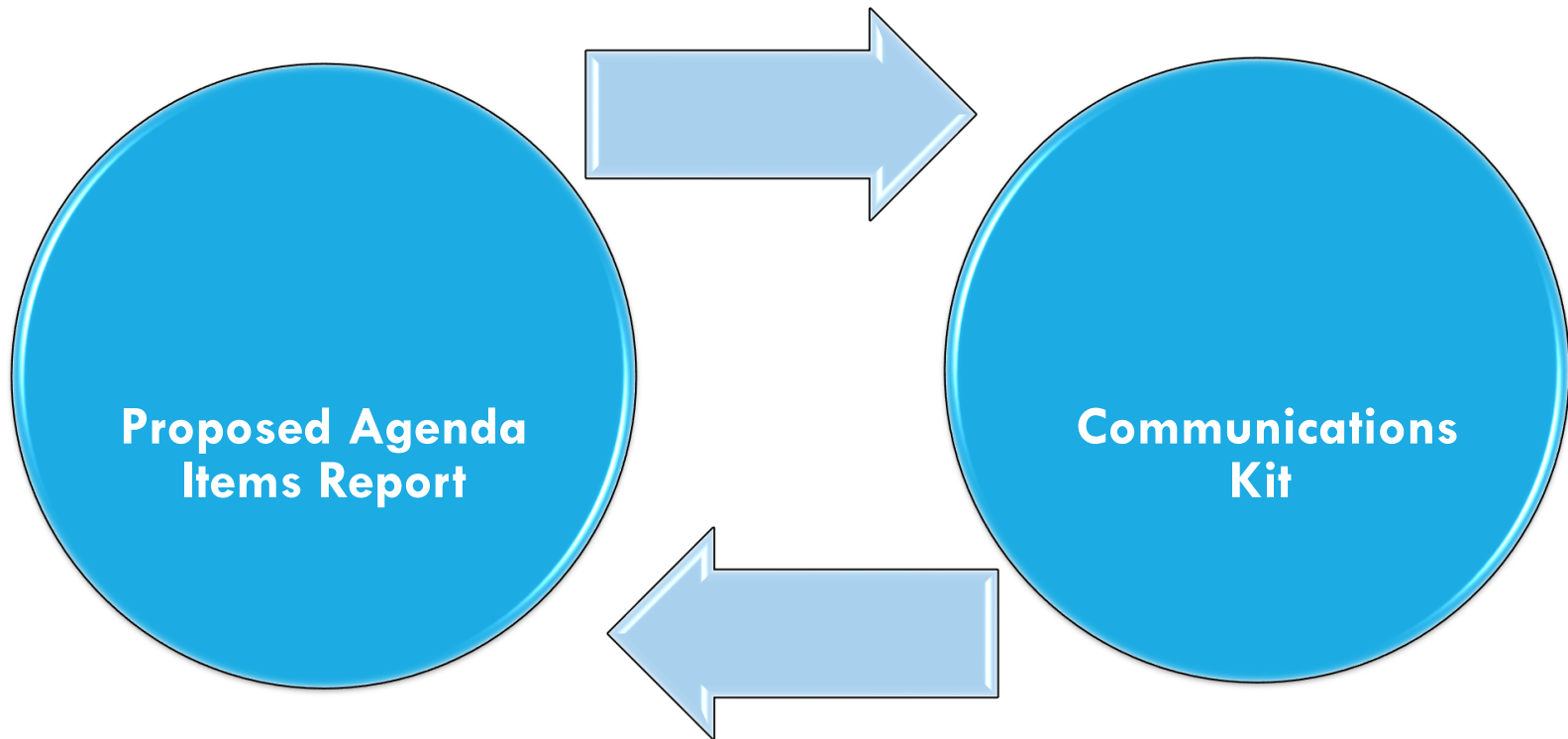
These folders contain documents that support your overall journey as a Conference Member.



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PRE-CONFERENCE DOCUMENTS

These folders contain documents that you need to use to prepare for the General Service Conference. The Communications Kit includes documents you need to return to the Conference Coordinator Staff Assistant by January 31st and March 1st.



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GSC AGENDA ITEM INFORMATION

These folders will contain documents that detail the final disposition of Agenda Items after the January General Service Board Weekend.



Final List of Agenda Items



Final Proposed Agenda Item



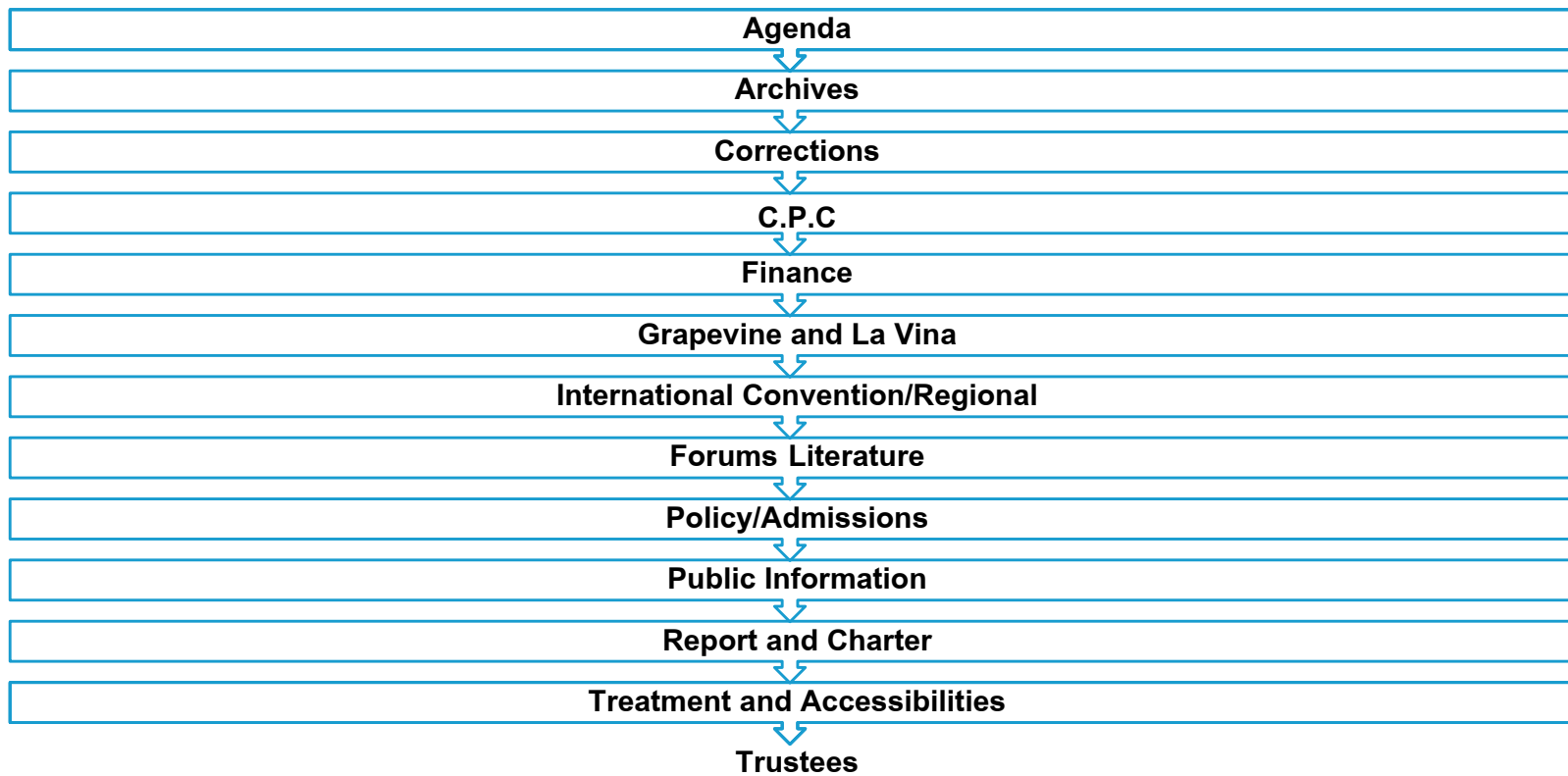
Agenda Items Not Forwarded to Conference

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COMMITTEE AGENDA & BACKGROUND

These folders will contain the Conference Committee Agendas and Background. It will also have a combined file that includes all committees.

All Agendas & Background



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CONFERENCE WEEK DOCUMENTS

These folders contain information that Conference Members will use during the General Service Conference week, allowing you the privilege to participate in the collective conscience of A.A. as it emerges...lighting a path forward.



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GSC FINAL ACTIONS

These folders contain the Final Actions of the General Service Conference.

Advisory Actions

Committee Considerations

Evaluations Summary

Final Report (Anonymity-Protected)

Items NOT Resulting in Advisory Actions

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DOCUMENT DISTRIBUTION TIPS — PRE-CONFERENCE

Guidelines for Conference Members regarding the documents posted under the following 5 Conference dashboard folders:

1. Conference Member Reference Documents
2. Pre-Conference Documents
3. GSC Agenda Item Information
4. Committee Agenda and Background
5. GSC Final Actions

TIPS

- Individual user names and passwords are not meant to be shared.
- These Conference dashboard materials are posted for your use as a Conference member or for distribution to the members you serve.
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- Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material.
- In accordance with the Conference Charter, we leave to the discretion of each area delegate the extent to which copies of these materials are further distributed to interested members in the area.

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DOCUMENT DISTRIBUTION TIPS – DURING CONFERENCE WEEK

Guidelines for Conference Members During Conference Week:

At the beginning of each Conference, members are asked to agree to some guidelines for Conference Week.

1. That personal devices such as smart phones, tablets, laptops, etc. will not be used during Conference sessions for communication about Conference business.
2. The limitation applies to communication with Conference members or others inside or outside the Conference sessions and committee rooms.

TIPS

- Please do not share documents posted during Conference week meant for communication about Conference business.
- Items posted could be draft literature for Conference member discussion.
- Conference Committee reports might be posted so Conference members can access them electronically for deliberation - not for sharing.
- Best tip is to wait for Conference week to conclude and then share what you used to participate as a Conference member.

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SYSTEM USAGE TIPS

User's Guide: General Service Conference Dashboard

TIPS

- For any technological issues refer to the User's Guide for support posted on the dashboard or email DashboardSupport@aa.org.
- For technical assistance weekdays during regular office hours (9:00 AM – 4:30 PM Eastern Time) call : 212-870-3288
- Mobile device platforms such as tablets and smartphones are workable depending upon the browser and capabilities of the specific device and installed software, G.S.O. recommends the use of a Microsoft Windows or Apple Mac OS based computer.
- For questions about Conference content on the Dashboard please email: conference@aa.org or call: 212-870-3122.

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VI.

LITERATURE

AGENDA

Conference Committee on Literature

Monday, April 24, 2023, 9 a.m. – Noon

Room: TBD

Chairperson: Jenn D.

Secretary: Irene D.

Conference Committee Members

Panel 73

Pete B.
Tomy G.
James O.
Crystal S.

Panel 72

Jenn D. *
Janet F.
Michael K.
Steve L.
Eloy M. **

- ◆ Discussion and acceptance of trustees' Committee report.
- A. Annual review of recovery literature matrix.
- B. Review draft pamphlet based on A.A.'s Three Legacies.
- C. Review draft of the revised pamphlet "The Twelve Steps Illustrated."
- D. Review draft of the revised pamphlet "Young People and A.A."
- E. Review progress report regarding update of the pamphlet "A.A. for the Black and African American Alcoholic."
- F. Review progress report regarding update of the pamphlet "A.A. for the Native North American."

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

- G. Review progress report regarding development of a Fourth Edition of the book *Alcohólicos Anónimos*- Spanish.
- H. Review progress report regarding the translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language.
- I. Review progress report regarding development of a Fifth Edition of the book *Alcoholics Anonymous*.
- J. Review revised draft of the existing version of the pamphlet “Twelve Traditions Illustrated.”
- K. Review revised draft of the Literature Committee workbook.
- L. Review request to update the pamphlet “Do You Think You're Different?”
- M. Discuss new proposed agenda items (PAI's) related to the Plain Language *Big Book* Translation.
- N. Update on the video animation on the pamphlet “The Twelve Concepts Illustrated.”
- O. Discuss request to revise the pamphlet “Too Young.”
- P. Review update on the proposal for *Big Book* or *Twelve Steps and Twelve Traditions* study guides.

2023 Conference Committee on Literature

ITEM A: Annual review of recovery literature matrix.

Background Notes:

Excerpt from the January 28, 2023 trustees' Literature Committee report:

The committee reviewed and agreed to forward to the 2023 Conference Committee on Literature an interactive digital file with the Recovery Literature Matrix available on the Conference committee's dashboard folder.

Excerpt from the October 29, 2022 trustees' Literature Committee report:

The committee discussed the matrix of A.A. recovery literature and all A.A. pamphlets and noted the ongoing revision of A.A. pamphlets by committee members.

2022 Conference Committee on Literature consideration:

The committee reviewed the 2022 matrix of A.A. recovery literature. The committee agreed to follow up with the Publishing Department with suggestions regarding the usefulness and purpose of the recovery literature matrix and looks forward to reviewing the matrix at their meeting during the 2023 General Service Conference.

Excerpt from the January 29, 2022 trustees' Literature Committee report:

The committee agreed to forward to the 2022 Conference Committee on Literature the reformatted annual review of recovery literature matrix.

Excerpt from the July 1, 2021 trustees' Literature Committee report:

The committee discussed the literature matrix and noted that consideration is underway for it to be included as background for the agenda item related to pamphlet updates per the A.A.W.S. print policy. The committee reviewed the 2021 Conference Committee on Literature consideration which requested consideration of a more defined process for review and approval of the pamphlet updates, as well as the suggestion to include the GSO Publishing department workflow and literature matrix in the background for pamphlet updates per the print policy.

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The committee agreed that the chair will research options for possible clarifications and improvements and report back to the October 2021 meeting.

Excerpt from the April 2017 Conference Literature Committee Meeting Report

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

Background:

1. 2023 Recovery Literature matrix -***Dashboard-Committee Only-Confidential***

[**Back to Agenda**](#)

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2023 Conference Committee on Literature

ITEM B: Review draft pamphlet based on A.A.'s Three Legacies.

Background Notes:

Excerpt from the January 28, 2023, trustees' Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a draft of the update to the pamphlet "AA's Three Legacies," with a suggestion to replace a quotation from an A.A. member of an A.A. structure in another country.

Excerpt from the October 29, 2022, trustees' Literature Committee report:

The committee received a report from the Publishing Department about the update of the pamphlet "AA's Three Legacies." The committee looks forward to a progress report at the January 2023 meeting.

2022 Conference Committee on Literature consideration:

The committee reviewed a draft pamphlet based on A.A.'s Three Legacies and offered additional suggestions for the trustees' Literature Committee to consider. The committee requested that a draft pamphlet or progress report be brought back to the 2023 Conference Committee on Literature.

Excerpt from the October 30, 2021 trustees' Literature Committee report:

The committee reviewed and **agreed to forward** to the 2022 Conference Committee on Literature the progress report regarding the development of a draft pamphlet based on A.A.'s Three Legacies.

Excerpt from the July 1, 2021 trustees' Literature Committee report:

The committee discussed the 2021 Conference Committee on Literature's committee consideration regarding development of a pamphlet based on A.A.'s Three Legacies. The committee noted the suggestions related to the length of the pamphlet, the need for more relatable and accessible language. The committee agreed that the chair will reach out to the incoming Conference Committee on Literature chair to explore if more details on the suggested changes might be shared.

The committee requested that the Publishing department provide a progress report at the October 2021 meeting.

2018 Conference Advisory Action

The trustees' Literature Committee develop a pamphlet based on A.A.'s Three Legacies, with emphasis on the history of the Three Legacies, how they work together and including personal stories of members' experiences with the Three Legacies and bring back a progress report or draft pamphlet to the 2019 Conference Committee on Literature.

Background:

1. January 2023 Progress Report on the pamphlet "A.A.'s Three Legacies"
Confidential-Committee Only-Dashboard
2. Memo to TCL_July 2022(Confidential-Committee Only-Dashboard)
3. 10-08-2021-Publishing Department Progress Report (Confidential-Committee Only-Dashboard)
4. 1.12.21 Email from G.S.O. Executive Editor related to draft pamphlet "Recovery, Unity and Service: Our Three Legacies."
 - 4a. January 2021 Publishing Department's draft pamphlet based on A.A.'s Three Legacies **Confidential-Committee Only-Dashboard**
5. 12.20.19 Publishing Department progress report on the development of a pamphlet based on A.A.'s Three Legacies
6. 11.2.19 Trustees' Literature Subcommittee on the Development of a Pamphlet Based on A.A.'s Three Legacies progress report

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*1.12.21 Email from GSO Executive Editor related to the draft of the pamphlet
"Recovery, Unity and Service: Our Three Legacies."*

To: Literature assignment, Steve S.
From: Ames S., GSO Executive Editor

Attached is the most current draft of the proposed pamphlet "Recovery, Unity and Service: Our Three Legacies" for distribution to the trustees' Literature Committee. Please also pass along the following editorial/process notes:

The stories were selected from the group of submissions that were solicited from the Fellowship and subsequently reviewed by a subcommittee of the trustees' Literature Committee. The selection was provided to the full trustees' Literature Committee in October 2020 and the committee agreed to move the selection forward for a final draft.

Per the July 2018 trustees' Literature Committee meeting, the initial subcommittee agreed that the pamphlet should be structured in the following way:

Part 1: INTRODUCTION Open with an explanation in contemporary language describing A.A.'s Three Legacies and how they work together.

Part 2: HISTORY OF OUR THREE LEGACIES A section on the history of A.A.'s Three Legacies in contemporary language using quotes from Bill W.'s writings from less common sources including *A.A. Comes of Age*, *Language of the Heart* and *Our Great Responsibility*.

Part 3: EXPERIENCE, STRENGTH AND HOPE Member stories sharing the experience, strength and hope of individual A.A. members related to the Three Legacies. Additionally, a selection of brief excerpts was added from the stories selected by the subcommittee that were not used in full, titled "Spotlight on Service," highlighting specific aspects of working with the Steps, Traditions and Concepts from a personal perspective.

I believe this draft captures the intent of the original Conference Advisory Action and the subsequent discussion by the trustees' Literature Committee. I am grateful to have had an opportunity to work on this pamphlet and look forward to the deliberations of both the trustees' Literature Committee and the Conference Committee on Literature.

With best wishes,
Ames

Ames S.
Executive Editor, GSO
475 Riverside Drive
New York, New York
10115 212-870-3134
sweeta@aa.org
Website: aa.org

Interoffice Memorandum

December 20, 2019

To: Steve S., Literature Assignment

From: Ames S., Executive Editor

Re: Progress Report on Three Legacies pamphlet

Following the last meeting of the trustees' Literature Committee, the committee agreed to forward the submitted stories along with additional content and organization of content suggestions for the pamphlet to the Publishing Department. With this material now in hand, the Publishing Department will begin the creative process of selecting final content, developing appropriate graphics and putting together an update or pamphlet draft for review by the trustees' Literature Committee at subsequent meetings in 2020.

**Trustees' Literature Subcommittee on the
Development of a pamphlet
Based on A.A.'s Three Legacies**

Saturday, November 2, 2019

Background

The 2018 (68th) General Service Conference recommended that the trustees' Literature Committee develop "a pamphlet based on A.A.'s Three Legacies, with emphasis on the history of the Three Legacies, how they work together and including personal stories of members' experiences with the Three Legacies, and bring back a progress report or draft pamphlet to the 2019 Conference Committee on Literature."

At the July 27, 2019 meeting, the trustees' Committee chair appointed a subcommittee composed of Cathy B. (chair) and Katie H. to continue the work of the previous subcommittee on the development of the pamphlet. It was requested that the subcommittee present a progress report to the November 2, 2019 meeting.

Process

Following the July 2018 trustees' Literature Committee meeting, the initial sub-committee of Mark E., chair, Cindy F., Doug G. and Katie H. held a meeting on December 6, 2018 and reviewed its scope and discussed the need to consider the pamphlet format and content, the basis of evaluation for stories and the rating grid to be used. As of the deadline of November 19, 2018, forty-six submissions were received.

The subcommittee agreed on a format for an Excel spread sheet for each reviewer to use to evaluate and provide any comments for each submission.

The subcommittee agreed that the pamphlet open with an explanation in contemporary language describing A.A.'s Three Legacies and how they work together, followed by a section on the history of A.A.'s Three Legacies in contemporary language using quotes from Bill W.'s writings from less common sources including A.A. Comes of Age, Language of the Heart, as well as the forthcoming book, Selections of Bill W.'s General Service Conference Talks, 1951 – 1970 (working title).

These opening sections would be followed by members' stories sharing experience, strength and hope related to A.A.'s Three Legacies. The subcommittee agreed that evaluation of the stories would include each of the Three Legacies as well as how they work together and their relation to group life and other settings. For future subcommittee members, the subcommittee emphasized the importance of including comments during the review of the stories. A progress report was submitted to the January 2019 Trustees Literature Committee.

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The subcommittee comprised of Cathy B. and Katie H. continued the work of the previous committee and along with Mark E., completed the review and rating of all 46 submissions.

The subcommittee evaluated the 46 story submissions, and determined the following:

1. Story submissions – The subcommittee determined that the story submissions effectively described our three legacies and how they relate to groups and in our lives. It was the consensus of the subcommittee that six stories (10, 11, 14, 15, 16, 19) did not meet the same threshold as the remaining stories, and that only the top rated twenty (20) stories should be forwarded for consideration. The subcommittee has confidence in the editing and expertise of the Publishing Department to make any final decisions regarding story selection and content.
2. Format – The subcommittee recognizes that the audience for this pamphlet will be primarily A.A. members who are more established in recovery and recommends a traditional pamphlet styled format be utilized to create the document.

The current subcommittee is in agreement with the previous subcommittee that the pamphlet open with an explanation in contemporary language describing A.A.'s Three Legacies and how they work together, followed by a section on the history of A.A.'s Three Legacies. These opening sections would be followed by members' stories sharing experience, strength and hope related to A.A.'s Three Legacies.

3. Content – Full stories from the submissions should be integrated as well as quote(s) from the 1960 conference talk by Bill W. referenced in the original motion in addition to Bill W.'s writings from less common sources. Sources may include A.A. Comes of Age, Language of the Heart, as well as the newest book, Selections of Bill W.'s General Service Conference Talks, 1951 – 1970.
4. Where relevant, illustrations may be included that visually present how the three legacies work together and can be interwoven in our groups as well as our lives.

The subcommittee is grateful to the fellowship for taking the time to submit their stories and to the trustees' Literature committee for the opportunity to serve.

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2023 Conference Committee on Literature

ITEM C: Review draft of the revised pamphlet “The Twelve Steps Illustrated.”

Background Notes:

Excerpt from the January 28, 2023, trustees’ Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a draft of the revised pamphlet “Twelve Steps Illustrated.”

Excerpt from the October 29, 2022, trustees’ Literature Committee report:

The committee received a report from the Publishing Department about the update of the pamphlet “Twelve Steps Illustrated” (P-55) including the hiring of a designer who will implement Conference revisions. The committee looks forward to a progress report at the January 2023 meeting.

2022 General Service Conference Advisory Action:

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

Excerpt from the January 29, 2022, trustees’ Literature Committee report:

The committee reviewed and **agreed to forward** to the 2022 Conference Committee on Literature the revised draft pamphlet “Twelve Steps Illustrated.” The committee requested that Publishing department forward to the 2022 Conference Committee on

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Literature a memo that provides context behind the pamphlet design.

The committee noted that the word “down” in the text of Step One (“The Bottle has me down”) may be associated with mental health stigma and suggested that Publishing consider an alternative phrasing.

Secretary note: the change of wording is reflected in the background 1.b.

Excerpt from the July 1, 2021, trustees’ Literature Committee report:

The committee discussed the 2021 Conference Committee on Literature’s committee consideration regarding the pamphlet “Twelve Steps Illustrated.” The committee received a verbal update from the Publishing department and expressed their appreciation for the work being done.

The committee requested that the Publishing department provide a written progress report at the October 2021 meeting.

2021 Conference Committee on Literature consideration:

The committee reviewed the progress report regarding the pamphlet “The Twelve Steps Illustrated” and requested that a progress report or draft pamphlet be brought back to the 2022 Conference Committee on Literature.

Synopsis of committee excerpts July 2019 through January 2021:

From July 27, 2019, through January 2021 the trustees’ Literature Committee noted that updating the pamphlet, “Twelve Steps Illustrated” was pending the outcome of updates to the pamphlet, “Twelve Traditions Illustrated,” since the work was interrelated.

2019 Conference Advisory Action

The trustees’ Literature Committee update the pamphlet “The Twelve Steps Illustrated” and bring back a progress report or draft pamphlet to the 2020 General Service Conference.

At the July 2018 meeting of the trustees’ Committee on Cooperation with the Professional Community/Treatment and Accessibilities (C.P.C./T.A.), the chair appointed a subcommittee to pursue efforts to support carrying the message to A.A. members who are Deaf and Hard-of-Hearing. In addition, the subcommittee reviewed accessibilities literature, continuing an evaluation of support for accessibilities issues within the Fellowship.

The subcommittee did a review of accessibilities literature and made proposals for changes to these pieces. They noted multiple requests for simplified language literature coming to G.S.O. and to the General Service Conference from various sources in the past years.

The committee felt that a new version of the pamphlet "The Twelve Steps Illustrated" is warranted to capture a simplified language that reflects the meaning of the Steps more effectively than the current version and that includes quality illustrations. The committee wants to ensure that any such simplified language product does not lose the powerful meaning of our steps/message, but that it becomes accessible to more individuals with low reading levels.

At their January 2019 meeting, the trustees' Committee on C.P.C./T.A. accepted the report of the subcommittee and agreed to forward to the 2019 Conference Literature Committee a proposal that the pamphlet "The Twelve Steps Illustrated" be enhanced with additional language and illustrations that reflect the meaning of the Steps. The committee noted that the changes to service material proposed by the subcommittee will be implemented as these items come up for reprint.

Background:

1. 2023 Pub. Dep. Progress report:
 - 1.a P-55_(NEW)_Twelve_Steps_Illustrated_M17 **Confidential-Committee Only-Dashboard**
2. Memo to trustees' Literature Committee_July 2022 - Confidential-Committee Only-Dashboard.
3. Memo to CCL_ 02-2-22
 - 3.a P-55_(NEW)_12_Steps_Illustrated_M16 - **Confidential-Committee Only- Dashboard**
4. 2021 Pub.Dep_Progress_Report
 - 4.a 12Steps_Art_Samples - **Confidential-Committee Only-Dashboard**
 - 4.b P-55_Twelve_Steps_Illustrated M15 - **Confidential-Committee Only-Dashboard**
5. 12.20.19 Progress report from Publishing Department
6. Current pamphlet "The Twelve Steps Illustrated" available on G.S.O.'s A.A. website at: https://www.aa.org/assets/en_US/aa-literature/p-55-twelve-steps-illustrated

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MEMO

Date: February 2, 2022

To: 72nd Conference Literature Committee

Cc: Trustees' Committee on Literature, Chair

From: Publishing Department

Re: ADDENDUM from Publishing regarding the design process for revision of "The Twelve Steps Illustrated"

The Trustees' Committee on Literature, at their January 2022 meeting requested that the Publishing department forward to the 2022 Conference Committee on Literature a memo that provides context behind the pamphlet design.

Design process for revision of "The Twelve Steps Illustrated."

As the Publishing department considered the revision to "The Twelve Steps Illustrated," in relation to the recent revisions accepted by the Conference for "Experience Has Taught Us: Our Twelve Traditions Illustrated," certain design elements became clear. We wanted to maintain a similar "look" and "feel" for the two revisions but recognized some fundamental differences between the two projects. For the pamphlet illustrating the Traditions, we utilized a mechanical art approach, using a style that was also used for earlier video PSAs. This seemed appropriate as the style was especially accommodating to depicting "actions," which fit with the action-oriented Traditions. However, with the pamphlet illustrating the Steps, we realized we needed a slightly different, more expressive approach, since it was necessary to illustrate the often subtle yet powerful emotions undergirding the Steps themselves – in other words, it was a much more private

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and personal approach that would be needed to graphically evoke the impact of the Steps versus the more generalized “actions” contained in the Traditions. With that understanding, we sought out a different artist whose strength was in articulating emotion through expression, rather than the more modernistic style employed for the Traditions pamphlet. This allowed us to pursue a broad and diverse set of illustrations, reflective of our membership, that delved into and represented the emotive aspect of the Steps, expressing the highly personal nature of the Steps and how they impact individual members.

To achieve some of the continuity of design that we sought, we used the same layout format for the two pamphlets and further connected them graphically through color and type style. Essentially, while the illustration approach is different for each pamphlet (for the reasons noted above), the additional design elements help to unite the two pamphlets with a similar “look and feel.”

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MEMORANDUM

To: Literature Desk
From: Publishing Department
Re: Progress Report for Trustees' Literature Committee
Date: October 8, 2021

Agenda Item D:

Review progress report regarding the pamphlet "Twelve Steps Illustrated."

Progress Report:

In response to the committee consideration from the 71st General Service Conference Committee on Literature requesting that a progress report or draft pamphlet be brought back to the 2022 Conference Committee on Literature, the Publishing department is working with a professional illustrator to revise and update the graphics for the "Twelve Steps Illustrated" pamphlet. We are currently reviewing concept sketches and will move to full illustrations for presentation to the trustees' Literature Committee prior to the January 2022 meeting.

Work samples from the artist are attached for information, along with the original pamphlet.

Action requested: Review pamphlet text for any proposed changes. (Note: the Publishing department suggests that the text remain as is, but if there are any specific changes that the committee feels need to be made, we will do so as we match the drawings and the text during the next developmental stage.)

Executive Editor
General Service Office of Alcoholics Anonymous
475 Riverside Drive, 8th Floor
New York, New York 10115
www.aa.org

Interoffice Memorandum

December 20, 2019

To: Steve S., Literature Assignment

From: Ames S., Executive Editor

Re: Progress Report on “Twelve Concepts Illustrated” and “Twelve Steps Illustrated” pamphlets

While updates to the three illustrated pamphlets covering A.A.’s Steps, Traditions and Concepts have come through the Conference process separately and at different times, as an overall strategy, the Publishing Department feels it would be most effective to develop them with some interactivity and coordination.

The “Twelve Traditions Illustrated” pamphlet was the first to be presented for updating, and the Publishing Department has been working on this project for a number of years. It seems that a final version of the revision is ready to be presented to the Conference for approval. Nevertheless, some questions that came up during the process of revising this pamphlet may well apply to the pamphlets on the Steps and Traditions also (questions relative to the critical interplay between text and graphics, how much should the original text be altered or revised, what illustration style would be best suited to carry the message most effectively, etc.). For this reason, the Publishing Department would like to hold off on further exploration of the more recent two requests for revision of the pamphlets on the Steps and Concepts until the revision to the Twelve Traditions pamphlet has been approved.

This will help to provide Publishing with a general “template” with which to work and will allow us to more appropriately direct the design and text revisions requested. Of course, each pamphlet (Step, Traditions, Concepts) has different needs and approaches that will have to be applied, but having a clear sense from the Conference regarding the work we undertaken so far with the Traditions Illustrated pamphlet will help move the remaining two pamphlets forward more readily.

So, at this point, we are holding off with any firm creative decisions about the “Twelve Steps Illustrated” and “Twelve Concepts Illustrated” pamphlets pending further discussion by the trustees’ and Conference Literature Committees in 2020 regarding the “Twelve Traditions Illustrated” pamphlet.

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2023 Conference Committee on Literature

ITEM D: Review draft of the revised pamphlet “Young People and A.A.”

Background Notes:

Excerpt from the January 28, 2023, trustees’ Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a draft of the revised pamphlet “Young People and A.A.”

Note from secretary: The revised draft reflects minor updates requested by the 2022 Conference Committee on Literature.

2022 General Service Conference Advisory Action:

The committee recommended that the draft of the pamphlet “Young People and A.A.” be approved.

Excerpt from the October 30, 2021, trustees’ Literature Committee report:

The committee reviewed and agreed to forward to the 2022 Conference Committee on Literature the progress report regarding the draft pamphlet “Young People in A.A.”

Excerpt from the July 1, 2021, trustees’ Literature Committee report:

The committee discussed the 2021 Conference Committee on Literature’s committee consideration regarding the pamphlet “Young People and A.A.” including additional suggestions to foster a greater diversity of stories and images of members. The committee received a verbal report from the Publishing Department which included the request for more specifics regarding the suggestions. The committee agreed that the chair will gather information from the incoming Conference Committee on Literature chair for more details on the suggestions.

The committee expressed their appreciation for the draft version and work done up to this point, noting that the pamphlet accomplishes an engaging visual representation of A.A. recovery experience. The committee noted that the pamphlet should offer ways to find A.A. literature attuned with the targeted audience and suggested additional items be included in the resource listing, such as the link to the A.A.W.S. YouTube channel and AA Grapevine books and others.

The committee requested that the chair provide an update on suggestion details and that the Publishing department provide written progress report at the October 2021 meeting.

2021 Conference Committee on Literature consideration:

The committee reviewed the draft update of the pamphlet “Young People and A.A.” The committee expressed appreciation for the project being deferred to 2021 due to overall budget constraints and the potential video production expenses as part of the update to this item. The committee also expressed appreciation for the pamphlet’s format in terms of how the shared experience, strength and hope is presented.

The committee provided additional suggestions to foster a greater diversity of stories and images of members and requested that an updated draft pamphlet and/or samples of other potential formats of the pamphlet be brought back to the 2022 Conference Committee on Literature.

Excerpt from January 30, 2021, trustees’ Literature Committee report:

The committee **agreed to forward** to the 2021 Conference Committee on Literature the draft revised pamphlet “Young People and A.A.” The committee suggested that the Publishing department forward the stories that were submitted but not included in the pamphlet for consideration in the A.A. Grapevine.

Excerpt from the October 31, 2020, trustees’ Literature Committee report:

The committee discussed the Publishing department’s progress report regarding the pamphlet “Young People in A.A.” The committee reviewed Publishing’s workflow plan with estimated costs, projected resource requirements and project priorities which includes this item. The committee looks forward to receiving a draft pamphlet and/or project report at the January 2021 meeting.

Excerpt from the August 1, 2020, trustees’ Literature Committee report:

The trustees’ Literature Committee discussed the 2020 Conference Committee on Literature’s committee consideration regarding the pamphlet “Young People in A.A.” and requested that the Publishing Department provide a progress report which includes estimated costs, projected resource requirements and project priorities at the October 2020 meeting.

2020 Conference Committee on Literature Consideration:

The committee reviewed a progress report on the revision of the pamphlet “Young People and A.A.” The committee looks forward to reviewing a draft revised pamphlet and/or samples of other potential formats of the pamphlet at the meeting of the 2021 Conference Committee on Literature.

Excerpt from February 1, 2020, trustees’ Literature Committee report:

The trustees’ Literature Committee reviewed and **agreed to forward** to the 2020 Conference Committee on Literature a progress report on the pamphlet “Young People and A.A.”

Excerpt from November 2, 2019, trustees' Literature Committee report:

The committee reviewed with appreciation the reports from committee members related to gathering shared experience from A.A. members at Young People and Alcoholics Anonymous Conferences. The committee expressed support for the Publishing Department to explore options for integrating art for the pamphlet as well as podcast versions of the pamphlets. The committee requested that the Publishing Department continue work to revise each pamphlet and bring back updated progress reports or draft pamphlets and/or samples of other potential formats of the pamphlet to the February 2020 meeting.

Excerpt from July 27, 2019, trustees' Literature Committee report:

The committee also reviewed the draft pamphlet for the update of "Young People and A.A." and progress to date.

The committee discussed shared experience being gathered from Young People in Alcoholics Anonymous Conferences including locally produced literature items. Committee members, chair, Beau B. and appointed committee member, Katie H., will attend the upcoming International Conference of Young People in Alcoholics Anonymous to continue gathering shared experience related to the pamphlet development and provide a report to the committee at the November 2019 meeting.

Synopsis of committee excerpts following 2016 Advisory Action until July 2019:

The trustees' Literature committee reviewed ongoing developments, including submitted stories, as well as progress reports from the Publishing Department as well as a TLC subcommittee. The Conference Committee on Literature reviewed progress reports during this period of time as well.

2016 General Service Conference Advisory Action:

The trustees' Literature Committee revise the pamphlet "Young People and A.A." to better reflect the experiences of young people in A.A. today. The committee requested that "a progress report or draft pamphlet be brought to the 2017 Conference Committee on Literature.

Background:

1. 2023-01 Draft of the revised pamphlet "Young People and A.A."-M1 **Confidential - committee only-Dashboard Files**
 - 1.a Draft of the revised pamphlet "Young People and A.A." Mockup.
Confidential - committee only-Dashboard Files

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2. 2021-12-1 Email from GSO Executive Editor related to the draft of the pamphlet “Young People and A.A.”
 - 2.a 2021-01 Draft of the pamphlet “Young People and A.A.” **Confidential – committee only-Dashboard Files**
 - 2.b 2021-10 Publishing department’s progress report to trustees’ Literature Committee on the draft of the pamphlet “Young People and A.A.”
3. 2019-12-20 Publishing department’s progress report to Literature assignment on the pamphlets “Young People and A.A.” and “Too Young?”
 - 3.a January 2021 Publishing Department’s draft update to the pamphlet “Young People and A.A.” **confidential – committee only- Dashboard Files**
4. 2019-11-02 Progress report on Young People in AA related activity from trustees’ Literature committee (TLC) chair and TLC Appointed Committee Member (ACM)
5. 2018-11-13 email with local sharing submitted by trustees’ Literature Committee Appointed Committee Member (ACM)
6. Current pamphlet “Young People and A.A.” available on G.S.O.’s A.A. website at: <https://www.aa.org/young-people-and-aa>

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1.12.21 Email from GSO Executive Editor related to the draft of the pamphlet “Young People and A.A.”

To: Literature assignment, Steve S.
From: GSO Executive Editor

Attached is the most current draft of the proposed pamphlet “Young People and A.A.” for distribution to the trustees’ Literature Committee. Please also pass along the following editorial/process notes:

The stories were selected from the group of submissions that were solicited from the Fellowship and subsequently reviewed by a subcommittee of the trustees’ Literature Committee. The selection was provided to the full trustees’ Literature Committee in October 2020 and the committee agreed to move the selection forward for a final draft.

There was a considerable amount of discussion within the committee during the early development of revisions for this pamphlet that focused on “breaking the mold” of the standard collection of stories in order to generate more “snackable bites,” considering how YP often “consume” their information. The new approach of breaking the stories up into the “What We Were Like, What Happened, What We Are Like Today” format was road tested to general approval. To underscore this approach and guide readers through the three sections, graphics were employed by our design team to complement the text. These graphics are meant at this point to be suggestive only. They will continue to evolve once the text of the pamphlet has been approved. Ultimately the graphic presentation of the pamphlet falls under the purview of the Publishing Department, and we will continue developing the design concurrent with the trustee and Conference committee’s review and (hoped for) approval of the text.

It has been a pleasure working on this pamphlet and we all look forward to any further deliberations or guidance that may be provided.

With best wishes,

Executive Editor, GSO

MEMORANDUM

To: Literature Desk
From: Publishing Department
Re: Progress Report for Trustees' Literature Committee
Date: October 8, 2021

Agenda Item G:

Review progress report regarding pamphlet “Young People in A.A.”

Progress Report:

Attached is proposed revised text for the pamphlet “Young People in A.A.” The text and graphics have been edited and presented here in revised form in response to the commentary provided in a committee consideration from the 71st General Service Conference Committee on Literature and in discussion with the incoming chair of the Conference Committee on Literature. As noted in the committee deliberations of the TLC:

The committee discussed the 2021 Conference Committee on Literature’s committee consideration regarding the pamphlet “Young People in A.A.” including additional suggestions to foster a greater diversity of stories and images of members...

The committee expressed their appreciation for the draft version and work done up to this point, noting that the pamphlet accomplishes an engaging visual representation of A.A. recovery experience. The committee noted that the pamphlet should offer ways to find A.A. literature attuned with the targeted audience and suggested additional items be included in the resource listing, such as the link to the A.A.W.S. YouTube channel and AA Grapevine books and others.

Proposed text and graphics have been reconfigured to address the request for additional diversity and more relatable and accessible ways to find A.A. literature that are attuned to the target audience.

Action requested: Review revisions for any additional edits and move pamphlet forward to the 2022 General Service Conference for approval.

Executive Editor

www.aa.org

Interoffice Memorandum

December 20, 2019

To: Literature Assignment

From: Executive Editor

Re: Progress Report on "Young People and A.A." and "Too Young?"

At the November 2019 meeting of the trustees' Literature Committee an update was provided by ACM Katie H. and General Service Trustee Beau B. on gathering shared experience from A.A. members at Young People in A.A. Conferences regarding these two pamphlets. The update provided a number of options to explore for ongoing development of text and integration of artwork, as well as suggestions for development of podcast versions of the pamphlets.

Since the meeting, the Publishing Department has continued work on revision of the pamphlets, reaching out to some graphic designers who have done work within the YPAA service community, and look toward providing updated progress reports, draft pamphlets and/or samples of other potential formats of the pamphlet to the trustees' Literature Committee at subsequent meetings in 2020.

November 2, 2019 progress report on Y.P.A.A. related activity from the TLC chair and TLC A.C.M.

(Excerpt from September 30, 2019 email from Beau B., TLC Chair)

Dear Literature Committee,

We attended the 61st International Conference of Young People in Alcoholics Anonymous (ICYPAA) on August 23-25. Our Appointed Committee member Katie H. was invited to run two round table style sessions for capturing feedback on recent thinking and revision concepts for the pamphlet Young People and A.A. In total we met with 25-30 people and received helpful input on title, artwork, the new concept, ideas for avatars, formats (audio, video and printed). We were grateful to the Publishing department for providing printed copies of the new concept for review and discussion. Providing these physical examples were instrumental in soliciting constructive and actionable feedback.

The actual feedback from these sessions will be provided in an overall summary from Katie however it should be noted that this type of interaction was very well received by the participants and promoted a level of engagement and understanding from all participants that would be difficult to replicate in other ways.

I would like to thank the committee for their trust and open mindedness in supporting this activity. Our pamphlet will not only be better as a result we successfully engaged and opened more minds to the conference process as well.

(Excerpt from September 16 email from Katie H., TLC A.C.M.)

I appreciated the opportunity to travel to Boston for the International Conference of Young People in AA (ICYPAA) and was equally fortunate to have been given two sessions on the agenda to have an open dialogue with two groups about literature. Thanks for sharing advance copies of the new Young People in AA pamphlet. The format change was well received.

Attaching all of my notes from these focus groups as well as sessions with Virginia State Conference of Young People in AA (VSCYPAA), All California Young People in AA (ACYPAA) and a YPAA breakout room at Pacific Regional Alcoholics Anonymous Service Assembly (PRAASA).

Discussion Summary:

- There were several interesting conversations around quizzes. Debate started with the location and placement of the quizzes – at the beginning instead of the end and vice versa as well as having both. The thought process was around identifying before and/or after reading the stories and how that would affect the “truthfulness” of the participants answers. We also talked about having multiple quizzes. Everyone seemed to like the idea of the questions throughout the pamphlet to help break it up as well. The popularity of Buzzfeed quizzes sparked this conversation – ideas went around like “what type of alcoholic are you?” Everyone agreed that quizzes keep their interest and would make the pamphlet more engaging.

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- Overall, the design and graphics were not well received. We discussed a more modern look, even something like utilizing one single, bold color. No graphics. Overall, wanted a more modern, simplistic/minimalist look. As I had felt, the pamphlets appear too “sciencey” and like something found in a classroom. Minimalism would help usher the pamphlets into modern design. Also talked about a different size of a pamphlet or glossy to make it stand out and stand apart.
- Discussion around a contest for design and suggestions around various designers in the YPAA community who are talented at event flyers. I had been thinking of a YPAA designer from the west coast and someone from Florida in attendance had actually mentioned her by name and her talented work and said he also gravitated toward her design style and encouraged us to reach out to her for ideas. This led to a spirited discussion around letting the YPAA community create its own design.
- QR codes seem to be of continued interest. The ability to easily find a pamphlet online was well received as well as the recognition that paper pamphlets on literature tables was still vital.

Summary of Recommendations:

- Strongly recommend a modern design. The use of a single, bold color. No graphics. Modern, minimalist font.
- Recommend developing a design contest to create cover design and/or avatar from the YPAA community.
- Format change was well received. The caution here is that the pamphlet maintains a logical flow from each part of the story. Suggestion is to have clear instructions of “follow the story” as well as graphics/symbols that are eye catching and modern that help guide the reader through the stories.
- Consider adding quiz questions throughout pamphlet, especially if the current proposed format change is not adopted. Adding questions throughout would break up the stories and provide a visually appealing pamphlet.
- Consider a new name for pamphlet or a provocative subtitle (see notes)

We can discuss these findings further at the next board weekend or I would be happy to have a conference call in order to share a little more of the spirit of discussion with Ames and publishing. Please let me know if you think that would be helpful!

In love and service,

Katie H.

Appointed Committee Member
Trustee’s Literature Committee

ICYPAA Literature Session 8/23 - 8/24/2019

Thursday, August 22, 2019

7:22 AM

Young People in AA Pamphlet

Format Change:

Like = 18

Dislike = 1

Commentary/Recommendations:

- Shocking title - something that almost challenges the reader
 - "But try to Get to them to see it!"
- References to YPAA conferences
- What is YPAA?
- Love the concept/format change
- Videos for accessibilities
- Most of the participants utilize a mix of reading and listening to podcasts
- Felt too much like Text book
 - Bible Study
 - Geometry class
- Needs modernize
- Quiz in the back
- What kind of alcoholic are you?
- Pamphlet of quizzes
- Not appealing
- Title revisions
- "You're right you are too young"
- More quotes from the Big Book sprinkled throughout
- App based literature device makes the most
- Search bar
- The format works - not sure about using the "what it was like, what happened, what it is like now"
- Snapchat bitmoji or image?
- One participant thinks that this could replace the too young pamphlet and he used the too young pamphlet
- Quizzes as you go - almost like an activity book
- Needs explanation into the what the format is
- "Pick one and go" instruction
- Title something more provocative
- Picture or image of the person works over symbol

ACYPAA Literature Session 7/7/2019

Thursday, August 22, 2019
7:38 AM

Too Young Pamphlet

Needs Updating?

Yes = 12

No = 1

Notes

- Too Young Pamphlet felt "too different" - young people want to feel included in AA, not always set apart
- More YPAA information included in all pamphlets directed to young people
- Everyone liked the checklist and quizzes
- New title might be nice
- Design needs to be minimalist and more modern - single bold color

VSCYPAA Literature Session 6/16/2019

Thursday, August 22, 2019
7:22 AM

Sharing notes:

- "Member's Eye View" was first pamphlet picked up. Was directed to it from an old timer and was incredibly useful to member for understanding the fellowship. Refers to it often
- Participant explained that she did an online search for help with alcoholism and found an AA Questionnaire checklist that was useful and it led her to a meeting
- Participant remembered seeing the Too Young Pamphlet when she was 15-16, before she came into AA, but didn't understand the message
- Participant referred to the literature rack looking "too sciencey" or something that was related to the church. Also thought it felt like a doctor's office
- Another participant said he never picked up a pamphlet nor was directed to the pamphlets
- Many people brought up the idea of young people's videos on YouTube or utilizing podcasts
- Available links to ICYPAA or YPAA home pages
- Orientation video or information about AA in general
- Conscience of the group was positive toward digital content links and QR codes for literature for their phones
- More images than words
- One-page flyer would be beneficial

PRAASA YPAA Session 3/3/2019

Thursday, August 22, 2019

7:30 AM

Sharing notes:

- One participant said she had never seen YP literature pamphlets
- Participant brought up the idea of 30 second animated videos online
- "More current, more often" - discussion around how we are constantly out of date because of the process. Is there a quicker way to adopt and adapt to change?
- PDFs may not work for 16-year-olds
- The message needs to be easily digestible
- QR codes felt like a good idea overall
- Discussion moved toward google and SEO and the desire from the group for more online presence
- Many people called out that the local YPAA groups should be making videos
- Discussion around "What is YPAA" brochure - many people within the fellowship do not understand what a Young People's Committee is - discussion broadened to internal vs external messaging
- Overall, group agreed that paper pamphlets were still valuable
- Participant said she read every pamphlet but didn't relate to the images of the Too Young Pamphlet
- One person mentioned that their district is using targeted ads on Facebook
- Desire for audiobooks
- Age is not the barrier - alcoholism is the barrier
- Additions to the AA Group pamphlet regarding YP meetings

11.13.18 Email with local sharing submitted by Katie H., Trustees' Literature Committee Appointed Committee Member

Hi Ames,

Hope you are doing well on this Tuesday morning. I spent time with three regional Young People's Committees (EBYPAA, SACYPAA and YOLYPAA) from Northern California and had 45 minute discussions about the "Too Young?" Pamphlet as well as their recommendations and experiences with AA Literature. Below are a couple of the notes that I captured from these discussions.

- QR Codes on pamphlets linking to AA.org in order to view the pamphlets online and/or links to YouTube content. In my opinion, this should be high priority. Interesting to note that even though I brought copies of the pamphlet, everyone went to their phones to look up the pamphlet. It is my personal experience as well that I utilize my iPhone for looking up most information. Having this data in a user friendly format online would be great as well. The PDF of the pamphlet is not as friendly. Developing this content in an online format would be useful.
- Shorter format – the "Young People in AA" pamphlet has all the stories and it is long. The suggestions was that a "visual" pamphlet would be more effective if it wasn't as long.
- "Keep it simple" – some of the stories felt TOO specific to the majority. Although there were three people within these groups that actually said "This character. This is me." The rest did not identify.
- More focus on the Questionnaire piece. Everyone felt that was helpful.
- More emphasis that there are Young People's meetings and conferences – local meetings to state, regional and international conferences
- Characters less stereotypical and more generic
- Pamphlet is very dark and gloomy – add more hope and more color at the end
- Overall needs to be more modern
- Development of YouTube videos would be the primary way to move forward in order to have young people find answers to questions about alcoholism

Something interesting to note: I met very few people who had any experience with reading AA Pamphlets in early recovery. However, I did meet 1 girl who told me a story that I would like to share. She explained that she walked into her first meeting at 15. She had a typical experience of a young person in AA in that she was surrounded by people she didn't think she could relate to. She sat down in the meeting and saw on the wall a pamphlet that was graphic and looked like a cartoon. She grabbed it and saw the title "Too Young?" and knew it was for her. She said she didn't hear a thing in the meeting and read the pamphlet cover to cover. She is now 17 years old and 2 years sober.

Thanks,

Katie H.

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2023 Conference Committee on Literature

ITEM E: Review progress report regarding update of the pamphlet “A.A. for the Black and African-American Alcoholic.”

Background Notes:

Excerpt from the January 28, 2023, trustees’ Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature the final progress report on the update of the pamphlet “A.A. for the Black and African American Alcoholic.”

Excerpt from the October 29, 2022, trustees’ Literature Committee report:

The committee reviewed the progress report from the working group for the update of the pamphlet “A.A. for the Black and African American Alcoholic” that shared information on how outreach activities for the project motivated enthusiasm and a growing level of engagement among the black community in A.A. The committee appreciated the ongoing work and looks forward to a progress report at the January 2023 meeting.

Excerpt from the July 30, 2022, trustees’ Literature Committee report:

The committee reviewed the working group progress report that shared information about its activities, including writing workshops and interviews with the working group members on the AA Grapevine Podcast. The committee looks forward to reviewing a progress report at the October 2022 meeting.

Excerpt from the January 29, 2022, trustees’ Literature Committee report:

The committee **agreed to forward** a progress report to the 2022 Conference Committee on Literature.

The committee acknowledged the working group's innovative outreach efforts and approach to story submissions.

Excerpt from the July 1, 2021 trustees’ Literature Committee report:

The committee discussed the 2021 advisory action regarding the pamphlet “A.A. for the Black and African American Alcoholic” stating that the pamphlet be updated to include fresh stories and a new title that is respectful and inclusive.

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The committee noted considerations of inclusivity such as French and Spanish language black communities, as well as the limited scope of population defined as “African- American,” such as the black community in Canada and the Caribbean.

The committee noted the importance of participation from members of A.A. from the primary target audiences in the process of updating this pamphlet. The chair requested that committee member, Vera F., establish a working group and lead the implementation of a process for the pamphlet update.

The scope of the working group on the update of the pamphlet “A.A. for the Black and African American” pamphlet is as follows:

- 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 selecting received stories.
- 5) Work toward development of a respectful and inclusive title.

The committee requested that the staff secretary support Vera’s efforts and that a working group progress report be provided at the October 2021 meeting.

2021 Conference Advisory Action, that:

The pamphlet “A.A. for the Black and African American Alcoholic” be updated to include fresh stories and a new title that is respectful and inclusive and that a progress report or draft pamphlet be brought back to the 2022 Conference Committee on Literature.

NOTE: A paragraph from the committee recommendation was moved to considerations by rule of the presiding Conference chair and is below:

2021 Conference Committee on Literature consideration

The committee expressed appreciation for the tentative plans outlined by the trustees’ Literature Committee to foster expedience with moving forward on revision of the pamphlet “A.A. for the Black and African American Alcoholic.” The committee noted the importance of involving members of the community from the intended primary audience of the pamphlet in the development of the pamphlet, including providing input for a title that is respectful and inclusive of members throughout the U.S. and Canada.

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Excerpt from January 30, 2021 TLC Meeting Report:

The committee reviewed a draft memo to the Conference Literature committee related to the request to update the pamphlet "A.A. for the Black and African-American Alcoholic." The committee **agreed to forward** the memo as part of the background of this committee which is already being forwarded for the agenda item under consideration by the 2021 Conference Committee on Literature.

Excerpt from the October 31, 2020 trustees' Literature Committee report:

The committee reviewed reports related to informing discussions on the request that the pamphlet "A.A. for the Black and African-American Alcoholic" be updated to include fresh stories and a new title that is respectful and inclusive.

The committee reviewed the Publishing department's report related to potential updating of the pamphlet which included input addressing content relevancy as well as approaches that might be most effective for attracting numerous personal stories.

The committee also discussed a progress report from the Subcommittee on the Possible Updates to the Pamphlet "A.A. for the Black and African-American Alcoholic," including that the subcommittee has also explored approaches which might be most effective for fostering significant amounts of submitted stories.

The committee noted the subcommittee's highlighting of working groups which are comprised of primary target audiences to inform discussions on updating pamphlets for those audiences. The committee agreed with the subcommittee's suggestion that for any prospective update, the consideration of an appointed consultant on the trustees' Literature Committee might be appropriate.

The committee noted that the unique procedures of the 70th General Service Conference resulted in this agenda item also being forwarded from the 70th Conference to the 71st Conference. The committee **agreed to forward** the report and background of this committee as background to the agenda item under consideration by the 71st General Service Conference.

Excerpt from the August 1, 2020 trustees' Literature Committee report:

The trustees' Literature Committee discussed the 2020 Conference Committee on Literature's recommendation that the pamphlet "A.A. for the Black and African-American Alcoholic" be updated to include fresh stories and a new title that is respectful and inclusive. This item did not receive enough time for a vote during the abbreviated 70th General Service Conference. The committee also discussed the placement of this item on its agenda as a result of a 70th General Service Conference Floor Action and subsequent forwarding of the item from the trustees' General Service Conference Committee to the trustees' Literature Committee. The committee discussed that the recommendation and Floor Action were both impacted

CONFIDENTIAL: 73rd General Service Conference Background

by agreed- upon procedures adopted for the unique, abbreviated 70th General Service Conference.

The committee agreed that while the recommendation was not voted on at the 70th General Service Conference, significant support was present for the pamphlet to be updated. The committee noted that the pamphlet in its entirety has not been updated since 2001. To inform discussions on the possible updating of this pamphlet, the chair appointed a subcommittee comprised of Nancy M., chair, Mike L. and Amalia C. to:

1. To explore what approaches might be most effective for reaching out to foster significant amounts of submitted stories for when the pamphlet update may be approved.
2. Gather shared experience to inform discussions for updating stories and making the pamphlet as relevant as possible.

The committee suggested that the subcommittee make use of working groups comprised of primary target audiences to inform discussions on possibly updating the pamphlet. The committee requested the subcommittee provide a progress report at the October 2020 meeting.

The committee also requested that the Publishing department review the pamphlet for relevant potential updating and provide a report at the October 2020 meeting.

Excerpt from June 26 memo regarding trustees' General Service Conference Committee Report

The trustees' Committee on the General Service Conference discussed the process it would follow for considering the floor actions. Most of the committee determined that the next stop for these items was the appropriate trustees committee to discuss. The following was agreed upon by the Conference to be considered:

Floor Action #4: The committee considered and **agreed to forward** to the trustees' Literature Committee the 70th General Service Conference floor action that "the pamphlet 'A.A. for the Black and African-American Alcoholic' be updated to include fresh stories and a new title that is respectful and inclusive."

NOTE: Agreed upon practices for the handling of Floor Actions at the 70th General Service Conference resulted in the following item being placed on the August 2020 Conference Literature committee agenda (see agenda item 28):

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Consider an item related to request to update the pamphlet “A.A. for the Black and African-American Alcoholic.”

Excerpt from 2020 Conference Literature Committee Report

Consider updating the pamphlet “A.A. for the Black and African-American Alcoholic.”

The committee recommended that the pamphlet “A.A. for the Black and African American Alcoholic” be updated to include fresh stories and a new title that is respectful and inclusive.

NOTE: Because the full 2020 Conference did not have sufficient time for discussion and vote on the committee’s recommendation, the item was forwarded to the 71st General Service Conference. This action was based on agreed upon practices for the 70th General Service Conference.

Excerpt from November 2, 2019 TLC Meeting Report:

The committee reviewed additional background and discussed the 2019 Conference floor action which resulted in an Advisory Action:

That the proposed floor action that “The pamphlet ‘A.A. for the Black and African-American Alcoholic’ be updated and a progress report and/or a draft be presented to the 2020 General Service Conference” be committed to the trustees’ Literature Committee.

The committee **agreed to forward** to the 2020 Conference Committee on Literature a request that the pamphlet “A.A. for the Black and African-American Alcoholic” be updated. The committee recognized the need for the pamphlet to be updated and looks forward to discussion at the 2020 General Service Conference.

Excerpt from July 27, 2019 TLC Meeting Report:

The committee discussed the 2019 Conference floor action which resulted in an Advisory Action:

That the proposed floor action that “The pamphlet ‘A.A. for the Black and African-American Alcoholic’ be updated and a progress report and/or a draft

be presented to the 2020 General Service Conference” be committed to the trustees’ Literature Committee.

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The committee requested the staff secretary explore additional background information to provide for the committee to review the topic further at the November 2019 meeting.

2019 Conference Advisory Action

Note: The following FLOOR ACTION resulted in an Advisory Action:

The proposed floor action that “The pamphlet ‘A.A. for the Black and African-American Alcoholic’ be updated and a progress report and/or a draft be presented to the 2020 General Service Conference” be committed to the trustees’ Literature Committee.”

NOTE: A motion to commit or recommit a recommendation (or floor action) is a procedural action. It does not approve or disapprove the recommendation under debate, nor does it mean that the recommendation will be implemented. The motion to recommit moves the discussion of the recommendation from the floor of the Conference to a trustee’s committee or corporate board.

Background:

1. January 2023 Progress Report
2. October 2022 Progress Report
3. Progress report working group on the update of the pamphlet “A.A. for the Black and African-American”
4. Compilation of background items from July 2019 to July 2021 related to the consideration to update the pamphlet, “A.A. for the Black and African-American Alcoholic” to be considered from trustees’ Literature Committee for the Conference Committee on Literature
5. Current pamphlet “A.A. for the Black and African-American Alcoholic” available on G.S.O.’s A.A. website: https://www.aa.org/assets/en_US/aa-literature/p-51-aa-for-the-black-and-african-american-alcoholic

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January 2023 Progress Report work group for update of the pamphlet “A.A. for Black and African American Alcoholic.”

Work group met on December 6, 2022, and January 3, 2023.

Final story selection:

The working group reviewed a spreadsheet with 37 stories rated five. The group preceded to vote on final selection of stories and was unanimous on 3 stories. Eight stories received 2/3 vote. After some discussion on rounding out the final selection, the group agreed to include one of the stories that received 2 votes. The stories selected reflect a wide range of experience and demographics.

The group agreed on suggestions for title, and introduction of pamphlet to be forwarded to AAWS Publishing department along with a design draft of the pamphlet made by one member of the working group.

In gratitude and service,

Vera F.
Chair Workgroup

October 2022 Progress Report: Workgroup for update of the pamphlet: “AA for the Black & African American Alcoholic”.

Following the July 2022 trustee Literature Committing meeting, the working group met via zoom on two separate occasions: 8.2.22 and 9.13.22

- *Irene gave the working group a preview of the page on aa.org featuring upload of members stories through the page “Submit Your Story” located on the A.A. website. The site includes automatic signing of copyright. The working group agreed this will be a useful tool and looked forward to including this information in our outreach efforts to members.*
- *The PowerPoint used for writing workshops was updated to include more information on the copyright process.*
- *Writing workshops were held on August 13th in A07 and A54. On Sept 30th in A19 and Oct 1 in A29. These virtual and in person writing workshops offered opportunities for direct engagement with members. They provided not only an opportunity to gather feedback and stories from members, but they also help to inform them about the conference process/structure, which also led to discussing Concepts, particularly Concepts 1, 4, and 6.*
- *Thirty-three stories have been submitted.*

Most of the work this quarter focused on the following:

Rating tool:

- *We reviewed the initial rating tool used to establish the criteria that the working group will use in rating stories.*
- *The rating tool includes diversity of background, gender identity, culture, etc.*
- *The rating tool will help us create a “keepers” list and help capture a wide range of experiences.*

Reading submitted stories:

The working group prepared for the first read and evaluating of stories by reading and discussing 3 stories from the current pamphlet “AA for the Black & African American Alcoholic”. This exercise was helpful and produced a robust discussion on what makes a good story. Consensus was the goal of the pamphlet is reaching today’s newcomer alcoholics through a wide range of experience, strength, and hope. Noting that if a story does not have experience, strength, and hope then the story does not meet the goal of the pamphlet.

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First pass reading of 15 stories submitted members were given 15 stories to read and rate them using the rating tool. A “keepers” list was created for a second review. This process will be repeated with stories submitted between now and the Oct 31st deadline.

Goals for next quarter

- *Continue gathering stories*
- *Another round of announcements to members: Memo to Conference, Meeting guide app, Literature Chairs, Intergroups/Central Offices*
- *Review and finalize list of stories for publishing*
- *Send chosen stories to the Publishing Dept by December 2022*
- *Discuss possible titles, format, design, and introduction for consideration by Publishing Dept.*

The subcommittee expresses its gratitude to the trustees' Literature committee for this opportunity to serve.

Oct 2021 Progress Report: Workgroup for update of the pamphlet: AA for the Black & African American Alcoholic

Process:

In Aug of 2021 the Workgroup for the update of the pamphlet: AA for the Black & African American Alcoholic was formed. The workgroup consists of 7 AA members representing a variety of ethnic, geographic, linguistic and age perspectives. These members are well acquainted with the pamphlet's target audiences. The workgroup met via zoom on 9.7.21 & 10.6.21.

9.7.21

- welcome, introductions, the group reviewed the scope of the workgroup
- Identified who the pamphlet is for: Black Alcoholics, Black people who are potential alcoholics or questioning if they are alcoholics. Black professionals who come in contact and/or work with black alcoholics, AA members who work with/sponsor black alcoholics.

The work group used the following set of questions for discussion and feedback:

Questions to consider regarding the pamphlet, A.A. for the Black & African American Alcoholic:

- **What general or specific types of experience or expression are missing from the pamphlet?**
- **Are there any specific issues or topics that are not adequately addressed in this pamphlet that would be helpful to include in a revised version?**
- **Does the pamphlet provide the kind of identification necessary to relate individually to Black alcoholics and to resonate within the Black community in general?**
- **Does it adequately reflect the experience of Black alcoholics/members of AA?**
- **Is the pamphlet relevant to today's AA audience?**
- **Does it adequately reflect the experience of Black alcoholics/members of A.A.?**

- **Are there any specific issues or topics that are not adequately addressed in this pamphlet that would be helpful to include in a revised version?**
- **New title? Any suggestion for a new title?**

10.6.21

Outreach for stories beyond the service structure:

The workgroup members discussed broadly the topic of outreach for stories beyond the service structure and recognize that to reach a broader segment of Black AA members nontraditional methods of communication may be necessary. The group discussed strategies for outreach to AA members beyond the service structure. Some of these include attending meetings and events in BIPOC communities, outreach to the eight national and longstanding fraternities and sororities at the alumni level and through their corporate offices, and Black churches

The workgroup agreed that the call for stories should also include local and area PI, C.P.C., Accessibilities, Archives, Treatment-Remote Communities and Corrections committees, Local A.A. Central Offices/Intergroups and Grapevine/LaVina Magazine.

Workgroup leader will contact Regional Forum Chair to see how to go about getting a couple of writing workshops for the revised pamphlet AA for Black and African American Alcoholic on the schedule of these local forums. This method was used in gathering stories from Spanish Speaking women in AA in the creation of that pamphlet. We would like to do the same thing.

Call for stories

Responses from the questionnaire helped in creating a list of the type of diverse stories and broad background that reflect the Black communities

The workgroup looked at a few examples of call for stories

The workgroup agreed on a tentative date to initiate call for stories in January 2022.

The workgroup expresses its gratitude to the trustees' Literature committee for this opportunity to serve.

Final Report

“Reaching Out to African-American Alcoholics”
October 28, 2018

Background:

On two separate occasions in two separate locations, Rich P., Northeast regional trustee and Carole B., general service trustee, were approached by A.A. members asking that the General Service Board do something to help suffering African-American alcoholics. (The most recent 2014 Membership Survey estimates that only 4% of A.A. members are black, while white membership is estimated at 89%.) Rich and Carole discussed their separate conversations and decided to conduct a conference call with a number of African-American members within the service structure, reaching out to black members currently serving as delegates, G.S.O. staff, trustees, past trustees, and including Ed and Mac, the members who approached Rich and Carole. Conference calls were held on June 12, June 24 and July 22, 2018.

Some of the findings of this group dovetail with the G.S.B. Strategic Plan. Within this report, the group suggests actions that will help reach African-American alcoholics. When these actions are in line with actions outlined in the G.S.B. Strategic Plan (“Strategic Plan”), it is so noted. The actions of the Strategic Plan that are related to this work are listed at the end of this document.

[Item P1.2 of the Strategic Plan relating to contacting Area delegates to identify underrepresented sectors of the A.A. population in their Areas was exercised relative to the African-American A.A. community by the formation of this informal work group.]

Within the Fellowship:

In some places, meetings are segregated. In others, there are very few black members in meetings. Comments from the group covered a number of perspectives:

1. “In many meetings, including service events, I’m the only black person in the room.”
2. “I got sober in an all-white group.”
3. “We focus on white professionals and don’t consider black professionals.”
4. “The G.S.B. membership reflects what the fellowship looks like.”
5. “There have only been eight black trustees in A.A.’s 80 years.”
6. “I was so happy to meet Elaine McD. when she was chair. I went home and told my home group that a black woman was chair of the General Service Board. I was so excited.”
7. “I was shocked that my area elected a black person as their delegate.”
8. “As a black area delegate, I have not been invited to districts to give my report because of my color.”

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Racism exists within the meetings of A.A. When it is brought up, people often say it is an outside issue; yet members being mistreated, called names based on their skin color, is an inside, not outside, issue.

Reaching Newcomers:

Some things were noted that could be done to reach out to African-American alcoholics, some as simple as welcoming black people at all A.A. meetings, trying to make them feel more comfortable.

Additionally, many African Americans are lifelong members of sororities and fraternities. There are eight national and longstanding black fraternities and sororities. At the alumni level, these groups, through their corporate offices, historically have involved themselves in matters of deep concern to black people. (P1.4).

Alpha Phi Alpha Fraternity: <http://www.apa1906.net/>
Alpha Kappa Alpha Sorority: <http://www.aka1908.com/>
Kappa Alpha Psi Fraternity: <https://kappaalphapsi.org/>
Omega Psi Phi Fraternity: <http://www.oppf.org/>
Delta Sigma Theta Sorority: <https://www.deltasigmatheta.org/>
Phi Beta Sigma Fraternity: <http://phibetasigma1914.org/>
Zeta Phi Beta Sorority: <http://zphib1920.org/>
Sigma Gamma Rho Sorority: <http://www.sgrho1922.org/home>

This would be a natural resource for sharing information about Alcoholics Anonymous.

Reaching Professionals (CPC) & Using Public Information (PI) Sources (Items P1.4 and 4.2 of the Strategic Plan):

Alcoholics Anonymous needs to build ongoing and consistent relationships with black pastors and social workers, working with the following organizations and others:

National Bar Association
National Associations of Black Social Workers
National Medical Association
National Hispanic Medical Association
Association of Black Psychologists

Reaching out to black media outlets, e.g., radio, TV, and print, to carry the A.A. message, would also provide greater contact and awareness of A.A. within the African-American community.

Here are examples of the top ten African-American Influenced Radio and TV Stations:

<https://www.cision.com/us/2012/06/top-10-african-american-influenced-radio-stations/>
<https://www.steveharveyfm.com/>
https://en.wikipedia.org/wiki/Tom_Joyner_Morning_Show

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<https://www.bet.com/>
<http://www.oprah.com/app/own-tv.html>.

Getting involvement from Class A trustees, especially but not exclusively the African-American and other minority members of same (both past and present) is vital in the CPC/PI context.

Conventions:

The Hispanic membership and YPAA conventions are enthusiastic. Some thought has been given to having a convention for African-American A.A. members. On a broader scale, however, efforts should be made at all A.A. events to include black A.A. members and nonalcoholic friends of A.A. as speakers/panelists.

A.A. Literature:

As part of the current initiative to ensure that A.A.W.S. Conference-approved literature is accessible to all (i.e., those with visual, auditory and learning challenges), G.S.O. staff is looking at how our literature could be more inclusive. For example, the pamphlet "A.A. for the Black and African-American Alcoholic" has not been revised since it was originally published in 2001. Additionally, a number of CPC, PI, and other pamphlets could be updated to be more inclusive.

It was also discussed that the Big Book, *Alcoholics Anonymous*, is in part disconcerting to many black people. (Some use the Akron Central Office pamphlet "A Guide to the Twelve Steps of Alcoholics Anonymous" rather than the Big Book.)

Regional/Special Forums:

Much discussion has been had about Special Forums and it is not clear that this is the best option for expanding the discussion of diversity and inclusivity. The G.S.O. staff suggested it might be better to have ongoing inclusivity workshops at Regional Forums. (Item P1.6 of the Strategic Plan)

Spotlighting the Topic of Diversity and Inclusivity within the Fellowship:

Use *Box 4-5-9* and *AA Grapevine* to include ongoing columns on diversity and inclusivity, specifically stating that this is not an outside issue and affects us reaching the still-suffering alcoholic. Racism, gender identification, sexism, religion and related barriers are outside issues except as they relate to Twelfth Step work.

AA Grapevine has run stories from African-American members, some of which do speak of issues of fitting in or inclusion. In the last few years, *Grapevine* has run at least two special issues dealing specifically with diversity which included African-American members. The editors are very conscious that African-American members

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be pictured as often as possible in photos and illustrations. (Item P1.7 of the Strategic Plan)

Another action step would be to ask for presentations or workshops at the General Service Conference to discuss the topic of inclusivity.

Additionally, text could be added within the pamphlet “The A.A. Group” to discuss how groups could be more inclusive (i.e., add to suggested questions under group inventory).

From G.S.B. Strategic Plan

Goal 1: The A.A. Fellowship will become more inclusive and accepting, and thereby A.A. will experience an increase in membership as more people are introduced to recovery.

- P1.1: The G.S.B. will bring an inclusivity focus to all aspects of our services. The G.S.B. will suggest each service committee and the two affiliate boards will first undertake an inventory of its materials and services with an eye toward inclusion and acceptance.
- P1.2: The G.S.B. will contact Area delegates to identify underrepresented sectors of the A.A. population in their Areas.
- P1.3: The G.S.B. will suggest to A.A.W.S. that it make electronic versions of select foreign-language pamphlets available on aa.org and allow them to be made available on Area websites (or linked from).
- P1.4: The G.S.B. will pursue relationships with professionals who work with ethnic/cultural groups that are underrepresented in A.A. as a proportion of population and will encourage the Fellowship to do likewise.
- P1.5: The G.S.B. will suggest to the General Service Conference that they utilize Conference time to focus on how the fellowship can engage in sustained outreach with diverse populations as part of doing service.

Goal 4: Identify new places and audiences to bring the A.A. message of hope:

- P4.2: The G.S.B. will request management and staff to analyze staffing and responsibilities, and suggest to G.S.B. a list of potential events that a trustee or nontrustee director might attend. This should include identifying and contacting leadership of professional organizations.

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9.13.19 Memo with member letter from G.S.O. Executive Editor regarding the pamphlet "A.A. for the Black and African-American Alcoholic"

I wanted to pass along the attached commentary regarding the pamphlet "AA for the Black/African American Alcoholic." It was provided by one of the freelance copyeditors (an A.A. member and an African American) who worked on the editorial review and reprinting of this pamphlet a year or so ago when we redesigned the cover.

It would seem to be pertinent background material as the trustees' Literature Committee grapples with the question (per Conference request) of whether or not to revise and update this pamphlet.

If you need contact details or any other information, please let me know.

Many thanks,
Ames

February 27, 2018 Letter from member to G.S.O. Executive Editor regarding the pamphlet "A.A. for the Black and African-American Alcoholic"

Hey Ames,

I have two concerns:

1) Style for African Americans many publications hyphenate this when it's an adjective, and they leave it open when it's a noun.

African=American, adj.
African American, noun

2) And here, I hope I'm not overstepping. When it comes to racism, AA is better than most American institutions. But it is part of the system and does reflect society at large.

For instance, look at AA governance: NTIG, no people of color. And I don't know the minutes at GSO, but I don't recall seeing many on my Friday tour.

And sometimes Black folks do face discrimination in white meetings: They are ignored, made to feel unwelcomed, or sometimes a speaker will make snide remarks about race (this actually happened to me on the East side).

Black folks don't allow racism and discrimination to run us away, but we have to deal with these issues in the Fellowship.

My two cents' worth –
Jamie

Distribution Numbers P-51 AA for the Black/African- American Alcoholic	
2005	
2006	27,140
2007	27,238
2008	28,801
2009	24,319
2010	23,421
2011	19,000
2012	26,580
2013	23,987
2014	21,677
2015	19,359
2016	16,869
2017	18,800
2018	18,612
2019 - July	10,012
Total Distribution 2005 - 2019	305,815

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November 2, 2019 email from CPC assignment regarding request to update the pamphlet "A.A. for the Black and African-American Alcoholic"

This year, I visited several C.P.C. exhibits: American Society of Addictions Medicine, Association of Blacks in Criminal Justice, American Society of Addiction Medicine, and The American Corrections Association. I also attended The Bridging the Gap Weekend Workshop in Sacramento, CA. I took the opportunity to ask people their thoughts on if updating this pamphlet would be helpful. The answer was yes:

- Professionals familiar with the pamphlet felt it was long overdue, and asked for strong examples of successfully staying sober in A.A. One professional said that anything we can do to give hope. A.A. does come to a facility, but most of them are white but most of the people in my facility are not.
- An A.A. member, also an African-American, who volunteered at a C.P.C. exhibit said that we are not pushed out, but not welcomed in either, and new stories sharing how to get through all that would be great. I retired here and know what I have to do to stay sober, but what about the new guy or gal?
- One C.P.C. chair shared that new stories would be a great opportunity for participation. She told me that she **wanted** to ask African-Americans in her district, (following the Box 459 article) but could not find anyone in the area to talk to. Instead she had to go to N.A. meetings in her district, and there were many African-American and Hispanic people. She learned that most African-Americans felt they were Alcoholics, but were going mostly to N.A. because people were friendlier and helpful.

In my experience on the C.P.C./TF assignment, I believe that the heart of A.A. is in our handshake. I share this pamphlet with the professional community. This one is woefully out of date, and could send a mixed message to professionals from underserved communities.

Diana L.

Diana L., Coordinator

Cooperation with the Professional Communities

212-870-3107 cpc@aa.org

<https://www.aa.org/>

https://www.aa.org/pages/en_US/information-for-professionals

Part I:

Trustees' Literature Committee History and Actions: "A.A. for the Black and African Alcoholic" Pamphlet

January 29, 2000 Trustees' Committee on Literature:

Pamphlet for the Black/African American Alcoholics

Jim C., chair of the subcommittee, reported that the subcommittee received 34 stories for the proposed pamphlet and was pleased with the wide variety of experience reflected in term of gender, age, location and background. The subcommittee agreed to forward 15 stories to the Publications Department for editing. The subcommittee will probably receive the edited stories in May for review. The trustees' Literature Committee anticipates seeing a rough draft of the pamphlet at the July meeting. A progress report will be prepared for the Conference Literature Committee for their consideration in April.

July 29, 2000 Trustees' Committee on Literature:

Pamphlet for the Black/African American Alcoholics

Jim C. reported that the subcommittee working on a pamphlet for Black/African American alcoholics met by conference call on Tuesday, July 11 to discuss the 14 edited stories they had received for review. They discussed the stories in a general way and agreed that the stories are in need of additional editing. Some specific suggestions were passed on to the Publications Department. The subcommittee looks forward to receiving reworked stories in September which will allow time to study the stories and discuss them through another conference call prior to the October meeting of the trustees' Literature Committee.

October 28, 2000 Trustees' Literature Committee:

Pamphlet for Black/African American Alcoholics

David S., subcommittee chair, reported that the subcommittee working on a pamphlet for Black/African American alcoholics met by conference call on Monday, October 23, 2000 to discuss reworked stories. There was agreement that the stories are vastly improved. The subcommittee will forward suggestions for some additional and minor copy editing and for cutting some proposed stories to the Publications Department. The Publications Department will present a manuscript including the final stories and introductory text which will reflect the content of the final selected stories for discussion at the subcommittee's next conference call.

The committee chairperson will send a letter to Tony H. thanking him for his incredible contribution to the reworking of these stories.

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January 27, 2001 Trustees' Literature Committee:

Pamphlet for Black/African American Alcoholics

David S., subcommittee chair, reported on committee activities to date and the time sequence involved in presenting a draft manuscript to the trustees' Literature Committee.

The committee agreed to forward the draft pamphlet for the Black/African American Alcoholic as presented with one revision, deletion of the section titled "You're Needed Here" in the proposed introduction.

This draft manuscript will be forwarded to the 2001 Conference Literature Committee on a "for-their-eyes-only" basis adhering to the principle of the "right of decision," and not brought forward for any other general distribution until publication.

Three letters expressing opposition to this pamphlet received before January 15, 2001 will be forwarded to the Conference Literature Committee.

January 27, 2007 Trustees' Literature Committee:

"Can A.A. Help Me Too? Black/African Americans Share Their Stories"

The committee discussed and agreed to forward a suggestion that the title of the pamphlet "Can A.A. Help Me Too?" subtitled 'Black/African Americans Share Their Stories' be changed to "A.A. and the Black/African American Alcoholic" to the 2007 Conference Committee on Literature for consideration.

July 28, 2007 Trustees' Literature Committee:

2007 Conference Advisory Actions and Additional Committee Considerations: The committee reviewed the 2007 Conference Advisory Actions and Additional Committee Considerations from the Conference Committee on Literature. Publications director, Chris C., reported the following:

- The pamphlet title "Can A.A. Help Me Too?" has been changed to "A.A. for the Black and African American Alcoholic," and is available.

Part II

Conference Literature Committee Advisory Actions and Committee Considerations: “A.A. for the Black and African American Alcoholic” Pamphlet

1999

It was recommended:

A draft copy of a pamphlet directed to the Black/African American alcoholic be developed and brought back to the 2000 Conference Literature Committee for review.

2000

Additional committee consideration:

The committee reviewed the trustees’ Literature Committee’s progress report on the development of a pamphlet for Black/African American alcoholics, expressed appreciation for the wide net cast to obtain stories and looks forward to reviewing a draft of the proposed pamphlet at 2001 General Service Conference.

2001

It was recommended:

The pamphlet “Can A.A. Help Me Too?- Black/African Americans Share Their Stories” be approved.

Additional committee consideration:

In order to give the General Service Office Publications Department adequate time to collect releases from the authors of the stories in the pamphlets “Can A.A. Help Me Too?- Black/African Americans Share Their Stories” and “A.A. for the Older Alcoholic- Never Too Late,” the committee agreed that these pamphlets remain confidential until publication.

2007

It was recommended that:

The title of the pamphlet “Can A.A. Help Me Too?” subtitled “Black/African Americans Share Their Stories” be changed to “A.A. for the Black and African American Alcoholic.”

G.S.O. Archives/2019

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1.30.21 Memo with attached background from the trustees' Literature Committee to the 2021 Conference Literature Committee

MEMO

January 30, 2021

From: The trustees' Literature Committee (TLC)

To: The 2021 Conference Literature Committee (CLC)

RE: Consider update to the pamphlet "A.A. for the Black and African-American Alcoholic"

This correspondence is to provide additional context to the background submitted for the 71st General Service Conference related to the consideration of whether or not to update the pamphlet, "A.A. for the Black and African-American Alcoholic."

The trustees Literature Committee in 2020-21 agreed that while the update was not voted on during the 70th General Service Conference, significant support was present for the pamphlet to be updated. The unique procedures for the 70th Conference, developed to contend with the global pandemic, resulted in a lack of time for a vote.

Support was reflected, in large part, by the 2020 Conference Literature Committee's recommendation to update the pamphlet to include fresh stories and a new title that is respectful and inclusive. Conference support was also demonstrated in the floor action to update the pamphlet not being declined, which resulted in the proposed agenda item returning to the TLC.

Following the Conference, the TLC agreed to continue exploring the need and approaches for a possible update of the pamphlet. These efforts were undertaken without any presumed outcome of the 71st General Service Conference. Also, the TLC moved forward with full understanding and acknowledgement that the decision of whether or not to update the pamphlet lies within the purview of the Conference.

To support the informed group conscience discussions for the 71st General Service Conference, the TLC is forwarding background from its efforts during the past year. This background includes reports with input gathered to address content relevancy of the pamphlet, as well as approaches that might be most effective for attracting numerous personal stories in the event that there is a Conference Advisory Action for an update.

Thank you for your consideration and service!

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10.31.20 Progress report from the 2020-21 Subcommittee regarding the possible update of the pamphlet “A.A. for the Black and African-American Alcoholic”

Excerpt from the subcommittee’s September 10, 2020 meeting report

The subcommittee discussed its scope and the general context of the agenda item under consideration.

The subcommittee discussed practices and possibilities for approaches to attract more voluminous sharing of experience, strength and hope. The subcommittee reviewed the development process for the pamphlet for Spanish-speaking women in A.A.

Once stories were submitted, sixty in total, Amalia C. envisioned Spanish-speaking women from each region in the U.S. and Canada to serve on a working group to review and suggest stories for selection to include in the pamphlet.

Amalia reached out for participation, including by attending an A.A. Conference for Spanish-speaking women, in order to attract eight women to serve the working group. Ultimately, four women helped with reading and suggesting stories for selection. Amalia developed a rating grid with relevant categories which was reviewed used a rating grid with review categories which was developed by Amalia and agreed upon for use by the working group.

The working group compared ratings and discussed in a group conscience which stories to forward as suggestions to the trustees’ Literature Committee. Some of the stories were fully agreed upon to forward, while others were partially agreed upon and forwarded so more stories than likely will be in the pamphlet at publication are being forwarded. Amalia noted that art work was also submitted and forwarded but not noted for inclusion.

The subcommittee discussed the consideration for A.A. members from the pamphlet’s target audience to be involved in each part of the update process.

The subcommittee discussed next steps including the need to identify a process in terms of how we would get a request out for shared experience in more effective ways for the audience intended to be reached, as well as eventual formats in which the content might be published. The subcommittee discussed possible avenues and platforms that might be specific to members in the African American community for attracting their sharing of stories. The subcommittee agreed to continue discussions at the next meeting.

The subcommittee chair requested the staff secretary forward the A.C.M. nominating procedure to her and the subcommittee agreed to consider the nominating procedure for appointing and A.C.M.

Subsequent conversations were held with David N., Chair of the Literature Trustee Committee and Michele G., General Service Board Chair, and it was suggested that the subcommittee review the Nominating Committee procedure on Consultants. The subcommittee chair requested the staff secretary forward the procedure as background for the subcommittee’s next meeting.

Excerpt from the subcommittee’s September 30, 2020 meeting report

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The subcommittee discussed nominating procedures for selecting consultants. The subcommittee agreed that a consultant for the possible updating of the pamphlet would be helpful for:

- Researching and identifying processes and platforms for requesting shared experience to attract more voluminous sharing of experience, strength and hope from within the identified population for the pamphlet.
- Developing ideas to obtain relevant content that may include written stories as well as additional tools for effectively carrying the A.A. message
- Identifying a diverse working group (by age, gender, geography, etc.) to review content which eventually will be gathered as shared experience.

The committee noted that any possible selection of a consultant would be pending the decision by the 2021 General Service Conference of whether or not to update the pamphlet.

The subcommittee discussed next steps and agreed to present a progress report to the trustees' Committee on Literature for discussion and suggestions for the process going forward.

10.31.20 Pamphlet review report from the Publishing Department regarding the possible update of the pamphlet "A.A. for the Black and African-American Alcoholic"

"A.A. for the Black and African-American Alcoholic"

Editorial Review and Commentary

Submitted by Ames S. GSO Executive Editor
October 2020

This pamphlet, now under consideration for revision, has been a part of A.A.'s collection of literature focused on special populations since 2001. It was first introduced to the Fellowship under the title, "Can A.A. Help Me Too? -- Black/African Americans Share Their Stories" in 2001 and was retitled in 2007 to the current version. It follows a practice of special-interest pamphlet production, covering different segments of the A.A. population such as women, young people, Native North Americans, LGBTQ, those with mental health issues, older alcoholics, agnostics and atheists, those with accessibility issues, inmates and members of the armed services.

In order to effectively update this pamphlet, a review of its current status and relevance to the community it is intended to serve was informally undertaken, with responses offered by a number of A.A. members, among them GSO staff and administration and a freelance editor working for the Publishing department. All of the respondents are people of color.

In summary, the principal points that should guide the revision:

- The pamphlet needs new stories, reflective of the broad diversity of experience within the black community -- preferably shorter and in greater number;
- The stories need to speak to today's Fellowship in language that is forthright and accessible to "modern day" readers;
- The stories should not shy away from the difficulties often faced by black A.A. members in attending A.A. meetings, service events and other aspects of the Fellowship.

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Below are responses from three readers, and attached are a Grapevine story that is referenced in one of the responses and an historical look at "Carrying the Message in the Black Community" (a GSB General Sharing Session presentation from 1986).

Some other comments provided by readers:

The pamphlet needs to underscore these main ideas:

1. Alcoholic Black people have the same emotions as alcoholic white people. Alcoholic Black people have the same disease of alcoholism as do alcoholic white people.
2. A.A. members can carry the message and work with Black people who are new to A.A. Instead of letting a pamphlet stand on a rack, or maybe just a handshake, the majority of the A.A. fellowship needs to give a hand that remains extended out, one day at a time.
3. The Fellowship needs to demonstrate that we get there is a problem and need to do more.
4. The stories need to impart personal experiences getting sober and staying sober even when white people were not welcoming or ignored them. If white people were welcoming and inclusive, how did they deal with that? Did they go to meetings where everyone looked like them or were they the only one? or few?
5. There is a reluctance of some Black /People of Color A.A. members to affiliate in the service structure. The uneven Triangle - Although we have Traditions and long-term sobriety, we do not approach all newcomers from different skin tones, cultures and backgrounds to make sure they are involved in all aspects of the Fellowship.

As progress develops on the revision of this pamphlet, we need to make sure to reach out broadly within the Black A.A. community for additional input and shared experience. As noted in the comments, it has been a long time since this pamphlet was updated and much has changed, both within the A.A. community in general and the Black community in particular. We need to reflect those changes and offer Black alcoholics a meaningful and enduring pathway to recovery.

Submitted by B.B.

A.A. for the Black and African American Alcoholic

- Is the pamphlet relevant to today's audience?

The stories are real and may reflect the disease of alcoholism. I am not sure if these stories would resonate with today's audience.

- Does the pamphlet provide the kind of identification necessary to relate individually to Black alcoholics and to resonate within the black community in general?

The pamphlet does provide identification to me. Being an African-American woman mid-sixties from Southwest Tennessee. The era I was raised in was the sixties/seventies. My story is very similar to most stories in the pamphlet. The younger generation may not relate

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to those (dated) stories. The younger generation's experiences internally might be the same. The experience itself (identification) may differ.

- Does it adequately reflect the experience of Black alcoholics/members of A.A.?

The pamphlet does not reflect a wide range or broader diversity of Black/African- Americans in A.A. Such as, Professionals, Ministers, Inmates, Sexual orientation, ethnic -- a wider range of the culture who found sobriety.

- Are there any specific issues or topics that are not adequately addressed in this pamphlet that would be helpful to include in a revised version?

The stories always end similarly. Many come being dually addicted. Some found A.A. through Detox, Treatment. Correctional, jails. Some were offered other fellowships.

- Any suggestion for a new title?

People Like Me (from the Grapevine Issue August 2019)
Experience, Strength and Hope: People of Color

Submitted by C.C.

African American Alcoholic

- Is the pamphlet relevant to today's AA audience?

Although the themes of the stories are real and many of the stories might be reflective of alcoholics who are older, I do not know if these stories would resonate with today's AA audience.

- Does the pamphlet provide the kind of identification necessary to relate individually to Black alcoholics and to resonate within the Black community in general?

This pamphlet provides identification to me. I'm a 68 year old, Midwestern (southern), heterosexual, product of the sixties who attended both segregated and integrated institutions. I found exact pieces of my story in almost every one of the stories in the pamphlet. I question whether younger alcoholics would have the same external experience although the core experience might be the same.

- Does it adequately reflect the experience of Black alcoholics/members of AA?

A number of the stories appear similar. The pamphlet doesn't have stories about blacks who have a non-conforming sexual orientation, racial view, profession, age, ethnic, geographic or cultural background. Also blacks who got sober in prison, black upper middle class drunks, blacks who were going to church, mosque, etc. In general, a wider diversity of background.

- Are there any specific issues or topics that are not adequately addressed in this particular pamphlet that would be helpful to include in a revised version?

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Experiences of black alcoholics always end well in the pamphlet.. Many black alcoholics are not welcomed in AA and are rerouted to Narcotics Anonymous, especially in the prison system.

- Any suggestions for a new title? *Working on some suggestions.*

Submitted by J.B.

Is the pamphlet relevant to today's AA audience?

I hadn't thought of this before, but "relevant to today's AA audience" is a notion that should be applied to all AA literature. And this pamphlet probably is not relevant to anybody under 60. We Baby Boomers all had similar experiences: boys singing on the street corners, girls giggling and anxious about going to parties, parents having weekend parties that allowed us to cadge drinks the next morning—and in some cases, even while the party was going on. I'm not sure that my 40- and 50-year-old friends had similar experiences growing up. My 44-year-old son grew up with the drunk parents, but his social life was waaay different from his older sister's and from his parents. Those electronic games, their music—almost a different culture.

Since the early 2000s, this world *really* has changed. And I think technology has changed us: We no longer live the way we used to. This pamphlet doesn't speak to how computers and technology have increased our isolation. I don't know if it's appropriate to bring this up, but to me there's one important, sad, and destructive aspect of technology that's seldom spoken of openly: I'm pretty sure drinking/drug use, computers, and pornography comprise the "social" lives of many, many people. I have two male friends whose lives have been emptied of nearly anything else. One of them surely has issues with alcohol (I know because I used to drink with him), but any mention of AA ends the conversation. I'm willing to bet that this particular illness (?) with technology applies to men of all races—I just wonder if it's affecting Black guys more. Usually everything does. As I said, this probably isn't the place for me to have brought this up. But it's true.

So. How can the harmful side of technology and its influence on us be conveyed in our literature? I have no idea, especially because things are changing so fast. I just know that I (at 73) identified with several of the pamphlet's current stories. My early drinking years had similar features to theirs. But I wonder whether my younger friends in AA would be interested in them. [Hope you're getting responses from some younger Black people.]

Does the pamphlet provide the kind of identification necessary to relate individually to Black alcoholics and to resonate within the Black community in general?

Does it adequately reflect the experience of Black alcoholics/members of AA?

I think the personalities and backgrounds were varied and did cover many of the ways we live the "Black experience."

What did not resonate for me was their collective AA experience. I can only speak for myself, but I have attended all-White meetings where I encountered a general lack of interest. And then there were times at a couple of (East Side) meetings that I have felt a coldness and a stand-offish attitude, not-quite-open hostility. I have been stared (glared) at and treated as an outsider. But that does *not* happen often. The White folks I have met over the years nearly always have been welcoming and have tried to make sure that I felt comfortable. They seemed genuinely

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interested in me. (It's just that after five years in the program, I had the urge to be around people who look like me. My sponsor [who is White] sent me to St. Nicholas.)

I think, however, that if the pamphlet is supposed to represent our real experiences, the issue of discrimination and non-acceptance has to be addressed.

I know I'm not the only person who has had not-so-wonderful AA encounters. Seems disingenuous not to acknowledge that they exist. And at some point, somewhere (probably not here though), we have to address the scarcity of African Americans in General Service. We Black AAs cannot place all the blame on our fellow White AAs. We need to be doing a lot more as well.

What general or specific types of experience or expression are missing from the pamphlet? Are there any specific issues or topics that are not adequately addressed in this particular pamphlet that would be helpful to include in a revised version?

Would it be a good idea to include the experiences of gay Black men and women? I've never thought to ask my gay friends whether they were ever made to feel "less than" after they joined the fellowship. Which is weird, because I just lost a very dear friend, a gay man—we often talked about racism but I don't recall discussions about racism within AA. And he never said anything about discrimination because of his sexuality. Wish I had thought of it....

New title?

No ideas. If I get one, I'll send it to you. Quick.

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2023 Conference Committee on Literature

ITEM F: Review progress report regarding update of the pamphlet “A.A. for the Native North American.”

Background Notes:

Excerpt from the January 28, 2023, trustees’ Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a progress report on the update of the pamphlet “A.A. for the Native North American.”

Excerpt from the October 29, 2022, trustees’ Literature Committee report:

The committee received a report on the update of the pamphlet “A.A. for the Native North American” that shared the creation of the working group and their first meeting, noting that the members of the group represent a wide diversity from the indigenous communities of US and Canada, and that their outreach efforts would include members of the community in Hawaii, New Mexico, Oklahoma, and Canada, among others. The committee appreciated the ongoing work and looks forward to a progress report at the January 2023 meeting.

2022 Conference Committee on Literature Considerations:

The committee reviewed a progress report on the update of the pamphlet “A.A. for the Native North American.” The committee requested that a progress report or draft pamphlet be brought back to the 2023 Conference Committee on Literature.

Excerpt from the July 30, 2022, trustees’ Literature Committee report:

The committee received a verbal update regarding the pamphlet “A.A. for the Native North American” and the progress to date. The committee looks forward to reviewing a progress report at the October 2022 meeting.

An appointed committee member (ACM) has been selected and the candidate’s name has been forwarded to the trustees’ Nominating Committee for review and submission to the full General Service Board.

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Excerpt from the January 29, 2022, trustees' Literature Committee report:

The committee reviewed the progress report regarding the pamphlet "A.A. for the Native North American" and requested that an appointed committee member (ACM) be named to move forward the pamphlet revision process including the call for stories.

The committee also requested that the topic be placed as a standing item on future committee agendas. The committee acknowledged that the Hawaiian indigenous community is part of the Native North American population, and that the pamphlet revision could include stories focusing on a broad representation of indigenous people.

Excerpt from the July 1, 2021, trustees' Literature Committee report:

The committee discussed the 2021 advisory action regarding the pamphlet "A.A. for the Native North American Alcoholic."

The committee noted the importance of participation from members of A.A. from the primary target audience in the process for updating this pamphlet.

To support a potential committee consultant and working group, the committee requested that the Publishing department gather background material including distribution rates of the pamphlet as well as written reviews for suggested improvements to the existing pamphlet from members of the primary target audience. The committee requested that Carolyn W., Irma V. and Marita R. be asked to share connections with A.A. members from indigenous communities and nations throughout the U.S./Canada service structure.

The committee requested that the Publishing department provide a progress report and that the secretary include background material for review during the October 2021 meeting.

2021 Conference Advisory Action:

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

Note: This Advisory Action stemmed from a Floor Action.

2021 Conference Committee on Literature consideration:

The committee considered the request to update the pamphlet "A.A. for the Native North American." The committee noted its extensive agenda load resulting in part from the pandemic-affected 2020 General Service Conference. Rather than rush

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through agenda items, the committee agreed to request that discussion on this item continue with the trustees' Literature Committee and that consideration be made to forward the item to the 2022 Conference Committee on Literature.

Excerpt from the January 30, 2021 trustees' Literature Committee report:

The committee considered updating the pamphlet, "A.A. for the Native North American," and noted the need for an overall update including ensuring that the language is respectful and more effective at carrying A.A.'s message. It was recognized that research will likely be necessary for a comprehensive revision.

The committee **agreed to forward** the item to the 2021 Conference Committee on Literature.

Background:

1. January 2023 Progress Report
2. October 2022_NAP Progress Report
3. 2021 Publishing Department Progress Report
4. 12.2.20 Email from Area 79 Delegate related to motion passed to request update of the pamphlet "A.A. for the Native North American."
5. Area 79 Request to consider updating the pamphlet "A.A. for the Native North American."

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Progress report working group regarding update of the pamphlet
“A.A. for the Native North American.”

The Trustees' Literature Committee Appointed Committee Member (ACM) Gerry R. selected the members of the working group comprised of Indigenous A.A. members that represent nine different tribal nations from Canada and the U.S., including Hawaii.

The working group agreed to the scope of the working group on the development of a pamphlet “A.A. for the Native North American” as follows:

- 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.

The Committee has begun utilizing various methods of outreach for solicitation of new stories, including a Fellowship-wide call for submissions. The working group is looking for stories which reach out to the Indigenous newcomer and invites them to identify as alcoholic while emphasizing a wide range of experience, strength, and hope.”

###

**Native American Pamphlet Committee
Quarterly Report
Gerry R - Chair
October 29, 2022**

The Native American Pamphlet (NAP) Committee's first meeting is scheduled to be held via Zoom during the first week in October. A verbal update of the results that meeting will be provided at the meeting of the Trustee's Literature Committee (TLC) during the October Board Weekend.

Given that this is the first quarterly report of the (NAP) Committee, I feel it would be appropriate to utilize a Composition, Scope, and Procedure format to establish a clear understanding of our operational guidelines and a reference point for future reports.

Composition

The following Advisory Action was approved by the 71st General Service Conference:

"The pamphlet 'A.A. for the Native American' be updated to include language that is both respectful and inclusive of all indigenous peoples as well as add fresh stories and updating inaccuracies contained in the current pamphlet and that a progress report or a draft pamphlet be brought back to the 2022 Conference Committee on Literature."

A search was conducted to find an appointed committee member (ACM) by the TLC this Spring. After conducting interviews of candidates, the TLC met and approved the forwarding of Gerry R. to the Trustees' Nominating Committee, which then forwarded his name to the full General Service Board for approval at the July 2022 quarterly meeting.

The TLC then requested that Gerry R. form a working group made up of members of our target audience with a note that the indigenous communities of Hawaii asked to be included in this pamphlet.

The TLC also requested that Gerry R. establish and lead the implementation of the process for the pamphlet update. This process will note that the indigenous community of Hawaii asked to be included in the pamphlet.

On September 14, 2022 Gerry R. forwarded the following list of committee members, with their tribal affiliations and sobriety dates, to Irene D. secretary of the TLC.

Gerry R – Northern Cheyenne, MT. 12-17-1990

Julie M – First Nation, Tahltan. 9-28-1992

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Myron E – Navajo. 2-20-1992
Kunane D – Native Hawaiian/Chinese. 2-6-2000
Caron Y – Comanche. 6-29-1997
Daniel S – Rosebud Sioux. 11-16-2015
Tana C – San Felipe Pueblo. 12-16-2016
Lousie LV – Cree and Ojibway. 6-07-1975
Angel G - Umonhon (Omaha) Nation. 1-27-2014

Scope

The Scope of the working group as determined by the TLC is as follows:

- 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.

Procedure

During the NAP committee's first meeting, we intend to take some time to get acquainted with each other before beginning a review of the history of the A.A. for the Native North American Pamphlet. We will also review the more recent GSC and GSB actions that brought this working group into being.

An initial review of the pamphlet will be conducted allowing for general thoughts and observations pertaining to both the current pamphlet and possible improvements to it.

A publication timeline will be reviewed, including the necessity for establishing a timely deadline for a call for stories from the Native American members of our Fellowship.

Finally, the group will establish a regular, monthly meeting time, utilizing the Zoom video conferencing platform to conduct its business.

Conclusion

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On a personal note, I would like to express my gratitude to the Trustee's Literature Committee, and the General Service Board, for this opportunity to be of service to the two most important communities in my life, A.A. and Native Americans. I feel I must note that, I had decided during the application process that, if I were selected as the ACM, my first and most important objective would be to make a request to ensure that mine was not the only Native voice heard from in the course of this revision. I had resolved to quickly express this concern, but was surprised and grateful when Marita R, chair of the TLC informed me that my first duty as ACM was to develop a committee of Native Americans to ensure the successful completion of an A.A. pamphlet for Native Americans, by Native Americans. What a great way to begin! Nea'eseo! (Thank you all!)

MEMORANDUM

To: Literature Desk
From: Publishing Department
Re: Progress Report for Trustees' Literature Committee Date: October 8, 2021

Agenda Item I:

Review progress report regarding the pamphlet "A.A. for the Native North American."

Progress Report:

As noted in the minutes of the August 2021 meeting of the trustees literature Committee: "To support a potential committee consultant and working group, the committee requested that the Publishing department gather background material including distribution rates of the pamphlet as well as written reviews for suggested improvements to the existing pamphlet from members of the primary target audience."

Below are some distribution figures and a brief history of the pamphlet. The Publishing department, however, has no written reviews in our files, nor any mechanism for developing such reviews of the current pamphlet from members of the primary target audience. This is perhaps something that could be developed by the working group looking into sharing connections with A.A. members from indigenous communities and nations throughout the U.S./Canada service structure.

In terms of the distribution rates, based on figures from Final Conference Reports over the 10 years since the latest revision, the numbers have been trending down in English after a slight bump up between 2009-2010 following the revision, with multiple fluctuations in French and Spanish.

	English	French	Spanish
2019	11,199	111	150
2018	13,413	279	16
2017	14,120	86	-
2016	13,763	502	-
2015	14,703	108	-
2014	16,330	103	-
2013	17,995	599	-
2012	16,587	408	-
2011	13,912	311	-
2010	18,126	670	-
2009	14,605	259	-

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As noted in Conference reports and other resources, the following actions were recommended relative to the development of this pamphlet:

1985: The general manager designate a staff person to coordinate and pull together (at the General Service Office), all available information about spreading the A.A. message to the native North American population, including but not limited to (1) translation of their languages and dialects, (2) experiences of various A.A. groups in their contact with these populations and to explore with a view toward consolidating and expanding A.A.'s experience in these areas; to report back to the 1986 General Service Conference through whatever committee the general manager feels is appropriate. (Floor Action)

1987: A pamphlet for the Native North American be prepared by the trustees' Literature Committee and brought back to the 1988 General Service Conference.

1988: The manuscript for the Native North American not be approved as presented, but that this manuscript be returned for editing to include consideration of the references to drug addiction, chemical dependency, "junkie" and "clean" and then upon completion of editing be approved for publication.

2006: The pamphlet "A.A. for the Native North American" be revised.

2009: The revised draft pamphlet, "A.A. for the Native North American," be approved.

2018: New cover design developed and translated into Spanish for the first time.

2021: The pamphlet "A.A. for the Native North American" be updated to include language that is both respectful and inclusive of all Indigenous peoples as well as add fresh stories and updating inaccuracies contained in the current pamphlet and that a draft pamphlet be brought back to the 2022 Conference Committee on Literature.

Executive Editor

General Service Office of Alcoholics Anonymous

475 Riverside Drive, 8th Floor

New York, New York 10115

www.aa.org

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12.2.20 Email from Area 79 Delegate related to motion passed to request update of the pamphlet "A.A. for the Native North American."

From: Gail P.

Sent: Wednesday, December 2, 2020 5:22 PM

To: Conference <conference@aa.org>

Subject: Motion from Area 79

Hi Patrick – I completely forgot to send you this motion that was passed at our recent Voting/Election Assembly in Area 79. I hope and pray that it is not too late and do let me know if you require anything else.

With love in service,

Gail

Gail P

BC Yukon Area 79

Delegate, Panel 69



BC Yukon Area 79

www.bc.yuko.naa.org General
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PO Box 421 1 4 • Vancouver, BC V5S 4R5 • Tel (604) 435-2181

FLOOR ACTION #2

Motion:

That the Conference Literature Committee consider updating the pamphlet P-21, (A.A. for the Native North American) to reflect more current language, current stories, and populations.

History or Current Practices:

In recent years the term Native American has been widely used but is falling out of favor with some groups and the term Indigenous People is now preferred.

Terms such as First Nations are commonly used but are not fully inclusive of Indigenous groups such as Metis or Inuit. Currently the stories in this pamphlet are not dated. This pamphlet was first published in 1989 and reviewed by the Conference Literature Committee in 2009.

Publication distribution has been on a steady decline and is currently one of the least distributed AAWS pamphlets. There are estimated 5.2 million Indigenous people in the United States. There are estimated 2.13 million Indigenous people in Canada. The current pamphlet states we have approx. 4 million Native people in both the United States and Canada, when in fact there are over 7 million Indigenous people in North America.

If passed:

Updating the pamphlet with the term Indigenous People instead of Native North American would be more reflective of all Indigenous communities.

We as members of Alcoholics Anonymous may reach more Indigenous people that are fighting the disease of Alcoholism. Indigenous people may identify with a timeline attached to stories that are reflective of the year they were written. The addition of new stories may help the new member relate. The current numbers of Indigenous people in Canada and the United States would be more accurate.

If not passed:

We will continue to use the incorrect verbiage Native North American instead of Indigenous people. As a result, we as members of Alcoholics Anonymous may not be reaching many of the Indigenous people/communities that are fighting the disease of Alcoholism. Indigenous people will continue to be underrepresented in Alcoholics Anonymous.

For further consideration:

That the forward be reviewed, and the verbiage be modernized to reflect current times.

Motion submitted by: Panel 69 Literature Committee, October 2020

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2023 Conference Committee on Literature

ITEM G: Review progress report regarding development of a Fourth Edition of the book *Alcohólicos Anónimos* - Spanish.

Background Notes:

Excerpt from the January 28, 2023, trustees' Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a progress report regarding the Fourth Edition of the book *Alcohólicos Anónimos*-Spanish.

The committee noted that the Appointed Committee Member (ACM) and chair of the working group for the development of the Fourth Edition of the *Alcohólicos Anónimos*-Spanish book to date, will rotate in April 2023 and a request for a new ACM has been forwarded to the trustees' Nominating Committee.

Excerpt from the October 29, 2022, trustees' Literature Committee report:

The committee reviewed a progress report regarding development of a Fourth Edition of the book *Alcohólicos Anónimos*, sharing updates on recent writing workshops at the A.A. Hispanic National Convention of US/Canada, Hispanic Women in A.A. Forum in San Diego, California, and the Pacific Regional Forum. The committee expressed their gratitude for the ongoing work and looks forward to a progress report at the January 2023 meeting.

Excerpt from the July 30, 2022, trustees' Literature Committee report:

The committee reviewed a progress report regarding development of a Fourth Edition of the book *Alcohólicos Anónimos*, including outreach efforts to encourage participation from the intended audience. The committee noted that funding to support outreach efforts has been added to the budget.

The committee also noted that the working group has begun the review of the translation updates made by Publishing department's professional translator of the first 168 pages of the Third Edition of the book *Alcohólicos Anónimos* to be included in the Fourth Edition, allowing an accurate and culturally appropriate translation of the A.A. message.

The committee also discussed GSO office processes in place to receive personal stories on audio platforms and noted that although progress has been made, the office does not have the necessary technology and resources to process audio stories.

The committee looks forward to reviewing a progress report at the October 2022 meeting.

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Excerpt from the January 29, 2022, trustees' Literature Committee report:

The committee reviewed and agreed to forward a progress report from the working group to the 2022 Conference Committee on Literature regarding development of a draft Fourth Edition of the book, *Alcohólicos Anónimos*.

The committee agreed on a motion initiated by the working group lead to accept stories from the broad diversity of Hispanic A.A. members in the US/Canada structure only, noting that countries outside the US/Canada structure can obtain licenses from AAWS that would allow original stories from their respective countries to be included in Big Book editions they publish themselves.

Excerpt from the October 30, 2021, trustees' Literature Committee report:

To support efforts to expand ways to submit stories, the committee requested the secretary seek input from La Viña editor on ways to use online or audio story submissions.

The committee looks forward to reviewing a progress report that includes a list of upcoming Hispanic events as well as potential outreach efforts at Spanish linguistic districts and Central Offices at the January 2022 meeting.

Excerpt from the July 1, 2021, trustees' Literature Committee report:

The committee discussed the 2021 advisory action regarding the development of a draft Fourth Edition of the book, *Alcohólicos Anónimos*.

The committee acknowledged the challenges to create a book in a language that encompasses the diversity of the Spanish speaking population. The committee noted the importance of the Publishing department and GSO's Spanish editor as important resources to support the development effort.

The committee noted the importance of participation from members of A.A. from the primary target audience. The committee also noted the efficacy of a workgroup instead of a subcommittee.

The chair requested that appointed committee member (ACM) Amalia C. establish a working group to lead the implementation for the creation of the Fourth Edition of the Spanish language Big Book. The committee acknowledged the value of Amalia's expertise as a native Spanish speaker, three years' experience as an ACM on the committee and her effective guidance and coordination for the development of the pamphlet "Hispanic Women in A.A."

The committee agreed to the scope of the working group on the development of a draft Fourth Edition of the Book, *Alcohólicos Anónimos*, to be as follows:

- 1) Include a diverse group of A.A. members from the target audiences who can bring perspectives from a variety of ethnic, geographic, dialect and age perspectives.

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- 2) Solicit input on the needed improvements for stories to be relevant to the target audiences.
- 3) Discuss and solicit input if needed to define themes for sections of stories.
- 4) Develop a method of outreach to foster significant amounts of submitted material.
- 5) Develop a process for selection of personal stories.
- 6) Ascertain which editorial elements of the revision are maintained by the GSO Publishing department.
- 7) Work with publishing to ensure a review of the basic text translation that encompasses the diversity of the Spanish speaking population
- 8) Utilize other related work as needed to optimize the development of a draft version of the book.

The committee requested that the staff secretary support Amalia's efforts and that a working group progress report be provided at the October 2021 meeting.

2021 Conference Advisory Action:

The committee recommended that a Fourth Edition of the book, *Alcohólicos Anónimos*, be developed, including an update of stories to better reflect current membership, and that a progress report be brought back to the 2022 Conference Committee on Literature.

Background Note: The agenda item to consider development of a Fourth Edition of the book *Alcohólicos Anónimos* was forwarded from the 70th General Service Conference to the 71st G.S.C.

Background:

1. July 2022-January 2023 Summary Progress Report
2. January 2022 Progress report workgroup on the draft Fourth Edition of the book, *Alcohólicos Anónimos*
3. 2021 Progress report workgroup on the draft Fourth Edition of the book, *Alcohólicos Anónimos* - **Dashboard File**
4. History of the Third Edition of the book *Alcohólicos Anónimos* - **Dashboard File**
5. 1.6.20 Report on feedback received by Publishing Department related to the Third Edition of the book *Alcohólicos Anónimos* - **Dashboard File**

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Working Group on the Development of the 4th Edition of Alcohólicos Anónimos

July 2022

The group has been meeting regularly on a monthly basis and although we have not received any translation review drafts from Editorial, we have concentrated on ways to reach the Hispanic community and ignite the flame of love for our Book we know is in their heart.

We realize we need to make in person presentations and it takes time and money to be everywhere, yet presentations and workshops are being brought to areas, districts and groups. The call for stories is now being placed on a dedicated Story Submission page on the AA website in Spanish thanks to Irene's efforts, where guidelines can be read, stories can be uploaded, the receipt and acknowledgement can be obtained automatically and the copyright document can be signed digitally.

A.A. Grapevine Publisher, Chris C. has authorized the use of La Viña, LV News and to publish our announcement and has agreed to a mention on the podcast. And we are grateful beyond belief because La Viña is really the only mass media tool we have as an organization to reach the Hispanic community.

Secretary is working on sending invitations to the Delegates to the National Hispanic Convention as well as to the Hispanic Intergroup offices.

I have been placed on the agenda to present at the opening session of the National Hispanic Convention and we will have a writing workshop at the event as well.

October 2022

The Group continues to meet monthly on the fourth Tuesday and the bulk of our effort this trimester has been on reaching the Hispanic members and providing the information on this Advisory Action and the necessary information to submit their stories. Many members were not even aware of this until they attended an in person workshop.

We have had and continue to have writing workshops on line and in person wherever possible; most recently at the National Hispanic Convention in Boston and at the Pacific Regional Forum in Utah. The Hispanic Women's Workshop in Atlanta will also have our Working Group member, Lupe, facilitating a writing workshop on October 1st.

The stories have started to trickle down – as of now, 75 stories have been received, but only 25 have signed copy right forms and the office is making efforts to procure them. People have actually writing their story during writing workshops and handed it in right there.

The group is considering format and content of a rating tool that provides means for identifying solid Experience Strength and Hope as well as ample diversity and inclusion.

At the onset of this project, the editorial department agreed to provide the translation revision of the basic text chapter by chapter as it was done, (the editor offered monthly intervals), to

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me so the working group can read, comment and ask questions if necessary. As of now we have received the Prologues to The Doctor's Opinion and Bill's Story and we have responded with our comments.

The chair of the working group also met on December 1st 2022 with G.S.O. Publishing director and the manager of the newly created Language Service department to discuss and recalibrate the timeline of the 3rd Edition Big Book Spanish Translation revision of the first 168 pages to be included in the Fourth Edition BB Spanish Update.

January 2023

Monthly meetings on the 4th Tuesday of the month continue and we have added two members to the group, Zoraida Z. from LA and MaRosa R. from Northern Texas. Their addition is intended to provide more consistency and continuity to the work as well as wider perspective for the story selection process.

We had writing workshops at events as late as the beginning of December and I got calls from members trying to submit their stories as late as December 14th. The deadline was December 15th, 2022. A tentative estimate of stories received is 108 stories with signed publishing rights, 50 stories with pending publishing rights, 3 stories written in English and 1 story written in French. The majority of the stories submitted were hand-written and need to be transcribed. We have all agreed to use the rating tool we prepared based on the one used by the subcommittee for the development of the 5th Edition of Alcoholics Anonymous.

The plan is to receive 10 stories monthly, which will be read and rated by each group member and the rating sheets will be submitted to Irene within 3 weeks for her to compile ratings and comments, which will be discussed at our monthly meeting as we go through the selection process.

The manager of G.S.O.' Translation department has created a timeline for the 3rd Edition Big Book in Spanish. The working group will receive Chapter Two by mid-December and one chapter every other month moving forward. We now have received Chapter Two and the group has read it, asked questions and made comments.

#####

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WORKING GROUP TO DEVELOP THE 4TH EDITION OF ALCOHÓLICOS ANÓNIMOS

January 2022

Progress report to the Trustee's Literature Committee

We are using the same timeline as the one for the Fifth Edition of Alcoholics Anonymous as a guideline and realize that adjustments might be made along the way as needed, but trudge we must!

With the help of the Literature Desk Coordinator, we have a Call for Stories to be presented for committee approval and to be distributed immediately thereafter. We also have a standardized one page informational and inviting announcement along with a guide to writing workshops to be used by any of our group members at any event possible. We have compiled a list of events to attend and make presentations as well as writing workshops. I am waiting for some historic material from Archives and hope to put together a Power Point Presentation that can be shown at the larger events including PRAASA, NERAASA and the US-Canada Hispanic Convention as well as any Regional Forums we might be able to attend.

The Southeast Regional Forums provided space for a workshop which was last minute and there were technical issues for people trying to come into it, but it was good practice for me. I attended the Spanish Woman's Workshop in Arizona the first weekend of December and they are excited about doing workshops in their areas. I have started a list of volunteers who are willing to help organize story wring workshops.

We have so far been asked to give informational talks and have gone to two groups and a district in area 6.

The draft of the revised translation to the forwards to the Dr.'s Opinion has been received and the group will discuss it at the next meeting on January 11th. We look forward to a continuous flow from and to the Spanish editor.

There is a lot of interest on the part of one fellowship member and some of his friends in directly intervening in the technical part of reviewing the translation and my response is that we have a Publishing department responsible for the editorial process and professional services have been acquired for this work. Our Editor, Ames has graciously agreed to respond when needed.

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2023 Conference Committee on Literature

ITEM H: Review progress report regarding the translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language.

Background Notes:

Excerpt from the January 28, 2023, trustees' Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a progress report regarding the translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language. The committee noted that a print copy of the available plain language chapters will be provided for review by Conference members during the 2023 General Service Conference in a room that will be hosted by members of the trustees' Literature committee. The committee also agreed that the draft plain language chapters will be presented in its current English plain language version.

Excerpt from the October 29, 2022, trustees' Literature Committee report:

The committee reviewed a report regarding the translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language that included the progress and challenges of the work being done by the writer and the subcommittee. The committee expressed their gratitude for the ongoing work and looks forward to a progress report at the January 2023 meeting.

Excerpt from the July 30, 2022, trustees' Literature Committee report:

The committee reviewed a progress report regarding the translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language. The committee initiated a conversation on respecting A.A.'s spiritual foundations by keeping the Twelve Steps intact and in place in Chapter 5 and placing a possible differently formatted/designed plain language translation afterwards. The committee requested that the discussion be continued at the October 2022 meeting.

The committee looks forward to reviewing a progress report at the October 2022 meeting.

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Excerpt from the January 29, 2022, trustees' Literature Committee report:

The committee reviewed and agreed to forward a progress report, including an addendum dated January 18, 2022, from the Tools to Access the Big Book (TABB) subcommittee to the 2022 Conference Committee on Literature regarding translation of the book *Alcoholics Anonymous* (Fourth Edition) into plain and simple language.

Excerpt from the October 30, 2021 trustees' Literature Committee report:

The committee reviewed the subcommittee progress report including the development of a plan for consultation and oversight which will be updated at the next meeting. The committee also received a verbal update from the Publishing department regarding ongoing work with the Tools to Access the Big Book (TABB) subcommittee on recruiting from a wide pool of plain-language professionals for this project.

NOTE: This agenda item emerged from another agenda item which, after January 2019 until April 2021, was as follows:

*Consider if proposed agenda items for plain language, simplified language, accessible translations and large print versions of the book *Alcoholics Anonymous* as well as workbooks to help study the program of *Alcoholics Anonymous* can be addressed with a common solution.

(*For reference to history and actions of the trustees and Conference Literature committees)

2021 Conference Advisory Action

It was recommended that a draft version of the book, *Alcoholics Anonymous* (Fourth Edition), 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.

Background:

1. TABB subcommittee January 2023 Progress Report
2. TABB subcommittee Progress Report October 2022

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3. 2022 Progress report subcommittee on Plain Language version of *Alcoholics Anonymous* (Fourth Edition)
 - a. Addendum_TABB Subcomm Report - ***Dashboard Files***
4. Progress report subcommittee on Plain Language version of *Alcoholics Anonymous* (Fourth Edition)-
 - a. TABB subcommittee Roadmap_10-27-21 - ***Dashboard Files***
5. Feb 2022_Publishing Dep Reprt_ Plain_Lang_ BB project

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Progress report regarding the translation of the book
Alcoholics Anonymous (Fourth Edition) in to plain and simple language.

A formal agreement between AAWS and the writer was finalized on May 28, 2022. The writer has submitted chapters to Publishing, as well as the preface, the foreword, and the beginnings of a glossary.

The TABB subcommittee has requested to review final drafts of whatever completed material is available on a quarterly basis, after editorial review and revisions. Each committee member provided 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.

This is no ordinary translation. The enormity of the task and the importance of getting it right is not lost on the subcommittee.

The Publishing Department has committed to providing the subcommittee with written updates monthly.

The Publishing Department's estimate is for the completion of one chapter a month. The writer has kept to that pace across the year. That would mean a final draft of the project by May/June of 2023.

Given the fellowship's deep and wide interest in this project, the subcommittee has given great consideration to how to balance well-defined delegated authority with unity and transparency. In consultation with the Trustees Literature Committee, we recommend that the Conference Literature Committee be provided with all available chapters that are completed by March 31 for their restricted review during pre-Conference hours.

We also recommend that chapters be made available to all Conference member who may wish to read them. That said, we believe the only way to ensure confidentiality in the process was to have that happen in a highly controlled environment. As in a proctored test, with no cellphones or recording devices. Individuals can sit and read the proposed chapters in a room monitored by members of the Trustees Literature Committee.

While admittedly highly unusual, we felt that this translation merited an unorthodox approach.

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A committee member asked for clarity about plain language translation and whether gender changes are part of the inferred scope of the work in the Conference Advisory Action - for example when 'men and women' are changed to 'people'.

At a February 15, 2022, meeting the topic was discussed and the TABB subcommittee noted that plain and simple language does not always lend itself to referring to individuals or groups by gender. It was also noted that using various gender terminology inconsistently throughout the book would be challenging for the reader.

It was emphasized that there is no intent or desire to remove gender from the text. It was agreed that where there is a reference to someone who has a gender in the text the use of gender should be retained (examples included mother and father, reference to males such as Bill, Bob, Jim etc. as he or him).

Article 3 of the Conference Charter and the Bylaws of the General Service Board make clear that the Steps themselves should not be modified, altered, or extended. The subcommittee expects the final treatment of Chapter 5 to be consistent with that guidance.

We have had only the most preliminary discussions on how to approach coming up with what the translation should be titled. It's a fraught topic and will be given considerable thought in the months to come.

Addendum to TABB Subcommittee Report January 18, 2022

The TABB Subcommittee and members of the GSO Publishing Department met today to discuss the plain language translation samples received from the prospective vendors and consider the selection of a vendor. After comprehensive review and thoughtful consideration, a vendor was selected.

It is requested by the TABB Subcommittee that the Trustees Literature Committee consider making the following examples of plain language translation available to the Conference Committee on Literature. It should be noted that these are only examples, excerpts pulled from the initial submissions of prospective vendors. The process will involve multiple drafts, and ongoing feedback from the GSO Publishing Department and the TABB Subcommittee resulting in editing and revisions. None of this has taken place with the material included here. These are raw samples from a vendor's first attempt to translate this text, without guidance or input.

One could question the decision to share such unrefined material with the Conference Committee on Literature, however the rationale for offering this early material is that the TABB

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Subcommittee knows that there is a high level of interest in the process for the plain and simple language translation; and that there are those with concerns regarding the intent of this project.

It is hoped that this early transparency, and of sharing materials that have yet to even be edited, will serve to provide the Conference Committee on Literature the opportunity to see exactly where this project is at this point in time and offer any early feedback that they may have.

Alcoholics Anonymous (The Big Book)	Excerpt (from unedited raw sample material)
We believe, and so suggested a few years ago, that the action of alcohol on these chronic alcoholics is the manifestation of an allergy; that the phenomenon of craving is limited to this class and never occurs in the average temperate drinker. These allergic types can never safely use alcohol in any form at all; and once having formed the habit and found they cannot break it, once having lost their self-confidence, their reliance upon things human, their problems pile up on them and become astonishingly difficult to solve.	We believe that alcohol affects chronic alcoholics differently than it affects average drinkers. It interacts with their bodies almost like an allergy, forcing them to behave in unusual and unpredictable ways. The intense cravings that chronic alcoholics experience almost never happen for occasional drinkers. For anyone with this alcohol “allergy,” though, cravings may be constant and hard to control. This means chronic alcoholics can never safely use alcohol in any form at all. Once they have experienced alcohol’s affects, they will form a drinking habit quickly and struggle to stop. They will lose self- confidence, neglect their relationships, and watch their problems pile up, feeling totally unable to solve them.
Frothy emotional appeal seldom suffices.	Begging these people to stop drinking never helps.
And it means, of course, that we are going to talk about God. Here difficulty arises with agnostics,	It also means that we are going to talk about God. If you aren’t sure that God exists—in other words, if you are an agnostic— this may worry you.

Alcoholics Anonymous (The Big Book)	Excerpt (from unedited raw sample material)
Our stories disclose in a general way what we used to be like, what happened, and what we are like now. If you have decided you want what we have and are willing to go to any length to get it – then you are ready to take certain steps.	Many of the stories we share in this book describe the experiences that we had as AA’s founders. What we used to be like, what happened, and what we are like now. If you want what we have— and are willing to work hard to get it—then you are ready to get started.

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Many of us exclaimed, "What an order! I can't go through with it." Do not be discouraged. No one among us has been able to maintain anything like perfect adherence to these principles. We are not saints. The point is we are willing to grow along spiritual lines. The principles we have set down are guides to progress. We claim spiritual progress rather than spiritual perfection.	If this is your first time reading through these steps, they may seem difficult ... or even impossible. Do not be discouraged. No one has ever carried out these steps perfectly. We are not saints. We are simply people who are willing to grow, both spiritually and personally. These principles are here to guide our progress. And our shared goal is spiritual progress, not spiritual perfection.
In trying to make these arrangements our actor may sometimes be quite virtuous. He may be kind, considerate, patient, generous; even modest and self-sacrificing. On the other hand, he may be mean egotistical, selfish and dishonest. But as with most humans, he is more likely to have varied traits.	And as they try their best to control all the parts and players, they may seem kind, patient, generous. On the other hand, they may seem mean, selfish, and dishonest. Since they're human, they most likely show a mix of these traits.
We never apologize to anyone for depending upon our Creator. We can laugh at those who think that spirituality is the way of weakness. Paradoxically, it is the way of strength. The verdict of the ages is that faith means courage.	And we are not ashamed of relying on God, or of needing God. We know that our faith and trust isn't a sign of weakness, it is a sign of strength. Faith is a kind of courage, just as trusting God is a kind of courage.
With few exceptions, our book thus far has spoken of men. But what we have said applies quite as much to women. Our activities in behalf of women who drink are on the increase. There is every evidence that women regain their health as readily as men if they try our suggestions. But for every man who drinks others are involved – the wife who trembles in fear of the next debauch; the mother and father who see their son wasting away.	So far, this book has spoken only to alcoholics themselves. But every person who drinks involves other people in their alcoholism. There may be a spouse who dreads the next drinking spree, children who fear their drunk parents, or mothers and fathers who see their grown children getting sicker and sicker.

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TABB sub-committee report - October 2022

The current TABB subcommittee was formed after the 72nd General Service Conference. The subcommittee consists of John W., chair, Jimmy D., and Clint M.

The sub-committee met four times (May 27, June 21, August 17, and September 22). David R., Julia D., and Ames S. from the Publishing Department joined our June meeting, as did “the writer”. David and Julia joined again for our September meeting.

Progress Report

A formal agreement between AAWS and the writer was finalized on May 28. The writer has submitted five chapters to Publishing, as well as the preface, the foreword, and the beginnings of a glossary.

On August 31, four chapters (*the Doctor’s Opinion*, *Bill’s Story*, *There is a Solution*, and *More About Alcoholism*) were shared with the TABB subcommittee after editorial review and revisions.

Each committee member provided feedback at the September 22 meeting. We will be submitting further 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.

This is no ordinary translation. The enormity of the task and the importance of getting it right is not lost on the subcommittee.

Next Steps

The TABB subcommittee has requested to review final drafts of whatever completed material is available on a quarterly basis, so we can provide timely reports to the Trustees Literature Committee.

Project Completion

The Publishing Department’s current estimate is for the completion of one chapter a month. That would mean a final draft of the project by May/June of 2023.

Recommendations

Given the fellowship’s deep and wide interest in this project, the subcommittee has given great consideration to how to balance well-defined delegated authority with unity and transparency.

To that end, we recommend that the Conference Literature Committee be provided with any fully edited chapters that are completed by December 31 for their restricted review

and feedback.

We also recommend that Chapters 3 and 5 be made available to any Conference member who may wish to read them. That said, we believe the only way to ensure confidentiality in the process was to have that happen in a highly controlled environment. Basically, as if one was taking a proctored test, with no cellphones or recording devices. Individuals can sign out a chapter and read it in a room monitored by members of the Trustees Literature Committee. We would work with the Trustees Conference Committee to schedule hours and location during Conference week. While admittedly highly unusual, we felt that this translation merited an unorthodox approach.

Gender

A committee member asked for clarity about plain language translation and whether gender changes are part of the inferred scope of the work in the Conference Advisory Action - for example when 'men and women' are changed to 'people'.

At a February 15, 2022 meeting the topic was discussed and the TABB subcommittee noted that plain and simple language does not always lend itself to referring to individuals or groups by gender. It was also noted that using various gender terminology inconsistently throughout the book would be challenging for the reader. It was emphasized that there is no intent or desire to remove gender from the text. It was agreed that where there is a reference to someone who has a gender in the text the use of gender should be retained (examples included mother and father, reference to males such as Bill, Bob, Jim etc as he or him).

Other outstanding items

Article 3 of the Conference Charter and the Bylaws of the General Service Board make clear that the Steps themselves should not be modified, altered, or extended. The subcommittee expects the final treatment of Chapter 5 to be consistent with that guidance.

We have had only the most preliminary discussions on how to approach coming up with what the translation should be titled. It's a fraught topic and will be given considerable thought in the months to come.

**Tools to Access the Big Book (TABB) Subcommittee Report
Submitted to Trustees Literature Committee January 2022**

At their July 2021 meeting, the Trustees Literature Committee formed a subcommittee with the scope of the subcommittee is as follows:

Request TLC member Carolyn W, with fellow members John W and Mike L, serve on a subcommittee that will research various study guide workbook tools as directed by the Conference Committee on Literature (CCL) and related agenda submissions and track the development of the Plain & Simple Language Big Book. The subcommittee will note 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 will strive to:

- 1. Research various study guide workbook tools and report back to the TLC.*
- 2. Review feedback from the Fellowship on RIPTAB video*
- 3. Coordinate with the GSO Publishing Department (GSO PD) to oversee and develop feedback related to:*
 - Topics of direction and scope as requested by GSOPD*
 - Content of RFP/RFI (desired samples)*
 - Any limits to the content to be translated.*
 - Review of samples and GSO PD recommended vendors*
 - Other work as needed to support the GSO PD and implementation of the advisory action*

The subcommittee adopted the name "TABB" (Tools to Access the Big Book). The TABB Subcommittee has met 10 times from August to December 2021 and has 2 additional meetings scheduled in January 2022.

At the August TABB Subcommittee meeting, the work was prioritized as:

- In collaboration with the GSO Publishing Department establish a roadmap for the Plain Language Big Book that reflects key project timelines and roles of the General Service Conference, Trustees Literature Committee/General Service Board, TABB Subcommittee, and the GSO Publishing Department and provide this roadmap to TLC at the Q4 meeting.
 - The roadmap was updated at the meeting of the TABB Subcommittee and the GSO PD on December 8, 2021 and the revised version is attached to this report (pages 3-5).
- Initiate work with GSO PD on vendor selection for the Plain Language Big Book, with an aim to have sample translation materials available for review to TLC for the Q1 2022 meeting.
 - On track for sample reviews in January 2022 and vendor selection by GSO PD and TABB Subcommittee on January 18, 2022.
 - TLC to discuss and determine process to share sample translations with the CLC.
- Once the vendor selection process is in motion, concurrently work on the above items #1-3 of the subcommittee's objectives as stated by TLC.
 - See below

Tools to Access the Big Book (TABB) Subcommittee Report
Submitted to Trustees Literature Committee January 2022

ITEM	STATUS	FOLLOW-UP REQUIRED
1. Research various study guide workbook tools and report back to the TLC.	Completed. See attached report (page 6).	Pending TLC action.
2. Review feedback from the Fellowship on RIPTAB video.	Completed in August 2021, prior to initiating the subcommittee's work. See attached summary (page 7).	None.
<i>3. Coordinate with the GSO Publishing Department (GSO PD) to oversee and develop feedback related to:</i>		
a) Topics of direction and scope as requested by GSO PD	Ongoing when and as requested by GSO PD	None
b) Content of RFP/RFI (desired samples)	Completed. RFI was directed to identify and select vendors who can translate to plain language with the objective of comprehension at a 5 th grade reading level. The RFI was sent to vendors with experience in various sectors such as health care, education, and spirituality. Desired samples were determined to be Chapter 5 (in its entirety) and selected additional portions of the text.	None
c) Any limits to the content to be translated.	Apply the standard GSO PD practice of translation of the abridged version (preface, forwards, Doctor's Opinion, Bill's Story, Chapters 1-11, Dr. Bob's Nightmare, Appendices. (Excludes the other personal stories.)	Determine how to present the 12 Steps and 12 Traditions in accordance with Article III of the Conference Charter. Consider pros and cons of translating Bill's Story and Dr. Bob's Nightmare.
d) Review of samples and GSO PD recommended vendors	In progress January 2022	Aiming for Vendor selection to be completed Jan 18, 2022
e) Other work as needed to support the GSO PD and implementation of the advisory action	TLC delegated review and consideration of proposed agenda items pertaining to the work of this subcommittee to TABB.	Reviewed by TABB Subcommittee. See attached summary report (pages 8-10).

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Tools to Access the Big Book (TABB) Subcommittee Report Submitted to Trustees Literature Committee January 2022

TABB Subcommittee Roadmap

Page 3

The plain language Big Book is a translation process, and there are existing workflows to guide the GSO Publishing Department processes. This roadmap is intended to align the TABB Subcommittee and the Trustees Literature Committee with these processes and document any modifications deemed necessary for this project. It is recognized by all involved that while we can draw from prior translation experience this project has unique elements. The TABB Subcommittee has determined that clarity regarding the process, timelines, and the roles of the GSC/CLC, GSB/TLC, TABB Subcommittee and the GSO Publishing Department are essential.

Date	General Service Conference	Trustees Literature Committee and GSB	Subcommittee (TABB)	Publishing Department
April 2021	Advisory Action: A draft version of the book, <i>Alcoholics Anonymous (Fourth Edition)</i> , 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.			
August 2021		Trustees Literature Committee (TLC) created a "Subcommittee to Track development of the Plain Language Big Book of Alcoholics Anonymous and Research Workbooks" this subcommittee was denoted as the Tools to Access the Big Book (TABB) subcommittee.	Initial meetings to review scope, discuss approach to the assigned work and discuss RFI.	Initial meetings to review scope, discuss approach to the assigned work and discuss RFI.

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Tools to Access the Big Book (TABB) Subcommittee Report Submitted to Trustees Literature Committee January 2022

Date	General Service Conference	Trustees Literature Committee and GSB	Subcommittee (TABB)	Publishing Department
September 2021			Reviewed RFI, provided input (5 th grade reading level, include vendors with plain language experience in various sectors) Drafted Roadmap. Discussed proposed portions of the BB to be included for sample requests.	Finalized and distributed RFI to prospective vendors.
October 2021		Verbal report from TABB Subcommittee and acceptance of Roadmap; and received report from GSO Publishing Dept	Review and discussion regarding workbooks and study guides. Proposal drafted for presentation to TLC at their Q1 2022 meeting	Report to TLC
November 2021			Vendor selection discussions with GSO Publishing Dept and TABB: Consider RFI Responses Review objectives and timelines	Vendor selection discussions with GSO Publishing Dept and TABB: Consider RFI Responses Review objectives and timelines
December 2021			Vendor selection discussions with GSO Publishing Dept and TABB: Shortlist for sample requests Discuss project budget Update Roadmap Consider and discuss proposed agenda items referred to TABB by TLC	Vendor selection discussions with GSO Publishing Dept and TABB: Shortlist for sample requests Discuss project budget Update Roadmap

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Tools to Access the Big Book (TABB) Subcommittee Report Submitted to Trustees Literature Committee January 2022

Date	General Service Conference	Trustees Literature Committee and GSB	Subcommittee (TABB)	Publishing Department
January 2022			Vendor samples due, to be reviewed by GSO Publishing Dept and TABB Subcommittee with the aim of vendor selection by January 18, 2022 and samples from the selected vendor available to share with TLC TABB Subcommittee report to TLC for inclusion in background to CLC	Vendor samples due, to be reviewed by GSO Publishing Dept and TABB Subcommittee with the aim of vendor selection by January 18, 2022 and samples from the selected vendor available to share with TLC GSO Publishing Dept report to TLC
February 2022			Joint Meeting (TABB and GSO PD) with selected vendor to discuss project path forward including communications, timelines, and milestones. Update Roadmap to reflect plan established with GSO Publishing and vendor for review at the Q3 TLC meeting	Joint Meeting (TABB and GSO PD) with selected vendor to discuss project path forward including communications, timelines, and milestones.
April 2022	Receive progress report from TABB Subcommittee, and report from GSO PD.		Attend Joint Meeting with CLC to answer any questions and hear any feedback.	
May 2022		TLC Chair to advise regarding composition of 2022/2023 TABB Subcommittee and ensure that Roadmap updated Feb 2022 is provided to the new TABB Subcommittee members.	TBC	

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**Tools to Access the Big Book (TABB) Subcommittee Report
Submitted to Trustees Literature Committee January 2022**

WORKBOOKS AND STUDY GUIDES

The Tools to Access the Big Book (TABB) subcommittee met to discuss possible approaches to study guide workbook tools, and we reviewed previous work by the 2019-21 subcommittees on Researching Issues, Possible Tools and Access to the Book, *Alcoholics Anonymous* (RIPTAB) as well as Fellowship feedback on the RIPTAB report/video. One reason for the initiation of the RIPTAB subcommittee was to consider an approach to the ongoing requests for a workbook and/or study guide and this discussion has continued in the current TABB subcommittee.

Subsequent to the TABB subcommittee's initial discussion there was an additional proposed agenda item (PAI) submitted for the 72nd General Service Conference (GSC) to create "a Big Book Workbook to assist in understanding and accessing the content". In the PAI it was stated that this should be instead of the Plain Language Big Book. The Trustees Literature Committee (TLC) took no action on this PAI but forwarded the proposal to the TABB subcommittee for review to ensure that the rationale and suggestions offered by the submitters could be considered by the subcommittee.

After review of the work done by the prior subcommittees and careful deliberation, we suggest the following approach (if there are no Recommendations or Committee Considerations regarding workbooks or study guides at the 72nd GSC):

1. TLC seek shared experience through the Delegates, also encouraging broad Fellowship feedback (perhaps via the Meeting Guide app) regarding which of the following options are most in keeping with the needs of wishes of the Fellowship:

Option 1 - Take no action, as suggested by the 1985 advisory action which reaffirmed previous Conference actions that there was no need for a Step study guide.

Option 2 - Turn to the Grapevine and leverage its ample archive of articles on practicing the Steps to show variation in approach and style. Future Grapevine podcasts could serve a supplemental role and help enrich this effort.

Option 3 – Create a General Service Conference approved study guide workbook to aid in studying the Twelve Steps. Possibly with inclusion of the Twelve Traditions and Twelve Concepts.

Note: We envision Options 2 and 3 to primarily be a print-based product, with the potential of supporting and/or companion material via digital, video, and/or podcast.

2. TLC forward an agenda item to consider these 3 options to the 73rd GSC for their consideration or action, and that the Fellowship feedback received be included with any other background material required to support an informed group conscience.

Tools to Access the Big Book (TABB) Subcommittee
Report Submitted to Trustees Literature Committee
January 2022

RIPTAB VIDEO FEEDBACK SUMMARY

At the 70th General Service Conference, the Conference Committee on Literature requested the trustees make available the presentation “The Big Book: Researching Issues, Possible Tools and Access”. A video of the presentation was produced and distributed to the Fellowship with a request for feedback. The Fellowship responded, and the following summary represents the comments received. Respondents included individuals, groups, districts, and special events scheduled to view and discuss the video. There were four questions asked:

- *Should the Trustees’ Literature Committee explore possible solutions that could help make our message more available?*
 - Overwhelming support from respondents (79% affirmative).
- *If so, what additional information would be helpful to determine if additional items are needed to increase accessibility and relatability to the A.A. program?*
 - Research on the literacy rate of the general A.A. population.
 - Information on the cost of a plain language translation.
 - More information on literacy needs of people in custody.
 - A Group-type inventory with a report back to the Fellowship.
 - Examples of outcomes from previous efforts, both good and bad.
 - A comprehensive look at who is not here and why.
- *Would a translation into modern or simple language help?*
 - Support for a translation from those who submitted feedback (66%).
- *What tools would help others understand our program of recovery? Workbooks? Dictionaries?*
 - Footnotes in the Big Book.
 - Conference approved Workbooks.
 - Akron Topic Guide.
 - Short videos.
 - Dictionaries.
 - Easy to read guide to the Steps.
 - Pamphlets.
 - Addendum on gender terms.
 - Multi-media approach.
 - Graphic art.
 - Updated stories in the 5th Edition.
 - Podcasts.

There was a consensus from the respondents that regardless to the development of additional tools or translations the first 164 pages of the Big Book should remain unchanged. If needed, footnotes or addendums could be added to the text, either on the specific pages referenced or in a Forward to the book. There were several respondents who expressed they were initially opposed to any plain language translations or workbooks, but once they learned more about the accessibility issues identified in the presentation, they changed their opinions and were either supportive of a translation or open to the idea of a translation.

Tools to Access the Big Book (TABB) Subcommittee
Report Submitted to Trustees Literature Committee
January 2022

The Trustees Literature Committee received 11 Proposed Agenda Items (PAI) for the 72nd General Service Conference pertaining to translation of the book *Alcoholic Anonymous* into plain and simple language. While the TLC “took no action” on these proposals, they forwarded them to the TABB Subcommittee for review and consideration.

The TABB Subcommittee reviewed all PAIs in their entirety, including all additional background material included with the submissions when applicable. It is not the role of the TABB Subcommittee to debate the points made by the submitters and we will not attempt to do so in this report. But it is important to note that careful review of each of these proposals has served to guide and inform the subcommittee, and to affirm some of the decisions made thus far. The TABB Subcommittee wishes to express its heartfelt gratitude for these submissions. Some examples of how, exactly, some of these concerns are being addressed are included below. Note that this is not intended to be a direct response to each individual PAI. Rather, this is an effort to identify where there have been specific actions taken that relate to PAIs received.

A summary of the PAIs is attached at the end of this report for your reference. The PAIs included several different ideas. For the ease of reporting, the TABB Subcommittee has grouped them as follows:

1) Discontinue, rescind, or stop the development of a draft plain and simple language Big Book

8 of the 11 PAIs requested that the translation be discontinued, rescinded or to stop the development of a draft version. The TABB Subcommittee felt that the Conference Literature Committee could provide direction regarding the future of this project upon their review of the progress report.

Of note in these proposals were concerns regarding political intentions, eradication of God, and removal of all gendered language. The TABB Subcommittee can affirm that the objective is to achieve a translation into plain language that meets the accessibility needs of those with a 5th grade reading level. The RFI that was sent to prospective vendors noted specifically that we are seeking “simplification of vocabulary, syntax and style to bring it into alignment with current plain language guidelines” and that “sensitivity to A.A.-specific language will be key”. Further it was stated that “a considerable level of collaboration and frequent communication throughout the process will be expected”. The goal of the project was described to the prospective vendors as being that “the final work product must be accessible to readers at a fifth-grade reading level. The translation as a whole must capture the welcoming and inclusive spirit of *Alcoholics Anonymous* and inspire a sense of belonging and hope in the alcoholic seeking help”.

It is hoped that sharing this information will address some of the concerns expressed by the submitters of these 8 PAIs. There were additional comments within some of these 8 PAIs suggesting workbooks, dictionaries, and study guides instead. Please refer to the “workbooks and study guides” portion of this report (page 4) for information regarding the TABB Subcommittee’s work on those topics.

The TABB Subcommittee also wishes to acknowledge that some of these submitters expressed serious concern for the future of *Alcoholics Anonymous*, and the disunity that they believe having a plain and simple language Big Book will cause.

CONFIDENTIAL: 73rd General Service Conference Background

Tools to Access the Big Book (TABB) Subcommittee Report Submitted to Trustees Literature Committee January 2022

➤ Project approach/methods

- **Use a side-by-side format.** While this format is not under consideration, the suggestions and rationale of the submitter have been reviewed and noted.
- **Should be written by AA members.** To ensure that plain language standards are met for accessibility for those with 5th grade reading level a professional translator method has been chosen. AA members through the Subcommittee, GSO, the Trustees Literature Committee and ultimately the General Service Conference will guide the process. Note: additionally, this PAI included several concerns similar to those expressed by those requesting that we do not proceed with this project.

➤ Clarity/Communication

It is the hope of the TABB Subcommittee that this progress report, including the attached Roadmap provide the desired clarity that the intended use/audience/scope of the translation is to meet accessibility needs defined as a 5th grade reading level. Please refer to #1 above for further details.

Additionally, the touchpoints with the General Service Conference (GSC) are noted on the Roadmap.

Further details regarding the timeline and milestones from May 2022 onward will be made available after the Q1 2022 General Service Board (GSB) meeting, and after the 72nd GSC and will reflect the input of the GSC and the GSB, including the Trustees Literature Committee (TLC). Further input is needed from the vendor, once the vendor is selected, regarding their timelines to complete the work to provide the requested clarity. The updated Roadmap will be completed in collaboration with the GSO Publishing Department and submitted from the TABB Subcommittee to the TLC for their Q3 2022 meeting.

SUMMARY OF PAIs

Agenda Item 36, PAI #26 *Consider request that work on the plain language book, Alcoholics Anonymous (Fourth Edition), be discontinued: The committee discussed the proposed agenda item regarding a request that work on the plain language book, Alcoholics Anonymous (Fourth Edition), be discontinued and took no action. The committee noted that oversight of the development of the plain language book is within the scope of the Tools for Access the Big Book (TABB) subcommittee.*

The TLC requested that these observations inform a future progress report from the TABB subcommittee.

Agenda Item 38, PAI #36 *Consider request that the plain language Big Book approved for development at the 71st GSC be produced as a "side-by-side": The committee discussed the proposed agenda item and took no action. The committee noted that oversight of the development of the plain language of the book is within the scope of the Tools for Access the Big Book (TABB) subcommittee.*

The TLC requested that these observations inform a future progress report from the TABB subcommittee.

Tools to Access the Big Book (TABB) Subcommittee
Report Submitted to Trustees Literature Committee
January 2022

Agenda Item 41, PAI #41 Consider request to cancel the publication of an English-to-English Plain Language translation of our basic text Alcoholics Anonymous: The committee discussed the proposed request and took no action. The committee noted that oversight of the development of the plain language book is within the scope of the Tools for Access the Big Book (TABB) subcommittee.

The TLC requested that these observations inform a future progress report from the TABB subcommittee.

Agenda Item 50, PAI #73 Consider request to cancel the plain language translation of the book Alcoholics Anonymous (Fourth Edition): The committee discussed the request and took no action. The committee noted that oversight of the development of the plain language book is within the scope of the Tools for Access the Big Book (TABB) subcommittee.

The TLC requested that these observations inform a future progress report from the TABB subcommittee.

Agenda Item 51, PAI #74 Consider request to provide clarification on the plans to create a plain language version of the book Alcoholics Anonymous (Fourth Edition): The committee discussed the request and took no action. The committee noted that oversight of the development of the plain language book is within the scope of the Tools for Access the Big Book (TABB) subcommittee.

The TLC requested that these observations inform a future progress report from the TABB subcommittee.

Agenda Item 63, PAIs #166-167-168-169-170

Consider requests to stop the development of a draft version of the book, Alcoholics Anonymous (Fourth Edition), being translated into plain and simple language: The committee discussed the requests and took no action. The committee noted that oversight of the development of the plain language book is within the scope of the Tools for Access the Big Book (TABB) subcommittee.

The TLC requested that these observations inform a future progress report from the TABB subcommittee.

Agenda Item 65, PAI #176

Consider a request that the proposed plain language Big Book should be written by a member or members of A.A.: The committee discussed the request and took no action. The committee noted that oversight of the development of the plain language book is within the scope of the Tools for Access the Big Book (TABB) subcommittee.

The TLC requested that these observations inform a future progress report from the Tools for Access the Big Book (TABB) subcommittee.

Plain and simple language Big Book project:

Publishing Department Update – January 2022

The Publishing department has worked closely with the TABB (Tools for Access to the Big Book) Subcommittee to establish process and roles in this process, and continues to follow through on what is jointly decided.

From the Publishing department: Publishing Director David R., Executive Editor Ames S., and Managing Editor Julia D. (serving as point person with the TABB Subcommittee of Trustees' Literature)

Using five (5) publishing-industry plain-language translator / writer talent search vendors, the Publishing department obtained eighteen (18) candidates, whose credentials and previous work could be reviewed. These professionals demonstrated experience across a wide range of subject matters, including self-help, spirituality, health/wellness, recovery, education, government and public policy, and more.

After review and discussion, from this original candidate pool of eighteen (18), the TABB Subcommittee and David R., Ames S., and Julia D. selected six (6) candidates. These candidates were contracted to submit writing samples comprised of plain-language translations of Chapter 5 "How It Works" and other Big Book excerpts chosen by the TABB Subcommittee. Candidates were hired on a freelance, work-for-hire basis to complete this work by January 10, 2022. All met the assigned deadlines, and samples were shared with TABB members.

David R., Ames S., and Julia D. reviewed all sample submissions and met with TABB Subcommittee members and Trustees' Literature Chair Deborah K. on January 18.

Results

At the January 18 meeting referenced above, participants selected one writer candidate to be moved forward. Publishing has initiated discussions regarding an interview with the writer via Zoom in early February, in efforts to contract the writer and establish a timeline for deliverables.

A Note on Anonymity and Confidentiality

Throughout this sensitive process, maintaining confidentiality has been an overarching focus. Our specific and customary Assignment of Copyright (AOC) and confidentiality clauses in work-for-hire agreements have been signed by all vendors and writers.

Professional Fees

Expenses: Total expenses for the vendor talent search and for six (6) work-for-hire agreements with writers totaled \$16,800 and were invoiced against the 2021 Budget. The approved 2021 budgeted expense for this project was \$15,000. Approval for the \$1,800 project fees overage was obtained from the General Manager.

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2023 Conference Committee on Literature

ITEM I: Review progress report regarding development of a Fifth edition of the book *Alcoholics Anonymous*.

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Background Notes:

Excerpt from the January 28, 2023, trustees' Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a progress report regarding the development of a Fifth Edition of the book *Alcoholics Anonymous*.

The committee requested that the subcommittee on developing the Fifth edition *Big Book* review the original evaluation /rating forms used in the development of the Fourth edition as guidance in the process of evaluating stories from the Fourth edition of the book for possible inclusion in the Fifth edition.

The committee also requested that while in the process of selecting stories for the Fifth edition, the subcommittee identify stories written by members of the indigenous North American community that will not be used in the Fifth edition, for possible consideration in the update of the "A.A. for the Native North American" pamphlet.

Excerpt from the October 29, 2022, trustees' Literature Committee report:

The committee reviewed a progress report regarding development of a Fifth Edition of the book *Alcoholics Anonymous* that provided updates on the story selection process including the consideration of Fourth Edition existing stories. The committee appreciated the ongoing work and looks forward to a progress report at the January 2023 meeting.

Excerpt from the July 30, 2022, trustees' Literature Committee report:

The committee reviewed a progress report regarding development of a Fifth Edition of the book *Alcoholics Anonymous* that included information about the continuation of past subcommittee work and timeline determination for the next quarter, as well as of story-gathering efforts and coordination of similar outreach plans with other subcommittees.

The committee looks forward to reviewing a progress report at the October 2022

meeting.

2022 Conference Committee on Literature Consideration:

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 2023 Conference Committee on Literature.

Excerpt from the January 29, 2022, trustees' Literature Committee report:

The committee **agreed to forward** a progress report to the 2022 Conference Committee on Literature regarding development of a draft Fifth Edition of the book *Alcoholics Anonymous*.

The committee received a verbal update from the subcommittee chair regarding the call for stories and the discussions underway to include a website submission process. The committee agreed to the following:

- 1- The report entitled "The Big Book and the General Service Conference" be included as background material with all future work on the Fifth Edition of the Big Book.
- 2- The Subcommittee for the Fifth Edition Big Book *Historical Background Notes* be included as background material with all future work on the Fifth Edition of the Big Book.
- 3- The talk "On AA Principles by David E." be included as background material with all future work on the fifth Edition of the Big Book.

The committee **agreed to forward** to the 2022 Conference Committee on Literature a recommendation that stories from the Fourth Edition book *Alcoholics Anonymous* which are not included in the Fifth Edition book *Alcoholics Anonymous* be added to the book *Experience, Strength and Hope* at its next printing following the publication of the Fifth Edition book *Alcoholics Anonymous*.

Excerpt from the October 30, 2021, trustees' Literature Committee report:

The committee discussed the work of the subcommittee, including the preliminary timeline that is being developed by the subcommittee.

In anticipation of the call out for stories, the committee requested that the secretary seek input from the Grapevine editor on ways to use online and audio story submissions forms.

CONFIDENTIAL: 73rd General Service Conference Background

Excerpt from the July 1, 2021, trustees' Literature Committee report:

The committee discussed the 2021 advisory action to develop a draft Fifth Edition of the book, *Alcoholics Anonymous*.

The chair appointed a subcommittee on development of a draft Fifth Edition Big Book, *Alcoholics Anonymous* to include Beau B., chair; Katie H., Cindy F., and Marita R. with the following scope:

1. Assure adherence to previous advisory actions limiting changes to specific content.
2. Foster widespread discussion and solicit input as needed to define themes for sections of stories to create balanced and relatable set of stories.
3. Review editorial elements of the draft version of the Fifth Edition are under the purview of the Publishing department, including a new foreword and an updated preface.
4. Develop a plan to understand and execute updates to expand on existing ideas in Appendices III and V as requested by the 71st CCL.
5. Develop a plan to oversee a broad process of solicitation of stories.
6. Other work as needed related to optimizing the development of the draft version of the Fifth Edition Big Book.

The committee requested that the subcommittee provide a progress report at the October 2021 meeting.

2021 General Service Conference Advisory Actions

It was recommended that a Fifth Edition of the Big Book, *Alcoholics Anonymous*, be developed, including an update of stories to better reflect current membership, keeping in mind the 1995 Advisory Action that: "The first 164 pages of the Big Book, *Alcoholics Anonymous*, the Preface, the Forewords, 'The Doctor's Opinion,' 'Dr. Bob's Nightmare,' and the Appendices remain as is," and that a progress report be brought back to the 2022 Conference Committee on Literature.

It was recommended that pending its development, the draft Fifth Edition of the Big Book would include a new foreword, an updated preface and updates to expand on existing ideas in Appendices III and V.

Background:

1. January 2023 Fifth Edition Subcommittee Progress Report
2. 2022 Fifth Edition Subcommittee Progress Report
3. History and actions for the development of the Fourth Edition of the book *Alcoholics Anonymous*, in English - ***Dashboard Files***

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**Subcommittee on the development of a draft Fifth Edition
of the book *Alcoholics Anonymous***

November 9, 2022

The subcommittee's work over the past year included overseeing and participating in a variety of story-gathering efforts, developing an evaluation tool that allows for effective and efficient assessment of a large volume of story submissions, and reading and evaluating stories. Additionally, the subcommittee had preliminary discussion of possible approaches to the updating of Appendices III and V.

Over 2500 A.A. members submitted their personal stories of experience, strength, and hope for possible inclusion in the Fifth Edition. The subcommittee is grateful for such an overwhelming response to story solicitation efforts and has enjoyed the opportunity to read so many inspiring stories of recovery.

From the overwhelming number of submissions, a broad selection of 100-150 stories will go through the second round of evaluation. The subcommittee looks forward to continuing the story-reading process and other aspects of the development of a draft Fifth Edition *Alcoholics Anonymous* and looks forward to presenting a progress report or draft in 2024.

**Subcommittee on the development of a draft Fifth Edition
of the book *Alcoholics Anonymous***

October 2022

The subcommittee, consisting of Cathi C., Cindy F., Clint M., and Vera F., along with Literature Coordinator Irene D., has met three times since the July Board Weekend.

To date, over 750 A.A. members have submitted their personal stories, both through the online story submission at aa.org and via postal mail. Subcommittee members have participated in several story-writing workshops at local A.A. events, Regional Forums, and the recent ICYPAA Convention. Groups, districts, and areas have conducted writing workshops on their own. Calls for stories have appeared on the Meeting Guide app, in the “What’s New” section of our A.A. website, in BOX 4-5-9, and elsewhere.

Since the subcommittee’s last report, we have continued fine-tuning a story evaluation spreadsheet tool and tested it recently with a sample of fifty story submissions. The finalized spreadsheet tool, patterned after similar rating guides used in developing other Conference-Approved literature, allows for a meaningful and efficient initial assessment of every story submitted.

The workflow process we have adopted is like that of other literature projects: The Literature Coordinator receives story submissions from members, enters them into a log and distributes them, along with a spreadsheet tool, to subcommittee members. Subcommittee members read and evaluate stories and complete the spreadsheet tool, which they return to the Literature Coordinator, who compiles data, comments, and scores from all spreadsheets into a master file. From the master file, the subcommittee will gather a broad selection of stories that will be given further consideration for inclusion in the Fifth Edition.

At each monthly meeting, we discuss the qualities and characteristics desirable of potential Fifth Edition stories, keeping in mind Bill’s words from a 1954 letter to Bernard Smith: “The story section of the Big Book is far more important than most of us think. It is our principal means of identifying with the reader outside of AA; it is the written equivalent of hearing speakers at an AA meeting; it is our show window of results. To increase the power and variety of this display to the utmost should be, therefore, no routine or hurried job. The best will be none too good. The difference between good and excellent can be the difference between prolonged misery and recovery, between life and death, for the reader outside of AA.”

The subcommittee has received requests that specific stories be included or disincluded from the Fifth Edition *Alcoholics Anonymous* and is grateful for members’ expressions of fondness – or dislike – for a particular story. All stories will be reviewed similarly – evaluation and committee discussion. As noted in the subcommittee’s 2022 Progress Report to the 72nd General Service Conference, we have deep respect for the pioneer stories and the sentimental value they hold. Again, citing Bill’s 1954 letter to Bernard Smith, “The main purpose of the revision is to bring the

CONFIDENTIAL: 73rd General Service Conference Background

story section up to date, to portray more adequately a cross-section of those who have found help. The audience for the book is people who are coming to Alcoholics Anonymous now. Those who are here have already heard our stories. Since the audience for the book is likely to be newcomers, anything from the point of view of content or style that might offend or alienate those who are not familiar with the program should be carefully eliminated.”

The next steps for the subcommittee include:

- Continue reading story submissions in groups of twenty per member each/100 per round (pace to be determined.)
- Meet monthly for a discussion of stories, evaluation process, and other subcommittee tasks, including a review of the proposed project timeline, updates to Appendices III and V, and editorial/publishing considerations.

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2023 Conference Committee on Literature

ITEM J: Review revised draft of the existing version of the pamphlet “Twelve Traditions Illustrated.”

Background Notes:

Excerpt from the January 28, 2023, trustees' Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a draft of the updates to the existing pamphlet “Twelve Traditions Illustrated” that includes suggestions made by the 2022 Conference Committee on Literature. The committee agreed that the draft fulfilled the goal of replacing outdated illustrations while maintaining artwork that is near and dear to A.A. members.

Excerpt from the October 29, 2022, trustees' Literature Committee report:

The committee received a report from the Publishing Department about the update of the pamphlet “Twelve Traditions Illustrated” that included the selection of an illustrator who understands the specific style of the pamphlet. The committee looks forward to a progress report at the January 2023 meeting.

2022 General Service Conference Advisory Action, that:

The pamphlet “Twelve Traditions Illustrated” be updated with non-offensive, contemporary text and illustrations and that a progress report or draft pamphlet be brought back to the 2023 Conference Committee on Literature.

Excerpt from the January 29, 2022, trustees' Literature Committee report:

The committee discussed the existing version of the pamphlet “Twelve Traditions Illustrated” and requested that the Publishing department seek professional input on approaches to revise language and offensive visuals, and that samples be brought back to the trustees' Literature Committee.

Synopsis of committee excerpts July 2019 through January 2021:

From July 27, 2019, through January 2021 the trustees' Literature Committee noted that updating the pamphlet, “Twelve Steps Illustrated” was pending the outcome of updates to the pamphlet, “Twelve Traditions Illustrated,” since the work was interrelated.

CONFIDENTIAL: 73rd General Service Conference Background

2016 General Service Conference Advisory Action

The trustees' Literature Committee undertake a comprehensive revision of the pamphlet "The Twelve Traditions Illustrated" with a modernized presentation of both text and illustrations to reflect contemporary A.A. experience. The committee requested that a progress report or draft pamphlet be brought to the 2017 Conference Literature Committee.

Background:

1. 2023-01 email from Publishing department - **Confidential-Committee Only-Dashboard**
 - 1a. A-Tradition Three Image- **Confidential-Committee Only-Dashboard**
 - 1b. B-Tradition Nine Image- **Confidential-Committee Only-Dashboard**
2. P-91 - Experience Has Taught Us: An Introduction to our Twelve Traditions available on G.S.O.'s A.A. website at: <https://www.aa.org/experience-has-taught-us-introduction-our-twelve-traditions>
3. Existing pamphlet "The Twelve Traditions Illustrated" available on G.S.O.'s A.A. website at: http://www.aa.org/assets/en_US/search/p-43-the-twelve-traditions-illustrated

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2023 Conference Committee on Literature

ITEM K: Review revised draft of the Literature Committee workbook.

Background Notes:

Excerpt from the January 28, 2023, trustees' Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a draft of the Literature Committee Workbook revised to include suggestions from the 2022 Conference Committee on Literature. The committee made additional suggestions to the Publishing department and requested that A.A. Grapevine literature be mentioned in the list of available A.A. literature in the workbook.

Excerpt from the October 29, 2022, trustees' Literature Committee report:

The committee reviewed a progress report from the Publishing Department on the draft of the Literature Committee Workbook, that included an update on the revision's completion process. The committee appreciated the ongoing work and looks forward to a progress report at the January 2023 meeting.

Excerpt from the July 30, 2022, trustees' Literature Committee report:

The committee tabled discussion to the October 2022 meeting.

2022 Conference Committee on Literature consideration:

The committee reviewed a draft of the Literature Committee workbook and noted that the development of the workbook is moving in the right direction. The committee provided several suggestions regarding the length and content of the workbook and requested that a revised draft be brought back to the 2023 Conference Committee on Literature for review.

2019 Committee Consideration:

The Conference Literature committee suggested that the trustees' Committee on Literature develop a Literature Committee Workbook and provide a progress report to the 2020 General Service Conference.

Background:

1. 2023-01 Email from Publishing Department- ***Committee Only-Dashboard***
 - 1.a.2023 Literature Committee Workbook Draft - ***Committee Only-Dashboard***
2. 2021 Literature Committee Workbook Draft ***Committee Only-Dashboard***
 - 2.a. 2021 LCW Draft Outline- ***Committee Only-Dashboard***

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2023 Conference Committee on Literature

ITEM L: Review request to update the pamphlet “Do You Think You're Different?”.

Background Notes:

Excerpt from the January 28, 2023, trustees' Literature Committee report:

The committee reviewed and **agreed to forward** to the 2023 Conference Committee on Literature a request to update the pamphlet “Do You Think You're Different?” The committee noted that the pamphlet was last updated in 2018.

Note from the secretary: The subcommittee chair noted that the pamphlet had been updated as recent as 2018 and suggested that work on an update be postponed until further consultation with the Conference Committee on Literature.

Excerpt from the October 29, 2022, trustees' Literature Committee report:

The committee reviewed a request to update the pamphlet “Do You Think You're Different?” with stories that represent greater diversity. To move the project forward, the chair appointed Cindy F. as chair of the subcommittee and Clint M. and Gerry R. as members. The committee looks forward to a progress report at the January 2023 meeting.

Excerpt from the 2022 Conference Advisory Actions:

The trustees' Literature Committee revise the pamphlet “Do You Think You're Different?” to update the stories to represent greater diversity and bring back a draft pamphlet or progress report to the 2023 General Service Conference. (Note: As a result of the 2021-22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Trustees.)

Background:

1. PAI#89 Submission Form
2. “Do You Think You're Different?” (P-13): <https://www.aa.org/do-you-think-youre-different>

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(1) Submit a clear and concisely worded motion.

Motion:

I would like to propose to AA World Service Inc. to revise the pamphlet "Do You Think You're Different?" (p-13) add new stories.

This pamphlet was published in 2018, seeks to be inclusive of the population in the Canada/US structure. The stories reflect different backgrounds such as nationality, culture, religion, age and gender. However, this pamphlet does not cover all aspects of the different populations in our Canada/US structure. Our countries have a unique multicultural population with immigrants from Asia, the Middle East among many others. In addition, Canada has many different indigenous peoples as well.

I would like AA World Service Inc. to consider moving forward by adding new stories to be more inclusive of our diverse populations to demonstrate respect for all who come to AA meetings and carry the message for people who are missing.

I believe adding additional new stories to this pamphlet will help our Canada/US multicultural population. To show our AA support and make a sense of belonging to them.

(2) What problem does this proposed item address?

Lack of stories in this pamphlet representing our multicultural populations.

Revising language to be more current and respectful.

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

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

An individual

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

The background material is the pamphlet itself, clearly the stories do not represent the different multicultural populations in the Canada/US service structure.

My home group has an adverse membership (Jewish, Japanese, UK, Iranian, and Chile) with group members complaining that the current stories do not include them, causing them to feel excluded.

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

That the pamphlet will be more inclusive and that multicultural members will identify and feel more part of our AA program. Please see

(6) Provide a primary contact for the submission.

Archives Chair for BC Yukon, Area 79, Panel 71

(7) Final comments:

Please see attached letter.

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2023 Conference Committee on Literature

ITEM M: Discuss new proposed agenda items (PAI's) related to the Plain Language Big Book Translation.

Background Notes:

Excerpt from the October 29, 2022 trustees' Literature Committee report:

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.

Background:

1. List of Proposed Agenda Items (PAI) related to 2021 General Service Conference Plain Language Big Book translation - ***Dashboard***

[Back to Agenda](#)

2023 Conference Committee on Literature

ITEM N: Review update on video animation for the pamphlet “The Twelve Concepts Illustrated.”

Background Notes:

Excerpt from the July 30, 2022, trustees’ Literature Committee report:

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.

2022 General Service Conference Advisory Action, that:

The video animation of the pamphlet "The Twelve Concepts Illustrated" (currently published by the General Service Board of A.A. Great Britain) be adapted and produced by the Publishing Department. The committee requested a progress report or rough cut be brought back to the 2023 Conference Committee on Literature

Excerpt from the October 30, 2021, trustees’ Literature Committee report:

The committee reviewed and **agreed to forward** to the 2022 Conference Committee on Literature a progress report regarding the pamphlet “Twelve Concepts Illustrated.”

Excerpt from the July 1, 2021, trustees’ Literature Committee report:

The committee discussed the 2021 Conference Committee on Literature’s committee consideration regarding the pamphlet “Twelve Concepts Illustrated.” The committee received a verbal update from the Publishing department including a favorable review for a video available through the A.A. structure of Great Britain on the Twelve Concepts.

The committee requested that the Publishing department provide a link to the video from the Great Britain service structure on the Twelve Concepts along with a written progress report for review at the October 2021 meeting.

2021 Conference Committee on Literature consideration:

The committee reviewed the progress report regarding the pamphlet “The Twelve Concepts Illustrated” and requested that a progress report or draft pamphlet be brought back to the 2022 Conference Committee on Literature.

Synopsis of committee excerpts July 2019 through January 2021:

From July 27, 2019, through January 2021 the trustees' Literature Committee noted that updating the pamphlet, "Twelve Steps Illustrated" was pending the outcome of updates to the pamphlet, "Twelve Traditions Illustrated," since the work was interrelated.

2019 Conference Advisory Action

Update the pamphlet "The Twelve Concepts Illustrated" and bring back a progress report or draft pamphlet to the 2020 General Service Conference. The committee noted in the review of the matrix of A.A. recovery literature that the pamphlet "The Twelve Concepts Illustrated" has not been updated since 1986.

Background:

1. 2021-10-08 Publishing Department Progress Report to Literature desk on "The Twelve Concepts for World Service Illustrated" pamphlet.
2. 2019-12 Progress report from Publishing Department to Literature desk on "The Twelve Concepts for World Service Illustrated" pamphlet.
3. Current pamphlet "The Twelve Concepts for World Service Illustrated" available on G.S.O.'s A.A. website at: https://www.aa.org/assets/en_US/aa-literature/p-8-the-twelve-concepts-illustrated

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MEMORANDUM

To: Literature Desk
From: Publishing Department
Re: Progress Report for Trustees' Literature Committee
Date: October 8, 2021

Agenda Item E:

Review progress report regarding the pamphlet "Twelve Concepts Illustrated."

Publishing Director has been in contact with the General Service Office in Great Britain regarding their video animation of the "Twelve Concepts Illustrated" pamphlet and the possibility of adapting their version for approval, use, sale and distribution by A.A.W.S. The video can be viewed on YouTube:

<https://www.youtube.com/watch?v=qN6t4jAXJd0>

This collaboration would follow a similar pattern to the recent publication of the pamphlet "The 'God' Word," which originated in the U.K. and was adapted for a U.S./Canada audience.

Adaptations would involve new narration and some minor language and spelling tweaks to bring it into conformity with U.S./Canada English usage. Additionally, if requested, a print version could be developed from the animated version.

Action requested: Move forward a request to the 2022 General Service Conference that the video animation of the pamphlet "The Twelve Concepts Illustrated" (currently published by the General Service Board of A.A., Great Britain) be adopted by A.A.W.S. with minor editorial changes (pending approval from GSB Great Britain).

Executive Editor
General Service Office of Alcoholics Anonymous

www.aa.org

Interoffice Memorandum

December 20, 2019

To: Literature Assignment

From: Executive Editor

Re: Progress Report on “Twelve Concepts Illustrated” and “Twelve Steps Illustrated” pamphlets

While updates to the three illustrated pamphlets covering A.A.’s Steps, Traditions and Concepts have come through the Conference process separately and at different times, as an overall strategy, the Publishing Department feels it would be most effective to develop them with some interactivity and coordination.

The “Twelve Traditions Illustrated” pamphlet was the first to be presented for updating, and the Publishing Department has been working on this project for a number of years. It seems that a final version of the revision is ready to be presented to the Conference for approval. Nevertheless, some questions that came up during the process of revising this pamphlet may well apply to the pamphlets on the Steps and Traditions also (questions relative to the critical interplay between text and graphics, how much should the original text be altered or revised, what illustration style would be best suited to carry the message most effectively, etc.). For this reason, the Publishing Department would like to hold off on further exploration of the more recent two requests for revision of the pamphlets on the Steps and Concepts until the revision to the Twelve Traditions pamphlet has been approved.

This will help to provide Publishing with a general “template” with which to work and will allow us to more appropriately direct the design and text revisions requested. Of course, each pamphlet (Step, Traditions, Concepts) has different needs and approaches that will have to be applied, but having a clear sense from the Conference regarding the work we undertaken so far with the Traditions Illustrated pamphlet will help move the remaining two pamphlets forward more readily.

So, at this point, we are holding off with any firm creative decisions about the “Twelve Steps Illustrated” and “Twelve Concepts Illustrated” pamphlets pending further discussion by the trustees’ and Conference Literature Committees in 2020 regarding the “Twelve Traditions Illustrated” pamphlet.

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2023 Conference Committee on Literature

ITEM O: Discuss request to revise the pamphlet “Too Young.”

Background Notes:

Excerpt from the January 28, 2023, trustees’ Literature Committee report:

The committee discussed the 2017 Conference Floor action that “The pamphlet “Too Young?” be revised to reflect more current collective experiences of young alcoholics and their welcome to A.A.” The committee discussed the new formats proposed and the high estimated costs. In view of the high-cost estimates, the committee suggested exploring other options, such as utilizing existing young people’s videos developed by the International Conference of Young People in Alcoholics Anonymous (ICYPAA) or other possible alternatives to carry the message to young newcomers in A.A.

The trustees’ Literature committee requested that the Conference Committee on Literature provide additional direction regarding the 2017 Conference floor action.

Excerpt from the July 1, 2021, trustees’ Literature Committee report:

The committee discussed the 2021 Conference Committee on Literature’s committee consideration regarding the pamphlet “Too Young?” The committee received a verbal update from the Publishing department that referenced a print to video project which is budgeted for 2022 for this item.

The committee requested the Publishing department provide a written progress report with an update on a script for the video format of the pamphlet for review at the October 2021 meeting.

2021 Conference Committee on Literature consideration:

The committee reviewed a progress report on the revision of the pamphlet “Too Young?” The committee looks forward to reviewing a draft revised pamphlet and/or samples of other potential formats of the pamphlet at the meeting of the 2022 Conference Committee on Literature.

CONFIDENTIAL: 73rd General Service Conference Background

The committee reviewed a progress report on the revision of the pamphlet “Too Young?” The committee looks forward to reviewing a draft revised pamphlet and/or samples of other potential formats of the pamphlet at the meeting of the 2022 Conference Committee on Literature.

Excerpt from the October 31, 2020, trustees’ Literature Committee report:

The committee discussed the Publishing department’s progress report regarding the pamphlet “Too Young?” The committee reviewed Publishing’s workflow plan with estimated costs, projected resource requirements and project priorities.

The committee agreed with the Publishing department’s suggestion for the project to be deferred to 2021. The committee noted overall budget constraints and the potential video production expenses as part of the updating to this item. The committee also noted the difficulties of working with third-party video production firms during the current environment presented by the pandemic. The committee looks forward to a progress report at the January 2021 meeting.

Excerpt from the August 1, 2020, trustees’ Literature Committee report:

The trustees’ Literature Committee discussed the 2020 Conference Committee on Literature’s committee consideration regarding the pamphlet “Too Young?” and requested that the Publishing Department provide a progress report which includes estimated costs, projected resource requirements and project priorities at the October 2020 meeting.

2020 Additional Committee Consideration:

The committee reviewed a progress report on the revision of the pamphlet “Too Young?” The committee looks forward to reviewing a draft revised pamphlet and/or samples of other potential formats of the pamphlet at the meeting of the 2021 Conference Committee on Literature.

Excerpt from November 2, 2019, trustees’ Literature Committee report:

The committee reviewed with appreciation the reports from committee members related to gathering shared experience from A.A. members at Young People in Alcoholics Anonymous Conferences. The committee expressed support for the Publishing Department to explore options for integrating art for the pamphlet as well as podcast versions of the pamphlets. The committee requested that the Publishing Department continue work to revise each pamphlet and bring back updated progress reports or draft pamphlets and/or samples of other potential formats of the pamphlet to the February 2020 meeting.

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CONFIDENTIAL: 73rd General Service Conference Background

Excerpt from July 27, 2019, trustees' Literature Committee report:

The committee discussed the 2019 Conference Literature Committee's additional committee consideration that the Conference committee looks forward to reviewing a draft revised pamphlet of "Too Young?" and/or samples of other potential formats of the pamphlet at the 2020 General Service Conference.

The committee discussed shared experience being gathered from Young People in Alcoholics Anonymous Conferences including locally produced literature items. Committee members, chair, Beau B. and appointed committee member, Katie H., will attend the upcoming International Conference of Young People in Alcoholics Anonymous to continue gathering shared experience related to the pamphlet development and provide a report to the committee at the November 2019 meeting.

2019 Committee Consideration from the Conference Committee on Literature:

The Conference Literature committee reviewed a progress report on the revision of the pamphlet "Too Young?" The committee looks forward to reviewing a draft revised pamphlet and/or samples of other potential formats of the pamphlet at the 2020 General Service Conference.

Excerpt from January 26, 2019, trustees' Literature Committee report:

The committee agreed to forward a written version of a verbal report provided by the General Service Office's Publishing Department regarding the pamphlet "Too Young" to the 2019 Conference Committee on Literature.

Excerpt from October 27, 2018, trustees' Literature Committee report:

The committee reviewed the progress report on the revision to the pamphlet "Too Young?" and requested that Appointed Committee Member Katie H. forward sharing to the Publishing Department as it continues its work to provide an update at the committee's January 2019 meeting.

Excerpt from July 28, 2018, trustees' Literature Committee report:

The Publishing Department advised that they are in the process of identifying an appropriate graphic designer as well as exploring the possibilities for producing an

animated video format component to the pamphlet. The committee agreed that it would be beneficial to the project to involve Katie H. at this stage of the project. The committee requested that Publishing continue work on this project and bring back a progress report to the October 2018 meeting.

2018 Committee Consideration from the Conference Committee on Literature:

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CONFIDENTIAL: 73rd General Service Conference Background

The committee reviewed a progress report on the revision of the pamphlet “Too Young?” The committee looks forward to reviewing a progress report or revised draft pamphlet at the 2019 General Service Conference.

Floor Action of the 2017 General Service Conference, that:

The pamphlet “Too Young?” be revised to reflect more current collective experiences of young alcoholics and their welcome to A.A.

Background:

1. 2023-01-19 “Too Young” pamphlet video production budget.
2. 2021- 10-08 Publishing department progress report to Literature desk on “Too Young” pamphlet.
3. 2019-12-20 Publishing department progress report Literature desk on “Too Young” pamphlet.
4. 2019-11-02 Young People in A.A. (YPAA) progress report related activity from the trustees’ Literature committee chair and the trustees’ Literature committee Appointed Committee Member (ACM) (Doc.4_ YPAA Progress Report ACM)
5. 2018-11-13 Local sharing submitted by trustees’ Literature Committee Appointed Committee Member
6. Current pamphlet “Too Young?” available on G.S.O.’s A.A. website at:
http://www.aa.org/assets/en_US/search/p-37-too-young

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From: [Senior Production Manager- Digital](#)
To: CFO; Publishing Director; [Literature desk](#)
Cc: [Managing Editor](#); [Editorial Production Manager](#)
Subject: Re: Budget related question -- "Too Young" revised video project -- resurrected
Date: Thursday, January 19, 2023 12:59:47 PM

Thanks, Paul, for the recap.

Hi David,

Too Young is to be produced as an animation video. The Whiteboard animation is a different project on its own that will be budgeted separately.

Thanks,

Julisa

Julisa S.

Senior Production Manager- Digital

From: CFO
Date: Thursday, January 19, 2023 at 12:43 PM
To: Publishing Director, Senior Production Manager- Digital, Literature desk
Cc: Managing Editor, Editorial Production Manager
Subject: RE: Budget related question -- "Too Young" revised video project -- resurrected

The animation of "Too Young" was on the deferred project list in 2022 with an estimated cost of \$100,000. When we updated the deferred project list for 2023, it was dropped from the list, meaning that we no longer planned to produce it.

Paul K.

Chief Financial Officer

General Service Office of Alcoholics Anonymous

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CONFIDENTIAL: 73rd General Service Conference Background

From: Publishing Director
Sent: Thursday, January 19, 2023 12:37 PM
To: CFO; Senior Production Manager- Digital, Literature Desk
Cc: Managing Editor; Editorial Production Manager
Subject: Budget related question -- "Too Young" revised video project -- resurrected

Hi Julisa, Paul, Brittnae, and team,

If memory serves

Did we once have the remake / rewrite / re-animate of "Too Young" estimated for whiteboarding or other animation as a video-first project –
etc. video project – then on a deferred list. Early 2021?

Trustees Literature would like to possibly resurrect / discuss this further at January board weekend.

What did we have budgeted and for which piece of this possible video project?

Thankie,

David R.
Publishing Director
Alcoholics Anonymous World Services, Inc.

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MEMORANDUM

To: Literature Desk
From: Publishing Department
Re: Progress Report for Trustees' Literature Committee
Date: October 8, 2021

Agenda Item F:

Review progress report regarding the pamphlet “Too Young?”

Progress Report:

With the understanding presented in previous progress reports to both the trustees' and Conference Literature Committees that this pamphlet is a candidate for adaptation from print to video format, Julisa Soriano, our Senior Production Manager/Digital is researching companies that produce 2D and 3D video animation to provide work samples and project briefs for this project. We have had a number of internal meetings regarding creative direction and have set aside funds in the 2021 budget for initial development of storyboards and other preliminary elements, with additional funds to be incorporated into the 2022 budget for ongoing implementation.

Next steps: We will continue researching appropriate vendors for the development of video or animation materials for possible presentation in January 2022.

Ames S. Executive Editor
General Service Office of Alcoholics
Anonymous 475 Riverside Drive, 8th Floor
New York, New York 10115
www.aa.org

Interoffice Memorandum

December 20, 2019

To: Steve S., Literature Assignment

From: Ames S., Executive Editor

Re: Progress Report on “Young People and A.A.” and “Too Young?”

At the November 2019 meeting of the trustees' Literature Committee an update was provided by ACM Katie H. and General Service Trustee Beau B. on gathering shared experience from A.A. members at Young People in A.A. Conferences regarding these two pamphlets. The update provided a number of options to explore for ongoing development of text and integration of artwork, as well as suggestions for development of podcast versions of the pamphlets.

Since the meeting, the Publishing Department has continued work on revision of the pamphlets, reaching out to some graphic designers who have done work within the YPAA service community, and look toward providing updated progress reports, draft pamphlets and/or samples of other potential formats of the pamphlet to the trustees' Literature Committee at subsequent meetings in 2020.

November 2, 2019 progress report on Y.P.A.A. related activity from the TLC chair and TLC A.C.M.

(Excerpt from September 30, 2019 email from Beau B., TLC Chair)

Dear Literature Committee,

We attended the 61st International Conference of Young People in Alcoholics Anonymous (ICYPAA) on August 23-25. Our Appointed Committee member Katie H. was invited to run two round table style sessions for capturing feedback on recent thinking and revision concepts for the pamphlet Young People and A.A. In total we met with 25-30 people and received helpful input on title, artwork, the new concept, ideas for avatars, formats (audio, video and printed). We were grateful to the Publishing department for providing printed copies of the new concept for review and discussion. Providing these physical examples were instrumental in soliciting constructive and actionable feedback.

The actual feedback from these sessions will be provided in an overall summary from Katie however it should be noted that this type of interaction was very well received by the participants and promoted a level of engagement and understanding from all participants that would be difficult to replicate in other ways.

I would like to thank the committee for their trust and open mindedness in supporting this activity. Our pamphlet will not only be better as a result we successfully engaged and opened more minds to the conference process as well.

(Excerpt from September 16 email from Katie H., TLC A.C.M.)

I appreciated the opportunity to travel to Boston for the International Conference of Young People in AA (ICYPAA) and was equally fortunate to have been given two sessions on the agenda to have an open dialogue with two groups about literature. Thanks for sharing advance copies of the new Young People in AA pamphlet. The format change was well received.

Attaching all of my notes from these focus groups as well as sessions with Virginia State Conference of Young People in AA (VSCYPAA), All California Young People in AA (ACYPA) and a YPAA breakout room at Pacific Regional Alcoholics Anonymous Service Assembly (PRAASA).

Discussion Summary:

- There were several interesting conversations around quizzes. Debate started with the location and placement of the quizzes – at the beginning instead of the end and vice versa as well as having both. The thought process was around identifying before and/or after reading the stories and how that would affect the “truthfulness” of the participants answers. We also talked about having multiple quizzes. Everyone seemed to like the idea of the questions throughout the pamphlet to help break it up as well. The popularity of BuzzFeed quizzes sparked this conversation – ideas went around like “what type of alcoholic are you?” Everyone agreed that quizzes keep their interest and would make the pamphlet more engaging.

- Overall, the design and graphics were not well received. We discussed a more modern look, even something like utilizing one single, bold color. No graphics. Overall, wanted a more modern, simplistic/minimalist look. As I had felt, the pamphlets appear too “sciencey” and like something found in a classroom. Minimalism would help usher the pamphlets into modern design. Also talked about a different size of a pamphlet or glossy to make it stand out and stand apart.
- Discussion around a contest for design and suggestions around various designers in the YPAA community who are talented at event flyers. I had been thinking of a YPAA designer from the west coast and someone from Florida in attendance had actually mentioned her by name and her talented work and said he also gravitated toward her design style and encouraged us to reach out to her for ideas. This led to a spirited discussion around letting the YPAA community create its own design.
- QR codes seem to be of continued interest. The ability to easily find a pamphlet online was well received as well as the recognition that paper pamphlets on literature tables was still vital.

Summary of Recommendations:

- Strongly recommend a modern design. The use of a single, bold color. No graphics. Modern, minimalist font.
- Recommend developing a design contest to create cover design and/or avatar from the YPAA community.
- Format change was well received. The caution here is that the pamphlet maintains a logical flow from each part of the story. Suggestion is to have clear instructions of “follow the story” as well as graphics/symbols that are eye catching and modern that help guide the reader through the stories.
- Consider adding quiz questions throughout pamphlet, especially if the current proposed format change is not adopted. Adding questions throughout would break up the stories and provide a visually appealing pamphlet.
- Consider a new name for pamphlet or a provocative subtitle (see notes)

We can discuss these findings further at the next board weekend or I would be happy to have a conference call in order to share a little more of the spirit of discussion with Ames and publishing. Please let me know if you think that would be helpful!

In love and service,

Katie H.

Appointed Committee Member
Trustee’s Literature Committee

ICYPAA Literature Session 8/23 - 8/24/2019

Thursday, August 22, 2019

7:22 AM

Young People in AA Pamphlet

Format Change:

Like = 18

Dislike = 1

Commentary/Recommendations:

- Shocking title - something that almost challenges the reader
- "But try to Get to them to see it!"
- References to YPAA conferences
- What is YPAA?
- Love the concept/format change
- Videos for accessibilities
- Most of the participants utilize a mix of reading and listening to podcasts
- Felt too much like Text book
- Bible Study
- Geometry class
- Needs modernize
- Quiz in the back
- What kind of alcoholic are you?
- Pamphlet of quizzes
- Not appealing
- Title revisions
- "You're right you are too young"
- More quotes from the Big Book sprinkled throughout
- App based literature device makes the most
- Search bar
- The format works - not sure about using the "what it was like, what happened, what it is like now"
- Snapchat bitmoji or image?
- One participant thinks that this could replace the too young pamphlet and he used the too young pamphlet
- Quizzes as you go - almost like an activity book
- Needs explanation into the what the format is
- "Pick one and go" instruction
- Title something more provocative
- Picture or image of the person works oversymbol

ACYPAA Literature Session 7/7/2019

Thursday, August 22, 2019

7:38 AM

Too Young Pamphlet

Needs Updating?

Yes = 12

No = 1

Notes

- Too Young Pamphlet felt "too different" - young people want to feel included in AA, not always set apart
- More YPAA information included in all pamphlets directed to young people
- Everyone liked the checklist and quizzes
- New title might be nice
- Design needs to be minimalist and more modern - single bold color

VSCYPAA Literature Session 6/16/2019

Thursday, August 22, 2019

7:22 AM

Sharing notes:

- "Member's Eye View" was first pamphlet picked up. Was directed to it from an old timer and was incredibly useful to member for understanding the fellowship. Refers to it often
- Participant explained that she did an online search for help with alcoholism and found an AA Questionnaire checklist that was useful and it led her to a meeting
- Participant remembered seeing the Too Young Pamphlet when she was 15-16, before she came into AA, but didn't understand the message
- Participant referred to the literature rack looking "too sciencey" or something that was related to the church. Also thought it felt like a doctor's office
- Another participant said he never picked up a pamphlet nor was directed to the pamphlets
- Many people brought up the idea of young people's videos on YouTube or utilizing podcasts
- Available links to ICYPAA or YPAA home pages
- Orientation video or information about AA in general
- Conscience of the group was positive toward digital content links and QR codes for literature for their phones
- More images than words
- One-page flyer would be beneficial

PRAASA YPAA Session 3/3/2019

Thursday, August 22, 2019

7:30 AM

Sharing notes:

- One participant said she had never seen YP literature pamphlets
- Participant brought up the idea of 30 second animated videos online
- "More current, more often" - discussion around how we are constantly out of date because of the process. Is there a quicker way to adopt and adapt to change?
- PDFs may not work for 16-year-olds
- The message needs to be easily digestible
- QR codes felt like a good idea overall
- Discussion moved toward google and SEO and the desire from the group for more online presence
- Many people called out that the local YPAA groups should be making videos
- Discussion around "What is YPAA" brochure - many people within the fellowship do not understand what a Young People's Committee is - discussion broadened to internal vs external messaging
- Overall, group agreed that paper pamphlets were still valuable
- Participant said she read every pamphlet but didn't relate to the images of the Too Young Pamphlet
- One person mentioned that their district is using targeted ads on Facebook
- Desire for audiobooks
- Age is not the barrier - alcoholism is the barrier
- Additions to the AA Group pamphlet regarding YP meetings

11.13.18 Email with local sharing submitted by Katie H., trustees' Literature Committee Appointed Committee Member

Hi Ames,

Hope you are doing well on this Tuesday morning. I spent time with three regional Young People's Committees (EBYPAA, SACYPAA and YOLYPAA) from Northern California and had 45 minute discussions about the "Too Young?" Pamphlet as well as their recommendations and experiences with AA Literature. Below are a couple of the notes that I captured from these discussions.

- QR Codes on pamphlets linking to AA.org in order to view the pamphlets online and/or links to YouTube content. In my opinion, this should be high priority. Interesting to note that even though I brought copies of the pamphlet, everyone went to their phones to look up the pamphlet. It is my personal experience as well that I utilize my iPhone for looking up most information. Having this data in a user friendly format online would be great as well. The PDF of the pamphlet is not as friendly. Developing this content in an online format would be useful.
- Shorter format – the "Young People in AA" pamphlet has all the stories and it is long. The suggestions was that a "visual" pamphlet would be more effective if it wasn't as long.
- "Keep it simple" – some of the stories felt TOO specific to the majority. Although there were three people within these groups that actually said "This character. This is me." The rest did not identify.
- More focus on the Questionnaire piece. Everyone felt that was helpful.
- More emphasis that there are Young People's meetings and conferences – local meetings to state, regional and international conferences
- Characters less stereotypical and more generic
- Pamphlet is very dark and gloomy – add more hope and more color at the end
- Overall needs to be more modern
- Development of YouTube videos would be the primary way to move forward in order to have young people find answers to questions about alcoholism

Something interesting to note: I met very few people who had any experience with reading AA Pamphlets in early recovery. However, I did meet 1 girl who told me a story that I would like to share. She explained that she walked into her first meeting at 15. She had a typical experience of a young person in AA in that she was surrounded by people she didn't think she could relate to. She sat down in the meeting and saw on the wall a pamphlet that was graphic and looked like a cartoon. She grabbed it and saw the title "Too Young?" and knew it was for her. She said she didn't hear a thing in the meeting and read the pamphlet cover to cover. She is now 17 years old and 2 years sober.

Thanks,

Katie H.

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2023 Conference Committee on Literature

ITEM P: Review update on the proposal for Big Book or *Twelve Steps and Twelve Traditions* study guides.

Background Notes:

Excerpt from the October 29 trustees' Literature Committee report:

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.

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VII.

**POLICY &
ADMISSIONS**

AGENDA

Conference Committee on Policy/Admissions

Sunday, April 23, 2023, 4 p.m. – 6 p.m.

Monday, April 24, 2023, 9 a.m. – Noon

Room: TBD

Chair: Andrea H.

Secretary: Jeff W.

Conference Committee Members

Panel 72

Mike B.

Monty C.

Andrea H.*

Barbara R.**

Panel 73

Molly E.

Celyne L.

Joann M.

Kacie N.

Peter W.

*Chair

**Alternate Chair

- ◆ Introductions – Andrea H., Conference committee chairperson.
- ◆ Review Conference Committee Composition, Scope, and Procedure – Andrea H., Conference committee chairperson.
- ◆ Review history of Conference committee – Jeff W., secretary
- A. [Review G.S.O. general manager's report regarding General Service Conference site selection.](#)
- B. [Review dates for the 2027 General Service Conference.](#)
- C. [Review progress report on the development of a process using virtual meeting technologies for polling the G.S.C. between meetings.](#)
- D. [Discuss report on the Equitable Distribution of Workload process.](#)
- E. [Review report of the GSB Ad-Hoc Committee on Participation of Online Groups in the U.S./Canada Service Structure.](#)

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

2023 Conference Committee on Policy/Admissions

ITEM A: Review G.S.O. General Manager's report regarding General Service Conference site selection.

Background notes:

Excerpts from the 2023 trustees' General Service Conference Committee meeting:

The committee also noted the general manager's efforts to gather the requested information about potentially meeting outside of New York City. The committee noted that the information gathered was to provide sample information and not to suggest an actual venue.

The committee felt that the amount of detail from four of the eight regions, would be an adequate amount of information to include in the final Site Selection Report in addition to logistical, financial, and spiritual considerations. The committee expressed appreciation for the efforts to date and requested that the general manager continue development of the site selection report for the committees' review. The committee noted that a final report will be included as background for the 2023 Conference Committee on Policy and Admissions.

2022 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the G.S.O. general manager's report regarding General Service Conference site selection, noting with appreciation the level of detail regarding specific sites considered. The committee requested that the next site selection report provide detail on the financial, logistical, and spiritual implications of holding the General Service Conference at other locations throughout the eight regions of the U.S./Canada service structure, perhaps in rotation with the New York City metropolitan area.

2021 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the G.S.O. general manager's report regarding General Service Conference site selection. The committee agreed with the overall goal of a reduction or containment of total Conference costs, the suitability of sleeping rooms and meeting rooms, and an improvement in the convenience and cost of transportation to and from airports. The committee requested that that future reports include more details on specific sites considered.

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Current Conference Charter excerpt:

9. The General Service Conference Meetings: The Conference will meet yearly in the City of New York, unless otherwise agreed upon. Special meetings may be called should there be a grave emergency. The Conference may also render advisory opinions at any time by a mail or telephone poll in aid of the General Service Board or its related services.

Background:

1. General Manager's report on General Service Conference site selection
2. Advisory Actions regarding General Service Conference site selection

2023 General Service Conference Site Selection Report

The 2022 Policy Admissions Conference Committee requested that the next site selection report provide detail on the **financial**, **logistical**, and **spiritual** implications of holding the General Service Conference (GSC) at other locations throughout the eight regions of the U.S./Canada service structure, perhaps in rotation every other year with the New York City metropolitan area.

GSO's Meeting, Events and Travel (METs) team randomly chose two locations within each of the eight regions. When possible, one was chosen in a more metropolitan area and the other more rural area to get a sense of cost comparison and balance with logistics.

Several facilities have either not responded or do not have the capacity to accommodate our specifications. However, we received data from facilities in four of the eight regions: West Central, East Central, Eastern Canada and the Northeast. Although the GSC is not particularly large, the number of breakout rooms necessary is a challenge for many venues to accommodate. Also challenging is that the hotel industry is experiencing severe staffing issues, making it difficult to obtain pricing and proposals. The data gathered within these four regions still provides a strong sample of financial and logistical details to draw conclusions as to the feasibility of hosting a GSC outside the New York City metropolitan area (NYC).

Financial

Appendix A illustrates a comparison of actual expenses from the 2022 GSC to projected costs derived from proposals received. GSO's, CFO in collaboration with the MET's team developed this comparison. Some points and assumptions worthy of mention are as follows:

- **Travel**

Conference members - Included in this line are 11 GSO Staff, Director of Staff Services, General Manager, GV Publisher and the Grapevine Committee Secretary.

GSO Support Staff to Conference - 40 other support staff are included in this line ranging from the full MET's team, technology support, directors and department heads and other logistical support from Office Services. This is the average number that have attended and supported the last three in person Conferences.

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GSO Support Staff site visits - 3 site visits throughout the year: 2 would include 2 members from the MET's team and the Conference Coordinator, the 3rd visit would include the General Manager.

The trip to GSO/Stepping Stones was removed in the regional columns.

- **Meals**

Meals for site visits and early arrival during Conference week for support staff to set up. At least 8 staff (MET's, Technology & Office Services).

- **Lodging**

Additional lodging costs are added for site visits and the early arrival of support staff (8). You will also notice an increased amount in the regional columns for "Support Staff During Conference" (40).

- **Other**

Equipment rental would be necessary as these locations are too far to ship our copier and printers. Postage and shipping also reflect increases due to the distance to ship items as well as shipping technical support equipment otherwise carried to hotels within NYC.

This comparison and summary represent our best estimates and assumptions that hosting a GSC within the eight regions would entail. Hosting an actual Conference would be the only way to understand and know the actual needs, so it is likely every assumption has not been considered.

Logistical

Planning the GSC is a year long process. Planning a Conference outside NYC from the GSO would present challenges due to unfamiliarity of the area and the need be on-site for set up planning and workflow. This would require multiple site visits; the financial projections estimate a need for at least 3 site visits but more may be necessary, particularly without experience to draw from. The MET's team and several other staff support from Office Services would have to arrive early to set up the workroom and other areas of the facility.

Shipping from a distance would require more detailed arrangements compared to the services we use to transport our equipment and supplies to local hotels in NYC.

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Although the properties used in this report are for illustration purposes, it is plausible that an actual hotel could be situated on an airport property and would be easily accessible with little or no transportation needed. Transportation between the airport and hotel may be complimentary through shuttle service.

Many locations throughout our structure are not in proximity to major train routes which some participants annually choose as a means of transportation. This would exclude certain areas from the possibility of hosting. Bus service may pose a similar challenge.

Hosting outside NYC would demand all supporting office employees are onsite throughout the duration of the Conference. When held in NYC, many employees go back and forth from their homes and the office.

IT/Tech set up and support would lose the benefits of the close proximity of the office if certain supplies were needed for special circumstances, e.g., extra cables, equipment swaps, etc.

Spiritual

To address spiritual implications of holding a GSC outside NYC, I arranged a dedicated GSO Staff sharing session. The following is a summary of points from the sharing session:

- Planning is more nimble when it's close to the office, e.g., site visits, supplies, etc. Collaboration between Staff assignments and departments would likely be compromised.
- Concerns of the principle of participation being compromised, i.e. non-conference member staff support from various departments not being allowed to travel to participate.
- If we found a less expensive location in our structure, we would have money to spend on other spiritual services.
- The decision to move shouldn't be related to a desire to move the office.
- If part of the motivation is for a better location than NYC, unity on alternate locations is unlikely. Rye is a good example of this. Some liked it and some didn't.
- The Conference would miss out on Stepping Stones and GSO visits during Conference week. Visiting the office during Conference weeks was one of the reasons the early members chose to meet in NYC.
- International observers would miss out on the Fellowships history tied to NYC.
- Similar to international observers, some area delegates would feel left out of the NYC experience and history of the Fellowship.
- The history of the Conference being held in NYC has been a central part of a long history of unity and comradery among area delegates, trustees and staff. I'm concerned that would be difficult to duplicate in other locations.

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- Where money and spirituality mix melds financial, logistical and spiritual. If there are logistical or financial challenges due to hosting within the regions, it will create spiritual difficulties.
- Many past and present delegates share a sentiment that their Conference experience was enhanced by being in NYC and a move away from that would potentially bear a spiritual cost.
- Would the principle of inclusion be challenged? The idea of hosting the GSC within our regional structure in a rotation with NYC would not allow wide area involvement as the GSC specifications limit hotel availability to a limited number of geographic locations.

Archives Research

The Archives Department provided a sample of historical references to this topic:

"We are now trying to develop some fair method of regional representatives which could bring delegates to New York once a year to sit down in a joint session with our Headquarters people, following which, the Service Conference would make a report to the Groups on the state of the Headquarters and A.A. in general."

Letter from Bill W. to Fred C., December 1, 1947

"After a lot of thought, I am beginning to think we have an answer – at least a partial one. The conference can't be too big, it can't be too small. It can't ever be a political or governing body. Just a bunch of sane AA's who will sit down and see whether things are going all right in New York and make a report on it. I think that's all we shall ever need."

Letter from Bill W. to Jimmy B., December 11, 1947

"Each Delegate will serve two year term, will always be available for mail or phone consultation with A.A. Headquarters, and will twice attend the General Service Conference which will be held in New York City to coincide with the regular April meeting of the Foundation."

Your Third Legacy pamphlet, pages 7-8

"They [Delegates] will become closely acquainted with each other and with our Headquarters people. They will visit the premises of the Foundation, Grapevine, and Service Headquarters. This should engender mutual confidence. Guesswork and rumor are to be replaced by first-hand knowledge."

Your Third Legacy pamphlet, page 8

Conference Discussions:

In October 1955, the former GSB Policy Committee discussed a suggestion from two delegates, to pursue the "possibility of having alternating sessions of the General Service Conference in cities other than New York." Further, "this would be done in odd years, thereby giving each delegate a chance to visit Headquarters in even years."

Some of the "cons" expressed by the board were:

- "Bringing the necessary staff and personnel from Headquarters to these different cities."

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- “Delegates would lose the benefit of going through the office.”
- “This would mean changing the Charter of the Third Legacy.”

The proposal was discussed at the 1956 General Service Conference but was tabled for consideration at “some future date.”

In 1962 the GSC “rejected a proposal that the 1965 General Service Conference be held in Toronto, Canada.” It was the sense of the meeting that the “proposal, in addition to placing a serious burden on GSO manpower and facilities, would deprive 1965 Conference Delegates (particularly those of Panel 15) of the opportunity to become more familiar with GSO’s world service operations.

Conference Booking (Catching Up)

In the 2022 report, I explained we would begin catching up in securing dates and venues for the Conference after the necessary pause due to the pandemic. With a pandemic no longer posing a risk to contracting hotels for the Conference, I have brought us up to date and alignment with the Advisory Actions pertaining to Conference booking and have executed contracts with the New York Marriott at the Brooklyn Bridge (Brooklyn Marriott) through 2026. RFP’s were sent to several hotels in the NYC area. Similar to the challenges outlined in the regional RFP’s, we experienced difficulty locally obtaining accommodation for our specs and receipt of proposals. The dates and locations are as follows:

April 14-20, 2024

April 27-May 3, 2025

April 26-May 2, 2026

Suitability of sleeping and meeting rooms

The Brooklyn Marriott meets our standards and needs to host the Conference in a manner that supports past practice, meeting formats and schedules. It has been assessed for safety, quality, and service.

Summary

The financial data gathered clearly shows it’s possible to find venues within our structure that are more cost effective than NYC. That said, if there was a rotational schedule included with hosting a Conference outside NYC, a question to consider may be “would all areas have the option to be included and participate?” Also of note would be consideration of Bill’s and others spiritual thoughts on this question to host a GSC outside NYC; *“Just a bunch of sane AA’s who will sit down and see whether things are going all right in New York.”* Or this thought from Your Third Legacy Pamphlet *“They will visit the premises of the Foundation, Grapevine, and Service Headquarters. This should engender*

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mutual confidence.” Logistics certainly have pros and cons also. The pros of venues outside NYC offering the possibility of ease access from airports to hotels and the cons of planning from a distance, no access to office tools during Conference week, unfamiliarity of the area, considerable number of staff traveling and site visits throughout the year taking staff away from other work.

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POLICY/ADMISSIONS
Item A
Doc.1

Appendix A - GENERAL SERVICE CONFERENCE EXPENSES - GENERAL MANAGER SITE SELECTION REPORT

<u>TYPE OF EXPENSE</u>	<u>2022 BROOKLYN</u>	<u>WEST CENTRAL</u>	<u>EAST CENTRAL</u>	<u>EASTERN CANADA</u>	<u>NORTHEAST</u>
<u>EXPENSES WHICH VARY BY SITE</u>					
<u>Travel</u>					
<u>Conference Members</u>	<u>80,000</u>	<u>91,440</u>	<u>88,860</u>	<u>86,461</u>	<u>87,956</u>
<u>GSO support staff to Conference</u>	<u>9,200</u>	<u>35,200</u>	<u>27,260</u>	<u>19,880</u>	<u>24,480</u>
<u>GSO support staff site visits</u>	<u>0</u>	<u>8,500</u>	<u>7,000</u>	<u>5,500</u>	<u>6,500</u>
<u>Interpreters</u>	<u>7,500</u>	<u>7,500</u>	<u>7,500</u>	<u>7,500</u>	<u>7,500</u>
<u>Appointed Committee Members</u>	<u>2,900</u>	<u>2,900</u>	<u>2,900</u>	<u>2,900</u>	<u>2,900</u>
<u>Trustees Emeriti</u>	<u>1,100</u>	<u>1,100</u>	<u>1,100</u>	<u>1,100</u>	<u>1,100</u>
<u>Trip to GSO</u>	<u>2,100</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>Subtotal Travel</u>	<u>102,800</u>	<u>146,640</u>	<u>134,620</u>	<u>123,341</u>	<u>130,436</u>
<u>Meals</u>					
<u>GSO support staff site visits</u>	<u>0</u>	<u>750</u>	<u>750</u>	<u>750</u>	<u>750</u>
<u>GSO support staff setup</u>	<u>0</u>	<u>1,536</u>	<u>1,536</u>	<u>1,536</u>	<u>1,536</u>
<u>Opening Dinner</u>	<u>54,900</u>	<u>19,500</u>	<u>19,500</u>	<u>25,400</u>	<u>21,500</u>
<u>Coffee and Beverage Service</u>	<u>36,000</u>	<u>36,000</u>	<u>36,000</u>	<u>36,000</u>	<u>36,000</u>
<u>Continental Breakfasts</u>	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>
<u>All Other Lunches, Dinners, and Breaks</u>	<u>310,900</u>	<u>244,800</u>	<u>190,100</u>	<u>282,200</u>	<u>241,900</u>
<u>Subtotal Meals</u>	<u>405,800</u>	<u>306,586</u>	<u>251,886</u>	<u>349,886</u>	<u>305,686</u>

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Lodging

<u>GSO support staff site visits</u>	<u>0</u>	<u>1,590</u>	<u>1,750</u>	<u>2,670</u>	<u>1,890</u>
<u>GSO support staff setup</u>	<u>0</u>	<u>3,816</u>	<u>4,200</u>	<u>6,408</u>	<u>4,536</u>
<u>Conference Members</u>	<u>291,000</u>	<u>171,720</u>	<u>189,000</u>	<u>288,360</u>	<u>204,120</u>
<u>GSO support staff during Conference</u>	<u>15,300</u>	<u>50,880</u>	<u>56,000</u>	<u>85,440</u>	<u>60,480</u>
<u>Interpreters</u>	<u>10,200</u>	<u>7,632</u>	<u>8,400</u>	<u>12,816</u>	<u>9,072</u>
<u>Appointed Committee Members</u>	<u>1,600</u>	<u>3,816</u>	<u>4,200</u>	<u>6,408</u>	<u>4,536</u>
<u>Observer</u>	<u>3,000</u>	<u>1,272</u>	<u>1,400</u>	<u>2,136</u>	<u>1,512</u>
<u>Trustees Emeriti</u>	<u>3,800</u>	<u>2,544</u>	<u>2,800</u>	<u>4,272</u>	<u>3,024</u>
<u>Subtotal Lodging</u>	<u>324,900</u>	<u>243,270</u>	<u>267,750</u>	<u>408,510</u>	<u>289,170</u>

Other

<u>Audio Visual</u>	<u>150,700</u>	<u>150,700</u>	<u>150,700</u>	<u>150,700</u>	<u>150,700</u>
<u>Equipment Rental</u>	<u>0</u>	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>
<u>Postage and Shipping</u>	<u>15,300</u>	<u>17,800</u>	<u>18,300</u>	<u>27,300</u>	<u>17,800</u>
<u>Subtotal Other</u>	<u>166,000</u>	<u>172,500</u>	<u>173,000</u>	<u>182,000</u>	<u>172,500</u>

<u>SUBTOTAL VARIABLE EXPENSE</u>	<u>999,500</u>	<u>868,996</u>	<u>827,256</u>	<u>1,063,737</u>	<u>897,792</u>
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CONSTANT REGARDLESS OF SITE

Professional Fees

<u>Editorial Services</u>	<u>6,900</u>	<u>6,900</u>	<u>6,900</u>	<u>6,900</u>	<u>6,900</u>
<u>Committee Assignment Software Support</u>	<u>500</u>	<u>500</u>	<u>500</u>	<u>500</u>	<u>500</u>
<u>Photography</u>	<u>4,300</u>	<u>4,300</u>	<u>4,300</u>	<u>4,300</u>	<u>4,300</u>
<u>Two Past Staff to support Conference Assignment</u>	<u>9,800</u>	<u>9,800</u>	<u>9,800</u>	<u>9,800</u>	<u>9,800</u>
<u>Document Translation</u>	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>	<u>100,000</u>
<u>Interpretation</u>	<u>20,700</u>	<u>20,700</u>	<u>20,700</u>	<u>20,700</u>	<u>20,700</u>

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<u>Subtotal Professional Fees</u>	<u>142,200</u>	<u>142,200</u>	<u>142,200</u>	<u>142,200</u>	<u>142,200</u>
		<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>Printing, Postage, and Supplies</u>		<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>Supplies</u>	<u>19,200</u>	<u>19,200</u>	<u>19,200</u>	<u>19,200</u>	<u>19,200</u>
<u>Equipment</u>	<u>1,700</u>	<u>1,700</u>	<u>1,700</u>	<u>1,700</u>	<u>1,700</u>
<u>Printing Final Conference Report</u>	<u>36,300</u>	<u>36,300</u>	<u>36,300</u>	<u>36,300</u>	<u>36,300</u>
<u>Other Printing</u>	<u>5,800</u>	<u>5,800</u>	<u>5,800</u>	<u>5,800</u>	<u>5,800</u>
<u>Subtotal Printing and Supplies</u>	<u>63,000</u>	<u>63,000</u>	<u>63,000</u>	<u>63,000</u>	<u>63,000</u>
<u>SUBTOTAL CONSTANT EXPENSE</u>	<u>205,200</u>	<u>205,200</u>	<u>205,200</u>	<u>205,200</u>	<u>205,200</u>
<u>GRAND TOTAL EXPENSE</u>	<u>1,204,700</u>	<u>1,074,196</u>	<u>1,032,456</u>	<u>1,268,937</u>	<u>1,102,992</u>
<u>Variance to 2022 Actuals</u>		<u>(130,504)</u>	<u>(41,741)</u>	<u>236,482</u>	<u>(165,945)</u>
<u>Conference Members</u>	<u>133</u>	<u>135</u>	<u>135</u>	<u>135</u>	<u>135</u>
<u>Cost Per Conference Member</u>	<u>9,058</u>	<u>7,957</u>	<u>7,648</u>	<u>9,400</u>	<u>8,170</u>
<u>Change from 2022 cost per member</u>		<u>(1,101)</u>	<u>(1,410)</u>	<u>342</u>	<u>(888)</u>

Conference Advisory Actions Regarding General Service Conference Site Selection

2017 *It was recommended that:*

General Service Office management submit a report on the process, implementation and status on the site selection of the General Service Conference for review by the 2018 Policy/Admissions Committee.

2008 *It was recommended that:*

The responsibility for General Service Conference site selection be delegated to General Service Office management, subject to approval of the General Service Board; and that a report be forwarded to the 2009 General Service Conference.

1991 *It was recommended that:*

The 1992 General Service Conference annual meeting be held in the city of New York. (Floor Action)

1970 *It was recommended that:*

The General Service Office have the right to choose the hotel for the 1971 General Service Conference without conferring further with the delegates to the Conference. (Delegates Only Meeting)

1969 *It was recommended that:*

Inasmuch as G.S.O. is now giving consideration to relocation of the office in New York, consideration might also be given to the relocation of the site of this annual meeting, with a view to returning to single-room accommodations, so that the advantages of private meditation, study, thought and rest might be restored. It was further suggested that the rising costs of the annual meeting might be controlled, or at least reduced, by a study of possible alternative hotel accommodations. (Delegates Only Meeting)

1956 *It was recommended that:*

The proposal that meetings of the General Service Conference be "rotated" from New York City in even years to a different geographical section in odd years be tabled for consideration at some future date.

2023 Conference Committee on Policy/Admissions

ITEM B: Review dates for the 2027 General Service Conference.

Background notes:

2022 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the dates for the 2026 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 76th General Service Conference. The committee selected the following dates in order of preference for the 76th General Service Conference: April 26-May 2, 2026; April 19-25, 2026; and May 3-9, 2026. The committee noted that these proposed Conference dates do not conflict with any significant holidays and allow the Fellowship ample time before the Conference to review and discuss agenda items. The committee asked that all Conference members be notified of the final dates for the 76th General Service Conference as soon as they are finalized by G.S.O. management.

Background:

1. List of past GSC dates
2. 2027 calendar with holidays & observances

List of Conference Dates from 1993 to 2023

April 18 – 24, 1993
April 17 – 23, 1994
April 30 – May 6, 1995
April 21 – 27, 1996
April 13 – 19, 1997
April 19 – 25, 1998
April 18 – 24, 1999
April 30 – May 6, 2000
April 22 – 28, 2001
April 21 – 27, 2002
April 27 – May 3, 2003
April 18 – 24, 2004
April 17 – 23, 2005
April 23 – 29, 2006
April 22 – 28, 2007
April 27 – May 3, 2008
April 26 – May 2, 2009
April 18 – 24, 2010
May 1 – 7, 2011
April 22 – 28, 2012
April 21 – 27, 2013
April 27 – May 3, 2014
April 19 – 25, 2015
April 17 – 23, 2016
April 23 – 29, 2017
April 22 – 28, 2018
May 19 – 25, 2019
May 16 – 19, 2020
April 18 – 24, 2021
April 24 – 30, 2022
April 23 – 29, 2023

2023 Conference Committee on Policy/Admissions

ITEM C: Review progress report on the development of a process using virtual meeting technologies for polling the G.S.C. between meetings.

Background notes:

Excerpts from the January 2023 trustees' General Service Conference meeting:

The committee continued their discussion of a draft plan process for polling the GSC between meetings that makes use of virtual meeting technologies and offered several suggestions to the plan and invited participation from delegate chairpersons. The committee agreed that alternate delegates should be invited by the sitting delegate if the Delegate cannot attend. The committee 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.

The committee **agree to forward** the revised draft process plan for polling the GSC between meetings that makes use of virtual meeting technologies to 2023 Conference Committee on Policy and Admissions.

2022 Policy/Admissions Committee Consideration

The committee reviewed with appreciation the progress report on the development of a process using virtual meeting technologies for polling the General Service Conference between meetings and looks forward to development of the process.

2021 Advisory Action of the General Service Conference

It was recommended that:

The trustees' General Service Conference Committee develop a process for polling the General Service Conference between annual meetings that makes use of virtual meeting technologies, in order to enable real-time discussion and debate, broad participation, and greater efficiency than the current process.

Background:

1. [Current process for Polling the General Service Conference Between Annual Meetings using email](#)

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- 2.** [New Proposed Process for Polling the General Service Conference Between Annual Meetings using virtual meeting technologies](#)

Process for Polling the General Service Conference between Annual Meetings*

Introduction

This process was developed to provide clear and consistent guidance for polling the members of the General Service Conference between Annual Conference Meetings.

It describes the circumstances under which such a poll might be taken and lays out the procedures for conducting the poll. The process strives as much as possible to conform to the principles and procedures laid out in "How the Conference Operates."¹

The process was developed to accord with both the General Service Conference Charter, A Resolution, and the Bylaws of the General Service Board.² The development of this process takes into account the experience from two previous polls of Conference members, one undertaken by the General Service Board and one by the trustees' Committee on the General Service Conference.

Circumstances for Polling

Here are the situations where this process may be used:

Aid of the General Service Board or its Related Services

The Conference may render advisory opinions at any time by a mail or telephone poll in aid of the General Service Board or its related services. (Article 9 of the Current General Service Conference Charter)

Great Emergency

In a great emergency, the General Service Board or one of its related services would first consult the Conference before taking any action liable to greatly affect A.A. as a whole. (Current General Service Conference Charter, Article 10)

Action Involving a Matter of Principle or Basic Policy

Whenever in the judgment of one-third of the member trustees present at a meeting a decision to take any action involves a matter of principle or basic policy and in the judgment of at least one-third of the member trustees a delay in arriving at a decision will not adversely affect the Fellowship of Alcoholics Anonymous, the matter shall be submitted to a mail vote of Conference delegates. (G.S.B. Bylaws, "Meetings, Notice and Vote")

G.S.B. Bylaws Amendment

The Board is expected, although not legally required, to submit any amendment or amendments of the Certificate of Incorporation and of these bylaws to Conference delegates, either by mail or at the annual meeting of the Conference of Alcoholics Anonymous. (G.S.B. Bylaws, "Amendment")

* Approved by the 2018 General Service Conference

¹ See "How the Conference Operates."

² See "Excerpts Regarding Polling from the General Service Conference Charter, from 'A Resolution,' and from the General Service Board Bylaws."

Polling Process

Initiation of a Poll

The Conference Charter and the General Service Board bylaws state that a poll may be taken in support of the General Service Board or its related services. The poll should be approved by the General Service Board, although it may be conducted by a committee or service corporation.

Quorum

The Current Conference Charter states that for Conference business, "A quorum shall consist of two-thirds of all the Conference members registered." (*The A.A. Service Manual*, Appendix C, Article 4). 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.

Clarity of Motion

It is the responsibility of the board or committee undertaking the poll to ensure that the motion is stated clearly, and that any background included with the poll will be appropriate and complete. So that voters can be clear on what they are voting for, the expected result of the passage of the motion ought to be outlined, as well as the expected result of the failure of the motion.

Poll Delivery

Notice of the poll determination will be emailed to all Conference delegates. To help guarantee the availability of each Conference member to participate, anyone whose email bounces back will be contacted by telephone.

Voting Process

Conference members may vote by email or by phone. All responses will be made to the email address and phone provided in the original poll. Conference members will be sent a voting form by email.

To vote by email, Conference members mark an "X" next to their choice and return it to the email address indicated. The poll document will include a space to indicate yes or no. To vote by phone, Conference members may call the number provided and leave a message with their name, service position and vote.

Timing

In keeping with the G.S.B. Bylaws, Conference members will be given two weeks⁴ from the time the poll is emailed to respond with their vote. Dates for all votes and motions will be included with the poll, using a form similar to the "Timeline for Polling Conference Between Meetings." All times listed are Eastern Time.

The original poll will be emailed by 2 p.m., and discussion will open that day and remain open for one week. Voting will commence on day seven at 2 p.m. after discussion closes.

Voting will close at 2 p.m. two weeks after the poll was emailed. By 5 p.m. on the day the poll results are due, Conference members will be notified of the results by email. A request for any minority opinion will be included with the poll results.

Minority Opinion

Minority opinion is due by 2 p.m. two days after the poll results have been emailed. The minority voice may be submitted to the same email or phone number to which poll results were submitted.

CONFIDENTIAL: 73rd General Service Conference Background

By 5 p.m. on the day that the minority opinion is due, a document with the compiled minority opinion will be distributed to Conference members.

Motion to reconsider

A motion to reconsider can only be made from someone on the prevailing side. To move to reconsider, a member may email or call the number provided and leave a message with their name, service position and the motion.

The motion to reconsider is due by 2 p.m. two days after the minority opinion is distributed.

If a motion to reconsider is received by the deadline, a notification will be sent to Conference members, and a request for a "second" will be sought. The notification will be sent by 5 p.m. on the deadline date. A "second" of the motion to reconsider is due by 2 p.m. two days after the motion is distributed.

If no second is received by the deadline, the vote stands. If a "second" is received, a voting form with the motion to reconsider will be emailed to Conference members. The voting form will be sent at the latest by 5 p.m. of the deadline for the "second" of the motion to reconsider.

The vote on reconsideration is due by 2 p.m. two days after the motion to reconsider is emailed.

By 5 p.m. on the day the vote on reconsideration is due, Conference members are notified of the results of the vote.

If the vote to reconsider passes, a new poll is generated. If the vote to reconsider fails, the vote stands.

⁴ See "Excerpts Regarding Polling from the General Service Conference Charter, from 'A Resolution,' and from the General Service Board Bylaws."

CONFIDENTIAL: 73rd General Service Conference Background

Timeline for Polling Conference Between Meetings		
Action	Day	Time*
Poll emailed and discussion opens	Day 1	2 p.m.
Discussion closes	Day 7	2 p.m.
Voting opens	Day 7	2 p.m.
Voting closes	Day 14	2 p.m.
Email notification of poll results sent to Conference members	Day 14	5 p.m.
Minority opinion due	Day 16	2 p.m.
Minority opinion distributed to Conference members	Day 16	5 p.m.
Motion to reconsider due	Day 18	2 p.m.
If received, motion to reconsider is distributed to Conference Members, and second is sought	Day 18	5 p.m.
Second of motion to reconsider due	Day 20	2 p.m.
If second is received, motion to reconsider is distributed to Conference members	Day 20	5 p.m.
Voting closes on motion to reconsider	Day 22	2 p.m.
Email notification of reconsideration results sent to Conference members	Day 22	5 p.m.
If reconsideration passes, a new poll is initiated with the same timeline cycle	Day 1	2 p.m.
* All times are Eastern Time		

SAMPLE CONFERENCE POLL VOTE SHEET

It is recommended that:

[MOTION TEXT]

If the motion passes, the expected result is:

[EXECTED RESULT]

If the motion fails, the expected result is

[EXPECTED RESULT]

Put an "X" before your choice and return this form by email to [EMAIL ADDRESS]:

_____ Yes

_____ No

_____ Abstain

OR

Call in your vote to [PHONE NUMBER], stating your name, service position and vote.

The [BOARD OR COMMITTEE] sincerely thanks you for your participation in this process.

**Excerpts Regarding Polling from the General Service Conference Charter,
from “A Resolution,” and from the General Service Board Bylaws***

General Service Conference Charter, Article 9.

The General Service Conference Meetings: The Conference will meet yearly in the City of New York, unless otherwise agreed upon. Special meetings may be called should there be a grave emergency. The Conference may also render advisory opinions at any time by a mail or telephone poll in aid of the General Service Board or its related services.

General Service Conference Charter, Article 10

Except in a great emergency, neither the General Service Board nor any of its related services ought ever take any action liable to greatly affect A.A. as a whole, without first consulting the Conference. It is nevertheless understood that the board shall at all times reserve the right to decide which of its actions or decisions may require the approval of the Conference.

A Resolution ((from Appendix C in the Service Manual)

AND IT IS UNDERSTOOD: That neither the Twelve Traditions of Alcoholics Anonymous nor the warranties of Article XII of the Conference Charter shall ever be changed or amended by the General Service Conference except by first asking the consent of the registered A.A. groups of the world. [This would include all A.A. groups known to the general service offices around the world.]¹² These groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any such Conference action can be taken, there must first be received in writing within the time allotted the consent of at least three-quarters of all those registered groups who respond to such proposal.

G.S.B. Bylaws, “Trustees”

No person shall become a member trustee of the General Service Board until all Conference delegates have been polled by mail or at an annual meeting of the Conference of Alcoholics Anonymous, as the Board of Trustees may determine.

G.S.B. Bylaws, “Meetings, Notice and Vote”

Whenever in the judgment of one-third of the member trustees present at a meeting a decision to take any action involves a matter of principle or basic policy and in the judgment of at least one-third of the member trustees a delay in arriving at a decision will not adversely affect the Fellowship of Alcoholics Anonymous, the matter shall be submitted to a mail vote of Conference delegates, and if a majority of the Conference delegates votes against the taking of such action, then the Board of Trustees will be expected to refrain from deciding to take such action.

Whenever a mail vote is taken of Conference delegates, at least two weeks’ notice shall be given, and the vote shall be determined in keeping with an analysis of such vote by the chair and secretary, or in their absence, by a vice-chair and assistant secretary, at the end of such two-week period. An announcement of the result of such vote shall thereupon be mailed by the secretary or assistant secretary to Conference delegates and to member trustees.

G.S.B. Bylaws, “Amendment”

In keeping with the spirit and principles of the Fellowship of Alcoholics Anonymous, the Board is expected, although not legally required, to submit any amendment or amendments of the Certificate of Incorporation and of these bylaws to Conference delegates, either by mail or at the annual meeting of the Conference of Alcoholics Anonymous as the Board of Trustees may determine, and if a majority of such delegates disapproves of such amendment or amendments, the member trustees are expected to refrain from proceeding therewith, except when such amendment or amendments are otherwise required by law.

* These documents can be found in the Appendices to *The A.A. Service Manual/Twelve Concepts for World Service*.

Videoconference Polling of the General Service Conference between Annual Meetings

When is this Polling Used?

- Great Emergency or taking any action liable to greatly affect A.A. as a whole.
- To support or aide actions by the General Service Board or Related Services involving a matter of principle or basic policy.
- G.S.B. Bylaws Amendment or Certificate of Incorporation are expected, although not legally required, to be submitted to Conference delegates.

How will Polling Happen?

- Videoconference Meeting (Eastern Time):
- Meeting Time and Date - With as much notice as possible, and the least possible conflicts, the Conference Coordinator sets up the videoconference call, keeping in mind that circumstances involving great emergencies may have their own deadlines
- Quorum and Abstentions: 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 would meet prior to the GSC meeting to accept admissions. Following a rollcall, a quorum of two-thirds of all the Conference members who can attend the videoconference date, abstentions of attendees will be counted.
- 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.

What References were used to make this?

This polling process between Annual Meetings was based on the following resources: "How the Conference Operates,"¹ General Service Conference Charter, A Resolution, and the Bylaws of the General Service Board.² Please refer to the appendices of the A.A. Service Manual for details.

###

2023 Conference Committee on Policy/Admissions

ITEM D: Discuss report on the Equitable Distribution of Workload process.

Background notes:

2021 Advisory Action of the General Service Conference

It was recommended that:

The Equitable Distribution of Workload Process, as detailed in the Report from the 2020 Trustees' General Service Conference Committee, be implemented for the 72nd General Service Conference (GSC) on a three-year trial basis, with a progress report to be brought to the Conference Committee on Policy and Admissions after each year of the trial.

Committee Consideration from the 2022 Conference Committee on Policy/Admissions:

The committee reviewed the progress report from the Subcommittee on Equitable Distribution of Workload regarding year one of the three-year pilot. The committee noted that the plan allowed fifty more Delegates to participate more equitably in the Conference Committee process and appreciated the spiritual aspect of that accomplishment. The committee also noted the workflow, communication, and scoring tool challenges documented in the report, as well as the significant challenges to areas and to the group conscience process caused by moving up the deadline for submitting proposed agenda items to September 15. The committee hopes that whatever can be done to address these challenges will be done over the next two years of the pilot.

Excerpts from the July 2022 trustees' General Service Conference Committee:

The chair appointed a subcommittee on Equitable Distribution of Workload to include Carolyn W. (chair), Mike L., and Francis G. as members. The committee looks forward to a progress report from the subcommittee at the October 2022 committee meeting.

The subcommittee has discussed their scope, developed a schedule for handling EDW items, improved on EDW resources, and offered recommendations to the EDW workflow including the EDW joint committee meetings.

CONFIDENTIAL: 73rd General Service Conference Background

Excerpts from the October 2022 trustees' General Service Conference Committee:

The committee reviewed the progress report from the 2022 Subcommittee on EDW. The subcommittee chairperson highlighted their activities, prioritizing a focus on how to improve year-two in service to the General Service Conference. The subcommittee reviewed the 2022 Conference feedback about the joint committee meeting for EDW items.

The subcommittee recommended using virtual meeting technologies before Conference Week to hold a joint committee meeting to discuss new EDW items. The subcommittee also created a brief summary of the EDW plan as a reference for the General Service Board.

The subcommittee also highlighted a "Sand Box" tool that includes the carry over items from the Conference Committees to support the workload distribution of EDW items. The committee appreciates the work of this Subcommittee and looks forward to a progress report at the January 2023 meeting.

Background:

1. [EDW Summary](#)
2. [2022-23 EDW Progress Report](#)
 - a. [2022 EDW Interim Report – October](#)
 - b. [2022 Addendum to Interim Report - November](#)
 - c. [2022 Addendum to the Interim Report – December](#)
 - d. [2023 Final progress report - January](#)

EQUITABLE DISTRIBUTION OF WORK (EDW)

3-YEAR PILOT

AS PER THE ADVISORY ACTION AT THE 71ST GENERAL
SERVICE CONFERENCE.

YEAR 1 – 2021-2022, 72ND GSC

➤ **YEAR 2 - 2022-2023, 73RD GSC**

YEAR 3 – 2023-2024 74TH GSC

*Proposed Agenda Items (PAI)

*the total number of PAIs has increased significantly since the implementation of the PAI submission form



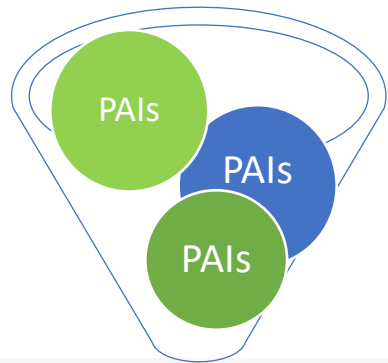
184 PAI (Oct GSB)
Literature (97), GSC (23), AAWS (18),
AAGV (22)...



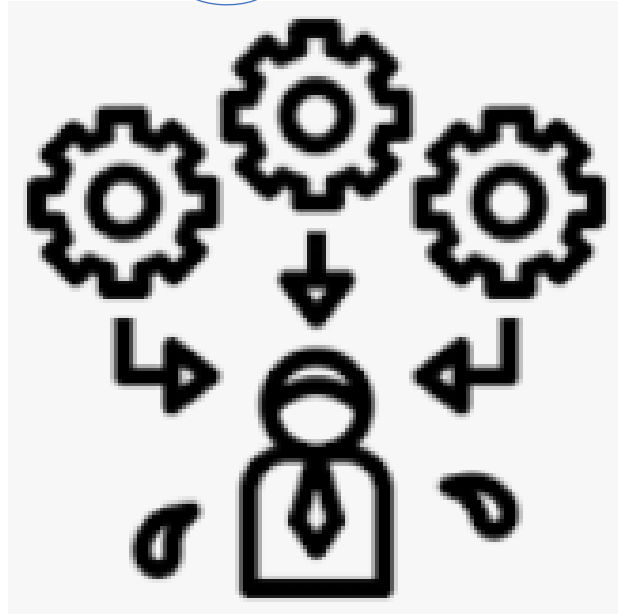
These are reviewed, and most are distributed to an appropriate Committee or Board to determine what action to take.



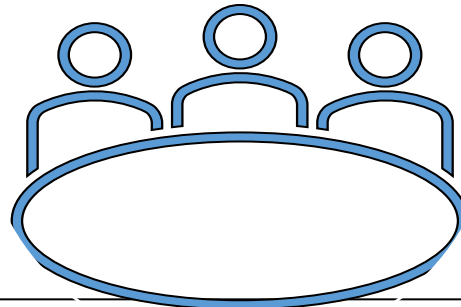
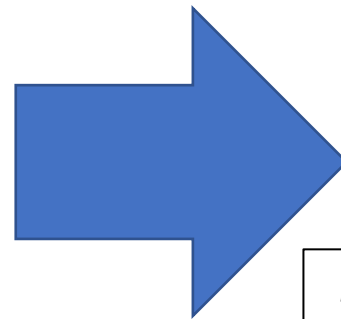
Options: forward to the GSC, take no action, refer to a Board or a Committee



Year 2 EDW

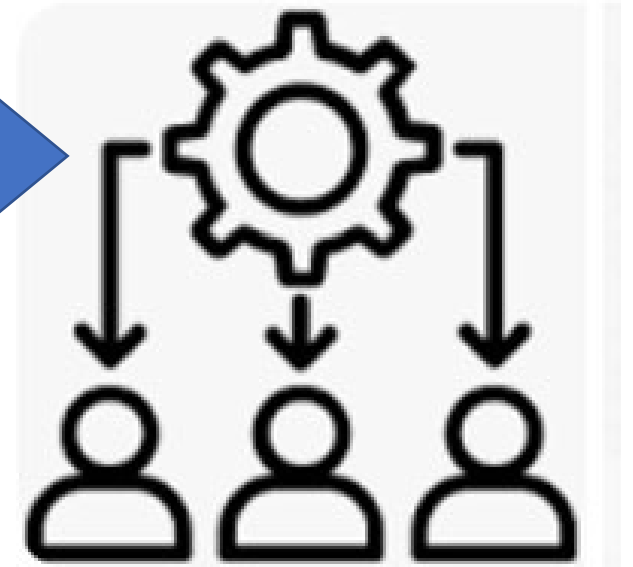
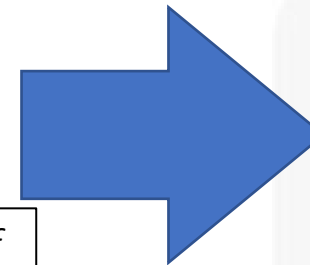


Based on the submissions some committees would have an impossible workload while others would have very little work.



EDW Pilot is a test to see if redistribution works to make conference committee time more effective and balance workloads.

The EDW subcommittee carefully reviewed Evaluation Forms from the 72nd GSC, and the report of the prior subcommittee .



Conference Committees

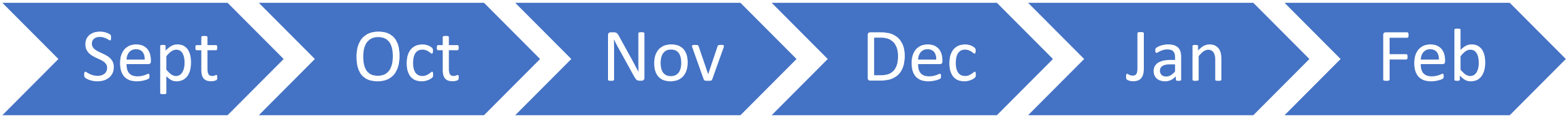
Year 2 EDW – Conference Agenda Routing Form

Conference Agenda Routing Form		
Input from the Trustees' Committee, Board or Department to inform EDW distribution		
Proposed Agenda Item Number		
Proposed Agenda Item (PAI):		
PAI Submitted by:		
Reviewing Body:		
The proposed item is:	Yes/ No	Comments (if Any)
Policy Focused		
Clearly Written		
Specific		
PAI Reflects a Group Conscience		
Has Previously Been Proposed		
Trustee Committee Actions:		
<input type="checkbox"/> forward to the General Service Conference <input type="checkbox"/> refer to Board, Committee, or Department <input type="checkbox"/> take no action <input type="checkbox"/> <u>Other</u> _____		
Additional Comments from the Trustees' Committee, Board or Department:		

- Shorter simplified form
- No time estimates
- 2 lower sections completed by trustee committee or board
- Conference Desk fills in upper portions
- Returned to Conference Desk during/right after Oct GSB
- Those forward to the GSC to be provided to the EDW subcommittee for distribution.
- EDW subcommittee will distribute based primarily on balancing workloads for the conference committees.

Year 2 Timeline

Progress Reports
Board Slates



Departmental
Reports due
Sep 30

CSPs and HA's
Oct Feedback
Call

Start **translating** "To Fwd "PAI Items, Progress
Reports, Staff Reports, other available materials

Nov 15 deadline to receive Supplemental
Background for PAIs

- Board Chair Report translation
- Election materials translation (TAL/Canada Resumes)

EDW Subcommittee Next Steps:

- Receive the PAIs forwarded to the GSC (available after the Q4 GSB meeting) and distribute them as per the pilot, and with consideration of the feedback from year one of the pilot
- Forward the distribution recommendation to the GSB (through TCGSC) for approval by the Board.
- Consider lessons from year two of the pilot, and report those to TCGSC along with any recommendations.

The EDW Subcommittee thanks all who took the time to complete the GSC Evaluation Forms and provide specific comments on the EDW process. This feedback is essential.

**Trustees Committee on the General Service Conference
Subcommittee on Equitable Distribution of Work (EDW)
Interim Report: Year Two of the Three Year Pilot**

Based on the 2021 advisory action, “The Equitable Distribution of Workload Process, as detailed in the Report from the 2020 trustees’ General Service Conference Committee, be implemented for the 72nd General Service Conference (GSC) on a three-year trial basis, with a progress report to be brought to the Conference Committee on Policy and Admissions after each year of the trial ”a sub-committee for the Equitable distribution of workload (EDW) was re-formed at the July General Service Board (GSB) meeting to deliver the 2nd year of this 3 year pilot.”

The following is an interim report on the work of the EDW subcommittee to date in year two.

The EDW Subcommittee consists of Carolyn Walsh (Chair), Francis Gilroy, and Mike Lewis. Ex-officio members are Jimmy Dean, Trustees Committee on the General Service Conference (TCGSC) Chair and Linda Chezem, GSB Chair. Staff Secretary is Diana Lewis, GSO Staff on the Conference assignment.

The subcommittee was appointed at the July GSB Meeting and has met 5 times since. Additionally, the subcommittee chair participated in a meeting with the GM GSO, AAWS Chair, and TCGSC Chair regarding translation timelines and processes to ensure that EDW processes are aligned with translation timelines.

The subcommittee began by reviewing the GSC Evaluation Forms from the 72nd GSC with a focus on comments pertaining to the EDW pilot, reviewing the EDW pilot plan approved by the 71st GSC, and established the following priorities:

- 1) Simplify the EDW process wherever possible in year two.
- 2) Review and revise the scoring tool used by the trustees’ committees to path the PAIs
- 3) Consider timelines and processes needed to ensure that the EDW process supports actions needed to meet the requirements set forth by the 72nd GSC conference to provide all background in all three languages of the conference on the same date.

CONFIDENTIAL: 73rd General Service Conference Background

- 4) Support efforts to streamline/reduce background where possible; and encourage trustees committees to seek opportunities to submit materials as early as possible for translation.
- 5) Consider the feedback from the 72nd GSC; review the joint meeting purpose and process, and how that is impacted by EDW; propose improvements for the 73rd GSC and attach our recommendations to this interim report.
- 6) Review and update the distribution tool “sandbox” to reflect the change from the previous scoring tool to the new simplified Conference Agenda Routing (CAR) form.
- 7) Prepare the sandbox with the known items for the 73rd GSC. These include standing items for the committees and those still in progress from prior GSCs.
- 8) Adapt the PowerPoint created by the GSO Staff on the Conference assignment for office use to provide a simple reference for the GSB and attach it to this interim report.

Joint Meeting Recommendations

What	Conference Committee	Trustees Committee
Preparation	<p>Read the report from the trustees committee and prepare any questions you may have.</p> <p>Review that background material for the agenda items for the committee and consider any questions you may have for the trustees committee to aid in your deliberations.</p>	<p>Provide a report on their activities since the last GSC and attend the joint meeting prepared for Q&A. Note that not all the activities in the report will relate specifically to Conference Agenda Items.</p> <p>This is an important part of how the Trustees are accountable to the Conference and receive feedback on their work.</p>

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During the joint meeting	<p>Conference Committee Chair is seated with the Trustees Committee Chair.</p> <p>No business is conducted during the joint meeting.</p> <p>Open dialogue, questions and feedback are welcomed.</p>	<p>The joint meeting is chaired by the Trustees Committee Chair.</p> <p>All available members of the trustees committee should attend. This includes Appointed Committee Members (ACMs) and Consultants.</p> <p>Note: Due to the fact that trustees serve on multiple committees, not all trustees will be available for every joint meeting.</p>
Note	<p><i>Members of Trustees Committees (as well as Trustees, Directors, Staff etc.) are available during Conference Committee deliberations should there be any questions that arise where additional information or resources may help.</i></p>	

EDW Joint Meetings: Based on GSC Evaluation Forms completed, the 72nd GSC felt that the EDW Joint Meeting for committees with assigned items via EDW needed to be reconsidered and improved if it were to be retained.

Committees with NEW EDW AGENDA ITEMS assigned via EDW:

The subcommittee recommends:

- EDW Joint Meeting to be held virtually prior to the GSC
- Participants in the EDW Joint Meeting:
 - Delegates from all committee that have first year EDW items assigned to them
 - Trustees from committees the EDW items were reassigned from
 - Staff support as needed based on the EDW items
 - Optional: Trustees from the conference committee's corresponding committee
- Chair for this session is Chair of TCGSC (or designate)

72nd GSC Feedback	EDW Subcommittee Comments
No need/no questions, not useful because this committee doesn't review the trustees report, trustees have nothing to report on new agenda items since no work has been initiated yet.	The EDW Joint Meeting is intended to be both simple and brief. It is an opportunity to ask any questions that may arise pertaining to the rationale for moving the item to the GSC, or other matters related to the agenda item if so desired.
Unclear purpose, process and expectations regarding the EDW Joint Meeting	At the beginning of the EDW Joint Meeting the following information is to be noted specifically: -overview of the EDW process -review the purpose of joint meetings (in general) -state the purpose of the EDW Joint Meeting
Concerns regarding the confidentiality and effectiveness of the committee process with multiple committees in a shared EDW Joint Meeting	As with all joint meetings, during the EDW joint meeting no business is conducted, or agenda items debated. During their confidential committee session every committee is encouraged to invite any member of the trustees committee for additional information if that is desired (EDW or other items). 72 nd GSC feedback that there was not a lot to discuss at the EDW joint meeting; and the logistics, time and planning for meetings informed the decision to recommend a 2 nd attempt at a shared EDW Joint Meeting with better clarity and structure, reassess and report back based on feedback from the 73 rd GSC.

For Committees with CARRIED OVER EDW Agenda Items still in progress:

(Note: for the 73rd GSC the Conference Committee on Trustees has one carried over literature item)

For the 73rd GSC, the subcommittee recommends:

- The Sunday joint meeting with trustees' Literature Committee and the trustees' Nominating Committee should be separated between the first and last time slot in case additional time is required

- The trustees' Literature Committee Chairperson coordinate members (or/and appropriate staff support) to attend the joint meeting between trustees' Nominating Committee and Conference Committee on Trustees to ensure that questions are addressed.
- Further analysis and action planning will be required based on the outcomes of 73rd GSC, how many EDW agenda items are carried over/still in progress from prior years. Additional experience with carryover items will better inform the most effective processes. Towards the end of the three-year EDW pilot, recommendations will be made based on broader experiences.

Excerpts 72nd GSC Evaluation Forms

EDW Joint Meetings:

- Complete and total waste of time.
- Committees should not discuss in front of other committees.
- We didn't have any questions with our EDW so it was really just a formality.
- Regarding EDW - this was a very effective means to communicate and hand off responsibilities.
- I was conflicted. Because of EDW, it felt less personal sharing a joint session with several other committees.
- A better approach to EDW joint meeting is needed for the remainder of the pilot. I propose this be done virtually preconference .
- All 6 committees in one room did not seem effective as it shared information between all the committees present in the room.
- It had the feeling of intrusion as though I shouldn't have been present for the other committees' time with the Literature trustees committee.
- Based on our agenda items there was not a great need for questions to be answered for us before going to committee.
- having no questions because we weren't sure what to ask, our committee left immediately after stating we had no questions and that might have been disruptive to the remaining committees
- We were expected to ask questions of the Trustees Committee without first having a committee meeting to determine what those questions might be. Also...it's very bad form to get into committee discussion of particular agenda items in front of the other conference committees. Could affect their discussion, or we could be affected by theirs.
- I know this was new and needed with the new EDW process, but our particular Committee did not have any questions for the Literature Committee. I do understand that others may have needed this, but we did not.
- My committee participated in the new EDW meeting with the Trustees Committee on Literature. I don't think we were clear about the fact that we were to come

prepared with questions. I think we expected to get additional information from the Trustees Committee.

- I participated in the joint meeting about EDW as a receiving committee with Trustees Literature Committee and it was not very valuable, because we didn't know what to expect, didn't have questions prepared as a committee or individuals, and the EDW items had not been worked on by the Trustees so there wasn't anything for them to report.

Joint Meetings (not EDW):

- Good opportunity to ask non-agenda questions.
- We didn't have any questions so was brief
- I was quite lost, because it seems that there was no preparation...
- Helped to explain some of the questions about the background information.
- Wasn't informed and notified about what to bring to the meeting for input.
- It was a very good meeting but much too short for all the questions we had. I didn't quite know what to expect so I wasn't ready to fully engage with them.
- The report was informative, but the discussion with the Trustee left me with question.
- I had the opportunity to ask harder questions in an environment where there was respect and recognition that my interest in finding a solution was genuine.
- I loved being able to have an actual conversation and being able to ask questions, these opportunities allow members of the committee to feel more comfortable with the trustees vs only letting the Committee Chairs make those relationship.
- I was just confused why we were talking to trustees though not having committee discussions?
- needed more clarity about why we were there and what was expected of us, perhaps that information or reasoning could have been provided earlier

From the archives; Joint Meetings history and purpose

Historically, the joint meetings became more structured as the conference committee system developed. One of the earliest joint meetings might have convened in the late 1950s between the conference and trustees' literature committee.

From a 1958 interoffice memo: (from the conference secretary addressed to the secretary to the trustee's literature committee) outlining a suggestion that "the Literature Committees of Conference and the General Service Board meet together the first day of the annual conference." The reason for the joint meeting was to "establish relationship of trust and understanding since these two committees confer by mail during the year and to give the Conference Committee members a chance to ask questions about the Board committee recommendations."

From a 1968 communication to the Conference Committee on Trustees: (It reads in part)

“Enclosed is the Agenda of the Joint Meeting of the Trustees’ nominating Committee and the Conference Committee on Trustees. The purpose of the joint meeting is to give the Trustees and Delegates a chance to know one another and to discuss items of mutual interest to both committees.”

From a 1972 communication: Same content as in the 1968 citation above, with one additional detail, which was, “and to hear the annual report of the Trustees’ Nominating committee.”

From the minutes of a 2005 GSO Staff meeting: (regarding the purpose of the joint meetings)

The chair of the trustees committee chairs the joint meeting and sits together with the conference committee chair at the head of the table. No business is conducted at a joint meeting. It was suggested that the staff member meet with both chairs to review the purpose of a joint meeting prior to the meeting. Joint meetings are an opportunity for the conference committee members to ask questions about the trustees’ report. Conference committee members may have questions for the members of the trustees committee about background material which will help inform committee deliberations.

**Equitable Distribution of Work (EDW) Subcommittee
Year Two of the Three Year Pilot
Addendum to the Interim Report to Trustees Committee on the GSC
15 November 2022**

The EDW Subcommittee met on November 15, 2022, for the purpose of making its recommendation to the Trustees Committee on the GSC (TCGSC) for the distribution of the Proposed Agenda Items (PAIs) forwarded to the General Service Conference (GSC). If approved by TCGSC this recommendation will be made to the General Service Board for final approval.

The distribution process was informed by:

- The “Proposed Process for Equitable Distribution of Workload and Scoring Tool Plan” approved as a pilot by the 71st GSC
- Recommendations from the year one EDW subcommittee Report

The EDW Subcommittee further considered:

- Workload and time available in each committee to allow for full and thoughtful discussion on each item
- Continuity for items carried over from prior GSCs
- Alignment of same or similar topics within the same committee, if applicable
- Distribution to facilitate a meaningful conference experience for those delegates who are assigned to committees that have a low number of agenda items to discuss

Please see attached the proposed distribution, and graphs reflecting the agenda item volume before and after distribution.

Submitted with gratitude by the EDW Subcommittee.

CONFIDENTIAL: 73rd General Service Conference Background

Subcommittee Detailed Final EDW Results Year Two

Committee	EDW Recommended	PAI #s	Agenda Item Submissions	Count
Literature	Finance	Group #1 - Discussion Topic (27 PAIs)	The trustee's' 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 to-ward setting a policy on how and whether to edit A.A. founder's words in our current literature. The agenda item would be discussed by the Fellowship during the 2023-2024 Conference year and considered by the Conference Committee on Literature at the 2024 General Service Conference.	1
Literature	Literature	Group #2 - Discussion Topic (30 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.	1
Literature	Corrections	Group #3 - Discussion Topic (4PAIs)	SMF 209 and service material - language from the AAWS motion requested/pending	1
Corrections	Corrections	PAI 125	Consider request to add content regarding sponsorship of persons in custody by Outside members of the fellowship be added to existing AA literature.	1
Finance	Finance	PAI 89	Consider request to analyze and change all current resources produced and maintained by AA World Service, AA Grapevine, La Viña and G.S.O. communications to clarify that the General Service Board ("GSB") is the entity which receives the voluntary A.A. contributions.	1

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			These include but are not limited to; Conference Approved Literature, A.A. Guidelines, Service Material, Press Releases, Newsletters, Digital Resources ("Literature"). Ensure all new literature, digital resources and released publications maintain the clarity and consistency of the General Service Board as the recipient of our Voluntary A.A. Contributions ("Contributions").	
Finance	Finance	PAI 154	Consider changing; throughout our literature, service pieces, guidelines, reports and on the aa.org website; any place where it is found to be unclear that our voluntary AA contributions are made payable to the General Service Board although they are sent to the General Service office for processing.	1
Policy & Admissions	Grapevine	PAI 78	Consider request that Alternate Delegates, of the 93 Areas, be given access to the Dashboard and Committee "Eyes Only" Material to ensure fully informed Area representatives arrive at the General Service Conference as fully Informed as possible if circumstances require their attendance.	1
Report and Charter	Report and Charter	PAI 90	Consider request to please consider making these changes to the current Service Manual 2021-2023 (see background for details of changes proposed)	1
Report and Charter	Report and Charter	PAI 54	Consider request to rescind the following Advisory Action of 2018 – Found in the 2018 Final Report: Pages 47-48: In the section "AND IT IS UNDERSTOOD" of The A.A. Service Manual/Twelve Concepts for World Service, a footnote be added to the portion of the Resolution attached as part of the Original Conference Charter and the Current Conference Charter with the following text: Bill uses the term "registered." A.A.W.S. neither monitors nor oversees the activities or practices of any A.A. group. Groups are listed solely for purposes of accurate communications.	1
Treatment & Accessibilities	Treatment & Accessibilities	PAI 29	Consider request to do an organization wide "Accessibilities Inventory" of Alcoholics Anonymous throughout its services and structure and evaluate what is found in an effort to communicate and improve how we function. Also, that an action plan for improvement to be made from the information gathered.	1
Treatment & Accessibilities	Treatment & Accessibilities	PAI 130	Consider request for the development of pamphlet directed to the alcoholic with learning disabilities, social disorders, developmental disabilities, and cognitive disorders. (Shared experience from those who have found recovery and have also dealt with these types of disabilities and disorders.)	1
CPC	CPC	From Trustees Committee on CPC	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 C.P.C. tool to communicate to professionals about A.A. The committee noted that some of the text could be offensive to those of varying abilities and may lead to an appearance of A.A. aligning with a specific religious doctrine. The committee	1

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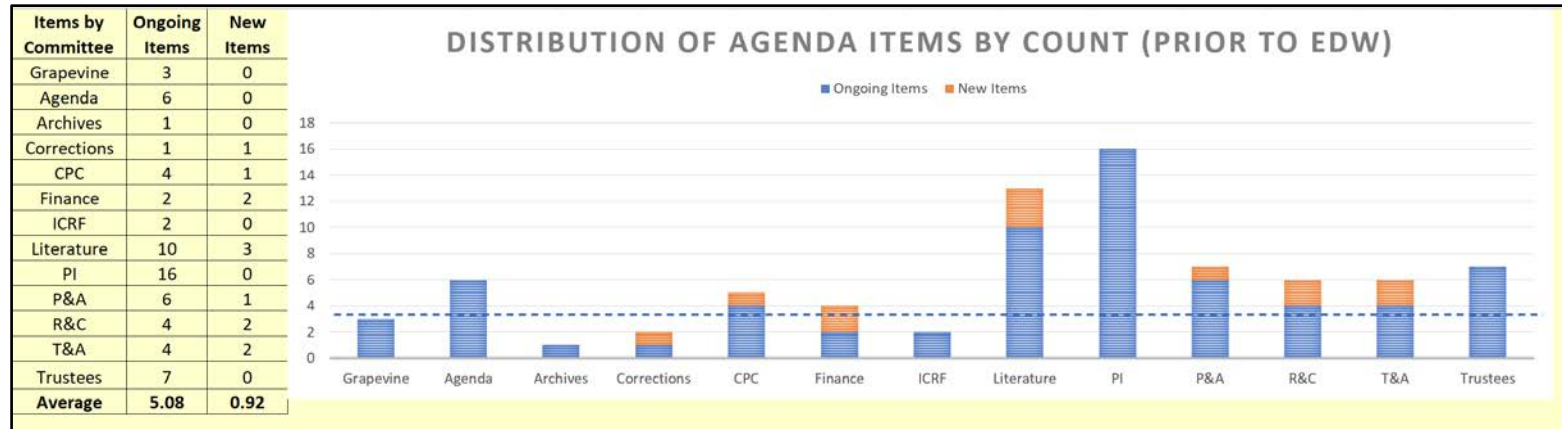
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			agreed to forward a suggestion to the 2023 Conference committee on C.P.C. to discuss retiring this pamphlet.	
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EDW Year Two – Item Distribution Graph (before and after distribution)



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**Equitable Distribution of Work (EDW) Subcommittee
Year Two of the Three Year Pilot
Addendum to the Interim Report to Trustees Committee on the GSC
27 December 2022**

The EDW Subcommittee met on November 15, 2022, for the purpose of making its recommendation to the Trustees Committee on the GSC (TCGSC) for the distribution of the Proposed Agenda Items (PAIs) forwarded to the General Service Conference (GSC). If approved by TCGSC, this recommendation will be made to the General Service Board for final approval.

The distribution process was informed by:

- The “Proposed Process for Equitable Distribution of Workload and Scoring Tool Plan” approved as a pilot by the 71st GSC,
- Recommendations from the year one EDW subcommittee Report, and
- Pertinent feedback from the General Service Conference Evaluation form,
- Prior work and discussions of this subcommittee.

The EDW Subcommittee further considered:

- Workload and time available in each committee to allow for full and thoughtful discussion on each item,
- Continuity for items carried over from prior GSCs,
- Alignment of same or similar topics within the same committee, if applicable, and
- Distribution to facilitate a meaningful conference experience for those delegates who are assigned to committees that have a low number of agenda items to discuss.

Please see attached the proposed distribution, and graphs reflecting the agenda item volume before and after distribution.

If implemented as presented, the distribution will provide an opportunity for at least 30 Conference Delegates to more fully and equitably participate in the General Service Conference process.

Submitted with gratitude by the EDW Subcommittee.

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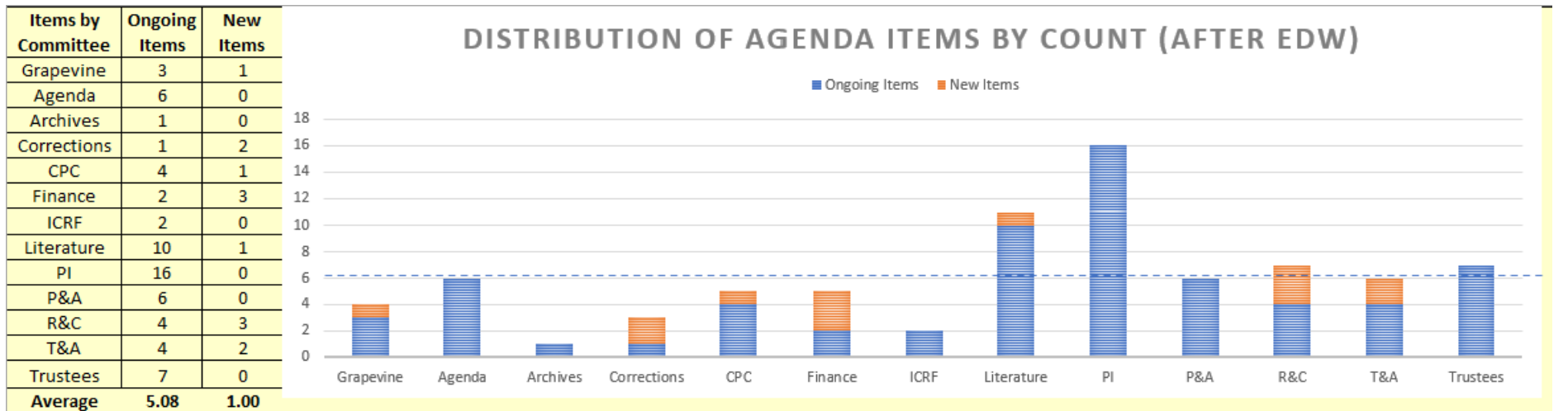
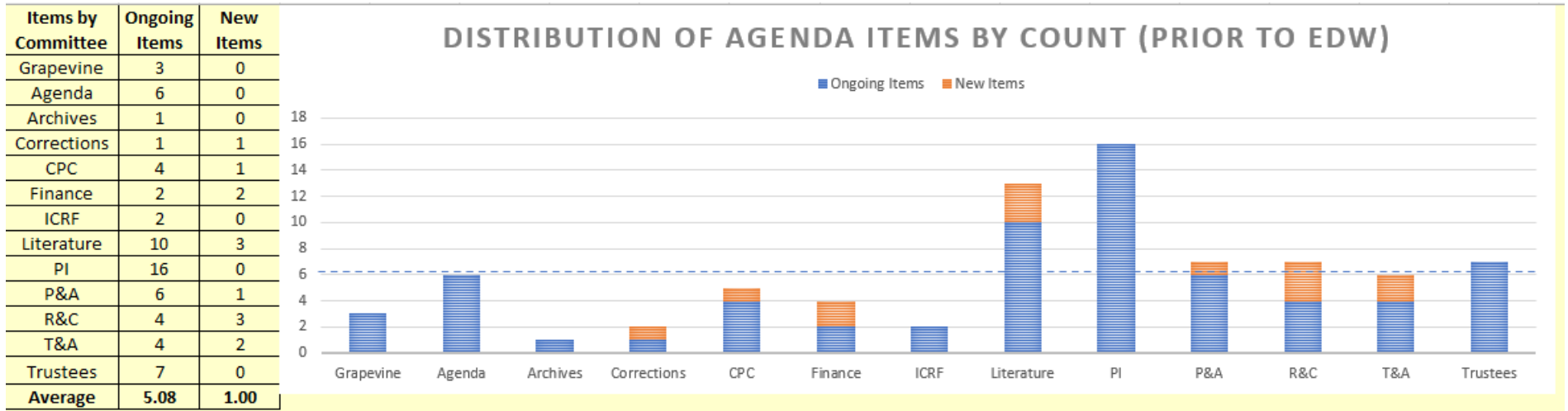
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EDW Subcommittee Detailed Final Results Year Two

Committee	EDW	PAI #s	Agenda Item Submissions	Count
Corrections	Corrections	PAI 125	Consider request to add content regarding sponsorship of persons in custody by Outside members of the fellowship be added to existing AA literature.	1
Literature	Corrections	Group #3 – Discussion Topic (4 PAIs)	The AAWS Board reviewed proposed agenda items received related to SMF-209 and noted the interest in and importance of the topic to the Fellowship. The AAWS Board agreed to forward the topic to the 2023 General Service Conference for discussion	1
CPC	CPC	From Trustees Committee on CPC	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 C.P.C. tool to communicate to professionals about A.A. The committee noted that some of the text could be offensive to those of varying abilities and may lead to an appearance of A.A. aligning with a specific religious doctrine. The committee agreed to forward a suggestion to the 2023 Conference committee on C.P.C. to discuss retiring this pamphlet.	1
Literature	Finance	Group #1 – Discussion Topic (27 PAIs)	The trustee’s 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 trustee’s Literature committee agreed to forward to the 2023 Conference Literature Committee all proposed agenda items related to the changes in the book Twelve Steps and Twelve Traditions as one grouped item with the suggestion that the Conference Literature Committee consider forwarding the item to the general service areas for wider discussion looking toward setting a policy on how and whether to edit A.A. founder’s words in our current literature. The agenda item would be discussed by the Fellowship during the 2023-2024 Conference year and considered by the Conference Committee on Literature at the 2024 General Service Conference.	1
Finance	Finance	PAI 83	Consider request to analyze and change all current resources produced and maintained by AA World Service, AA Grapevine, La Viña and G.S.O. communications to clarify that the General Service Board (“GSB”) is the entity which receives the voluntary A.A. contributions. These include but are not limited to; Conference Approved Literature, A.A. Guidelines, Service Material, Press Releases, Newsletters, Digital Resources (“Literature”). Ensure all new literature, digital resources and released publications maintain the clarity and consistency of the General Service Board as the recipient of our Voluntary A.A. Contributions (“Contributions”).	1
Finance	Finance	PAI 154	Consider changing; throughout our literature, service pieces, guidelines, reports and on the aa.org website; any place where it is found to be unclear that our voluntary AA contributions are made payable to the General Service Board although they are sent to the General Service office for processing.	1
Policy & Admissions	Grapevine	PAI 78	Consider request that Alternate Delegates, of the 93 Areas, be given access to the Dashboard and Committee “Eyes Only” Material to ensure fully informed Area representatives arrive at the General Service Conference as fully informed as possible if circumstances require their attendance.	1
Literature	Literature	Group #2 – Discussion Topic (30 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.	1
Report and Charter	Report and Charter	PAI 90	Consider request to please consider making these changes to the current Service Manual 2021-2023 (see background for details of changes proposed)	1
Report and Charter	Report and Charter	PAI 54	Consider request to rescind the following Advisory Action of 2018 – Found in the 2018 Final Report: Pages 47-48: In the section “AND IT IS UNDERSTOOD” of The A.A. Service Manual/Twelve Concepts for World Service, a footnote be added to the portion of the Resolution attached as part of the Original Conference Charter and the Current Conference Charter with the following text: Bill uses the term “registered.” A.A.W.S. neither monitors nor oversees the activities or practices of any A.A. group. Groups are listed solely for purposes of accurate communications.	1
Report and Charter	Report and Charter	From AAWS	Engage in a discussion regarding the public posting of an anonymity-protected version of the Final Conference Report on aa.org.	1
Treatment & Accessibilities	Treatment & Accessibilities	PAI 29	Consider request to do an organization wide “Accessibilities Inventory” of Alcoholics Anonymous throughout its services and structure and evaluate what is found in an effort to communicate and improve how we function. Also, that an action plan for improvement to be made from the information gathered.	1
Treatment & Accessibilities	Treatment & Accessibilities	PAI 130	Consider request for the development of pamphlet directed to the alcoholic with learning disabilities, social disorders, developmental disabilities, and cognitive disorders. (Shared experience from those who have found recovery and have also dealt with these types of disabilities and disorders.)	1

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EDW Year Two – Item Distribution Graph (before and after distribution)



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**2022 Trustees General Service Conference Committee
Subcommittee on Equitable Distribution of Work (EDW)
Progress Report: January 12, 2023**

Subcommittee: Carolyn W. Chair; Francis G., Mike L., and Diana L., secretary

This report summarizes year two of the Three-year EDW Pilot and includes the committee's updates from October 2022 and December 2022 (see items D2a and D2b).

From the 2021 Advisory Action:

"The Equitable Distribution of Workload Process, as detailed in the Report from the 2020 trustees' General Service Conference Committee, be implemented for the 72nd General Service Conference (GSC) on a three-year trial basis, with a progress report to be brought to the Conference Committee on Policy and Admissions after each year of the trial."

To implement the 2021 advisory action, an EDW sub-committee was re-formed at the 2022 July General Service Board (GSB) meeting to deliver the 2nd year of this three-year pilot.

The subcommittee was appointed by the trustees' GSCC at their July 2022 meeting and has met eight times since. Additionally, the subcommittee chair participated in a meeting with the GM GSO, AAWS Chair, and TCGSC Chair regarding translation timelines and processes to ensure that EDW processes are aligned with translation timelines.

SECTION 1 – FOLLOW-UP ON TOPICS FROM THE YEAR ONE REPORT

A: Impact of Advanced Timeline:

In year two, there was an increase in multiple Proposed Agenda Items (PAIs) submissions on similar topics submitted by A.A. individuals, groups, and entities. Some PAI submissions stated that discussion at the Area level was not possible due to the advance timeline. In other cases, some PAIs received were discussed at an Area level but were not supported by a group conscience and were not submitted by a delegate. While submitting PAIs through an Area's group conscience is not a requirement, the number of PAIs that have not gone through this process has significantly increased during the two years of the pilot.

Several Areas adjusted their assembly scheduling to accommodate the advanced

timeline and to facilitate an opportunity to gain the broader group conscience of the Area prior to submission. Other Areas have utilized Spring and Summer Assemblies to facilitate discussion.

Two PAIs that were submitted to extend the timeline were not forwarded to the GSC, to allow time for the completion of the 2021 Advisory Action three-year pilot and recommendations prior to making any further changes.

The committee considered effective ways align with the 2022 Advisory Action, “The compilation of all Conference committee background be made available simultaneously in English, French, and Spanish.” The committee noted that the Conference Coordinator and the Chair of the Trustees’ General Service Conference Committee have not reported any delays to the translation process due to the EDW pilot.

A) Document workflows, tracking and functionality

Year two experienced the following challenges and successes in the EDW processes and workflows; some that are discussed in more detail in the report:

Challenges:

- Seven out of the 184 PAIs were not included to the October/Q4 GSB agendas but were discussed for forwarding at subsequent meetings. This did not affect whether they will be included on the agenda for the 73rd GSC or not.
- Fillable PAI PDF form is cumbersome to use during the overall process. The committee encourages GSO staff to explore and implement an alternative format that streamlines the overall PAI process, including submission, disposition, consideration, and possible translation as Conference background.
- The Conference Agenda Item Routing (CAR) Form is cumbersome to process or use to populate the EDW sandbox tool, which employs the use of a spreadsheet.
- The interpretation of the timing of the Feedback Call between the Conference Committee and the trustees Committee chairperson. It currently occurs in October but some trustees’ committees expressed concern that it does not occur in January.
- Interpretation of the input received by delegate committees on the GSC agenda. The subcommittee suggested that a brief summary of roles and responsibilities in accordance with the Concepts and the Conference Charter could be useful.

Successes:

- 96% of submitted PAIs were expeditiously processed by September 30th and

addressed at the Q4 GSB meeting.

- Three committees (Grapevine, Corrections, and Finance) will participate more fully in the Conference process than they would have otherwise.
- Enhanced ability of five Conference committees to achieve the desired depth and substance of its policy-level discussions by more even allocation of agenda items.
- The committee noted that the current processes in place identified all PAIs, and encouraged Staff Secretaries to continue exploring effective ways to develop a tracking system and verify PAIs.
- The committee noted significant improvements to the overall process timelines compared to year one.

B) Coordination of Communications/Meetings of Trustees' and Conference Committees at and between Annual Meetings of the General Service Conference

Overall processes and communications improved in year two of the pilot, due to the experiences, lessons-learned, and feedback.

Joint Meeting: A significant issue in year one was the shared joint meeting for the committees with items assigned via EDW. Feedback forms from the General Service Conference made clear that the year one approach left some room for improvement. Please review the EDW Subcommittee Interim Report October 2022 for the detailed analysis and EDW subcommittee recommendations.

The use of technology has made it easy for Trustees Committee Chairs to maintain regular contact with their corresponding Conference Committee Chairs and Alternate Chairs throughout the year. While this is very beneficial, further review regarding scheduling, time commitments, and consistent communication regarding what to expect (and what is expected) from these meetings may be needed.

PAI input from Delegate Committees: The PAI feedback calls held prior to the Trustees committees/Boards determining which items they will forward to the GSC have also been very effective and beneficial. The feedback from the conference committees has helped inform the trustee committee/board decisions and allowed for more input from delegates regarding those items they do or do not wish to see forwarded to the GSC.

While increased delegate input on the GSC agenda is a very positive thing, the evolution of how this input is provided may have created confusion about where, exactly, the authority and responsibility for the decisions made is held to forward or not forward PAIs

for the GSC agenda is held. This is a GSB responsibility, as is responding to any questions or concerns from the fellowship regarding which items were or were not forwarded for the agenda. An unintended consequence of the current practice is that some conference committee chairs have been pressured by AA members advocating to get an item onto the agenda. Adding to the confusion is the fact that there are inconsistencies among the trustees committee chairs in regard to how much input the conference committee has on this process. All involved would benefit from an orientation tool that briefly summarizes roles and responsibilities in accordance with the Concepts and the Conference Charter.

C) Simplification of the scoring system

Year two of the EDW pilot saw the implementation of a Conference Agenda items Routing form (CAR form) to consolidate input from the Trustees' Committee, Board or Department and to inform EDW distribution. This form replaces the scoring tool from year one.

The reasons for this change were to simplify the process considering feedback that the year one scoring tool was time consuming to complete and EDW subcommittee feedback that the time estimates were not as useful as initially expected.

SECTION 2 – LESSONS FROM YEAR TWO – NEW CHALLENGES, OPPORTUNITIES AND CONSIDERATIONS

A) PAI forms/processes

It was previously noted in this report that the use of the current PDF document formats is problematic, creating additional work for staff not well suited to compiling and tracking data. GSO staff are encouraged to explore and implement an alternative format that eliminates the need to convert or recreate documents. Options that facilitate tracking, and foster consistency in the PAI submissions are encouraged.

It appears that the earlier submission deadline has resulted in some groups and members not fully engaging in group conscience process at the district or Area level prior to forwarding PAIs. While this is not a requirement, our experience has taught us that PAIs greatly benefit from the input of a cross section of AA members.

It also appears that some members have used the PAI form as more of a "suggestion box" or petition than as a document to reflect the outcome of a group conscience or a tool to submit a proposal for consideration by the GSC. There have always been ideas submitted by individuals and groups without the input of a further group conscience, this is not in itself a problem.

Rather, the current issues are the sheer volume of these items forwarded for consideration

of the GSC that is time limited and must focus on matters affecting AA as a whole, and the missed opportunity to seek input and group conscience prior to moving an item forward to the GSC. If an Area does not agree that a matter should be forwarded to the GSC it may not be the best use of GSC resources to consider it. An informed group conscience requires hearing varied points of view, ensuring a right of participation of those we serve and those who serve us, and ensuring that the minority voice is heard and given careful consideration.

One action by the trustees' committees and boards in response to the receipt of large volumes of PAIs on a particular topic has been to move the topic forward to the GSC for discussion rather than forwarding (or not forwarding) any individual PAIs. The conference committee can then review the subject overall and determine if they have any Considerations to offer or wish to make any Recommendations. While this is very effective from an agenda perspective, it does not address the administrative workload of receiving, processing, and translating the high volume of individual items.

It was noted that the majority of PAIs were submitted at the deadline, creating a workflow crush that may be avoidable. It is suggested that all conference members be reminded that September 15th is the submission deadline, but submissions may be submitted prior to that date. It is hoped that if more PAIs are moved to their respective area for consideration and benefiting the group conscience and also staggering the submissions based on assembly dates.

Another factor in the late submissions may be the misunderstanding that the final conference report is required prior to submitting any PAIs. The final conference report is an excellent tool and an important resource, but it is also important to note that the outcomes of the GSC (advisory actions, recommendations that did not carry and committee considerations) are made available shortly after the GSC.

B) EDW Pilot processes and roles

In year two the EDW Subcommittee began by reviewing the pilot outline and discussing the best approach to accomplish the work. It was agreed that we would implement process improvements where possible, but that we would also adhere to the substance of the pilot plan as approved by the 71st GSC.

The Conference Coordinator created slides for EDW review and orientation for GSO Staff and employees. This was adapted by the EDW subcommittee and included in our Interim Report October 2022 for use as a quick summary and an easy reference tool for the Trustees.

There were differing views among the trustee committee chairs regarding whether the trustees committee had the options to direct PAIs to a specific committee. Review of the EDW pilot plan affirmed that all PAIs forwarded for the GSC agenda would be distributed

through EDW. The proposed distribution is subject to the approval of the TCGSC, and final acceptance of the GSB.

The distribution was shared in the EDW Addendum Final of December 2022. The EDW subcommittee further noted that there were both quantitative and qualitative benefits to the distribution.

Quantitative Benefits of Distributing Conference Agenda Items: As a result of distributing agenda items to three committees (Grapevine, Corrections, and Finance), the EDW for year two enhanced the ability for 31 voting members to more fully participate in the Conference process than they would have otherwise. Furthermore, by redistributing the workload from two committees (Literature and Policy & Admissions), the EDW for year two similarly improved the Conference experience of another 22 voting members since they can apportion more time to their remaining agenda items.

Qualitative Benefits of EDW: The EDW subcommittee is confident that allocating agenda items, as suggested, will enhance the five Conference committees' (both distributing and receiving) ability to achieve the desired depth and substance of its policy-level discussions. In addition, by balancing the workload, our valued Staff Secretaries will experience similar benefits when performing their behind-the-scenes activities.

C) Translation processes and timelines

While this is not part of the EDW pilot, it was imperative that the year two EDW subcommittee considered translation requirements, processes and timelines for conference background material and make every possible effort to ensure that the EDW pilot did not cause any avoidable delays. The committee noted the new role of Document Translations Manager was filled, and that a Language Services Department was established in October 2022.

Simultaneous Translation of Conference Background: As requested at their July 2022 meeting, we received a progress report from the GSO General Manager who noted the Office's process changes to identify all Conference documents requiring translation early and the development of a visibility tool to track progress.

The General Manager noted the adjustments to deadlines to receive materials sooner and expanded on the recent onboarding of a Document Translation Manager to support efforts to distribute Conference Background simultaneous in English, French, and Spanish.

The General Manager noted all the internal coordination received and support provided by the Conference Coordinator including holding "office hours" with Conference

committee secretaries, setting clear timelines, and creating a visibility tool that clarifies the entire workflow that tracks every document of Conference background.

Additional Items, Developed to Aid/Assist in the Translation Timeline:

- “Volunteering” Alternate Chairs of Trustees’ Committees to oversee the extent of background material,
- Ensuring that Conference Background material is concise – yet comprehensive – will reduce volume while increasing usefulness,
- Enforcing timelines and deadlines to receive Area highlights from Panel 73 Delegates that will require translation,
- Developing line-item budgeting to document the cost of translation effort (see Translation Costs, below), and
- Utilizing the “Eyes Only” designation to exempt translation effort for Background items that do not have French- or Spanish-speaking Delegates.

Translations Costs: To increase translation capacity, we developed an in-house Language Services Department composed of a translation manager and two translators. This department is expected to have significant savings by reducing the use of outsourced translators.

SECTION 3 – THOUGHTS AND RECOMMENDATIONS FOR YEAR THREE

- Work toward greater clarity and consistency across the trustees’ committees regarding points of contact with the conference committee and/or conference committee chairs.
- What meetings occur and when? Who should attend each meeting? What the roles and responsibilities of the participants? Can the scheduling be done further in advance?
- GSO Staff to consider what the best options are for PAI submission (fillable forms, online forms, or?) and look for opportunities to align new processes with the CAR forms that are completed by the Trustees Committees.
- Consider possible methods to inform and support those submitting PAIs: Video resources? Webinar?
- Shared experience on the value of robust group conscience at the local or area level prior to proposing for the GSC?

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- Is there a need for temporary help to compile the PAIs at the deadline?

SECTION 4 – QUESTIONS FOR THE CONFERENCE COMMITTEE ON POLICY AND ADMISSIONS REGARDING PAI FORMS

- How and from who should members gain access to the PAI form?
- What is the role of delegates? Is there a need to prevent PAI forms being used as petitions/suggestion box forms? If so, how might this be achieved?
- What can be done to encourage submission prior to the deadline to prevent everything coming in at once?
- Consider character limits per field, and maximum attachment sizes to ease document management and translation and foster similarity in the amount of content attached.
- Should the PAI form ask specifically whether the idea has been discussed at an area assembly and what the outcome of the vote was?
- How heavily should whether the PAI was supported by group conscience factor into decisions to move items onto the GSC agenda or not?

2023 Conference Committee on Policy/Admissions

ITEM E: Review report of the GSB Ad-Hoc Committee on Participation of Online Groups in the U.S./Canada Service Structure.

Background notes:

2022 Committee Consideration of the Conference Committee on Policy/Admissions

The committee reviewed the Progress Report from the trustees' Ad Hoc Committee on the Participation of Online Groups in the U.S. and Canada Service Structure and expressed appreciation for the ad hoc committee's work. Given the Fellowship's interest in this topic and a desire for accountability to the Conference, the Conference Policy/Admissions Committee requests a progress report be provided as part of their background material in advance of the 73rd General Service Conference.

2021 Advisory Actions of the General Service Conference

It was recommended 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, with the default option being the location of the group's primary contact. This replaces the 1997 Advisory Action that designated online groups as "International Correspondence Meetings."

It was recommended that:

The General Service Board form a committee to explore future possibilities for the participation of online groups in the U.S./Canada General Service structure.

Background:

1. Report of the GSB Ad Hoc Committee on Participation of Online Groups in the U.S./Canada Service Structure.

**General Service Board
of Alcoholics Anonymous**

**2022
PROGRESS REPORT**

AD HOC COMMITTEE ON

**Participation of Online Groups
in the U.S. / Canada
Service Structure**

Page 1 of 24

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APPENDIX

Progress report from the 2022 Final Conference Report

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Section 1 – Background, History and Current Reporting

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. Suddenly unable to meet in a face-to-face setting, the quick pivot to available, inexpensive meeting platforms using internet technology by many groups has led to interesting new challenges 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. What new opportunities have arisen? What are we missing? What are the challenges? What are the constantly changing emergent concerns? The virtual reality will be with us long past the pandemic, and we need to be looking to the future.

These and many other questions were top of mind for delegates to the 71st General Service Conference in the spring of 2021. Two advisory actions were passed directly pertaining to the topic:

- I) *The U.S./Canada General Service Structure recognize online groups and encourage their participation, listing those groups who ask to be listed within the group's preferred district and area, with the default option being the location of the group's primary contact. This supersedes the 1997 Advisory Action that designated online groups as "International Correspondence Meetings."*
- II) *The General Service Board form a committee to explore future possibilities for the participation of online groups in the U.S./Canada General Service structure.*

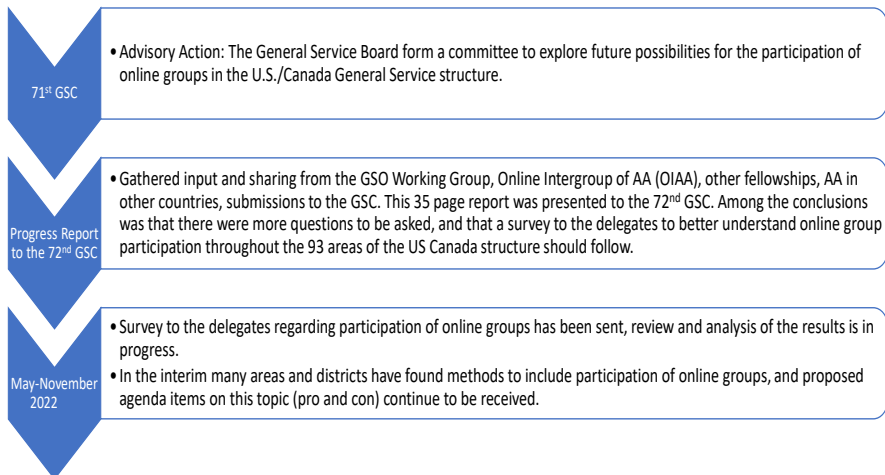
An office working group was formed to respond to Advisory Action I, regarding the listing of virtual groups. It is important to note that Advisory Action I clearly recognizes online groups, and that the Working Group revised the New Group Form to facilitate that change. It is now called the new group listing guidelines/Form and is available at <https://www.aa.org/gso-new-group-listing-guidelines-form>

Regarding Advisory Action II, the General Service Board chairperson constituted an ad hoc committee of the GSB to explore the participation of online groups in our U.S./Canada general service structure. The ad hoc reported out to the 72nd General Service Conference. That full report is included as an appendix at the end of this 2022 report, and is also available in the Final Conference Report of the 72nd General Service Conference, available through your District Committee Member, Area Delegate or by emailing conference@aa.org. We are now offering our 2022 progress report, building on the first one in 2021. As well as attending various events pertaining to the topic through the US and Canada, the Committee has focused on communication within the

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general service structure through the Delegates, as can be seen in the survey results in this progress report. Analysis and work continues.

Participation of Online Groups GSB Ad Hoc Committee



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Section 2 – Current Database Information

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.

Section 3 – Delegate Survey

A – Survey Data

The ad hoc crafted a series of questions for the Delegates. The initial survey was sent out on September 28/22 and 67 responses were initially received. A reminder notice went out on October 8 and an additional 4 responses were received. Total responses were therefore 71, for a 76.5% return rate.

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A follow up survey was sent out on November 4, seeking additional information about question #6 in order to try and get some clarity about the composition of virtual groups. 51 responses were received.

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B – Survey Questions

The actual survey as distributed follows:

**General Service Board Ad Hoc Committee on
Participation of Online Groups in the U.S./Canada Service Structure**

Dear Delegates,

Thank you for your help with gathering information regarding online/virtual groups in your Area.

As you likely know, the 71st General Service Conference passed two advisory actions related to the participation of online groups:

“The U.S./Canada General Service Structure recognize online groups and encourage their participation, listing those groups who ask to be listed within the group’s preferred district and area, with the default option being the location of the group’s primary contact. This supersedes the 1997 Advisory Action that designated online groups as ‘International Correspondence Meetings.’”

“The General Service Board form a committee to explore future possibilities for the participation of online groups in the U.S./Canada General Service structure.”

The Trustee’s Committee, created as a result of the second advisory action, gave an interim report at the 72nd Conference, and now, is looking for more information from your Area. This is a check-in with you. We want to know the kinds of experiences and discussions you are having in your Areas. Our objective is to accurately reflect the current state of online/virtual participation of our Groups in the General Service Structure, and we sincerely appreciate your help in doing that.

Please note the following instructions:

- We are looking for **one response** per Area. We realize there are a few surveys being conducted right now, some of which have asked for broad distribution.
- For the purposes of this survey, we are requesting that **Delegates ONLY** fill out and return the survey.
- We encourage you to share as much as you wish. All comment boxes, large and small, allow for responses of 20,000 characters.
- The deadline for returning the survey is **Friday, November 4.**
(Begin Survey)

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1. Area Number
2. In your Area, are both the Area and Districts welcoming participation of online/ virtual groups?
3. What discussions regarding participation of online/virtual groups in your Area /Districts have taken place? Are there discussions underway regarding future participation?
4. 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?
5. 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?
6. 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?
7. What motions around this subject are underway or have been made/passed in your Area?
8. What is your Area doing as far as participation at District meetings and Area assemblies for online/virtual groups?
9. Has your Area invested in equipment for hybrid service events?
10. What is the cost to facilitate online/virtual group participation in your Area?
11. Are there virtual Districts in your Area?
12. In your Area, have there been any questions or discussions about forming a virtual Area?

Thank you for your participation!

C – Survey Response Overview

The Delegates from 76.5% of 93 areas responded to the survey with great enthusiasm. The conversations received were wide and varied and very well discussed at the area. Several were fascinated with the variety of the responses and both the similarities and differences from area to area.

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.

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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.

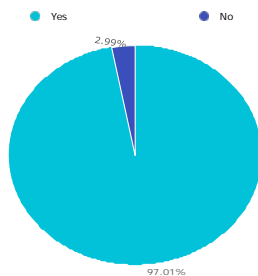
It was shared that there is a desire in the Fellowship for clarity and guidance, a thirst to know "what we're supposed to do." Some are waiting for that answer from the GSC. While the Conference can "generate some rules" it may be preferable to provide guidance through collated shared experience rather than binary answers and finite responses. It was noted the GSC can provide clarity when it comes to processes related to listing groups.

Sample Survey Responses

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

QUESTION 2

In your Area, are both the Area and Districts welcoming participation of online/ virtual Groups?



- 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 currently considering addition of a virtual District
- We were clear as an area that if your virtual group elected you as a GSR, you could participate at our area assemblies with the encouragement to register
- Area and district service events and general service meetings encourage the participation of online groups
- Some of our members who choose to only participate via in-person meetings have not necessarily been so "welcoming" of the online groups
- Though it's not the preferred practice of meetings with many, it's welcomed
- Waiting for the GSB to create the guidelines so we have something to follow
- Our Registrar sends a welcome letter and CCs the DCM to invite the group to fully participate with their voice and vote at both district and area
- They have allowed us to keep A.A.'s hand extended. We also recognize that they are here to stay.

QUESTION 3

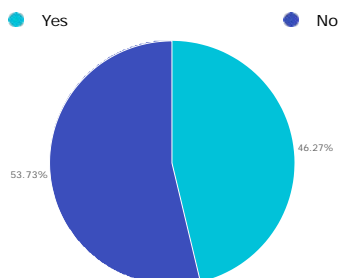
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What discussions regarding participation of online/virtual groups in your Area /Districts have taken place? Are there discussions underway regarding future participation?

- We treat them as any other group and looking to GSO for guidance
- 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
- We have had many local discussions generally, without it necessarily resulting in formal motions
- Things start to get a little interesting when we start discussing HOW they should be included
- Some are more tempted to encourage A.A. as a whole to make a unified decision via the Conference
- Curious on a larger scale how a virtual area would work in our general service structure
- We are watching the information coming from the subcommittee on online groups and sharing this information with the Area
- Few online groups that we have now do not want to participate at the District level, Area level, or register with GSO
- How can we fully integrate virtual only groups into the service structure of Area
- Discussions center around whether a virtual group should join the virtual district or the geographic district of their choice
- Area has seemed to embrace online/virtual groups as if they are any other groups
- Our last two election assemblies have been hybrid and two members online were able to stand for Area positions and were chosen to serve
- They are asking how do they fit into the service structure
- Still awaiting clearer guidance from GSO on fitting online groups into the service structure

QUESTION 4

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?



- As with in-person meetings, the online meetings are challenged to get and keep GSRs
- One comment has been that the group sees their role as being national /international and the current response from GSO to virtual groups is to frame them in terms of geography or affiliation with existing service structures

- Many groups are confused about the difference between being a "registered group" and having their meeting listed
- Too early to know
- There were some meetings set up by individuals that never participated in General Service

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- Some want absolutely nothing to do with the General Service structure
- Only groups listed with GSO are on our current schedule
- People are unsure of how to proceed. At the 71st Conference, we awaited direction. Then we were told it would happen at the 72nd. Didn't happen there, either
- They are not connected because they do not know how to do it. This is the purpose of guidelines

QUESTION 5

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
- Groups are new with hybrid or virtual platforms and intend to stay that way
- Some do intend to stay with their current virtual-only platform
- There are MANY more than that that are still meeting virtually that have not changed their status
- An online group is formed as an online group and intends to stay online
- An in-person group transitions from in-person meeting to online/virtual and intends to stay online
- 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
- Decided to remain online/virtual
- Plan to stay in their current format
- Have several new virtual groups
- Not aware of any groups that were previously physically meeting that have transitioned to online/virtual only
- 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
- We have a number of very strong virtual-only groups that began during the pandemic, all of which plan to remain virtual
- Have a few virtual groups that transitioned from live to virtual
- Have out-of-state participation and indicate they wish to continue in a virtual format
- Wanted to stay virtual created and registered a new group
- Will continue to offer virtual/hybrid to support the members from out of the area who are regularly attending the group
- Some groups and meetings seem to want to meet without any connection to the District, Area and AA as a whole

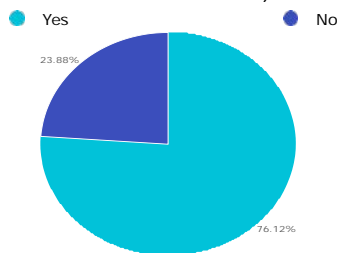
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- Seeing a substantial decline in online groups and online groups going dark as we move back to in-person groups
- Some groups have decided to permanently stay as online groups, discontinuing in-person meetings
- Some people with accessibility issues have opted to remain connected online as independent groups
- Some AA members seem to prefer to meet online, whether for convenience or safety or both
- Most intend on staying online
- Most intend to stay in their current format
- There was a natural elimination when face-to-face meetings became available again
- Some face-to-face groups have chosen to remain virtual due to the difficulties of finding trusted servants

QUESTION 6

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? (See also follow-up questions after Question 12)



- 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 funds, 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
- Some with members from multiple Districts, and possibly other Areas
- Many are worldwide attended online groups
- Mainly multiple districts
- Many have members from across the state at the least
- Other states, not necessarily other countries
- One group who has home group members from Italy, CO, and PA
- Have members from other states and multiple districts, no other countries
- Have regular members from around the country and the world
- Some members of Europe participate in our virtual meeting
- GSRs from other Regions (and other provinces) and French-speaking members from everywhere where French is spoken (Canada and Europe)

QUESTION 7

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
- Motion to separate Website Coordinator as a separate position

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- Ad hoc committee to review this complex Tech. Coord. position
- Currently have an ad hoc investigating the question (maybe hybrid area assemblies e.g.)
- Passed: to include virtual groups that register in our area to have a vote and GSR at the area level
- We passed a motion almost 2 years ago to offer Hybrid Assembly and have been offering it ever since
- The only motion is to provide a means for online/virtual to participate.
- Motion - Should we list meeting times on website for online groups that are not registered with GSO
- Motion to create a technology committee to run the hybrid meetings, rather than volunteers
- We passed a proposal in October 2021 to welcome a virtual district
- Our votes have been roughly 50/50 that the ACMs move to virtual only, rather than hybrid as they are now.
- The Area committee voted in June 2021 to "resume Area meetings and events to in-person beginning with our September Area quarterly meeting; as long as all safety and health requirements are met." We do not offer an online or hybrid option to participate
- We have an ad-hoc committee looking into the feasibility of hybrid assemblies with two-way participation to include all groups in Area
- We voted to continue hybrid meetings through this year
- There's a motion in one district to "force" all groups into a hybrid format
- Area has agreed to make its committee meetings hybrid, but otherwise has not moved beyond listing meetings that districts choose to list
- Develop an Online District
- Motion was made and passed to hold all Area service meetings in a Hybrid format
- Our Area has adopted GSO actions
- We plan to create a separate (virtual) District to bring them together within our area

QUESTION 8

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
- All voting meetings/assemblies at our area level are hybrid
- First hybrid election assembly in November. Eligible members may qualify or vote in either space, but the eight area officers we are electing must be willing and able to attend all future assemblies and area meetings, etc. in person
- The plan is to have hybrid capabilities for our February 2023 Assembly
- We have a virtual component to our business meetings and Delegate pre- and post-Conference reports
- All voting must be in person
- Holding in-person Area Committee Meetings and Assemblies with an online component (or hybrid)
- Leaving the districts to make their own decision
- Some districts are operating hybrid to accommodate online/virtual groups
- Hybrid if they have an online group
- We are holding our area committee meetings and assemblies hybrid for now

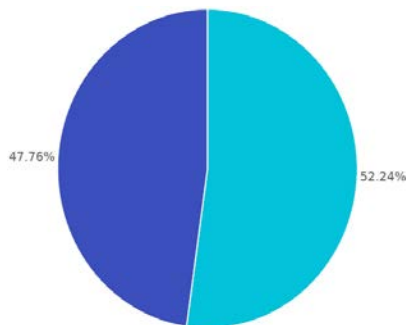
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- Area meetings are hybrid. Many Districts are also either online or hybrid
- Currently looking into devices for the committees to use at Area Assembly to allow participation on Service Committees that meet during the assembly for those who attend virtually
- We are now offering participation by virtual as well as in person
- Districts are taking various approaches to include groups, but the Area is not
- Added an additional assembly each year that is virtual
- Voted not to have any online or hybrid District or Area meetings
- Most district meetings remain virtual, and area meetings and assemblies are hybrid
- Hold all our Area service meetings in a hybrid format
- Our Area Committee Meetings are hybrid. Our Assemblies have been virtual since the start of the pandemic
- Our quarterly Area events are now all hybrid. We have ad hoc committee defining hybrid events to eventually incorporate into Area handbook

QUESTION 9

Has your Area invested in equipment for hybrid service events?



- Have invested in the equipment
- Purchased zoom account
- Technology purchases for hybrid capability
- Relying heavily on tech 12 for assemblies
- 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
- Two districts have invested in some equipment
- We will be voting on funding additional equipment
- Zoom subscription
- Purchased a new laptop and some other type of equipment
- Purchased cameras
- Spent \$3800 to have the ability to hold the assembly meetings in a hybrid format.
- Around \$7.5k CDN

QUESTION 10

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

- \$1,000 per year
- We're currently \$4,600 over our \$5,000 budget for the year
- Approximately \$150 - \$200 per quarter
- Hotspot - \$500 initial fees and purchase, \$50 per month to use
- Onetime hardware purchases (laptops with cameras, wi-fi routers, cables, carrying cases, etc.): approx. \$4000
- Hotspot data plan (multiple devices): currently \$235/month

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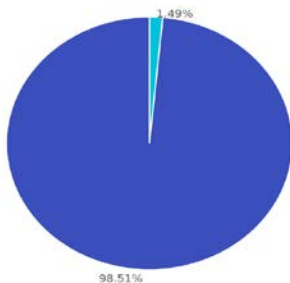
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- Travel reimbursement for tech committee members: average \$345/month
- Equipment for the hybrid meetings was approximated \$2,500 - laptop, two-way
- Mixer/interface, Shure microphones, mic cables, \$700 360degree camera, \$700 iPhone for wi-fi hotspot. Four tables for committee use - \$900. Zoom account (\$250)
- Price of zoom to approximately \$1000 per quarter
- Zoom license, a MiFi, an investment of maybe \$1600
- Less than 20 dollars a month. Zoom subscription
- Zoom account which cost us roughly \$40 a month
- Zoom account (around \$150 annually)
- Zoom account each month equaling approximately \$17
- Equipment and services, it is up to around \$4000
- Spent under \$2500 for all the equipment
- The budget is \$2900
- Cost of making our assemblies fully hybrid was approximately \$1,500
- Spent less than \$2000
- Tech 12 runs at about \$2,500 per assembly
- Have a budget of \$3000 for the year for doing Zoom and hybrid
- \$150.00 for zoom account
- \$500-\$1,500 per year
- Approximately \$2000 per assembly
- Cost to purchase equipment was approximately \$1,500 – cost is \$150 per year for a zoom subscription
- \$1000 per year
- For a group of less than 100 people: +/- \$200; for a group of more than 100 people: +/- \$800
- \$500, more or less
- Estimates are in the \$20,000 to \$30,000 region

QUESTION 11

Are there virtual Districts in your Area?

(The majority of the answers were no comment – below are some of the comments)

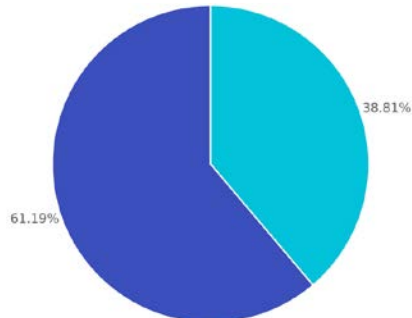


- I do not sense that that is an interest at this time
 - Mixed feelings about the need or desire in our area
 - Not come up as a formal motion at any point yet
 - Not yet but some are discussing
 - Possibility was studied and not retained
- Asked the body of area if they wanted a district or area for virtual. Very little participation discussing developing one

QUESTION 12

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



- Discussed a separate conference. No definitive action
- 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
- How much a virtual Area still potentially be limited?

- If a virtual Area was created, would all virtual groups be forced into it? Or only those virtual groups that choose to join it?
- Is a virtual service structure of its own (with its own GSC and GSO) possible?
- What about groups with international participation?
- Where does hybrid fit in?
- Ad hoc committee now studying this topic
- Discussed the logistics of this with regard to U.S. Canada being GSO's purview
- Discussions to see what GSO is going to do about a virtual area
- Received many questions regarding a virtual Area
- During my Conference report backs, some discussion was had regarding a virtual area. Many comments indicate this would be a good idea
- More of a question of what is GSO doing and the Ad Hoc subcommittee on Online groups
- Discussed about whether or not we need another Area
- Tons of discussions - creating even more divisiveness of thoughts and groups
- Have already discussed this without further details from GSO, pending
- The issue was raised at one assembly, but there was no final suggestion/ recommendation reached. The general consensus seemed to favor having online groups be a part of the General Service Structure in the geographic location in which the majority of the members lived.

Follow-up Questions:

Sent as a separate survey, to clarify Question 6 responses concerning make-up of online groups

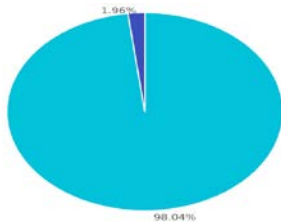
QUESTION 1

Area Number

QUESTION 2

Do online/virtual groups in your Area have members from multiple Districts?

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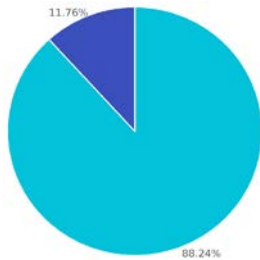


- Yes, there are members from multiple districts
 - People can login from anywhere, they are not all in the same districts
 - I know that one group does, and the plan is for the GSR to attend the registered District meeting Zoom, right now the GSR & Alt attend and are in the local district. I believe the same is true for another, but it has been a long time since I attended that one. Not sure about others
- I will say yes because that's what I understand but I have not personally polled any groups
 - Membership in virtual groups seems to be independent of physical location
 - Members from different areas and at least at one point international
 - Some do and some do not
 - But anchor in one district they choose

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QUESTION 3

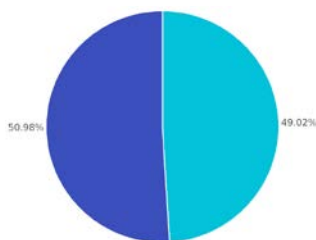
Do online/virtual groups in your Area have members from outside of your Area?



- Zoom has reunited many members of my home group who have moved away from the area
- A few, but not many
- I again have heard that this is probable but have not personally investigated
- Membership seems to be drawn by the topic of the virtual group, the time held, and the members in attendance
- One group has a GSR who lives in Texas
- Yes, these groups have members from around the U.S. and Canada. It is also common for members who have relocated from the original district/area to stay connected with the group and its members. One online group has an annual in-person picnic to allow its members to meet; members fly in from around the U.S. to attend.
- Members from different areas and at least at one point international
- But anchor in the area and district the operator lives
- Yes, there are groups near other areas that have members from outside the area. This includes both virtual groups and physical groups. For example, there are several groups from Illinois that have asked to participate in Area 24 structure. Those groups participate in District 10 in Dubuque, Iowa
- Some do and some do not
- Yes, some regular attendees are from other Areas, but do not hold or want to hold office

QUESTION 4

Do online/virtual groups in your Area have members from outside of your Country?



- Unknown, but I assume so
- I don't know
- There are two very large meetings that have hundreds of people attending virtually from around the world
- Some virtual groups have members in Mexico and Europe
- The numbers are small but yes, they do have regular members attending from other countries besides the U.S. and Canada
- I did hear that a group had some members who joined that were from other countries
- Some virtual groups have members in Mexico and Europe
- Not at the moment, but there is nothing to stop it in the future
- Members from different areas and at least at one point international
- Don't know

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- None that I am aware of
- I am forced to enter an answer here, but the truth is I honestly don't know :)
- Not that I know of
- Not consistent/not core members
- Not yet
- I am aware of one group that meets this description. I am unsure if there are more. Additionally, a different twist on the question: there are some A.A. members in this Area who consider their home group to be a virtual group that is in another country
- Only one does but that group is linked / registered to Online Intergroup ONLY
- Australia

Section 4 – 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
- Concerns from members whose home groups are meeting online that there is a perception that “people on Zoom are not really there”
- Interesting perceptions on how online might affect certain current meeting /group structures
- 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
- Further guidelines and information regarding anonymity available to newcomers
- A comment that virtual/online newcomers are chomping at the bit to serve, and let's show them how
- 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
- It was noted a few times that there are some online/virtual meetings that are reluctant to share their information publicly and are distributing spreadsheet lists of virtual meetings
- Primary purpose remains the same no matter what kind of meeting, so perhaps we should stop differentiating

The workshop attendance and discussions tended to reflect the perspectives of members who are actively involved with virtual groups. A consideration going forward might be programming full Forum workshops on the topic so all in attendance can both hear and share experiences.

Section 5 – International Perspectives from World Service Meeting

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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. The theme, "Carrying the Message of A.A. in the Digital Age," allowed for the creation of workshop and presentation topics which gave a snapshot of where the world is right now in terms of incorporating groups into their service structures.

Much as in 2020, 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.

In one workshop focused on integration of virtual groups into the General Service Conference structure, there were a series of interesting observations. Among them:

- For many countries, online groups are listed in order for alcoholics who want to attend can find them, but at this time listing the groups does not necessarily mean they have been accepted into the service structure in that country or region
- Many European countries reported that they have incorporated online groups into their structures with full participation with both voice and vote
- In some countries, online groups have no voice and no vote, and in some countries, online groups may take part at the local or intergroup level but not at the Conference. In some smaller structures, groups participate at the Conference directly and again some include online groups with a voice and a vote, and some do not
- Some countries do not recognize online groups at all while some countries felt it was important to have a vision for acknowledging online groups as part of A.A. in their country
- Some countries only include geographically based online groups in their structure with a voice and a vote but not international online groups. Online groups need to join a structure if they want to participate

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

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- 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.

Much as we have heard in the U.S./Canada, there were comments regarding the development of guidelines, as a useful and important tool.

Of the countries that are actively examining how best to incorporate groups into the service structure, many are in the same place as we are (committees examining the best way for their structures to approach the challenge), and at least one - Australia - has started the process to set up a virtual Area. South Africa is looking at creating a virtual Area. Other countries are in the process of developing what we would consider to be virtual Districts, although in their structural language it is referred to as an Area – Portugal is an example of that. In Ireland, newly formed groups are asked to identify with one of the geographic areas in their structure.

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. One delegate expressed concern about young groups engaging in a global structure through an international entity and what that might mean.

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. “

Section 6 – Proposed Agenda Items submitted pertaining to Online Groups

PAI 83:

Reviewed by the Trustees' General Conference Committee and not forwarded to Conference as a separate agenda item.

“That Zoom or hybrid groups not be included in the structure of Alcoholics Anonymous.”

Some of the points made in the submission:

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- *Attendees cannot know whether the others present at the meeting are sober.*
- *Online groups are not able to build unity – they cannot feel the group spirituality or fellowship if they are not face-to-face.*
- *Online platforms restrict ability to welcome newcomers resulting in less 12th Step work.*
- *Reduced service by member of online groups.*
- *Potential recording by attendees raises anonymity concerns.*

PAI 181 and ADDITIONAL AREA APPLICATION:

Reviewed by the Trustees' General Conference Committee and Trustees' Ad Hoc Committee on Participation of Online Groups in the U.S./Canada General Service Structure not forwarded to Conference as a separate agenda item

"To create a Delegate Area for Online Groups."

This proposal was 96 pages in total, was prepared by a group of approximately 20 people from 15 groups throughout the U.S./Canada General Service Structure after considerable effort on the submitters' part in gathering information from online groups.

Some of the points made in the submission:

- *Online groups have existed for over 25 years, but still lack access to the service structure if the existing structures do not accommodate online participation. They are existing outside the current Service Structure.*
- *An Online Area would "restore the full Right of Representation to online groups."*
- *The exclusion of an online delegate affects the Conference's ability to be fully informed.*
- *This Area would bridge the gap for members excluded by accessibility barriers including members who are elderly or in residential treatment, people unable to get to meetings because of inclement weather, the voices of diverse minorities and groups unable to afford the costs associated with physical meeting space.*
- *The submission of the Additional Delegate Area Application for Online Groups is the culmination of the effort to learn if online groups have an expressed widespread need for general service participation.*

The extensive and very thorough PAI attachments included poll and survey results collected over an 18-month period through a series of meetings, town halls and other research. The background provided many examples of the depth and variety of service work online groups are currently providing, and a clear desire to have a stronger voice. It also included a completed application for a new Delegate Area. The application was supported by fifteen groups from throughout the U.S./Canada structure.

The proposing group/committee is continuing to conduct electronic surveys.

Section 7 – Suggestions Going Forward

More Shared Experience Needed Regarding Online Groups

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While Conference-Approved literature needs to go through the Conference process to be updated, service material has fulfilled the important role of providing shared experience to groups and members when there is a need for timely sharing of information. However, the magnitude of change A.A. has gone through in the last few years has sometimes outpaced our ability to collect shared experience, especially in areas related to online groups. It is clear from the survey responses, sharing at workshops, and correspondence from A.A. members and groups, that there is a desire for more information regarding online groups. Below are links to materials currently available on the aa.org website, in the Group Handbook, and in service kits that have information related to online groups.

[Anonymity Online and Digital Media](#)

[A.A. Guidelines on the Internet MG-18](#)

[GSO New Group Listing Guidelines/Form](#)

[Is Your Group Linked to A.A. as a Whole?](#)

[Frequently Asked Questions on Practicing the Seventh Tradition at Virtual Meetings](#)

[Serving All Alcoholics: Making the A.A. Message Accessible](#)

While they offer helpful information, more shared experience needs to be gathered from online groups on their practices and procedures, the challenges they've faced and the solutions they've found so that it can be integrated into these service pieces. Sharing from one group to another, one GSR to another, one DCM to another, and one district to another will do a great deal to fill the need.

In addition to the resources above, many intergroups and central offices, districts, and areas have guides on their websites that can be helpful to online groups.

As you might expect, the Online Intergroup of A.A. - OIAA (<https://aa-intergroup.org/>) offers a number of resources for online groups including: an introduction to A.A. online; a presentation on Safety and Security Settings for online groups; a link to a Zoom Security Guide, a Google doc that is regularly updated; information on anonymity, accessibilities, and service opportunities available to groups and members through a number of OIAA committees and by becoming an Intergroup Rep.

The Technology in A.A. Forum (<https://tiaa-forum.org/>) is for A.A. members (and non-members who support A.A. services) to share about using technology for accomplishing the primary purpose of A.A. There is a guide to hybrid meeting considerations created to help groups think through the challenges of holding hybrid meetings. Information is available on hybrid set-ups for A.A. meetings, service assemblies, and other events. This includes lists of the equipment needed, ways to optimize participation, and information on conducting voting procedures at hybrid events. There are also threads on ways to welcome newcomers at online meetings as well as shared experience on safety and anonymity online. Members are also able to pose questions to the TIAA community.

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In addition to updating existing service material, new FAQs, guidelines, and other sources of shared experience could be developed. Here are some topics related to online groups that may want to be explored.

While the 71st 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. A service piece using infographics, an FAQ and/or short video could be great tools for reaching out to online meetings not currently in the service structure to explain the process and their options. Communications conveying the benefits of participating in general service are needed for brick & mortar meetings as well as online groups but short term there may be a greater need and opportunity among online meetings and their members.

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.

Similar questions come from groups who are divided over whether to return to meeting in-person, adopt a hybrid format, or continue meeting exclusively online. If they cannot agree on a common format, groups ask if they should split into several individual groups or form an umbrella group with individual meetings. Groups that split ask who gets to keep the name? And who gets to keep whatever money exists. One group shared their experience of being at odds about who could get to keep the treasury until one member said, “Well, who needs it more?” There’s no underestimating the value of shared experience.

A need we continue to hear about is for shared experience on the practices and procedures of online groups. One area of focus could be descriptions of new service positions needed for online groups such as “Tech Chair” and “Troll Patrol.” Other more traditional positions have been adapted to fit online groups. For example, a literature chair for an online group won’t be setting books out on a table or filling a literature rack but instead may be providing digital resources or links to literature using a glide app. Members are also exploring what Grapevine Reps and La Viña Reps can do at online groups to bring the magazines to life. Some online groups have “newcomer chairs” to encourage more interaction with those who are new. “Fellowship Chairs” have

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considered how that experience of going to the diner after the meeting can be translated to the virtual world.

When it comes to group safety, practices and procedures for online groups continue to evolve. Providing links in service pieces to frequently updated materials about security settings could also be helpful for online groups.

It might also be helpful to gather shared experience on ways that online groups have used their particular expertise in working with district and area service committees to:

- Bring online meetings to treatment facilities, correctional facilities, nursing homes, and rehabilitation centers
- Reach out and connect with remote communities
- Help members who are homebound or have mobility issues
- Offer more options for the Hard of Hearing, Blind members, and Deaf members
- Use simultaneous interpretation to offer meetings in more languages
- Provide meetings for immunocompromised members
- Offer meetings 24/7 for A.A.s who are shift workers, new parents, or caregivers.
- Make meetings accessible to those who have lost their driving privileges

Lastly, it would be helpful to collect shared experiences from districts and areas who are holding assemblies or other events in a hybrid format. What considerations went into the decision to try a hybrid format? What have the challenges been? Has it led to greater participation of online groups? What were the costs? Some survey responses touched on this, but more sharing would be helpful.

Section 8 – The Ongoing Conversation

There are still, as there were with the first progress report, 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.

VIII.

**PUBLIC
INFORMATION**

AGENDA

Conference Committee on Public Information

Monday, April 24, 2023, 9 a.m. – Noon

Room: TBD

Chairperson: Mary M.

Secretary: Patrick C.

Conference Committee Members

Panel 72

Fred A.
Mary M.
Richard M.
Ben N.

Panel 73

Mary A.
Jeannie M.
Christopher M.
Jake S.
Jan V.

- ◆ Discussion and acceptance of trustees' Committee report.
- A. [Review the 2023 Public Information Comprehensive Media Plan.](#)
- B. Public Service Announcements (PSAs):
 - 1. [Review the distribution and tracking information for two video PSAs:](#)
 - i. "Sobriety in A.A.: My Drinking Built a Wall"
 - ii. "Sobriety in A.A.: When Drinking is no longer a Party."
 - 2. [Review the 2022 report on the "Relevance and Usefulness of Video PSAs."](#)
- C. [Review progress report on the development of a GSO Podcast.](#)
- D. [Review report on "YouTube Performance."](#)

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

- E. Review report on “Google Ads Performance.”
- F. Review report on “Meeting Guide Performance.”
- G. Review the "2022 Third Quarter Report on A.A.W.S. Board Oversight of G.S.O.'s A.A. website."
- H. Review report on “AAGV/La Viña Website, Marketing and Podcast."
- I. Review report for “Online Business Profiles”
- J. Review report on analytics
- K. Review progress report on the Young People’s Video Project
- L. Discuss feasibility research on paid placement of PSA videos on streaming platforms.
- M. Discuss Public Information pamphlets/materials:
 - 1. Review progress report on revision to the flyer “A.A. At a Glance.”
 - 2. Review progress report on revision to the pamphlet “Speaking at Non-A.A. Meetings.”
 - 3. Review progress report on revision to the flyer “A Message to Teenagers”
- N. Review progress report on the request to create a new form of communication to address anonymity on social media.
- O. Review report on 2022 A.A. Membership Survey process
- P. Review report on 2022 A.A. Membership Survey results reporting
- Q. Review content and format of P.I. Kit and Workbook
- R. Consider request to implement an Alcoholics Anonymous World Services, Inc. Instagram account.

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2023 Conference Committee on Public Information

ITEM A: Review the 2023 P.I. Comprehensive Media Plan

Background notes:

2022 Committee Consideration of the Conference Committee on Public Information:

The committee reviewed and accepted the 2022 Public Information Comprehensive Media Plan (CMP). The committee expressed support for the vision and architecture and reported that this version of the CMP brings a practical and implementable plan into vision. The committee agrees it serves as an inventory of ongoing work and plans, a guideline for the General Service Office and AA Grapevine Office in their work, budgeting processes, and HR planning to effectively support A.A. members in carrying the message to all who suffer from alcoholism.

The committee offered the following suggestions for the next iteration of the CMP to be brought back to the 2023 Conference Committee on Public Information.

- Continue to focus on standardizing a unified stylistic approach in our messaging and media.
- Create a synopsis or executive summary of the CMP as the complete document is detailed.
- Now that we have a CMP that outlines many channels of work the committee requested the Trustees ensure we do not lose the work that is captured and avoid trying to branch off into too many directions and digital platforms.
- Consider the creation of a short video capturing how a Comprehensive Media Plan can be a helpful guidepost as we seek to use new and existing communication platforms, in keeping with our Traditions.
 - ***Staff Note: PI Staff secretary has a PPT presentation that may support the topics to cover if such a video is determined to be needed.***
- The committee recognized that we are a Fellowship of varying technical abilities. The committee noted the importance of ensuring we are not leaving anyone with technical barriers behind.

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- Include additional information in the CMP on how Alcoholics Anonymous can connect with the professional community.
- Use consistent A.A. language throughout the CMP versus more marketing or business terminology.

The Staff secretary received additional documentation regarding 2023 CMP updates being requested. One is a March 8, 2022, memorandum from the Communication Services department. Another is a memorandum received June 13, 2022, from the Conference Committee on C.P.C. suggesting further exploration and use of QR Codes.

In 2021 Morgan B., Appointed Committee Member worked to build the framework and structure for the revised CMP full plan. We are seeking to bring transparency to our three-corporation media plan, content, channels, short term work and long-term strategies.

This year, through discussions with the trustees' Public Information Committee, chair, it has been suggested that the committee consider appointing a subcommittee to manage the updates for this year's 2023 CMP.

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

The committee discussed the need for the development of an updated 2023 Comprehensive Media Plan. The chair appointed a subcommittee to include Morgan B. (chair), Molly A., Al M., and David S., who 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.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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,

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including length of audiovisual material created. The committee looks forward to a progress report and a revised CMP at the January 2023 meeting.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

The committee **agreed to forward** to the 2023 Conference Committee on Public Information the final report and the 2023 CMP.

Background:

1. Final Report on 2023 Comprehensive Media Plan
2. 2023 Comprehensive Media Plan

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Final Report from 2022-2023 trustees' Public Information Committee (TPIC)

Subcommittee on 2023 Comprehensive Media Plan

January 28, 2023

Subcommittee: Morgan B., chair; Al M., Molly O., David S., and Patrick C. secretary

At the July 2022 meeting of the trustees' Public Information Committee, the chair appointed a subcommittee, with the members listed above to review and update the 2023 Comprehensive Media Plan.

A content calendar was developed by the Communication Services department. It is an internal document only and was determined to not need to be included as part of the actual Comprehensive Media Plan document itself.

Scope: The scope of the committee is based on the following and each item has an "action taken to address the suggestion" to report how the subcommittee dealt with them:

2022 Public Information Committee Consideration

- The committee reviewed and accepted the 2022 Public Information Comprehensive Media Plan (CMP). The committee expressed support for the vision and architecture and reported that this version of the CMP brings a practical and implementable plan into vision. The committee agrees it serves as an inventory of ongoing work and plans, a guideline for the General Service Office and AA Grapevine Office in their work, budgeting processes, and HR planning to effectively support A.A. members in carrying the message to all who suffer from alcoholism.

The committee offered the following suggestions for the next iteration of the CMP to be brought back to the 2023 Conference Committee on Public Information.

- Continue to focus on standardizing a unified stylistic approach in our messaging and media.

Action taken to address suggestion: The 2023 CMP "AAWS Analysis Section" now includes the new AAWS website has set an improved and consistent standard for visual branding that we are working to integrate across our communications platforms and collateral, including social media and digital publications. GSO has developed an internal style guide containing current versions of our logos, colors, fonts, and other branding elements for use within the office to further aid branding consistency across all our

materials.

- Create a synopsis or executive summary of the CMP as the complete document is detailed.

Action taken to address suggestion: The 2023 CMP subcommittee reviewed various formats for creating a cover page synopsis or executive summary document and decided to focus more on the content within each section update throughout the 2023 CMP to bring more clarity the plan and continuity to how the information is being presented. The opening and closing statements to the 2023 CMP are meant to provide an overview and vision of next actions going forward.

- Now that we have a CMP that outlines many channels of work the committee requested the Trustees ensure we do not lose the work that is captured and avoid trying to branch off into too many directions and digital platforms.

Action taken to address suggestion: The 2023 CMP subcommittee discussed that the work projects and channels of communication that the GSO and GV offices are focused on are driven by the guiding direction of the Fellowship through the Conference and committee process.

- Consider the creation of a short video capturing how a Comprehensive Media Plan can be a helpful guidepost as we seek to use new and existing communication platforms, in keeping with our Traditions.

Action taken to address suggestion: The 2023 CMP subcommittee discussed the need for such a video and decided to focus more on the content within each section update throughout the 2023 CMP to bring more clarity the plan and continuity to how the information is being presented. Interestingly, a local area held four virtual workshop sessions with the goal “Demystifying the CMP.” Several members of the trustees’ PI Committee as the Staff secretary and other GSO staff were included in the presentation and discussion panels.

- The committee recognized that we are a Fellowship of varying technical abilities. The committee noted the importance of ensuring we are not leaving anyone with technical barriers behind.

Action taken to address suggestion: The 2023 CMP “Opening page” now includes as we continue to make our message available in traditional and new formats and channels, it is always important to remain true to who we are and what we do. Staying consistent with our principles and identity is critical to clearly communicating our message of hope and recovery from alcoholism, regardless of the format or channel through which we communicate.

- Include additional information in the CMP on how Alcoholics Anonymous can connect with the professional community.

Action taken to address suggestion: *The 2023 CMP “addressing outreach to Professionals” in the following ways: We’re currently running three Google Search Ads campaigns; “Find a Meeting,” “Get Help,” and “For the Professionals.” Our GSO website includes content and navigation for the professional community; I need help for a patient/congregant/client, I’d like to connect with local A.A., I need A.A. meeting information and What kind of medication can I safely administer to an A.A. member? AA Grapevine website works in progress include creating and deploying landing pages such as “Welcome, Professionals” aagrapevine.org/professionals.*

- Use consistent A.A. language throughout the CMP versus more marketing or business terminology.

Action taken to address suggestion: *The updated 2023 CMP “Introduction” and “Key Terms and Definition” shares that the still sick and suffering alcoholic (our “target audience”) is seeking our message online, and an online visibility strategy is needed to ensure people can find us. Any online visibility strategy is based on digital marketing principles and tools. We’re using marketing not to sell anything but to carry our message. Our ability to carry the message requires our corporations to learn and ascribe to digital marketing best practices and hold our online presence to the highest possible standards.*

From the July 2022 trustees’ Public Information Committee report:

Comprehensive Media Plan (CMP): The committee discussed the need for the development of an updated 2023 Comprehensive Media Plan. The chair appointed a subcommittee who 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.

Action taken to address suggestion: *The subcommittee chair, trustees’ PI Committee chair, and the staff secretary discussed adding inclusive language information to the CMP, but we decided against it for this year as GSO is already working on establishing guidance around inclusive language internally.*

- March 2022 CSD memorandum suggested updates

Action taken to address suggestion: *The subcommittee chair incorporated these suggested updates into the 2023 CMP from the Communication Services Department. In addition, CSD, GSO and GV employees supported the section updates applicable to their departments and job responsibilities.*

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- June 2022 CPC Committee Consideration suggesting exploring QR code use

Action taken to address suggestion: *The subcommittee was provided an internal document of QR code best practices that is in initial stages of its development. We do not currently have QR codes for any general pages on aa.org or our other digital properties. QR codes are usually used for specific announcements or focused actions to be taken, not for general pages on a website. We do not have anything like that for these pages currently. If a local entity chooses to employ QR codes, even for our website, they will create and manage them.*

What is planned to be provided at the January 2023 trustees' PI Committee meeting to move forward to Conference Committee on Public Information?

The 2023 Comprehensive Media Plan.

Subcommittee's recommendation:

The subcommittee recommends That the trustees' Public Information Committee forward the 2023 Comprehensive Media Plan to the Conference Committee on Public Information. This will allow the fellowship to participate in the development and discussion of all the ongoing work and to allow Conference delegates to capture feedback from the members on these efforts.

##

Trustees' Public Information Committee
Alcoholics Anonymous Comprehensive Media Plan
January 28, 2023

The following is intended to serve as an inventory of ongoing work and plans, a guideline for the A.A. Offices in their work, budgeting processes, and HR planning to effectively carry the message to the alcoholic who still suffers. Overall, this document can be considered a plan for supporting A.A. members in carrying the message to all who suffer from alcoholism. The development of this document occurs through close collaboration between the General Service Board, General Service Office, and AA Grapevine Office and is being presented to the fellowship through the conference process to better communicate all the ongoing work and to capture feedback from the fellowship on these efforts. The structure of this document and the content will evolve over time. Still, its use will remain critical in our efforts to effectively communicate our message of hope and recovery from alcoholism to the world.

As we continue to make our message available in traditional and new formats and channels, it is always important to remain true to who we are and what we do. Staying consistent with our principles and identity is critical to clearly communicating our message of hope and recovery from alcoholism, regardless of the format or channel through which we communicate.

Regular communication about our lifesaving content is vitally important in today's colossus of communication. We seek to make our public service announcements more available to the suffering alcoholic by making them available wherever people consume information. We can also make our content more shareable to support recovering alcoholics already carrying the message of hope and recovery. A focused effort is underway to develop content that is more readily available across multiple formats for our fellowship to share while staying well within our spiritual principles.

As we go on learning how to be more effective with this information in a multitude of channels such as our websites, Instagram, YouTube, LinkedIn, Meeting Guide App, Online Business Profile listings, and Podcasts, we will need to allow our employees the flexibility to pilot different approaches that fall within our guiding principles and measure their effectiveness in carrying the message. For each new experiment, we will want to

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ask ourselves how to determine if this was more effective in carrying the message. We will need to continue to ask ourselves if we are making the most of the strengths that each of our corporations brings. As our Executive Editor recently shared, AAWS publishes the collective voice of A.A., and Grapevine publishes the collected voices of A.A. members. Are we allowing each to shine as brightly as possible in carrying the message?

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Section 1: Introduction

Introduction

The Comprehensive Media Plan and its subsequent tactical implementation is a primary focus of the Trustees' Public Information Committee. It is submitted to the Conference Committee on Public Information annually for review. This document serves as a strategic communications plan and review for Alcoholics Anonymous and its incorporated brands. The following pages represent current business standards in outlining such plans and serve as a benchmark to build on year over year. These documents are prepared to chart a course for communication strategy, measure effectiveness and accomplishments, and reevaluate their effectiveness as things change. The guiding principles for this plan are firmly rooted in the Twelve Steps and the Twelve Traditions of Alcoholics Anonymous.

Each year, the Trustees' Public Information Committee will update this document regarding suggested items for action in the upcoming calendar year and topics for consideration in the following year. The trustees' P.I. Committee shares information about the plan and seeks input from AAWS, AAGV, and other Trustees' Committees as needed.

Communication is at the heart of A.A.'s mission to extend the hand of recovery from alcoholism to anyone who seeks help. It begins with one alcoholic sharing their experience, strength, and hope with another alcoholic. From there, it takes on more forms: group meetings, district committees, area assemblies—an entire Conference structure served by three Boards and two corporations. This “upside-down triangle” is the pathway for A.A.'s internal communication structure. This document should speak to both internal messaging and external communications. Storytelling is an integral part of A.A.'s history; how the message of sobriety and hope is carried to the members, potential members, and the people they affect is the basis of this plan.

Key Tenets Developed for Technology/Communications Strategy

- Our goal is to get the still suffering alcoholic to local resources that can provide immediate help
- Our content needs to be inclusive and accessible to all we serve
- We need to be present where our audiences are searching for our messages
- Our message needs to resonate with each of our core audiences in voice and tone
- We must identify and address any unnecessary internal obstacles to be more responsive and agile

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- Provide consistent/stable anchor points for members and partners to seamlessly connect to, utilize and engage with our content
- Identify opportunities to better coordinate and share content from and across PI, CPC, AAGV, Boards, and office

We further discussed that our success in future communications and sharing of content would require that we find solutions that can balance our Conference mandated Governance with the current culture's:

- Affinity for social media
- Desire for more concise, engaging, and frequent communications
- Preference for mobile app-like experiences

Media has been a key outreach tool for Alcoholics Anonymous since our earliest days. Still, over the last few decades, the media and technology landscape has evolved far beyond what our founders would have imagined. Balancing our traditions with the ways we utilize technology is of critical importance. That being said, “attraction rather than promotion” cannot be an excuse for failing to carry the message online. It is our responsibility to adapt to new technologies and hold ourselves to the highest standards as a Fellowship. What sets us apart from a typical business is that our success is measured in lives saved rather than profit.

The still sick and suffering alcoholic (our “target audience”) is seeking our message online, and an online visibility strategy is needed to ensure people are able to find us. Any online visibility strategy is based on digital marketing principles and tools. We are using marketing not to sell anything but to carry our message. Our ability to carry the message requires our corporations to learn and ascribe to digital marketing best practices and hold our online presence to the highest possible standards.

Key Terms and Definitions

1. **Brand Identity** – This section represents the “voice” of our messaging. For example, a Digital or PDF pamphlet may have a different look or feel to teenage alcoholics vs. professionals. Still, it would contain some consistencies to make it look like it came from the same organization.
2. **Budget** - We should be strategic and mindful of utilizing Seventh Tradition contributions, keeping within the Board's fiduciary responsibility when embarking on projects.
3. **KPIs** – Key performance indicators are necessary to show our goals have merit and that we are adequately working towards executing them. KPIs are the foundation of accountability and reporting.

4. **Media Objective** – To help the sick and suffering alcoholic and provide accurate information to the public about A.A.
5. **Recovery Landscape** – A.A. and Non-A.A. entities that provide similar or overlapping help to problem drinkers **or** provide the help that A.A. does *not* provide.
6. **SEO** – Search engine optimization is the practice of improving your website's rankings for relevant search terms in search engine organic search results.
7. **Target Audience** – Those seeking help with a drinking problem and those that serve on the frontlines with alcoholics.

Section 2: Creative & Identity

This section covers the look and feel of the Alcoholics Anonymous brands, including AAWS, Grapevine/La Viña (the publications), and much of its communication assets as it currently stands in 2023.

A brand is easily identifiable marks, messaging, and imagery that conveys its identity to its target audience. It should be very closely tied to the communication strategy and voice of the brand. A brand voice is a uniformity in the selection of words, the attitude, and values of the brand while addressing the target audience or others. It is how a brand conveys its brand personality to the external audience.

Key Message: There Is a Solution

Value Proposition: What Is the Problem A.A. Addresses?

- Need for recovery from alcoholism.
- Dependence on alcohol and wreckage of life

AAWS Analysis

The new AAWS website has set an improved and consistent standard for visual branding that we are working to integrate across our communications platforms and collateral, including social media and digital publications. GSO has developed an internal style guide containing current versions of our logos, colors, fonts, and other branding elements for use within the office to further aid branding consistency across all our materials.

The challenge now is to bring this visual standard to our older, more traditional collateral, including pamphlets and books that were not created or revised recently. All our literature would benefit from an automatic review schedule in which their content *and appearance* would be evaluated to ensure it is still accurate and appealing to current audiences. Any

outdated materials could then be brought to the attention of the conference or the appropriate office/board.

Literature and Pamphlets are a key representation of our fellowship; if they are perceived to be outdated, irrelevant, and even ridiculous, we are perceived to be those things as well. Pamphlets might easily be someone's first impression of our fellowship, and we must stop undermining our credibility by offering outdated materials. Keeping our materials updated, appealing, and available in a mobile-friendly digital format is critical to improving public perception of A.A.

Progress is being made, but there are ongoing concerns that are still needing to be addressed. The AAWS Board has stated that there is already a process in place to ensure the appearance of the pamphlets is routinely evaluated, but pamphlet covers are often not being updated when their content is updated or when needed. It has also been said that updating cover art is an edit that is already within the power of the publishing department but, again, it is still not being done at the pace that's needed.

Ongoing Concerns:

- Lack of consistency in appearance between old and new materials.
- Materials do not work together visually, which sends an unclear message.
- The wording/written content of some pamphlets is being updated as needed, but the covers/artwork is not, leading to materials *looking* outdated, despite being current, which decreases their odds of being read and credibility.
- Poor image/design quality: images across the assets are often quite poor—clip art, old-fashioned looking, stock photos, and many that do not add any visual value that aligns with the corresponding message AAWS is trying to put forth.
- Young people are unable to access or identify with our lifesaving message because the materials being presented to them appear to be outdated to the point of ridiculousness.
- The A.A. name and identity marks are used by many other entities, which is confusing to key audiences, and, most importantly—to the still-suffering alcoholic.

GV Analysis

GV and La Viña have a better, more modern, and clear identity. Their assets mirror each other more closely and have a more visible voice. They do not come up in searches under ancillary keywords but do come up with direct keywords. Their consistency across all platforms is better than AAWS with a clearer understanding of their purpose: to gather and tell the personal stories of A.A. members recovering from Alcoholism.

GV and La Viña are one of our most powerful tools in helping alcoholics find recovery. We are storytellers; the first thing that resonates with us is one alcoholic talking to another. Beyond everything else, identification leads to the process of recovery.

Section 3: Websites

The intent of this section is to focus on the primary websites for AAWS and AAGV. This includes the sites' main landing pages, associated subpages, and store websites that sell AAWS or AAGV products. These sites support AA.org and AAGrapevine.org.

AA.org

Current Status

The 2004 General Service Conference recommended that:

- The AAWS Board should continue to manage the Website through its
- Technology/Communication/Services Committee.
- Any correspondence, requests for changes, or requests for reports on the Website would continue to be responded to by the AAWS Board.
- The AAWS Board would be responsible for preparing a quarterly report for the trustees' Public Information Committee for their review. The report would include the following information:
 - Changes to the Website
 - Updates on Website activity
 - A summary of requests or correspondence from the Fellowship regarding the Website and a summary of actions taken by the AAWS Board in response to those requests or correspondence.
- The AAWS Board would prepare an annual report for the trustees' P.I. Committee summarizing all Website quarterly report information. The report, along with any additional comments from the trustees' Committee, would be forwarded to the Conference P.I. Committee for their consideration.

AAWS launched the new aa.org website in late 2021. The goal of the new website was to make the site more accessible, responsive, usable, and modern. The new website presents Alcoholics Anonymous as a credible, relevant resource to new visitors and delivers value to existing members. It still consists largely of the content of the previous website but provides a consistent experience across desktop and mobile devices.

Improvements in Progress:

- Improved search capability
- Compatibility with assistive technology standards (ADA compliant)
- Search engine optimization (SEO) strategy and backend implementation
- A working group has been established to evaluate and provide recommendations for improving our analytics tracking and reporting.

Planned Future Projects for 2023:

- Dynamic FAQ function
- News/press room
- Enhancement of Daily Reflections
- Additional improvements in accessibility, search, and SEO

Key Ongoing Website Requirements

Content and Navigation for Key Audiences

The information architecture should define the best path and best content to meet the needs of each user group. As part of discovery, we want to research and test the message and use of media content for primary segments. We strive to create the highest quality content and user experience for the key audiences we have defined and help them find the information they seek as efficiently as possible.

Key Audiences:

- Still sick and suffering - active alcoholics/potential A.A. members and their family and friends
 - How do I stop drinking?
 - How do I find a meeting?
 - I'm looking for help for a loved one.
 - Am I an alcoholic?
 - Is A.A. for me? Will I fit in?
- Current A.A. members, inside and outside the service structure
 - How do I find a meeting?
 - How do I keep from relapsing?
 - How should a meeting run?
 - Where/when are upcoming conventions?
 - I need to order literature.
 - I need information about the GSO service structure.

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- I'm looking for service opportunities.
- The professional community
 - I need help for a patient/congregant/client.
 - I'd like to connect with local A.A.
 - I need A.A. meeting information.
 - What kind of medication can I safely administer to an A.A. member?

We have created landing pages to address the needs of each audience, but these should be continuously improved based on feedback and the needs of the user. Analytics data should also play a key role in how we assess our efficacy.

The pamphlet pages can serve as landing pages for visitors reaching our website from organic search results or links from external websites but are currently not providing nearly as much value as possible from a user experience perspective or a search engine optimization perspective. The webpage for each pamphlet currently contains a picture of the cover, a link to the store for purchase, and a link to the PDF version of the pamphlet. Having the content on the webpage itself instead of requiring the user to click through to the PDF would be highly beneficial for the user experience by removing a step between the user and the information they are seeking and for search engine optimization.

The General Service Office is currently exploring solutions for embedding the pamphlets into the webpage. Outside of having the pamphlet's content on the webpage, we could also add links to related literature and other useful information for the intended audience of the pamphlet.

Advanced search capabilities

Search needs to deliver fast, accurate, easily understood results. Advanced search options may be necessary for some content areas. In addition, the search functions independently in each language. All features of our website are typically available in English, Spanish, and French for audiences in the U.S., Canada, and Puerto Rico. We handle our own translations, but this aspect of the site does impact the overall design and number of pages.

Currently, we are still dealing with data issues on the backend and working towards our core functionality goals. Still, in the future, we would like to improve search functionality in several ways:

- displaying targeted search results that only include results for the specific criteria searched on - for example, postal code, city, and state.

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- search results taking language into account (for example, searches in Spanish should prioritize Spanish-language organizations in results)

Connect Users to Their Local AA

One core purpose of AA.org is to help users connect with AA and find meetings in their local area. The new AA.org does not provide AA meeting information; instead, it links to the local sources of this information. See the Find AA page for how we present the information: <https://www.aa.org/find-aa>. This is one of the most used and frequently complained about features on aa.org.

Several years ago, we conducted a focus group with local entities, and they were overwhelmingly opposed to adding meeting finder functionality to aa.org. The commonly held belief was that people looking for meetings were a primary source of online traffic and general exposure for local entities and the services they provide for their local communities.

Providing accurate meeting information is one of the main responsibilities of local A.A. intergroups, central offices, areas, districts, and answering services. These entities are also local and better equipped to connect individuals with A.A. resources in their local area, and many have 24-hour phone coverage to provide assistance at any hour.

Ability for A.A. members to access service materials

A.A. provides a variety of services through a local committee system. These committees are provided with resources by AAWS, Inc., most of which are available on our current website at [aa.org/service-committees](https://www.aa.org/service-committees).

This area of the website could be improved to better support the critical tasks of service members by expanding the individual committee pages to include links to the digital contents of their kit. We currently have links to the workbook and a list of the contents in the kit, but not the content of the kit itself. The PDF lists the kit contents and links to the content, but it is difficult for the user to understand and navigate. This is especially important in light of current supply chain issues affecting the availability of the physical kits.

Updated visual style

The visual style of the site needs to be continuously refined and updated while maintaining the current logo and blue people graphic.

Optimized performance

AA.org is a heavily trafficked site and needs to deliver industry-standard response times both on desktop and mobile devices. Back-end performance, front-end performance, mobile versus desktop, payload sizes, and the number of assets, as well as time to first byte, should be continuously maintained and improved to meet rising technological standards.

Flexible and easy-to-understand website framework

The backend content management needs to be understandable for those with less technical knowledge but comprehensive enough to maintain and update all aspects of the website properly. AAWS staff can now create and edit content independently of the web developer.

Security compliance

This site is required to be PCI compliant.

Cookies and Privacy

AA.org is compliant with current national and international privacy laws as they apply to non-profits and continues to work with appropriate parties to review our privacy policies and practices.

SEO and Metadata

- Basic descriptions and cleaned-up titles to match the visible titles on items have been applied to most assets in English, Spanish, and French; work continues to develop any missing content.
- As often as possible, we will use the same descriptions on aa.org and the online store. Simplifies writing/translation and helps SEO to relate items across platforms.
- A review of filters will be undertaken in 2023.
- All Newsletters in English, Spanish and French titles and dates/years were updated to be uniform.
- Descriptions have been prepared for most newsletters based on article titles in each issue. No entry field is available yet. This issue was identified to our vendor.
- Improved H1 tags have been applied to many top-level pages. Work continues to draft, review and translate the remaining page H1 tags and alt tags for all images.

Translations

Any new content must be translated and added to the French and Spanish versions of the website.

Next Steps for AA.org

Moving forward, it is essential we continue to prioritize website functionality, content, domain authority, expertise, authoritativeness, trustworthiness, video aggregation, and search engine optimization.

When anyone, anywhere, reaches out for help, we want the hand of A.A. always to be there. Potential members seek help across all online platforms and search engines, making search engine optimization and improving online visibility critical. To increase our visibility, we are in the process of implementing an ongoing search engine optimization (SEO) plan for the AA.org website.

Analytics

We moved to Google Analytics for AA.org and Meeting Guide in 2021 in conjunction with the relaunch of aa.org. This brought our website, online bookstore, app, and Google Ads together under one analytics software for easier comparison and holistic planning. We have also successfully updated our implementation to GA4, as Universal Analytics will no longer process data after July 2023. A significant amount of time during the GA4 implementation was spent to ensure our implementation is in line with cookie opt-out and online privacy standards.

Work is underway to reimagine our standard reporting for each online platform beginning with the following preliminary recommendations:

- Use the four key audiences as a basis for segmentation.
- Identify overarching questions about A.A. in general that apply to each platform and then diversify the subset of questions per platform according to their intended audience/s.
- Keep a narrative element to the reports and incorporate those story elements into the data presented, including comparisons, outliers, concerns, and insights.
- Make the data digestible by readers with varied understandings of analytics.

A.A. Grapevine Websites

Grapevine and La Viña Websites

As of December 2022, A.A. Grapevine maintains two websites; one Grapevine site that includes the current magazine, archives, store, and other features and one parallel La Viña site for Spanish-speaking members.

Aagrapevine.org is the primary website for all things Grapevine. This site includes the landing page for A.A. Grapevine with links to the magazine, the archives of A.A. Grapevine stories, a Get Involved page for material related to carrying the message with Grapevine for Grapevine Reps (GVRs), the AA Grapevine store with subscription signup, and books and other products. This main page includes links to the LaViña, Carry the Message Project, Podcast, ePub, and AA.org. The site provides a one-stop shop for users to purchase A.A. Grapevine material. Aalavina.org parallels aagrapevine.org but has unique content from Spanish-speaking members.

Aagrapevine.org contains:

- Stories by A.A. members for anyone interested in recovery from alcoholism
- Digital subscriptions
- Access to the Grapevine Story Archives (every story printed since 1944)
- Audio streaming
- Online store
- Digital calendar of A.A. events
- Information about writing for the magazine
- Guidelines for submitting art and photographs
- Information for Grapevine Reps (GVRs)
- Cartoon contest
- The month's current issue (including all stories recorded so you can listen)

Aalavina.org contains:

- Spanish-language members' stories
- An original Spanish language audio story every other month
- Resources for A.A. Hispanic community members
- Digital calendar of events
- Information about writing for the magazine
- Guidelines for submitting art and photographs
- Spanish language store
- Information for La Viña Reps (RLVs)

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Work in progress:

- Defining original vs. duplicate content on the Drupal GV website. More than 400 URLs have been manually checked and updated since the audit process began in March.
- Created and deployed a customizable page on “Linktree” for GV and LV. The “Link in Bio” tool is available on both Instagram accounts as follows:
- linktr.ee/aagrapevine and linktr.ee/aalavina
- Created and deployed landing pages
 - The "Welcome, Professionals" aagrapevine.org/professionals
 - The “Fun in Sobriety Book” aagrapevine.org/fun-in-sobriety-book
 - The “Diversión en sobriedad” aalavina.org/diversion-en-sobriedad
 - The "Concepts 60 years" aagrapevine.org/concepts60years
- Refreshed and deployed a new look for the upper half Homepage for both GV and LV websites. Now it displays three feature boxes that are customizable and editable in-house by the Web Coordinator.
- In coordination with North Studio, work continues to improve the aagrapevine.org and aalavina.org website maintenance and support.
 - The events URL pattern was updated to include the date.
 - Sobriety Calculator: Added a line "You have been sober for" on the home page. On the landing page, add a string and count for "Your total days sober is." Removed the total icons "seconds," "minutes," and "hours."
 - Resources page: Added a new item link to download the “2025 International Convention FAQ” document. This is available on both GV and LV sites.
 - Refresh the content and link under the “We Are Here To Help” GV & LV site.
- Ongoing maintenance work of the mailing distribution lists of the Constant Contact marketing mailing system.
- Ongoing work on creating and setting newsletters:
 - Weekly Web Exclusives,
 - Monthly GV Product News,
 - Quarterly Your Group newsletters,
- Overseeing the setting of the GV & LV daily quotes on the websites and blast emails.
- Ongoing work on building UTM codes and adding them to the AAGV newsletters, blast communications, and the linktree items.

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- Ongoing work in collaboration with Sticky Media, improving the metadata for both aagrapevine.org and aalavina.org websites. So far, in 2022, together, we have optimized 52 pages.
- Created and deployed the landing page for the AAWS Armed Forces Interview Project on both GV and LV websites
 - aagrapevine.org/armed-forces-interview-project (GV)
 - aalavina.org/proyecto-fuerzas-armadas (LV)
- Updated the content under the Important Updates landing pages, displaying links to information/notices/projects in G.S.O. and AAGV, Inc.
 - aalavina.org/actualizaciones-importantes (LV)
 - aagrapevine.org/important-updates (GV)
- Updates were deployed to the GV and LV Drupal websites to hide the month and year from the start and end of the article and audio titles. In coordination with the web vendor, developed and implemented new “Magazine section fields” dropdowns on the GV and LV Drupal websites. Now articles and audios display what section they belong to.
- Ongoing work on building UTM codes and adding them to the AAGV newsletters and blast communications to better track data in google analytics. Ongoing work with the website marketing team on improving the metadata for both aagrapevine.org and aalavina.org websites.

Online Listings Management Plan

Online business listings are pages that display your business's information on directory websites, search engine result pages, social media, and business review sites. We currently have business listings on Google, Bing, and Yelp. The individual search platforms automatically generated these with our publicly available company contact information. We took ownership of all three in 2019 to correct inaccuracies and use the opportunity for improved public relations. Currently, the information on each listing is correct.

There are public review, comment, and question features on these listings that cannot be turned off or removed. By ignoring these comments in the past, we were leaving inaccurate/inappropriate comments in place and missing an opportunity to provide help and contact information. Work is underway to respond to all comments and questions in the backlog weekly.

Approved actions:

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- Review listing information monthly. Correct any inaccuracies or update with new information.
- Fully update business information.
- Interaction with comments/questions: Depending on the comment, use short, accurate response text from a Staff member on Public Information or provide contact information for the person at the office who can best address their concern.
- For reviews that are aimed at A.A. in general or local entities and not G.S.O. specifically, we attempt to remove them when possible because the listing is for G.S.O. specifically. If they're looking for general information that we can provide, we'll respond appropriately.

Actions to be discussed in the future:

- Use of "special announcements" and other features offered by the platforms.
- Add office photos as appropriate (Not currently approved).

Google Ads

We're currently running three Google Search Ads campaigns; "Find a Meeting," "Get Help," and "For the Professionals." For each of these campaigns, we provided Google with a list of keywords that, when searched for, we'd like our ad to appear. Our ads will never be shown unless someone searches for keywords directly related to our ads, restricting our potential audience to those actively seeking our message.

- All links in the ads lead back to aa.org.
- The highest click-through rates continue to relate to finding a meeting.
- Our ads are reaching a wide range of ages and genders. Men between 25-34 are currently the top group interacting with our ads.

Our Google Ads campaigns are funded through a Google Ads grant for nonprofits. We're given up to \$10,000 per month, but we only spend about \$2,000 per month. We're not spending the full amount available because the Google Ads are "pay-per-click," and we're not getting enough clicks to spend our budget. We're not getting enough clicks partly because our keywords are so specific that they don't have a high enough search volume and partly because the campaigns aren't fully optimized. Ongoing management should improve performance and allow us to utilize more of our budget. We're currently reevaluating our analytics reporting so future iterations of the CMP will have more information about our campaign performance.

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A.A. running ads of any sort naturally raises questions about how we're adhering to the 7th, 11th, and 12th traditions. The 7th tradition states that A.A. groups should be fully self-supporting, declining outside contributions. Many A.A. bodies have interpreted this to not apply to resources equally available to any non-profits. Donated television and radio airtime for PSAs has long been acceptable to A.A., and the Google Ads grant program is very similar. The grant has no "strings" or affiliation in the same way that we aren't beholden to or affiliated with the television networks that air our PSAs.

The 11th tradition states that our public relations policy is based on attraction rather than promotion. What this is really referring to is self-promotion, i.e., "tooting our own horn." This doesn't mean A.A. is a secret society or we should stop engaging in P.I. work. The Google Ads are a P.I. tool no different than those we've utilized since our founding. Google is one of many online search engines people use to seek help with a drinking problem. Google's organic (non-paid) search results are dominated by for-profit recovery centers that can afford to spend thousands of dollars per month on search engine optimization. We can't and shouldn't compete with them, but the Google Ads grant gives us an opportunity to be visible where we otherwise wouldn't have the opportunity and reach people who otherwise wouldn't have found us.

Some members have voiced concerns about anonymity and Google Ads because of things like cookies and data tracking. Anonymity and online privacy are very different concepts. Users have control over their own online privacy; Google Safety has a Privacy Controls dashboard that allows users to see, control, and delete the data that Google tracks. Google Ads also has policies that prohibit advertisers from targeting users based on personal hardships or medical conditions, meaning that no one will ever be served an ad for a for-profit recovery center because they clicked one of our ads.

Current Status:

The G.S.O.'s Communication Services Department is currently responsible for managing and updating Google Ads campaigns. Managing includes tasks such as:

- Evaluating and experimenting with ad targeting
- A/B testing ad copy and design
- Adding/removing keywords and negative keywords
- Changing keyword match type
- Testing multiple landing page options
- Approving/denying basic campaign suggestions provided by Google Ads
- Generating quarterly reports

2022 Completed Tasks:

- Updates to tagging and tracking using Google Tag Manager
- Updated bidding strategy and conversion settings
- Created and implemented a new campaign for professionals
- Converted original ad sets to responsive ads
- Developed new ad copy to fill empty options in original responsive ad campaigns

2023 Goals:

- Ensure all ads have as many variations of copy as possible
- Develop new ad sets based on analytics and keyword research
- Monitor the performance of existing ads and explore opportunities to improve
- Ensure that each ad has the right conversions set and that they're being properly tracked

QR Codes and UTM Codes

QR codes are machine-readable codes consisting of an array of black and white squares, typically used for storing URLs or other information for reading by the camera on a smartphone. Exploring ways to utilize QR Codes on our P.I. materials has been an ongoing conversation in the trustee's P.I. committee and the publishing department. Publishing is planning on gradually adding QR codes to different materials to gauge usefulness and efficacy before making decisions on further usage.

One of the first materials to include a QR code is the forthcoming pamphlet on the results of the 2022 A.A. membership survey. The QR code will direct users to a dedicated landing page with more information.

When using QR codes, it's important to consider the destination of the link and implement a UTM code into the link to track engagement properly. A UTM code is a basic snippet of code added to the end of your URL to assist with tracking the performance of content campaigns. There are 5 URL parameters available for tracking, including content, term, campaign, medium, and source. Including a UTM code in a link allows us to use analytics to track exactly where the click came from, so we know how many people scanned the QR code.

UTM codes are already used at the Grapevine and GSO in various applications. Communication Services uses UTM codes on the Meeting Guide news items, and Grapevine uses UTM codes in its newsletters. Data tracking and analytics are key to gauging the reach of our efforts and making decisions in planning future campaigns.

GSO and Grapevine will continue to deploy UTM codes when appropriate and explore further applications.

Section 4: Public Relations

“We are trying our best to reach more of those 25 million alcoholics who today inhabit the world. We have to reach them directly and indirectly. In order to accomplish this, it will be necessary that understanding of A.A. and public goodwill towards A.A. go on growing everywhere. We need to be on even better terms with medicine, religion, employers, governments, courts, prisons, mental hospitals, and all those conducting enterprises in the alcohol field. We need the increasing goodwill of editors, writers, television, and radio channels. These publicity outlets—local, national, and international—should be opened wider and wider, always forgoing, however, high-pressure promotion tactics. It is to, and through, all these resources that we must try to carry A.A.’s message to those who suffer alcoholism and its consequences.”

Bill W. Concept XI page C38 Twelve Concepts for World Service 1962

Strategy

Public Information strategy includes messaging and content dissemination through utilizing key stakeholders as the vehicle of the brand voice. Here are some key tactics:

- Annually develop a content and public information calendar.
- Identify representatives to speak about A.A. to the public, professionals, and the press.
- Build and keep a current press list, including friendly press outlets and cultivate those relationships.
- Maintain a tracking matrix covering press releases and media contacts that include the reach of all coverage.

Talking Points:

No matter what your age, no matter what your gender, or background, if you are drinking too much, A.A. offers a solution.

Our competence to speak about alcoholism is limited in subject matter to Alcoholics Anonymous and its recovery program.

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Alcoholics Anonymous is a fellowship of people who share their experience, strength, and hope with each other that they may solve their common problem and help others to recover from alcoholism. The only requirement for membership is a desire to stop drinking.

Current Efforts

Press Releases

The General Service Office currently contracts with Cision/PR Newswire for the professional electronic distribution of press releases. The current contract allows for the distribution of 6 releases annually.

Releases are generated and coordinated through the Public Information assignment. Press release content creation is the three-way responsibility of Public Information, Publishing, and Communications. All releases are made available in English, French, and Spanish. Also, the PI desk provides electronic press kits on request as background to releases. A recent list of press releases may be found on the [Press and Media page](#).

Identification of individuals to speak about the topic(s) covered by the content is determined by the Public Information Coordinator and Communications, based on the specific need and always bearing in mind the principles outlined in A.A.'s 12 Traditions.

Cision/PR Newswire provides analytic data for releases it distributes. Releases are also placed on the aa.org website, which has its own analytics.

Grapevine and La Viña have their own processes for press releases. They don't do press releases such as AAWS might do to announce a new GSB Chair or the like, out to the general public through the media. Rather their communications and announcements, like announcing a new Publisher or a podcast, are done within the fellowship with email blasts and in our newsletters.

Direct Communications

This includes announcements sent to members, staff, board members, Delegates, Districts, Areas, and local Intergroup/Central offices.

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Types of announcements include messages from the General Manager on any number of topics, including but certainly not limited to 7th Tradition updates and news about GSO of interest to the Fellowship. The current General Manager has stated a personal goal of one “announcement” per month. Announcements are sent out using the e-mail marketing platform Campaign Monitor, using the available data in the GSO NetSuite software.

Box 459 is an inward-facing publication sent out four times a year on a seasonal (Winter, Spring, Summer, Fall) rotation, both electronically and as hard copy to a small subscription base, as well as to all groups in the Fellowship Connections database.

Quarterly Reports are sent out from the General Service Board to all Conference members, and AAWS sends out “Highlights from AAWS” on a Quarterly basis as well.

Improvements

The timing of releases traditionally was based on internal events such as new publications or International Conventions. We now have an expanded Public Information calendar, which incorporates external events (i.e., Alcohol Awareness month, public holidays, Sober January) as an opportunity to increase understanding and highlight of our message. And as previously mentioned, it now includes Grapevine and La Viña efforts. All Direct Communications are now included in the Content and Public Information calendar.

Next Steps

As part of a longer-term strategy, consideration of a media relations position/assignment would give the ability to tactically target specific members of the media with story ideas and feature coverage in conjunction with broad press releases.

There are many opportunities for Public Information to raise awareness about Alcoholics Anonymous in the lead-up to the quinquennial convention. Conference actions, such as electing a new board chair, as well. These news opportunities around Conference actions and noteworthy Board elections follow a regular schedule and so can easily be incorporated into a PI calendar.

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External Messaging around events can provide significant opportunities for PI to work with local media outlets in the host cities before, during, and after the International Convention. Also, it has been the practice of GSO to hire a local media professional in the host city to leverage the most publicity possible before, during, and after the International Convention.

Consider media training for Class A Trustees to help them best serve as effective messengers of A.A.'s core messages.

Section 5: Content Creation

Content Calendar

The GSO content calendar, maintained by the Communication Services department, contains regularly scheduled announcements and content to be distributed to the Fellowship via appropriate channels and platforms. With the goal to keep a record of and track GSO's content on an annual basis, staff members and departments are responsible for sending to CSD up-to-date information on planned content.

Calendar content includes regular newsletters such as Box 4-5-9, About A.A., and Sharing from Behind the Walls. Also included are planned announcements from Publishing, monthly Grapevine News, Meeting Guide app news, press releases, quarterly reports, LIM bulletins, and more.

TV PSAs

Public Service Announcements (PSAs) have long been recognized and used as PI tools for many non-profit organizations, including Alcoholics Anonymous. The first mention in the History & Actions of the Trustee's Committee on Public Information is 1966, with the continual production of 15-second, 30-second, and 60-second television PSAs throughout the following decades. Changes in the industry can be detected through the actions from the first mentions of cable TV requirements in the early 1980s to the increased need for professionals to get the PSAs distributed because of the sheer volume of TV outlets, to changes in submission formats, right up to current requests to research the placement on streaming services.

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Television stations air public service announcements in unsold commercial airtime. Whenever a station has a commercial break, if the ads during that break are not entirely sold out, stations will turn to PSAs to fill that gap. A.A. makes an investment in the production of the content, distribution, and tracking, and the stations provide the airtime. Therefore, PSAs fill a content need for the stations. The commercial value of the airtime provided to A.A. (as well as other nonprofits) over the years is in the hundreds of millions of dollars.

The professional production quality of our PSAs is key to the success of the campaigns over the years. The better the quality of a PSA and the messaging, the more stations will play them. While it used to be that stations were mandated to provide airtime, that is no longer true. With the vast numbers of PSAs that come to the stations, high production values are essential for successful placement.

Local Public Information Committees also use PSAs within their committees and at information sessions. The PSAs are also available on the aa.org website for viewing. Local committees are also very helpful in getting broadcast quality PSAs to television stations and outlets that may not have been covered by GSO's initial distribution or providing an extra push to elevate the playing of our PSAs by building local cooperative relationships.

Each year through the General Service Conference process, the Trustee's Public Information Committee and Conference Committee on Public Information, in partnership with the Public Information Coordinator at GSO, work with the Fellowship to review the usefulness and relevance of the PSAs developed for Alcoholics Anonymous through this process:

- Existing PSAs are reviewed, and each is assigned a status: continue their distribution in their present form, perform select edits or retire the PSA.
- New PSAs may be requested for development.
- New distribution channels may be considered.

The GSO Staff on the P.I. Assignment leads any project to produce new PSAs, whether they are for broadcast television or radio placement, as well as to edit any existing PSAs. The production process includes our Publishing Department and third-party service providers to create or edit a PSA. All new creative content is sent through the committee process to Conference for approval. Once approved, a service provider is engaged to ensure that the broadest possible distribution occurs throughout the U.S. and Canada service structure. Analytics and tracking data are provided to the committees for review.

We also seek ways to repurpose or update creatives to ensure that if straightforward revisions are made, it may maintain the relevance and usefulness of a PSA for a longer period. This could mean something as simple as updating a voice-over tagline recording.

The freshness of content is also important. At about the six-month mark of distribution for newly developed TV-PSAs, we typically start to see a dip in usage over time. Often, stations start to focus on newer campaigns, and airings start to decline. So, we re-distribute or “refresh” the PSAs to give the campaign a second wind and keep the results momentum. This gives stations another shot at airing the PSAs if they did not run them the first time. For stations that aired the spots and have taken them out of rotation, this also helps generate new airings. On average, we typically see a 10-25% increase in stations airing PSAs following a refresh. We use new station airings as the primary benchmark for refresh increases because growth in airings, impressions, and media value can come from existing stations.

Strategy

- Create high-quality content to ensure the broadest possible distribution
- Refresh content as needed
- Track performance to measure the impact of various executions and the overall success of the program
- The continued effective use of resources such as our PI Appointed Committee members, who are professionals in the field, is essential in terms of keeping an active eye on the ever-changing media landscape, ensuring we do not miss new opportunities.

Progress Report

- In 2022 TV PSAs in the US in English and Spanish reached 94,624 airings, 459,786,475 impressions, and \$24,672,294 in media value. Canadian airings total 8,390 (unfortunately, we do not have impressions or media value for our Canadian distribution).
- The Conference Committee reviewed and accepted the distribution and tracking information for two new video PSAs:
 1. Sobriety in A.A.: My Drinking Built a Wall
 2. Sobriety in A.A.: When Drinking is no longer a Party
- A call-to-action plan was developed to enable local committees to support the distribution of new PSAs.

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- Including links to our PSAs at the bottom of signature lines in emails or in email communications to promote local committees to become additional distributors on their websites and local professional agencies.

Improvements

- As opposed to paying an outside service provider to edit and repurpose content or the time on the PSA, we could use internal editors to make multiple stories, 15 seconds, 30 seconds, and 1 minute.

Next Steps

- Research is underway to explore the use of paid placement of PSA videos on various streaming platforms, including, but not limited to, Netflix, Hulu, and YouTube. More specifically:
 - Compare paid versus donated media value ads and the effectiveness of these different approaches.
 - Include research on Canadian streaming platforms to better understand PSA regulations and the specific streaming platforms found within Canada.
 - Obtain A.A. member feedback from various age groups on the desire from the Fellowship to embark on A.A. paid placement ads on streaming platforms.
 - Discussions underway with Mesmerize Point PSA Distribution Project. This service would distribute our TV PSAs in select doctor's offices, community-based organizations, and independent pharmacies at no charge. The agreement is currently under review.

Radio PSAs

As with the television PSAs, A.A. has long found radio PSAs to be very effective tools. Currently, this is especially true in small, under-served, and remote locations, where local radio stations play a large part in service to those communities. In parts of the US and Canada, where infrastructure does not support more complex technologies, radio is a true lifeline. Therefore, the importance of providing radio/audio content for those stations about A.A., such as our PSAs, becomes clear. All radio PSAs were reviewed in 2021, and tag lines at the end were updated to reflect the latest contact information for A.A. The broadcast-quality PSAs are available on the website for direct download and through the PI desk.

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While radio might at first glance appear to be an older, less effective technology in terms of comparative reach, it is, in practice, one of our most valuable tools for local committees.

We do not directly distribute any radio PSAs. We're not currently tracking downloads from our websites, but this would be useful to implement in the future for tracking usefulness and distribution. There's currently no review schedule for radio PSAs.

Podcasts

GSO Podcast

This was the 2022 Additional Committee Consideration from Conference Committee on Public Information:

- The committee reviewed the progress report and GSO Podcast Plan and considered all the proposals, and the work completed this past year. The committee met with the Grapevine publisher, Communication Services staff, and Publishing staff, who responded to key questions. The committee suggested that the trustees' Public Information Committee, Communication Services Department, and A.A.W.S. Publishing Department, in cooperation with the staff secretary, focus on proposal one, to consider moving in the direction of creating a GSO Podcast using the A.A. Grapevine podcast experience.

The committee shared that the focus described in the 2021 Advisory Action, "Podcasts providing sharing within the Fellowship and information about A.A. to the public be produced and distributed by GSO in cooperation with the Grapevine Office," is on target and that GSO can create episodes on many service-related discussion topics. The committee feels that the different topic focus will help avoid competing with the Grapevine Podcast. To support the successful continued development of the GSO Podcast, the committee offers the following suggestions and looks forward to a progress report to be brought back to the 2023 Conference Committee on Public Information.

- Entrust GSO to manage the podcast's creation and adherence to A.A. principles to allow the seamless production of a regular series of episodes.
- Ask the trustees' Public Information Committee to research the best methods for future podcast episodes to be completed in Spanish and French.

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- Develop the methodology to invite participants in recorded sessions based on topics to include our trustees, staff, and members in the episodes.
- Establish internal and external resources to support the production of the GSO Podcast. It may be helpful to engage freelance support that brings experience in creative Podcast development and formatting.
- Implement analytics as described in the GSO Podcast Plan to report annually to the Conference Committee on Public Information.

The General Service Office's podcast work was initiated by a proposed agenda item that led to a Conference Advisory Action of the 71st General Service Conference.

Strategy

- Podcasts providing sharing within the Fellowship and information about A.A. to the public be produced and distributed by GSO in cooperation with the Grapevine Office
- Create episodes on many service-related discussion topics.

Progress Report

The Grapevine podcast team provided the GSO team with 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.

Next Steps

- Clarify and articulate the purpose and mission of the Podcast. The "mission statement" will be included as the public Podcast short description that tells prospective listeners what to expect; this description will also help to inform episode topics.
- Fill in the required roles identified in the Draft Podcast roles spec to support podcast creation.
- Proceed to develop new episodes

AAGV Podcast

History

The Grapevine podcast reflects the magazine as much as possible by being focused on members' recovery from alcoholism. It reflects

- Strong adherence to AA Traditions
- Focus on recovery from alcoholism
- A fun mood, reminiscent of having coffee at a diner after a meeting
- Regular features such as "Ask the Old-timer," "What's in a Name," "Stump the Thumper" (big book trivia)
- Humor from the magazine
- Audience participation is encouraged
- Half-hour program with a new episode released every week.

Distribution

The podcast launched on October 4, 2021. As of November 9, 2022, 59 episodes have been produced. The podcast is available on all the most popular podcast platforms (Apple Podcasts, Spotify, etc.) and via Grapevine's podcast player at <https://www.aagrapevine.org/podcast>.

Strategy

- Enrich members' sobriety, attract members to Grapevine products, and perhaps attract alcoholics to A.A.
- Provide an immediate, intimate connection with A.A. members.
- Be available anytime and anywhere.
- Use the podcast to enhance the Grapevine brand in the minds of members.
- Attract members to Grapevine magazine, digital subscriptions, and books.
- Attract alcoholics to A.A.

Progress Report

- As of 12/17/22, the podcast has had more than 300,000 downloads.

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- Listeners peak on Mondays, the day new episodes publish, which indicates the podcast is developing a loyal following.
- Approximately 54% of listeners use Apple Podcasts, 15% use the AAGV site, and 13% use Spotify —other platforms making up the difference.
- The audience listens overwhelmingly on mobile devices, with mobile apps at 78% and mobile browsers at 12% or 90% total. Desktop listens account for 4%.
- Operating device numbers confirm the overwhelming use of mobile devices with iOS and Android by 87% of listeners.
- The podcast was the fifth-highest landing page on aagrapevine.org during September (the home page, sobriety calculator, login, and magazine are the top four).
- The audience is 88% in the United States, with Canada making up 7%. Great Britain brings about 1% of the audience, and we reach members as far and wide as Panama, Kenya, and Estonia.

Comparisons

Here is an excerpt from an article on Podcast.co:

“One of the key sections that’ll be interesting to any podcaster.
If your new episode gets, within seven days of its release:

- more than 29 downloads, you’re in the top 50% of podcasts.
- more than 101 downloads, you’re in the top 25% of podcasts.
- more than 386 downloads, you’re in the top 10% of podcasts.
- more than 938 downloads, you’re in the top 5% of podcasts.
- more than 4,683 downloads, you’re in the top 1% of podcasts.

Grapevine currently averages 2,000+ downloads within the first seven days of release, so by this standard firmly in the top 5%.

Next Steps

- AAGV is exploring launching a second podcast with a female host and a different content strategy.
- Leverage the podcast as a building block to the larger goal of the digital Grapevine on a smartphone app, with all things Grapevine with subscribers at all times.

Section 6: Literature

AAWS Publishing Department

Very early in our history, A.A. made the decision to be its own publisher, a decision that has meant a great deal to the unity, growth, and good health of the movement.

Starting with the Big Book, A.A. has developed a broad range of materials designed to carry the A.A. message of recovery and articulate the principles of the A.A. program.

The Publishing department coordinates all aspects of creating and publishing these materials, including all books, pamphlets, CDs, and other formats. The department is also responsible for translating literature into French and Spanish for A.A. members in the U.S. and Canada and working with other countries to have A.A. materials translated into multiple languages as requested by those countries. The department also handles all customer service for our literature, monitors inventory and warehousing, and keeps track of all copyrights and permissions.

In addition to Conference-approved materials, AAWS publishes service materials such as guidelines and bulletins, reports, and A.A. directories. Much of the material published by AAWS is also available in different formats, including large print editions, audio, CD and DVD editions, braille, and ASL.

The department also:

- Creates catalogs and order forms
- Oversees translations/licensing of A.A. World Services copyrighted material
- Handles research and development for new publications and new formats
- Processes all literature orders
- Maintains inventory control
- Addresses customer inquiries regarding orders
- Maintains small in-house shipping department
- Manages outsourced warehousing and shipping companies

The Conference Approval Process

The addition of a new book or pamphlet is not approached lightly. Here is an outline of the process:

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- Usually, the need is well researched by Conference and trustees' committees, which move the idea forward. If the need does not appear to be urgent or broad enough to justify a new publication, the project is abandoned or deferred; if the need is clear, work is started.
- From the first draft to the last, committee and staff members — and occasionally a broadly representative special panel — are free to criticize and to suggest, underlining what they feel will best express the A.A. point of view. This process takes time — months or even years.
- When all the preparation work is completed, a manuscript is forwarded to the appropriate Conference committee for discussion. If the committee recommends approval, it moves to the Conference as a whole. If not, it returns to the appropriate trustees' committee or the Publishing department for further revision or discussion.
- If two-thirds of Conference members agree to the manuscript as presented or with specific edits approved by the body, the new piece of literature is entitled to bear the designation, "This is A.A. General Service Conference-approved literature." The same process is used for developing audiovisual and digital materials.

For AA Grapevine and La Viña, the Conference reviews proposed topics for every Grapevine and La Viña book as well as Grapevine policies. The Conference does not review material in advance of publication in the Grapevine or La Viña magazines; to attempt this as a matter of procedure or policy is viewed as impractical for a monthly or bimonthly magazine, and the Conference Charter notes that "nothing herein shall compromise the Grapevine editor's right to accept or reject material for publication."

Grapevine & La Viña

The A.A. Grapevine is the international journal of Alcoholics Anonymous. Written, edited, illustrated, and read by A.A. members and others interested in the A.A. program of recovery from alcoholism, the Grapevine is a lifeline linking one alcoholic to another. Often referred to as our "meeting in print," the A.A. Grapevine communicates the experience, strength, and hope of its contributors and reflects a broad geographic spectrum of current A.A. experience with recovery, unity, and service.

The awareness that every A.A. member has an individual way of working the program permeates the pages of the Grapevine, and throughout its history, the magazine has been a forum for the varied and often divergent opinions of A.A.s around the world. As

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such, articles are not intended to be statements of A.A. policy, nor does publication of any article imply endorsement by either A.A. or the Grapevine.

A.A. Grapevine also publishes books and related items in English, as well as Spanish and French. The best-selling Grapevine and La Viña book title is Language of the Heart, which contains all of Bill W.'s 150+ Grapevine articles. All titles are also available as eBooks and a number as audiobooks as well.

La Viña History

In 1995, the General Service Conference addressed the expressed need within the United States and Canada for a Spanish-language edition of the Grapevine and gave its approval to the idea. In July 1995, a special edition of the Grapevine in Spanish was produced, containing articles that had already appeared in the English magazine. La Viña launched as a bimonthly publication for Spanish-speaking members of A.A. in June 1996.

Grapevine Story Archive

Almost every Grapevine article and letter ever published has been preserved online. With articles written by A.A. members from June 1944 to the present, the Story Archive offers a vivid account of A.A. history (including every article published in Grapevine by co-founder Bill W.) as well as a view of the Fellowship today.

The Archive is available through a seven-day free trial or with the purchase of a subscription, and visitors can search it by location, author, or subject to find the first version of the Traditions, to learn what A.A.s have said about such topics as sponsorship and self-support, and to explore how much — and how little — A.A. has changed. Readers may also browse through the collection by department, topic, or date to find hundreds of jokes and cartoons, along with thousands of articles. La Viña digital archives are also available. Digital subscriptions to the Grapevine or La Viña include access to 20 stories per month in the Archive.

Books & Pamphlets

“Today, as in the early days of Alcoholics Anonymous, the A.A. mes-sage of recovery from alcoholism is carried by one alcoholic talking to another. However, since the publication of the first edition of the Big Book in 1939, literature has played an important

role in spreading the A.A. message and imparting information about the A.A. Twelve Step program of recovery. A.A. co-founder Bill W., who often called the influence of A.A. literature “incalculable,” wrote in the May 1964 issue of the Grapevine, “Suppose, for instance, that during the last twenty-five years, A.A. had never published any standard literature...no books, no pamphlets. We need little imagination to see that by now, our message would be hopelessly garbled. Our relations with medicine and religion would have become a shambles. To alcoholics, generally, we would today be a joke and the public would have thought us a riddle. Without its literature, A.A. would certainly have bogged down in a welter of controversy and disunity.” (The Language of the Heart, p. 348) Bill's words ring just as true today.” Source: A.A. Guidelines – Literature Committees.

The cornerstone of our program and A.A. literature is “Alcoholics Anonymous” generally known as the Big Book, which was first published in 1939. More than 37 million copies of the title have been sold across 73 different languages, with 28 translations pending in various stages of development. Today the title is available in a range of formats, including print, digital, audio, braille, large print, and ASL.

A.A. World Services Inc. (A.A.W.S.), one of the two service corporations of A.A. (the other being A.A. Grapevine Inc. or AAGV)), publishes not only the Big Book but additional book titles, including “Twelve Steps and Twelve Traditions”, “Daily Reflections,” “Came to Believe,” “As Bill Sees It,” “Living Sober” and more. Each title is available in a variety of formats and a number of different languages as well. In addition, A.A.W.S. publishes more than 60 pamphlets on a wide range of topics. In addition to Conference-approved materials, A.A.W.S. publishes service materials such as guidelines, newsletters and bulletins, reports, and A.A. directories.

A.A. Grapevine Inc. publishes a monthly magazine, the Grapevine, in English as well as a bimonthly Spanish language magazine, La Viña. In addition, Grapevine publishes books derived from the magazines, of which “Language of the Heart”, the collected Grapevine writings of Bill W., is the best seller. Grapevine has a robust multimedia presence, including a website featuring the Grapevine archives as well as a podcast, Instagram and YouTube accounts, and a daily email.

Strategy

Develop a broad range of materials designed to carry the message of recovery and articulate the principles of the A.A. program.

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Publish the historical and contemporary experiences of recovering members of A.A. through their personal stories.

Ensure A.A. content reaches the broadest possible audience through a variety of tactics:

- Translate materials into a variety of languages, with Spanish and French being primary in North America
- Create a wide range of formats so the message of recovery can be carried to the fellowship in whatever forms they prefer to consume content.
- Develop a variety of accessible formats to ensure the message can reach those with various accessibility challenges. And complement that format strategy with distribution strategies to reach audiences such as incarcerated persons.
- Develop targeted content to reach the broad scope of the fellowship and enable our diverse members to see themselves easily in the program. Ranging from Black and Hispanic members to the young and LGBT to those of various faiths and many more.
- Develop targeted content to reach those outside the fellowship who serve as important referrals of the still sick and suffering alcoholic to the program, including medical, human resources, legal, and corrections professionals as well as faith leaders and educators

Progress

Revised Pamphlets published this year:

- “Is A.A. for You?”
- “This Is A.A.”

New A.A. Grapevine / La Viña books published this year:

- Fun in Sobriety
- Sobriedad Emocional

Managing through Supply Chain Disruptions and Backorder

Worldwide paper, printing, manufacturing, trucking, and other delivery disruptions continue to beset the supply chain — and cause backorders of books and other items throughout the publishing industry. This has resulted in late replenishment dates for

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a number of titles and, as a result, a dramatic increase in the number of titles out of stock.

A.A. Service Manual Revisions

A number of errors were identified in the most recent edition of the service manual. Corrections are in process.

Twelve Steps and Twelve Traditions Printing Error

A printing error was found in the most recent printing of the 12 and 12 and an erratum slip was printed and inserted to acknowledge the error. Six different English editions with erratum are now available for ordering.

Current Efforts

Literature Revisions in Progress

- Big Book – Fifth Edition
 - A Fifth Edition of the Big Book, Alcoholics Anonymous, is being developed that will include an update of stories to better reflect current membership, keeping in mind the 1995 Advisory Action that: “The first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forewords, ‘The Doctor’s Opinion,’ ‘Dr. Bob’s Nightmare,’ and the Appendices remain as is”. The draft Fifth Edition of the Big Book would include a new foreword, an updated preface, and updates to expand on existing ideas in Appendices III and V. 2,500 new stories have been submitted for consideration and are currently under review.
- Alcohólicos Anónimos – Fourth Edition
 - A Fourth Edition of the book is in development, including an update of stories to better reflect current membership. New stories have been submitted for consideration and are currently under review.
- Plain and Simple Language Big Book
 - Alcoholics Anonymous (Fourth Edition), is being translated into plain and simple language and developed in a way that is accessible and relatable to as wide of an audience as possible.
- Twelve Steps and Twelve Traditions - Revisions
 - Firstly, a revision is being made to page 117 in the book, Twelve Steps and Twelve Traditions, replacing the phrase “opposite sex” with the word “partner,” and a footnote will be added to provide context to the change as it relates to inclusivity.

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- Secondly, the sentence which includes the phrase “lustful enough to rape” in paragraph one on page 66 in the chapter “Step Six” will be revised to refer to the Seven Deadly Sins without specific mention of examples that are severe in nature and a footnote will be added to provide context as to the basis for the change.
- The booklet Living Sober is being revised to add language regarding safety and A.A.
- A number of existing pamphlets are being updated to better reflect the current membership.
- “A.A. for the Black and African-American Alcoholic” is being updated to include fresh stories and a new title that is respectful and inclusive.
- “Frequently Asked Questions About A.A.” is being revised by omitting the text on page 17 “...including coffee, sandwiches, cakes or whatever else may be served”.
- “Questions and Answers on Sponsorship” is being revised to update the language around the suggestion that a sponsor and newcomer be of the same sex on page 12.
- “A.A. for the Native North American” is being updated to include language that is both respectful and inclusive of all Indigenous peoples, as well as adding fresh stories and updating inaccuracies contained in the current pamphlet.
- “Questions and Answers on Sponsorship” is being revised to add text regarding safety and A.A.
- “Twelve Traditions Illustrated” is being updated with non-offensive, contemporary text and illustrations.
- “The Twelve Steps Illustrated” is being updated with new illustrations keeping in mind color, diverse expressions of spirituality, and accessible interpretation of meaning in the illustrations.
- “Young People and A.A.” is being updated to better reflect the experiences of young people in A.A. today.
- “A.A. in your Community” (P-31) is being updated to provide more current information for professionals who work with Alcoholics.
- “A.A. and the Older Alcoholic” is being updated to better reflect the experiences of people over 60 years of age getting sober in A.A. today.
- “For Professionals: How A.A. ‘Bridges the Gap’ to Help Alcoholics” is being updated for currency and inclusion to reach a broader scope of treatment settings about temporary contact services.
- “Is There an Alcoholic in Your Life?” is being updated.

New Pamphlets in Development

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- “Alcoholics Anonymous: 2022 Membership Survey” is being developed to share the results of the 2022 membership survey.
- A video animation of the pamphlet “The Twelve Concepts Illustrated” (currently published by the General Service Board of A.A. Great Britain) is being adapted and produced.

Audiobook Production

- Daily Reflections audiobook
 - Corrections in Spanish and French have been narrated, recorded, replacing errors, and completed in post-production. Download is projected to be available in March 2023.

Video Production

- LSQ / QSL Video of “Access to A.A.” pamphlet. Production Completed.

Digital Distribution Update

Digital sales are managed through AAWS distribution partner Ingram CoreSource.
Net Sales (January 2022 – September 2022): \$143,394 across 73,371 units

Top 5 Titles (last 30 days)

- Alcoholics Anonymous, Fourth Edition (audiobook)
- Alcoholics Anonymous, Fourth Edition (ebook)
- Twelve Steps and Twelve Traditions (ebook)
- Twelve Steps and Twelve Traditions (audiobook)
- Daily Reflections (ebook)

Accessibility

ASL video of the pamphlet “Access to A.A.” is underway with talent selected and translation underway with video production scheduled for the second quarter of 2023.

Military Audio Project - anonymity-protected audio interviews are in development with military professionals about their experience with A.A. as a resource for posting online.

Top Selling AAWS Titles in 2022

English

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1. Big Book, hardcover
2. Big Book, softcover
3. Is A.A. for You?
4. A Newcomer Asks
5. A.A. at a Glance
6. Q&A on Sponsorship
7. This is A.A.
8. Twelve & Twelve, softcover
9. Twelve & Twelve, hardcover
10. Problems Other than Alcohol

Spanish

1. A.A. at a Glance
2. Information on A.A.
3. Where do I Go from Here?
4. Problems Other than Alcohol
5. Twelve & Twelve, softcover
6. A Message to Teenagers
7. Big Book, hardcover
8. Living Sober
9. Is A.A. for Me?
10. FAQ About A.A.

French

1. How it Works
2. Information on A.A.
3. Where Do I Go from Here?
4. Is A.A. for You?
5. Problems Other Than Alcohol
6. A.A. at a Glance
7. A Newcomer Asks
8. This is A.A.
9. Big Book, hardcover
10. Many Paths to Spirituality

Top Selling AAGV Titles in 2022 (English, Spanish and French)

1. Prayer and Meditation
2. Emotional Sobriety: The Next Frontier
3. Language of the Heart (softcover)
4. Fun in Sobriety
5. Women in AA
6. Emotional Sobriety II
7. El Lenguaje Del Corazón
8. Voices of Women in AA
9. Free on the Inside
10. Language of the Heart (hardcover)

Next Steps

Given the multi-year nature of the AAWS publishing process for books and pamphlets, most of the projects underway will continue into 2023 and some well beyond. Additional tasks will likely be identified at the 2023 Conference.

Grapevine tentatively plans to publish 2 new book titles in 2023, including 1 Spanish title(s).

Grapevine is exploring the development of a mobile app, which will provide access to the many features and formats of AAGV for a modest monthly cost.

GSO Newsletters and Bulletins

- Box 4-5-9: quarterly; special articles cover public information, cooperation with the professional community, and correctional and treatment facilities activities; English, French and Spanish editions. Free digital subscriptions are available through aa.org.
- About A.A.: published semiannually; designed to inform professionals interested in alcoholism (the only bulletin aimed primarily at non-A.A.s). English, French and Spanish editions. Free digital subscriptions are available through aa.org.
- Loners-Internationalist Meeting (LIM): confidential bimonthly bulletin of A.A. Loners (Lone Members), Homers (housebound members), and Internationalists

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(seagoing A.A.s); excerpts of correspondence and lists of names and addresses of LIM members who wish to correspond with each other.

- Quarterly Report: covers activities of the General Service Board, including A.A. World Services Inc., and A.A. Grapevine, Inc. English, French and Spanish editions.
- Sharing from Behind the Walls: four issues a year; contains excerpts from letters by people in custody received at GSO and distributed by local correctional facilities committees to A.A. groups behind the walls. English, French and Spanish editions.

Literature in Corrections Settings

Conference-approved AAWS and Grapevine copyrighted eBooks and audiobooks are available on tablets and desktops in corrections venues, prisons, and jails. They can now be accessed by incarcerated people and by the professionals who serve them.

Strategy

Grapevine and AAWS continue to work to create contracts with vendors who supply tablets in correctional facilities in the United States. The plan is to continue to enlarge the number of vendors we have contracts with and increase the range of items of A.A. literature available. The Canadian Corrections Working Group has been appointed to help get literature on tablets in Canada and to increase awareness and participation in the Corrections Correspondence Service.

Progress report

The current number of tablets managed is approximately 317,000, but it will soon increase to more than 400,000 throughout the United States.

Current Statistics

- GTL & Edovo (These vendors share content)
 - Tablets – a total of 117,100 in 209 facilities across 44 Areas.
 - E-Books – 12 English titles, 9 French & Spanish titles.

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- For the period March-November there have been 4,855 new starts, and 694 completes.
- Audio Books – 3 titles in English, French, & Spanish. 13,892 total starts, 9,724 completes.
- The Big Book and *Living Sober* are the most downloaded audiobooks. We are currently in the finishing stages of producing an audiobook for *Daily Reflections* (first quarter 2023 release).
- Securus Jpay – (Lantern educational portal)
 - Tablets – a total of 200,000+ in 240 facilities
 - Same ebooks (no audiobooks) as on GTL/Edovo
 - Reporting yet to be accessed
- Ingram CoreSource – OverDrive (Libraries and Institutions)
 - Same selection on ebooks and audiobooks are available for access via institutional Libraries and venues that use this vendor hub (primarily jails).
 - Reporting is yet to be accessed – vendor dashboard is being redesigned

New and emerging vendor development

- ViaPath has merged with GTL, the technology arm of Edovo)
- Tablets – a total of 200,000+ additional tablets will soon include our literature for access by persons in custody across 50 states.
- The CypherWorx “Learner” educational portal may be soon populated with our items (in the exploratory stage now; target 2023 possible go-live).

Literature Currently Available

AAWS (English/Spanish/French)

- Alcoholics Anonymous/Alcohólicos Anónimos/Les Alcooliques Anonymes
- Twelve Steps and Twelve Traditions/Doce Pasos y Doce Tradiciones/Les Douze Étapes et les Douze Traditions
- Daily Reflections/Reflexiones Diarias/Réflexions quotidiennes
- Living Sober/Viviendo Sobrio/Vivre... sans alcool!

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- Alcoholics Anonymous Comes of Age/Alcohólicos Anónimos llega a su mayoría de edad/Le Mouvement des Alcooliques anonymes devient adulte
- Came to Believe/Llegamos a Creer/Nous en sommes venus à croire
- Dr. Bob and the Good Oldtimers
- As Bill Sees It/Como lo ve Bill/Réflexions de Bill
- Experience, Strength & Hope/Expérience, force et Espoir
- A.A. in Prison: Message of Hope/Les AA en prison: d'un detenu a l'autre
- Pass It On
- Our Great Responsibility

Grapevine

English/Spanish:

- The Language of the Heart
- The Beginners Book
- Voices of Women in A.A.
- Step by Step/ Frente a Frente
- One on One
- No Matter What
- Making Amends
- Happy, Joyous and Free/ Felices, Alegres & Libres
- Real AAs, Real Recovery
- Un Dia a la Vez

English language audiobooks:

- The Language of the Heart
- The Twelve Traditions
- The Best of Bill
- It Works If We Work It

Spanish language audiobooks:

- Lo Mejor de Bill
- Los Doce Tradiciones Y El Bienestar De AA (Volumes One & 2)

GV Magazines

- July Corrections Issues going back to 2015

La Viña Magazines

- July/August issues going back to 2015
- Additional material for ViaPath (GTL/Edovo)
- In May, we also created an AudioProject playlist (member produced audio) specifically for ViaPath (GTL/Edovo), entitled "A Fresh Start."
- Lo Mejor de la Viña

Jpay ebooks

- The Language of the Heart
- Step by Step
- The Daily Quote Book
- Spiritual Awakenings
- The Best of Bill

Current Efforts

AAWS and GV continue to work with key vendors to provide literature on tablets in correctional facilities and continue to increase the number of literature items available on the tablets.

The corrections staff member will send quarterly updates to the Fellowship to provide updates and information on any ongoing steps they can take to ensure that the literature is made available to the members in custody. The corrections staff member also maintains a monthly progress report of literature accessed by the members by area and correctional facility.

Next Steps

There are plans to get demonstrations on how persons in custody access literature on tablets from the vendors to help us serve and inform our committees and the Fellowship.

The Canadian Corrections Working Group will meet with CSC and provide an update on tablet use in Canada.

Section 7: Social Media

AAWS YouTube Channel

The current AAWS YouTube channel was launched in 2017. There are over 7,800 subscribers to the channel, with 100+ videos uploaded.

The videos include informational videos for members of the fellowship, physicians, and employers, and all of the current video PSAs. Through YouTube analytics, we can gain

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some idea of visitors' demographics to our channel, including geographic location, age, and gender.

Strategy

- To create an online video channel for access to online videos developed by Alcoholics Anonymous with a clean, attractive design.
- To house AAWS video content, offering local service structures and Inter-groups the ability to embed video content directly into their local websites.
- To share AAWS video content more broadly in a contemporary medium while significantly improving the ability to find videos online.

Current Efforts

Due to concern over the fact that YouTube plays other videos and advertisements before and after the uploaded video, we have posted disclaimers to support our tradition of no affiliation. Suggested Videos are a personalized collection of videos that an individual viewer may be interested in watching next based on prior activity. AAWS cannot control suggested videos, but we add a disclaimer at the end of each video and attempt to optimize our YouTube analytics, so that suggested videos are appropriate and relevant. Still, much like a television PSA, we have no absolute control over what ad, commercial, or suggested video appears after our video.

The most important thing we can do as we establish and expand our YouTube channel is establish one consistent brand and focus on building high-quality content. While optimizing our existing videos is essential, creating a publication calendar and considering ways to utilize our existing A.A. content and transfer it to video form is even more critical. A YouTube channel that is not fresh and frequently updated languishes as viewers lose interest. We lose the potential benefits of the Google/YouTube relationship if we don't consistently improve our channel.

We can utilize our existing analytics to guide us as we schedule our videos. It's evident that healthcare and other professionals are already using our channel. What other ways can we carry the message to professionals and make our channel easy and attractive to them? How are we letting them know that our channel exists?

Videos include a mix of conference approved videos and service-related videos that are approved by staff - following the same processes in place for similar literature.

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Efforts are underway to bring our videos into alignment with best practices to help the platform better find and serve our content to viewers:

- A “Subscribe to Channel” end card. (Status: we have a tiny button on most, if not all, videos that leads to subscribe, but we have not added a big subscribe button due to concerns over "promotion")
- A video promotion playlist or recently uploaded end card (status: we have several playlists but are not creating enough ongoing new content to warrant added development)
- A compelling, SEO-friendly title (status: implemented for all videos)
- An appropriate thumbnail image that matches the video and engages the viewer. (Status: part of rebranding project)
- Descriptions and tags should always be utilized, including best practices for inclusion of keywords (status: implemented for all videos)
- Use industry standards for closed captioning for increased accessibility of the videos (status: underway)

In addition, work is underway to present new video branding, replacing the bumpers that slow down our video creation and posting process. This single change will allow us to move significantly faster in posting and creating video content.

Next Steps:

- Continue adding most, if not all, video content to the YouTube channel. (Note: some fellowship-oriented content that would not be understood by the general public out of the context of aa.org is not posted to the public YouTube channel).
- Move on to phase 2 of keyword research/updates to further optimize SEO.

GV YouTube Channel

The AAGV / La Viña YouTube channel currently has more than 9,000 subscribers. In an average month, 2,800 videos are viewed. The most popular videos on the channel receive between 100 and 500 monthly views each. In a typical month, 1-3 of the top 10 most viewed videos are in Spanish. Topics include information on Grapevine and La Viña and stories recorded by members of the fellowship that are presented in an audio-only format to protect anonymity.

AAWS LinkedIn

LinkedIn serves as the professional social networking platform which hosts more than 600 million professional profiles along with 55 million companies listed on the site. AAWS's presence on LinkedIn allows us to communicate and share our mission with the professional community by providing relevant and informative content.

When the LinkedIn channel was approved by the 2018 Conference Committee on Cooperation with the Professional Community, they set out the following narrow scope and use of the profile:

- Offer another digital resource, in addition to www.aa.org, where professionals can find accurate information about A.A.
- Broaden the reach of the *About A.A.* newsletter for professionals
- Provide a platform where our professional friends may recommend us
- Raise awareness of exhibits staffed by local C.P.C. committees at national and local professional conferences.
- Expand the network of our professional friends and perhaps deepen the pool of Class A Trustee candidates
- Reinforce the continuing relevance and efficacy of A.A. to professionals.

Current Status

The CPC Staff member works closely with CSD to develop a content calendar and regular cadence for posting. Currently, we post twice per month. Recent posts have included a listing of A.A. exhibits at national conferences, A.A. resources for the professional community, information on support for Spanish speakers who are looking for help with a drinking problem, and explanations of A.A.'s steps and traditions. The LinkedIn account is also used by Human Resources at GSO to list current job openings.

Content Strategy & Tactics

LinkedIn's search results algorithm depends on the frequency and relevancy of content. Currently, we do not show up for "AA" search, but only if you search "Alcoholics Anonymous World Services, Inc.". AAWS Communications Dept and the Cooperation with the Professional Community have identified and prioritized the following content for posting:

High Priority:

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- “About A.A.” releases
- Press releases - 7 per year with Public Information
- Yearly anonymity letter with links to additional anonymity resources
- New videos appropriate to the professional audience
- Vacancy announcements (Boards/Nominating)
- Employment opportunities (Office/Human Resources)
- A.A. Events hosted by GSO or where Board/Office members will be present. Specifically, any event professionals can attend as guests. This can include professional conferences where A.A. may have a C.P.C. display.
- Seek Grapevine and La Viña resources that are relevant for the professionals.
- Hashtags for the LinkedIn postings in English are approved and in use.

Low Priority:

- CPC/PI related video highlights
- CPC/PI literature/resources highlights to include FAQs and short, straightforward content
- Call out older issues of “About A.A.” with articles that are still relevant
- Open Letter to Health Care Professionals
- Highlight the YouTube channel as a resource
- Who/What are Class A’s (for the LinkedIn page, Class A’s should be referred to as non-alcoholic trustees which will allow the professional community to understand the difference between the A’s and the B’s)
- Encourage Class A’s to link themselves to the page as a resource. Consider relinking their introduction articles from newsletters and possibly adding headshots.

Next Steps

The following is a list of potential next steps which may be considered to expand the use and visibility of A.A. on LinkedIn. Each suggested topic will be carefully assessed concerning our principles and the merit and feasibility of the action.

- Playback in LinkedIn

Video content on social media is huge for engagement. We can link back to the individual video page on A.A.org, but the video will not play on the LinkedIn platform unless we upload it directly. Our current practice is we do not upload our assets to other platforms but bring people back to aa.org (this is a significant obstacle to increasing engagement on LinkedIn.)

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- Video reminders to the calendar after press releases. We can post a press release regarding the new PSAs and put individual posts on the calendar 1-2 months later to highlight each video and serve as a reminder of the previous content.
- Seek ways to increase followers/subscribers to provide information to a broader audience. This can be tied to the strategy of providing posts geared to a category of professionals with FAQs or misconceptions and encouraging them to reach out to the CPC desk.
- Consider LinkedIn webinars or go live with a Class A (nonalcoholic) trustee on-screen with CPC off-screen for a Q and A or “Did you Know?” type format
- Use the LinkedIn analytics to help shape the work we engage in.
- Hope to expand into Spanish and French hashtag research with the new translations department in place.

Instagram

Currently, AAGV Instagram has more than 8,000 followers on GV and 1,000 on LV, increasing daily. For Grapevine, posts generally receive 100 likes on average. GV posts typically twice per day. Posts include the daily reflection, inspirational quotes, notices of new magazines and books, upcoming events, cartoons/jokes, photos from A.A. events, etc. The top posts for the year were largely “Overheard at A.A.” posts, daily quotes, and cartoons. The posts with the least likes were often more directly about sales or products on the website, encouragements to sign up for the newsletter, or subscribe to the magazine. For La Viña, the most popular posts are more serious of inspirational quotes, calls for photo submissions, and photos of events. La Viña posts generally receive around 30 likes.

In keeping with AAGV’s mission, posts on both accounts are primarily directed at alcoholics “inside and outside these rooms.” We also want to communicate with the professionals who have been instrumental in helping us to reach alcoholics. For both Instagram accounts, comments are disabled. A hashtag strategy is in place to increase visibility

Next Steps

Currently, there is no AAWS Instagram account, but whether or not that should remain the case should be evaluated. Several accounts are impersonating AAWS, which could confuse members or potential members trying to find us on Instagram. The Grapevine Instagram account has been quite successful in terms of the number of subscribers and engagement, indicating an audience. An AAWS account and the GV account could work

in tandem, each increasing the reach of the other through linking and tagging while providing useful content to our audience.

Comments

Currently, per a past conference decision, comments are disabled wherever possible on our social media accounts, namely on the YouTube channels, LinkedIn, and GV Instagram. This decision was made partly to restrict members' ability to break their own anonymity in comments on our content and partly to keep anyone from saying anything disparaging or inaccurate about A.A. on our content.

Social media and our online presence have greatly evolved since this decision was made. Comments and engagement are key factors in social media visibility algorithms. By turning off comments, we're hamstringing our visibility on these platforms and hindering our ability to carry the message in a misguided attempt to police the behavior of our members.

In the places we have been unable to restrict comments, such as the online business listings, it's been a positive experience. Even the most negative comments have given us the opportunity to correct misinformation and engage with the public. Comments have proven to be a significant Public Information opportunity that could be extended to all our social media platforms.

Section 8: Apps

Meeting Guide App

Purpose

- Connect people with the A.A. message of recovery by connecting them with local A.A. meetings
- Connect people with the A.A. service structure
- Serve as a vital 12th-step tool

Strategy

The App Support team holds regular strategy meetings where the team reviews the project backlog which includes client outreach, entity feature requests, bugs, user feature requests, entity outreach, distribution/channel improvements, backend improvements, improved entity access, and data improvements.

Highlights

- Accurate, credible list of A.A. meetings
- Links to purchase literature and read Daily Reflections
- Contact information for A.A. service entities
- Announcements from GSO.

Next Steps

- How are we doing today on our objectives?
 - Are groups continuing to want to get connected?
 - Are people continuing to use the app?
 - Are people using the features of the app?
- How do we want to grow A.A.'s impact by adding or changing the Meeting Guide?
 - What's not working?
 - What could be improved?
- What do our current and future users and data providers consider of value?
 - What are they asking for?

Environmental Considerations

- Different needs for attendance formats (online v. in-person)
- Responsibility for meeting data
- Geographic boundaries getting blurry

Core App Functionality

- List meetings that match user criteria
 - Ability to find natively online meetings
 - Ability to easily specify search criteria
 - Ability to scope your location with filter or map
 - Ability to see results by language
- Connect to local entities
 - Provide support contacts
 - Purchase literature
- Connection to support/documentation
- Connect users with relevant announcements
 - GSO, GV fellowship announcements
 - Ability to access local announcements (*future feature*)

Governance

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- GSO Communication Services (CSD) has responsibility for support and maintenance of the App
- Digital Product Manager provides day to day management, including:
 - Strategy
 - User Support
 - App Team leadership
 - Vendor interaction
- AAWS Board TCS Committee
 - Any initiatives that may conflict with existing Board approved policy will need to be approved by the Board
 - Initiatives or budget requests that exceed a typical cost amount will be discussed with the Board
 - Quarterly Board reports provide highlights and analytics

Implementation

- Manage change
- Develop annual implementation plans and budgets
- Draft a way to track progress
- Develop ongoing monitoring and evaluation systems

Operations

- App user and entity support provided by GSO CSD
- Leverage email tool that facilitates multi-person support and allows for ticket tracking
- Backend technical support in tandem with maintenance vendor

Development and Maintenance

- We have a vendor on retainer for maintenance and development to provide
 - Triage for any immediate server related issues
 - Backend administrative site development tasks
 - Front end (UI) development tasks
 - Meet in a regular cadence with GSO team to set priorities
- How new initiatives are identified and prioritized
 - Regular cadence for team meeting to review backlog of ideas and initiatives
 - Review of analytics to identify how features are being used

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- Backlog of user feature requests is reviewed with particular attention to highly requested items
 - User feedback is tagged in the email system for feature requests and then tied to backlog ticket
- Questions for each initiative
 - How does this serve the primary purpose of the App
 - Will any changes need to be scaled or tied into our other platforms for consistency?
 - Will any new functionality or information architecture need to be mirrored on aa.org?
 - Will any proposed functions go against any current office policies? Will any current policies need review/revision? Ex: How Records collects/records entities, which entities we list on aa.org, who has access to be listed and provide data.
- Design
 - Thorough research and comparison to best practices are made when considering any UI or functionality change
 - User Research may include one on one sessions and focus sessions
- Testing
 - Internal GSO team, vendor, and public beta testing for each release
 - Release done incrementally where possible

Analytics

The primary use of analytics is to gather data on what and how features are being used, and to help us determine the App roadmap.

Section 9: Next Steps for the CMP

The CMP is a living document that is meant to be improved and updated yearly. The goal of the 2023 CMP was to create the most accurate picture of the current status of all the P.I. projects currently in progress at AAWS and GV while causing the least disruption to office staff, as well as examine our efforts in light of industry standards, and provide guidance where necessary.

In addition to updating the current status information for next year, we'd like to add more analytics data and establish Key Performance Indicators to measure the success of each project. An example could be setting goals for the number of new Instagram followers for the Grapevine Instagram accounts or aiming to lower the bounce rate for the AAWS

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website. The way we are tracking analytics and how we're structuring reports is currently in a state of transition. Once the new reporting standards are in place, we can incorporate performance data into the CMP.

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2022 Conference Committee on Public Information

ITEM B: Public Service Announcements (PSAs):

1. Review the distribution and tracking information for two video PSAs:
 - i. "Sobriety in A.A.: My Drinking Built a Wall"
 - ii. "Sobriety in A.A.: When Drinking is no longer a Party."

Background notes:

To view these two current video PSAs, go to the [Downloadable Videos page on G.S.O.'s A.A. website.](#)

Conference advisory action of the 71st General Service Conference:

In addition to the work of local committees, one to two PSAs be centrally distributed to broadcast media, tracked, and evaluated at a cost not to exceed \$60,000, and that the information gathered from the process be brought back to the 2022 Conference Committee on Public Information.

2022 Conference Committee on Public Information Committee Consideration:

"The committee reviewed and accepted the distribution and tracking information for the two new 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 committee encourages enhancing our future tracking and distribution to include comparison analytics to other non-profits with public service announcement distribution."

Here is an email correspondence from Connect360 on an A.A. refresh distribution as of June 27, 2022:

At about the six-month mark of reporting, we typically start to see a dip in usage over time. Often, stations start to focus on newer campaigns and airings start to decline. So, we usually recommend a re-distribution or "refresh" of the PSAs to give the campaign a second wind and keep the results momentum. This gives stations another

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shot at airing the PSAs if they did not run them the first time around. For stations that aired the spots and have taken them out of rotation, this also helps generate new airings. On average, we typically see a 10-25% increase in stations airing PSAs following a refresh. We use new station airings as the primary benchmark for refresh increases because growth in airings, impressions and media value can come from existing stations.

Note: The refresh distribution for our Alcoholics Anonymous PSAs to stations occurred the week of June 27, 2022.

Here is an email correspondence from Connect360 with updated tracking analytics for the two new PSAs as of June 30, 2022:

U.S. Distribution

English

- We added five new stations in June, including in the markets of Macon, Santa Barbara, Gainesville and Jonesboro.
- Airings continue to occur on five regional networks including three New England Sports Network stations and Bally Sports Network stations in the Great Lakes and Ohio.
- Coverage also continues in the top markets of Atlanta, San Francisco, Seattle, Tampa, Cleveland and St. Louis as well as others around the country.
- June results: 5,145 airings, 13,081,829 impressions and \$850,304 in media value.
- Cumulative results: 39,978 airings, 107,110,312 impressions and \$6,167,472 in media value.
- 74% of airings are occurring during waking dayparts.
- The two top performers last month were "Wall" :30 with 1,361 airings followed by "Party" :30 with 1,235 airings.

Spanish

- Four new stations started airing the PSAs last month, including national network NFL Sunday Ticket and local stations in Colorado Springs and Harlingen.
- The spots continue to receive national network support from Hogar de HGTV, Mexicanal and SBS Mega TV.
- Airings also continue to occur in the top markets of Los Angeles, San Francisco, Houston, Seattle, Phoenix and Miami as well as others.
- June results: 3,852 airings, 35,484,264 impressions and \$1,711,471 in media value.
- Cumulative results: 20,808 airings, 212,937,838 impressions and \$10,385,018 in media value.

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- 77% of airings are occurring during the more prominent non-overnight timeframes.
- The “La Fiesta” :30 spot was the top performer in June with 1,409 airings, followed by the :60 version of that PSA with 957 airings.

Total English & Spanish:

June results: 8,997 airings, 48,566,093 impressions and \$2,561,775 in media value.

Cumulative: 60,786 airings, 320,048,150 impressions and \$16,552,490 in media value.

Canadian distribution

- In June, the Canadian PSAs aired an additional 563 times, bringing total airings to 4,641.
- New placements began occurring on national network Historia, with continued coverage taking place on several other national networks including Business News Network, Investigation, Much, Réseau des sports (RDS) and RDS2, Vrak, Z and The Sports Network 3.
- Support also continues on local stations in Montreal, Vancouver, Edmonton, Toronto, Victoria, Peterborough, Calgary and Winnipeg.
- Airings continue to occur for all of the English and French PSAs, with the most support occurring for the “Wall” (:30) spot with 1,136 airings and the “Party” (:30) spot with 861 airings.

From the July 30, 2022, Meeting of the trustees’ Public Information Committee:

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.

Here is an email correspondence from Connect360 with updated tracking analytics for the two new PSAs as of September 30, 2022:

U.S. Distribution

English

- Last month, national and regional network coverage continued on FOX News, FOX Business, Revolt TV and New England Sports Network stations.
- In addition to airing on new stations in the markets of Paducah, Monterey-Salinas and Billings, we also continue to see support on other local stations throughout the country, including in the top markets of Chicago, Atlanta, San Francisco, Boston, Seattle, Tampa, Miami and more.

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- September results: 4,370 airings, 22,418,105 impressions and \$1,278,945 in media value.
- Cumulative results: 54,324 airings, 162,457,969 impressions and \$9,757,507 in media value.
- 72% of airings are occurring during waking dayparts.
- The two top performers last month were “Wall” :30 with 1,183 airings followed by “Party” :60 with 866 airings.

Spanish

- The spots continue to receive national network support from Hogar de HGTV, Mexicanal and SBS Mega TV as well as Azteca America which fed the PSAs down to local affiliates.
- Airings also continue to occur in the top markets of Los Angeles, Chicago, Dallas, Atlanta, San Francisco, Houston and others.
- September results: 5,939 airings, 21,765,770 impressions and \$1,062,692 in media value.
- Cumulative results: 40,300 airings, 297,328,506 impressions and \$14,914,787 in media value.
- 78% of airings are occurring during the more prominent non-overnight timeframes.
- The “La Fiesta” :60 spot was the top performer in September with 1,606 airings, followed by “El Muro” :30 with 1,277 airings.

Total English & Spanish:

September results: 10,309 airings, 44,183,875 impressions and \$2,341,637 in media value.

Cumulative: 94,624 airings, 459,786,475 impressions and \$24,672,294 in media value.

Canadian distribution

- In September, the Canadian PSAs aired an additional 1,303 times, bringing total airings to 8,390.
- National network coverage continued on CBC News Network, Animal Planet, CTV Sci-Fi Channel, Discovery, Aboriginal People’s Television Network, Ici ARTV, Ici RDI, RDS, RDS 2 and various Sports Network stations.
- In addition to airing on a new local station in Surrey (CHNU-TV), the PSAs also continued to receive support on stations in Montreal, Toronto, Calgary, Vancouver, Edmonton, Victoria, Peterborough, and Winnipeg.
- Airings continue to occur for all of the English and French PSAs, with the most support taking place for the “Wall” (:30) spot with 2,004 airings and the “Party” (:30) spot with 1,546 airings.

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Think Differently • Engage Differently • Empower Your Message

Shaliza T.

Senior Campaign Specialist

Connect360 Multimedia

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

Here is an email correspondence from Connect360 with updated tracking analytics for the two new PSAs as of October 31, 2022:

U.S. Distribution

English

- Last month, YES network began airing the campaign, with ongoing national network coverage continuing to take place on FOX News, FOX Business and Revolt TV.
- In addition to airing on new stations in the markets of Los Angeles, Beaumont and Abilene-Sweetwater, we also continue to see support on other local stations throughout the country, including in the top markets of Chicago, Atlanta, Boston, San Francisco, Tampa, Detroit and more.
- October results: 3,980 airings, 27,371,185 impressions and \$1,725,242 in media value.
- Cumulative results: 58,304 airings, 189,829,154 impressions and \$11,482,749 in media value.
- 72% of airings are occurring during waking dayparts.
- The two top performers last month were “Wall” :30 with 940 airings followed by “Party” :60 with 894 airings.

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Spanish

- The spots continue to receive national network support from Hogar de HGTV, Mexicanal and SBS Mega TV as well as Azteca America which fed the PSAs down to local affiliates.
- In addition to airing on new local stations in the markets of Fresno, El Paso, Boise, Bakersfield, Monterey-Salinas and Abilene-Sweetwater, airings also continue to occur in the top markets of Los Angeles, Chicago, Dallas, Atlanta and others.
- October results: 6,519 airings, 21,930,267 impressions and \$1,126,910 in media value.
- Cumulative results: 46,819 airings, 319,258,773 impressions and \$16,041,697 in media value.
- 78% of airings are occurring during the more prominent non-overnight timeframes.
- The “La Fiesta” :60 spot was the top performer in October with 1,771 airings, followed by “El Muro” :30 with 1,464 airings.

Total English & Spanish:

October results: 10,499 airings, 49,301,452 impressions and \$2,852,152 in media value.
Cumulative: 105,123 airings, 509,087,927 impressions and \$27,524,446 in media value.

Canadian distribution

- In October, the Canadian PSAs aired an additional 942 times, bringing total airings to 9,332.
- National network coverage continued on Animal Planet, Aboriginal People’s Television Network, Ici ARTV, Ici RDI, RDS, RDS 2 and various Sports Network stations.
- The PSAs also continued to receive support on stations in Montreal, Toronto, Calgary, Vancouver, Victoria, Peterborough, Surrey, Edmonton and Winnipeg.
- Airings continue to occur for all of the English and French PSAs, with the most support taking place for the “Wall” (:30) spot with 2,152 airings and the “Party” (:30) spot with 1,683 airings.

Here is an email correspondence from Connect360 with final tracking analytics for the two new PSAs as of December 31, 2022:

U.S. Distribution

English

- Last month, the campaign began airing on regional network BSN Encompass, with continued network coverage taking place on FOX News, FOX Business, Revolt TV and YES.

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- In addition to airing on new stations in the markets of Dallas, Washington, DC, Nashville and Beaumont, airings also continued in the top markets of Los Angeles, Chicago, Atlanta, Boston and more.
- December results: 4,272 airings, 39,629,251 impressions and \$2,793,233 in media value.
- Final results: 66,363 airings, 257,719,560 impressions and \$16,218,063 in media value.
- Additionally, 70% of airings have occurred during waking dayparts.
- The :30 "Wall" PSA received the most coverage overall with a total of 18,943 airings, followed by the :60 "Wall" spot with 13,166 airings.

Spanish

- In December, the spots continued to receive national network support from Hogar de HGTV and Mexicanal as well as Mega TV and Azteca America which fed the PSAs down to local affiliates.
- Airings also continued to occur in the top markets of Los Angeles, Chicago, Dallas, Atlanta, Houston, Boston, San Francisco and others.
- December results: 6,099 airings, 19,362,146 impressions and \$1,162,164 in media value.
- Final results: 58,829 airings, 358,237,281 impressions and \$18,288,517 in media value.
- Additionally, 78% of airings have occurred during the more prominent non-overnight timeframes.
- The :60 "La Fiesta" spot received the most coverage overall with a total of 15,374 airings, followed by the :30 "La Fiesta" spot with 15,228 airings.

Total English & Spanish:

December results: 10,371 airings, 58,991,397 impressions and \$3,955,397 in media value.

Final Results: 125,192 airings, 615,956,841 impressions and \$34,506,580 in media value.

Canadian distribution

- In December, the Canadian PSAs aired an additional 1,269 times, bringing total airings to 11,485.
- In addition to new airings occurring on VisionTV, national network coverage also continued to take place on CBC News Network, Aboriginal People's Television Network, CTV Sci-Fi Channel, Much, Ici ARTV, Ici RDI, RDS, RDS 2 and various Sports Network stations.
- The PSAs began airing on new local stations in Toronto and Ottawa last month, with continued support taking place on stations in Montreal, Vancouver, Victoria, Peterborough, Surrey, Calgary and Edmonton.

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- Airings continue to occur for all of the English and French PSAs, with the most support taking place for the “Wall” (:30) spot with 2,607 airings and the “Party” (:30) spot with 1,799 airings.

From the January 28, 2023, Meeting of the trustees’ Public Information Committee:

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.” The U.S. results for December 2022 were 10,371 airings, 58,991,397 impressions and \$3,955,397 in media value. The Canadian PSAs aired an additional 1,269 times.

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.

Background:

1. The most recent reports on the *Connect 360* extranet site:
<http://reportcenter.c360m.com/>

Username: AA2021

Password: connect!

[Back to Agenda](#)

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2023 Conference Committee on Public Information

ITEM B: Public Service Announcements (PSAs):

2. Review the 2022 report on the “Relevance and Usefulness of Video PSAs.”

Background notes:

2008 Advisory Actions:

The Conference Committee on Public Information annually review current television public service announcements for relevance and usefulness, retiring a PSA only when it is no longer relevant and/or useful to the Fellowship.

The Conference Committee on Public Information annually assess the need for a new television public service announcement.

Background:

1. 2022 Report on the relevance and usefulness of video PSAs
2. History on the relevance and usefulness of video PSAs

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Public Information

Item B.2
Doc. 1

2022 trustees' Committee on Public Information Report on the Relevance and Usefulness of Audio/Video Public Service Announcements

Tom H., chair of the trustees' Committee on Public Information, had requested that the full committee review the current video PSAs prior to the July meeting. At the July 2022 meeting, the committee reviewed and discussed the current video PSAs for relevance and usefulness.

The committee reviewed the current [video PSAs \(www.aa.org\)](http://www.aa.org) and found them to be relevant and useful and agreed to forward their findings to the 2022 Conference Committee on Public Information.

1. "Sobriety in A.A.: We made changes to stop drinking"
2. "Sobriety in A.A.: Opening doors to a life without drinking"
3. "Sobriety in A.A.: Since getting sober, I have hope"
4. "Sobriety in A.A.: My Drinking Built a Wall"
5. "Sobriety in A.A.: When Drinking is no longer a Party."

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Public Information
Item B.2
Doc. 2

2017 – Current History of Annual Review of A.A. Television P.S.A.s From Trustees' and Conference P.I. Committee Reports Updated December 2022

2017

(TRUSTEES) The committee determined that all three current video P.S.A.s remain relevant. In assessing the need for a new video P.S.A., the committee did not see the need for one at this time.

(CONFERENCE) It was recommended that a new video public service announcement be developed for a cost not to exceed \$40,000.

2018

(TRUSTEES) The committee reviewed, and agreed to forward to the 2018 Conference Public Information Committee, the rough cut of the proposed video P.S.A. and a recommendation that the new P.S.A. be centrally distributed, tracked and evaluated at a cost not to exceed \$42,000, in addition to the distribution work of local Public Information Committees

(CONFERENCE) That the video PSA "Changes" be approved with the following revision: That the line "That's where A.A. came to my rescue" be replaced with "A.A. offered a solution."

In addition to the work of local committees, the video PSA, "Changes" be centrally distributed, tracked and evaluated at a cost not to exceed \$42,000 and that the information gathered from the process be forwarded to the 2019 Conference Public Information Committee for their review.

Additional Committee Consideration:

The committee reviewed and accepted the 2017 report from the trustees' Public Information Committee regarding the usefulness and relevance of video public service announcements.

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2019

(TRUSTEES) The Committee discussed a request “that the General Service Board of Alcoholics Anonymous and the General Service Conference of Alcoholics Anonymous approve the development of a new public service announcement in video format that utilizes full-face actors (not members of A.A.).” The committee agreed to forward to the 2019 Conference Committee on Public Information a request to approve the development of a new Public Service Announcement (PSA) in video format that utilizes full-face actors (not members of A.A.).

(TRUSTEES) The committee reviewed the current video PSAs relevance and usefulness and found them to be relevant and useful.

(CONFERENCE) The video PSA “My World” be discontinued.

(CONFERENCE) The “Policy on Actors Portraying A.A. Members or Potential A.A. Members in Videos Produced by the General Service Board or its Affiliates” be reaffirmed.

(CONFERENCE) Two PSAs be developed at a cost not to exceed \$50,000 for each PSA, and that if full-face characters are shown, to include an “actor portrayal” disclaimer on screen.

(TRUSTEES) The committee discussed the 2019 Advisory Action that two PSAs be developed at a cost not to exceed \$50,000 for each PSA, and that if full-face characters are shown, to include an “actor portrayal” disclaimer on screen. The committee asked that the development of a plan with focus on PSA messaging be included for discussion in the Public Information (P.I.) Comprehensive Media Plan.

(TRUSTEES) The committee discussed a request from an area to create and facilitate a targeted PSA to educate seniors about alcoholism and Alcoholics Anonymous. The committee asked that further discussion about this item and PSA messaging be forwarded to the Comprehensive Media Plan subcommittee.

2020

(TRUSTEES) The committee reviewed the current video PSAs and found them to be relevant and useful.

(CONFERENCE) The committee reviewed and accepted the 2019 report on the “Relevance and Usefulness of Video Public Service Announcements.” The committee noted the recent efforts by G.S.O. to explore editing a Conference-approved PSA to remain useful for local committees reflecting “social distancing” by A.A. groups and members.

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(TRUSTEES) The committee noted that the audio PSAs and the video PSA “La sobriedad en A.A.: Desde que logré mi sobriedad, tengo esperanza” tagline (English, French and Spanish) should be updated with minor edits and that this be budgeted for 2021. This is seen as a top priority. The committee agreed to forward to the 2021 Conference Committee on Public Information the 2020 report on the Relevance and Usefulness of Video PSAs.

(TRUSTEES) In keeping with a 2019 Advisory Action the committee reviewed draft storyboards and scripts for the development of two new PSAs. The committee supported the general concept and vision and looks forward to progress reports on final storyboards before production this fall.

(TRUSTEES) The committee discussed a request to create and facilitate a targeted PSA to educate seniors about alcoholism and Alcoholics Anonymous and took no action. The committee noted the Comprehensive Media Plan subcommittee report that while it would be important to include seniors in a PSA messaging, they would not want to limit the messaging to one demographic.

2021

(TRUSTEES) The committee agreed to forward to the 2021 Conference Committee on Public Information a progress report of the development of two PSAs. The committee will continue to meet to review the current rough cuts and to provide feedback. The committee asked that the Conference P.I. chair be included in their next meeting. The committee noted that if draft PSAs are completed prior to the 71st General Service Conference that they be forwarded to the 2021 Conference Public Information Committee for review.

(TRUSTEES) The committee suggested that if a new PSA were approved that the PSA be centrally distributed, tracked and evaluated at a cost not to exceed \$40,000, in addition to the work of local Public Information committees. The committee also noted that a targeted online paid PSA placement might be explored.

(CONFERENCE) In keeping with the “Policy on Actors Portraying A.A. Members or Potential A.A. Members in Videos Produced by the General Service Board or Its Affiliates,” the video PSA utilizing full face actors “Party” (working title) be approved with the following revisions: That the voiceover “scratch tracks” be replaced, and other minor editorial edits to be conducted in post-production.

(CONFERENCE) In keeping with the “Policy on Actors Portraying A.A. Members or Potential A.A. Members in Videos Produced by the General Service Board or Its Affiliates,” the video PSA utilizing full face actors “Wall” (working title) be approved with the following

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revisions: That the voiceover “scratch tracks” be replaced, and other minor editorial edits to be conducted in post-production.

(CONFERENCE) In addition to the work of local committees, one to two PSAs be centrally distributed to broadcast media, tracked and evaluated at a cost not to exceed \$60,000, and that the information gathered from the process be brought back to the 2022 Conference Committee on Public Information.

(TRUSTEES) The committee reviewed the current video PSAs and found them to be relevant and useful and agreed to forward their findings to the 2022 Conference Committee on Public Information. The committee noted that while the content and messaging of the existing three PSAs *listed below remain relevant, the contact tag lines may need editorial updates to reflect consistent contact A.A. tag lines found in the recently produced PSAs to include Meeting Guide. The committee secretary shared that the tag lines in all radio PSAs have been updated in all three languages. The committee looks forward to the revised PSAs being made available on aa.org.

- Sobriety in A.A.: We made changes to stop drinking (PSA)
- Sobriety in A.A.: Opening doors to a life without drinking (PSA)
- La sobriedad en A.A.: Desde que logré mi sobriedad, tengo esperanza (ASP)

**Titles reflect SEO retitling*

(TRUSTEES) The committee discussed the post-production efforts of the two 2021 Conference-approved PSAs. The committee secretary reported that the target distribution date and press release is November 2021. The committee looks forward to a progress report on the broadcast distribution and tracking of the two PSAs at the January 2022 meeting.

(TRUSTEES) The staff secretary shared progress is underway with Publishing to update the existing relevant PSAs to reflect consistent contact A.A. tag lines found in the recently produced PSAs to include reference to the Meeting Guide.

- Sobriety in A.A.: We made changes to stop drinking (PSA)
- Sobriety in A.A.: Opening doors to a life without drinking (PSA)
- La sobriedad en A.A.: Desde que logré mi sobriedad, tengo esperanza (ASP)

(TRUSTEES) 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 8,000 English TV airings and 3,400 Spanish TV airings.

The committee agreed to forward to the 2022 Conference Committee on Public Information the PSA tracking and distribution reports.

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(TRUSTEES) The committee received an update from the staff secretary on 18 HD Broadcast-quality PSA download files, related to the following:

- “Sobriety in A.A.: Since getting sober, I have hope”;
- “La sobriedad en A.A.: Desde que logré mi sobriedad, tengo esperanza”;
- “L’abstinence chez les AA : « Depuis que je ne bois plus, j’ai de l’espoir. »

The committee acknowledged that the PSA files require an edit to the contact A.A. tag line which currently state as follows: “look for us in the phone book or on the web at aa.org.” The Publishing department plans to complete the project by March 2022. The committee looks forward to a progress report at the July 2022 meeting.

2022

(TRUSTEES) 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.

(TRUSTEES) 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.

(CONFERENCE) The committee reviewed and accepted the 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 committee encourages enhancing our future tracking and distribution to include comparison analytics to other non-profits with public service announcement distribution.

(CONFERENCE) The committee reviewed and accepted the 2022 report on the “Relevance and Usefulness of Video Public Service Announcements.” The committee found the current Conference-approved PSAs to be relevant and useful. In assessing the need for a new video PSA, the committee did not see the need at this time.

(CONFERENCE) The committee reviewed and accepted the 2022 trustees’ Public Information Committee feasibility research on paid placement of PSA videos on streaming platforms and requested that further research be conducted. The committee offered the following suggestions and looks forward to a report to be brought back to the 2023 Conference Committee on Public Information.

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- Committee members would like to see additional research comparing paid versus donated media value ads and the effectiveness of these different approaches.
- Include research on Canadian streaming platforms to better understand PSA regulations and the specific streaming platforms found within Canada.
- Focus on obtaining A.A. member feedback from various age groups on the desire from the Fellowship to embark on A.A. paid placement ads on streaming platforms.

(TRUSTEES) 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.

(TRUSTEES) 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.

(TRUSTEES) 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.

(TRUSTEES) 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.

(TRUSTEES) The committee discussed the idea that general health and wellness content will run surrounding AA'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.

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2023 Conference Committee on Public Information

ITEM C: Review progress report on the development of a GSO Podcast

Background Note:

From the 2021 Public Information Advisory Action:

That podcasts providing sharing within the Fellowship and information about A.A. to the public be produced and distributed by G.S.O. in cooperation with the Grapevine Office. The committee requested that a progress report on the development and implementation of podcasts be forwarded to the 2022 Conference Committee on Public Information. The committee noted that podcasts would serve as a new format to produce “service material” to communicate on topics with similar sharing that can be found in *Box 4-5-9, About AA*, aa.org, and sharing from AA Grapevine and La Viña.

From the January 29, 2022, Meeting of the trustees’ Public Information Committee:

The committee discussed the 2022 progress report and GSO Podcast Plan, including the collaborative work that went into the production of a GSO podcast pilot episode. A working group, that included AA Grapevine staff, guided the creation of this episode. The corporate boards and office staff listened to the pilot and provided feedback via a podcast survey.

The committee asked the staff to produce another edit to the pilot episode, using the survey feedback, to include in the Conference background. The committee also asked that documentation be produced that details the specific suggestions incorporated into the new iteration of the pilot.

The committee also discussed three proposals in the GSO Podcast Plan of a path forward for the GSO Podcast. The committee is asking the Conference committee to discuss the proposals as part of the forwarded Podcast Plan. The committee looks forward to the Conference committee's feedback.

The committee **agreed to forward** the following to the 2022 Conference Committee on Public Information:

- 1) The Progress Report and GSO Podcast Plan;
- 2) The corporate boards' and office staff feedback survey results;
- 3) The new iteration of the pilot episode which incorporates specific committee suggestions, as well as any additional pertinent information for the discussion.

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From 2022 Additional Committee Consideration of the Conference Committee on Public Information:

The committee reviewed the progress report and G.S.O. Podcast Plan and considered all the proposals, and the work completed this past year. The committee met with the Grapevine publisher, Communication Services staff, and Publishing staff who responded to key questions. The committee suggested that the trustees' Public Information Committee, Communication Services Department, and A.A.W.S. Publishing Department in cooperation with the staff secretary, focus on proposal one, to consider moving in the direction of creating a G.S.O. Podcast using the AA Grapevine podcast experience.

The committee shared that the focus described in the 2021 Advisory Action, "Podcasts providing sharing within the Fellowship and information about A.A. to the public be produced and distributed by G.S.O. in cooperation with the Grapevine Office," is on target and that G.S.O. can create episodes on many service-related discussion topics. The committee feels that the different topic focus will help avoid competing with the Grapevine Podcast. To support the successful continued development of the G.S.O. Podcast the committee offers the following suggestions and looks forward to a progress report to be brought back to the 2023 Conference Committee on Public Information.

- Entrust G.S.O. to manage the podcast's creation and adherence to A.A. principles to allow the seamless production of a regular series of episodes.
- Ask the trustees' Public Information Committee to research the best methods for future podcast episodes to be completed in Spanish and French.
- Develop the methodology to invite participants in recorded sessions based on topics to include our trustees, staffs, and members in the episodes.
- Establish internal and external resources to support the production of the G.S.O. Podcast. It may be helpful to engage freelance support that brings experience on creative Podcast development and formatting.
- Implement analytics as described in the G.S.O. Podcast Plan to report annually to the Conference Committee on Public Information.

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

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

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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.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

The committee **agreed to forward** to the 2023 Conference Committee on Public Information a progress report on the development of the GSO podcast.

Background:

1. [Q4 Communication Services department Podcast summary report](#)

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Platform icon TBD

Podcast: Fourth Quarter Report 2022

October - December

PROGRESS:

The department continues its work with PI and Publishing on creation of a GSO Podcast with the podcast team. Several meetings have been held to further refine the mission statement, discuss an overall episode format, and determine initial episode ideas. The team was recently expanded to include a GSO employee who can provide on-air and production support.

Specific activities this quarter included:

- Working group met and created guidelines for copy that will clarify and articulate the purpose and mission of the Podcast. Copy will be created for the public Podcast short description that tells prospective listeners what to expect; this description will also help to inform episode topics.
- Met with GSO employee to assess the possibility and extent of their participation in the Podcast. Follow up meetings with management to confirm their involvement will fit within their current required work role and duties.
- Working group members met and discussed series ideas and narrowed down potential pilot podcast themes.
- Identified potential production locations, discussed production logistics.

NEXT STEPS:

The working group has identified the priorities as:

- Copywriter (to be identified) to create prospective copy, such as podcast description and podcast host introduction.
- Define workflow and specify roles and responsibilities; identify resource gaps.
- Finalize logistics and strategy for initial pilot series production.

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2023 Conference Committee on Public Information

ITEM D: Review report on “YouTube Performance.”

Background note:

2022 Conference Committee on Public Information Committee Consideration:

The committee reviewed and accepted the trustees’ PI Committee report on the usefulness and effectiveness of the A.A.W.S. YouTube account. The committee offered the following suggestions and looks forward to a report to be brought back to the 2023 Conference Committee on Public Information.

- Staff continue to update the A.A.W.S. YouTube account to maximize its effectiveness as a social media channel to carry the message to the alcoholic.
- Improve the ability to search and locate our A.A.W.S. YouTube channel as members have shared it is difficult to find and many are unaware that we have a YouTube channel.
- Consider adding more Spanish video content.

From the July 30, 2022, Meeting of the trustees’ Public Information Committee:

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.

From the October 29, 2022, Meeting of the trustees’ Public Information Committee:

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.

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From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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.

Background:

1. Report on A.A.W.S. YouTube Channel 2022 Q3

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YouTube: Third Quarter Report 2022

July - September

PROGRESS:

- No new videos have been added to the YouTube channel in the third quarter of 2022. Pending, awaiting addition of bumpers*:
 - Sobriety in A.A.: My Drinking Built a Wall (ESF)
 - Sobriety in A.A.: When Drinking is no longer a Party (ESF)
 - Military audios (3E)

NEXT STEPS:

- *With Senior Production Manager Digital and CSD, continue discussion on standardizing video branding for a cleaner, more professional look. Intention is to retire the intro/outro bumpers since they significantly slow down workflow and add cost to production.
- Continue to add content as it is completed.
- Draft designs to update header banner are in the early, idea stage.
- Future discussion: Consider the “go live” feature for future use.
 - Training for Contributions portal or Fellowship Connection,
 - Streaming workshops from Regional Forums or the International Convention (anonymity protection would need discussion)
 - Meet your Class A’s, or Class A’s hosting short Q&As for their area of expertise as it related to A.A. – Suggested by CMP working group

ANALYTICS:

- Channel stats this quarter:
 - Total views: 24,351 (-7,593)
 - Total watch time: 995 hours (-105)
 - Change in subscribers: +284 (total 7,626)
- Top 10 videos in Q2:

Video title	Views	Watch time (hours)	Impressions	Impressions CTR (%)
Alcohólicos Anónimos	5814	178.6	6,838	2.5%
Alcoholics Anonymous	4,854	58.7	4,910	2.6%
Esperanza: Alcohólicos Anónimos	4,163	250.1	9,799	4.1%

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Hope: Alcoholics Anonymous	1,785	117.2	13,311	4.7%
Sobriety in A.A.: Opening doors to a life without drinking (Public Service Announcement)	673	8.0	2,868	5.7%
Su Oficina de Servicios Generales de A.A., el Grapevine, y la Estructura de Servicios Generales	394	19.2	3,854	5.9%
A.A. Video for Employment/Human Resources Professionals	370	4.9	465	5.0%
Les Alcooliques anonymes: un espoir	341	28.6	3,099	5.4%
A.A. Big Book in ASL: The Doctor's Opinion	341	24.6	878	4.3%
Your A.A. General Service Office, the Grapevine and the General Service Structure	320	21.7	2,743	6.4%

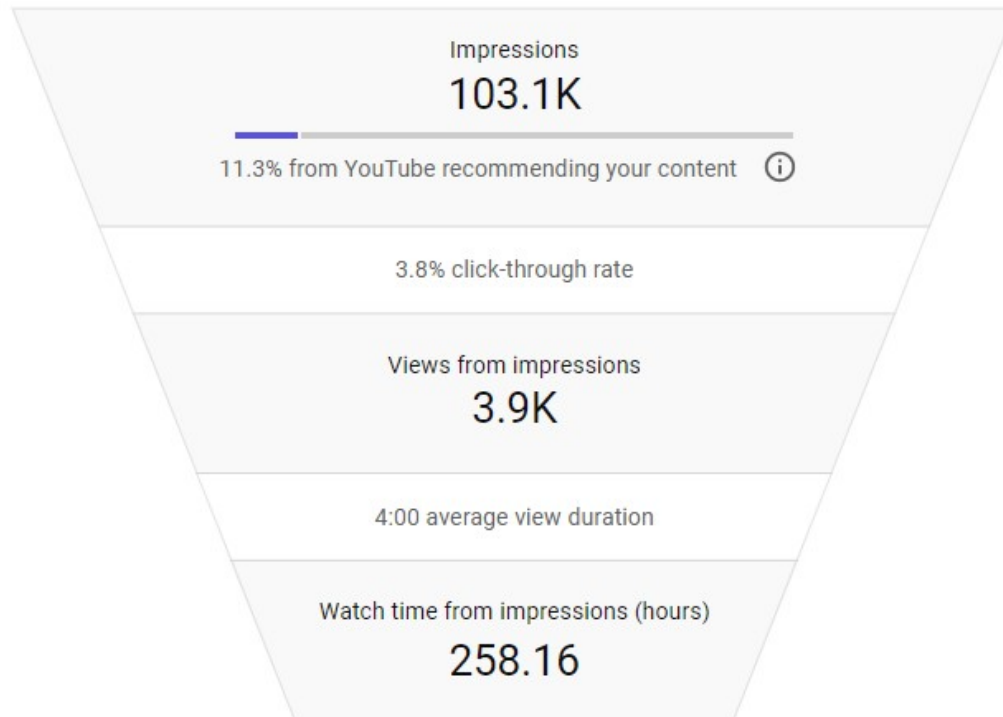
Geography	Views	Average view duration	Watch time (hours)
Total	24,351	2:27	995.5
Mexico	5,937	3:24	229.8
United States	5,796	0:38	329.2
India	5,190	3:19	54.9
Canada	251	2:35	13.9
Guatemala	234	3:27	10.1
Colombia	164	2:22	9.5
Frans	105	0:44	4.2
Japan	57	1:56	0.7

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Impressions and how they led to watch time

Data available Jul 1 – Sep 30, 2022 (92 days)



HISTORICAL ACTIONS:

We were getting a lot of questions about these two actions. They are included for reference.

In the March 2021 Website Committee meeting, the committee voted unanimously in favor of including bumpers in the beginning and at the tail on YouTube, aa.org, and other platforms as needed. This will not be retroactive to videos already completed, but all future videos will be prepared with the bumpers at the beginning and the end. That way we will have a single, completed version of each video that can be used for all platforms with little to no alteration.

In the June 2020 Website Committee meeting, the committee voted unanimously in favor of suspending work on preparing “A.A. in Correctional Facilities and “Carrying the Message Behind these Walls” for YouTube. Continuing to work on these would pull resources from higher priority projects with no guarantee they can be posted in the future.

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2023 Conference Committee on Public Information

ITEM E: Review report on "Google Ads Performance."

Background Notes:

Staff member background notes for the January 29, 2022, trustees' Public Information Committee meeting:

This is a comprehensive update on the progress of Google Ads. The background includes the standard quarterly Public Information Media Platform report on Google Ads from the Communication Services Department.

This past quarter the staff secretary coordinated with staff to complete the work of a 2021 Conference Committee on P.I. Committee Consideration where that committee supported suggestions provided to them in a report from the G.S.O. senior digital communications analyst and the 2021 Public Information A.C.M.

New Google Ads campaign with multiple ad sets for the professional community.

If the committee agrees with the language, the G.S.O. senior digital communications analyst along with support from the P.I. Coordinator, C.P.C Coordinator and, as needed, the current P.I. A.C.M.s can start to do some research on the Google Ads platform for search terms to use on each ad and determine the cadence for implementing and tracking the new professional community Google Ads.

See background Item E.2 for the ad language.

Staff Note: From the G.S.O. senior digital communications analyst: As for the suggestion from the 2021 Committee Consideration about creating two new ad sets with different conversion goals and similar language. The analyst is working towards next steps with the A.C.M.s. They are planning to meet again once the website is launched and stable.

From the January 29, 2022, trustees' Public Information Committee report:

The committee agreed to forward to the 2022 Conference Committee on Public Information a report, "Google Ads Performance: October to December 2021."

The committee reviewed and approved a new Google Ads campaign developed with multiple ad sets for the professional community. Eight ads were created for the following professional categories: corrections, education, faith, HR, legal, medical, military and treatment. The committee requested the staff secretary partner with the Communication Services

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department and CPC coordinator to develop a schedule for implementing and tracking these ads. The committee requested that the staff secretary include the schedule's progress report for ongoing discussions on Google Ads at their July 2022 meeting.

2022 Conference Committee on Public Information Committee Consideration:

The committee reviewed and accepted the 2022 trustees' Public Information Committee report on the Google Ads performance. The committee encouraged G.S.O. to develop an annual project calendar relating to Google Ads. The committee noted that the office should continuously optimize the Google Ads campaigns based on standard best practices in keeping with A.A. Traditions focusing on target audiences utilizing A.A. literature we currently have and that may be developed. The committee offered the following suggestions and looks forward to the report to be brought back to the 2023 Conference Committee on Public Information:

The G.S.O. Communications Department in cooperation with the staff secretary should make the following updates to the campaigns to ensure improved campaign performance.

- Evaluate and experiment with ad targeting
- Creation of more and diverse content
- A/B test ad copy and design
- Add/remove keywords and negative keywords
- Change keyword match type
- Test multiple landing page options
- Approve/deny basic campaign suggestions provided by Google Ads
- Review analytics on messaging to ensure it is reaching the target audience
- Include keyword testing of AA Google Ads searches to ensure they are being made available to those seeking help with a drinking problem.

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

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.

From the Google Ads 2022 Second Quarter Report:

PROGRESS/NEXT STEPS:

- Updates to Google Ads are still on hold while we work to redeploy the analytics.
- As shared in the first quarter report, the following steps will be taken with Morgan, PI ACM when the analytics deploy is complete:

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- Update bidding strategy and conversion settings.
 - Implement ads
 - Develop the missing content on current ads
 - Expand into new ads
- To continue forward motion while awaiting the Google Analytics redeploy, Communication Services Department (CSD) is drafting content to fill the empty fields for the responsive ads. Will bring to P.I and C.P.C. Coordinators in August to begin review and feedback.
- As of 6/30/22, with the sunsetting of standard/extended ads, all future ads will be created as responsive. To quote from Google's support page on responsive ads:
 - The more headlines and descriptions you enter, the more opportunities Google Ads has to serve ads that more closely match your potential customers' search queries, which can improve your ad performance.
 - After you enter headlines and descriptions, Google Ads assembles the text into multiple ad combinations in a way that avoids redundancy. Unlike expanded text ads, you can provide up to 15 headlines and 4 descriptions for a single responsive search ad.
 - Next, in any given ad, a maximum of 3 headlines and 2 descriptions will be selected to show in different combinations and orders. Part of your ad text may automatically appear in bold when it matches or closely matches a user's search query. Over time, Google Ads will test the most promising ad combinations, and learn which combinations are the most relevant for different queries.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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.

Background:

1. Progress report on Google Ads 2022 Q3

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Google Ads: Third Quarter Report 2022

July - September

PROGRESS/NEXT STEPS:

- Content development to fill the empty fields for the planned responsive ads is complete.
- Implementation of the new ads began on 10/10/22
- 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 below issues are resolved as of 9/26 with no communication from Google Ads.

- On 9/9 we received an alert that one of our ad extensions was impacted by a change in Google Ads policy. 14 keywords in the "Get Help" campaign were flagged as "not eligible with the following explanation:

"This keyword can't run ads. This campaign is paused. Quality Score There aren't enough impressions or clicks to accurately determine this keyword's Quality Score."

All 14 were paused manually and will be reviewed when we enter the responsive ad sets.

- On 9/13 we received copyright flags on all our ads for "Alcoholics Anonymous".

"Not eligible Ad may run to a limited audience: warning Trademarks in ad text

Contains: Alcoholics Anonymous and alcoholics anonymous
Doesn't meet reseller and informational site requirements"

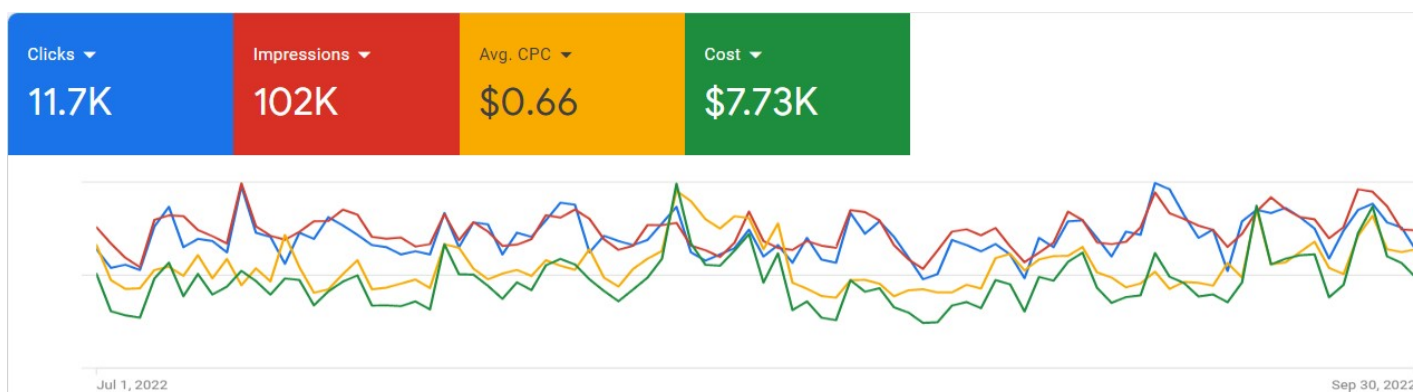
We resolved this same issue in December 2020 after an automated routine flagged our trademarks. Submitted appeal policy decision 9/13.

ANALYTICS:

In the 92 days of the third quarter, we have seen the following performance statistics for the overall account. The total Grant spend for this period was \$7,729.89 which is 9% increase from last quarter (\$7,085.52).

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Item E
Doc 1



The cost and average CPC (cost per click) are based on the keyword bidding system. The recommended bid setting for Google Grants automatically sets keywords to a \$2 maximum bid limit.

The Find a Meeting ad group continues to see greater attention and engagement than Get Help. This has been the trend for our entire time on Google Ads.

Ad groups			
	Cost	Clicks	CTR
FindMtg	\$6,231.55	10,110	12.08%
GetHelp	\$1,498.34	1,562	8.63%

All links in the ads lead back to aa.org, as required by Google Ads:

- “FindMtg” <https://www.aa.org/find-aa> or <https://www.aa.org/meeting-guide-app>.
- “GetHelp” www.aa.org/new-to-aa or <https://www.aa.org/what-is-aa>

The highest click through rates continue to relate to finding a meeting.

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Ad	Ad group	Clicks	↓ Impr.	CTR	Avg. CPC	Cost
Find an A.A. meeting near you. Meeting Guide can help. www.aa.org/meetingguide Learn about the app that helps you find Alcoholics Anonymous Meeting information.	FindMtg	7,740	59,164	13.08%	\$0.50	\$3,831.78
Looking for an A.A. meeting? Contact A.A. near you. www.aa.org/aanearyou A list of local Alcoholics Anonymous by state, province and country	FindMtg	1,667	16,212	10.28%	\$1.27	\$2,111.14
Want to stop drinking? See if A.A. is right for you. www.aa.org/gethelp Information about the program of Alcoholics Anonymous	GetHelp	1,185	12,514	9.47%	\$0.97	\$1,150.40
Looking for an A.A. meeting? Meeting Guide can help. www.aa.org/meetingguide Learn about the app that helps you find Alcoholics Anonymous meeting information	FindMtg	703	8,304	8.47%	\$0.41	\$288.63
Can't stop drinking? Maybe A.A. can help you. www.aa.org/gethelp Information about the program of Alcoholics Anonymous	GetHelp	347	4,775	7.27%	\$0.94	\$326.83
Is drinking causing problems? Maybe A.A. can help. www.aa.org/gethelp A brief look at the program of Alcoholics Anonymous	GetHelp	30	811	3.70%	\$0.70	\$21.11

Keywords	Cost	Clicks	CTR
aa meetings near me	3259.14	4,915	10.57%
AA meetings	1141.7	1,902	15.32%
aa website	696.07	749	9.63%
alcohol anonymous	524.17	443	6.12%
aaa meetings	361.03	548	8.94%
aa online	309.41	450	10.06%
aa org meetings	300.52	458	11.94%
aa org	290.89	907	30.26%
aa org	210.05	315	24.78%
online aa meetings	126.73	181	8.67%

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Meeting Guide	110.67	212	33.02%
aa near me	108.33	143	11.07%
AA meeting finder	42.89	57	12.36%
Meeting Guide app	41.15	96	35.82%
alcoholics anonymous online	31.87	56	10.09%
Alcoholics Anonymous	30.68	16	4.64%
alcoholics anonymous meeting	30.31	53	8.85%
aa groups near me	23.19	30	8.55%
AA app	19.04	41	10.33%
aa zoom meetings	17.54	33	10.22%
aa pamphlet	12.94	10	10.20%
12 step meetings near me	9.01	14	9.33%
join aa	8.1	9	8.41%
Alcohol problem	7.15	10	1.55%
AA meeting directory	3.76	5	10.00%
Find AA meeting	3.47	7	7.78%
help for alcoholism	3.25	4	1.81%
how to stop drinking	3.17	3	5.88%
alcohol abuse and dependence	1.91	1	0.68%
AA meeting list	0.9	2	18.18%
Alcohol abuse	0.6	1	16.67%
Recovery from alcoholism	0.25	1	0.79%

Any additional keywords in our account received no traffic this quarter.

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2023 Conference Committee on Public Information

ITEM F: Review report on “Meeting Guide Performance.”

Background note:

2022 Conference Committee on Public Information Committee Consideration:

The committee reviewed and accepted the Communication Services Department report on the A.A.W.S. Meeting Guide App. The committee looks forward to a report to be brought back to the 2023 Conference Committee on Public Information. The committee suggested that the Meeting Guide App keep its focus on providing information on locating A.A. meetings.

From the July 30, 2022, Meeting of the trustees’ Public Information Committee:

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.

From the 2022 Meeting Guide First Quarter Report:

APP DEVELOPMENT AND MAINTENANCE/SUPPORT

Summary: During Q1 the App team worked with Perficient on development and testing of release 3.9.30. The team continued discovery and prototype review of the next major release which will include improved UI and functionality related to filters; this next step will also set the stage for a future improvement related to online v. in-person meetings.

Release 3.9.30 features:

- a reorganized Contact screen with a new link to the Meeting Guide online support site.
- minor bug fix to display meeting types with a dash “-”, such as Wheelchair-Accessible

From the 2022 Meeting Guide Second Quarter Report:

Summary: During Q2 the App team continued to work with Perficient on the design and testing of improved meeting filters (detailed in previous reports). The team completed User Research related to the filters and that report is included. Based on

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this research the plan is to move forward with most of the functionality as tested; bug fixes and improvements to be made by the vendor per the report findings and post research discussions

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

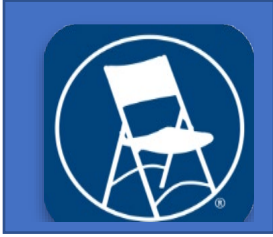
From the January 28, 2023, Meeting of the trustees' Public Information Committee:

The committee **agreed to forward** to the 2023 Conference Committee on Public Information the, "Meeting Guide Performance: July to September 2022" report.

Background:

1. [Report on A.A.W.S. Meetings Guide app 2022 Q3](#)

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Meeting Guide: Third Quarter Report 2022

August - September

APP DEVELOPMENT AND MAINTENANCE/SUPPORT

Summary: Version 4.0 was released in September, concluding many months of design, development, user research and testing. No bugs have been reported and based on the feedback it appears to be regarded as an intuitive and natural progression of the user interface and app functionality. After many months of focusing on front end work the team and Foster Made have shifted focus to back end and data improvements.

Design and Development Highlights:

- Version 4.0 of Meeting Guide was released on September 9. This release includes the following:
 - Improvements to meeting filtering: on the main landing page users can easily tap to change day, time, or attend options.
 - Support for multiple filter selection: Users can swipe left on the filter bar to access the All-Filters panel. This option allows users to select multiple criteria to narrow meeting results.
- Foster Made development shifted to working on improving the data returned to the App, especially with respect to interpreting Google geocoding
- The Administrative backend was updated with functionality to better support the App
- UP NEXT:
 - No major releases, as the team focuses on design and discovery for UI improvements in representing online v. in-person meetings
 - Design and prototyping for an Entity dashboard – the team is exploring exposing certain information available on the back end such as connection status, contact information and more, to entities in view mode.

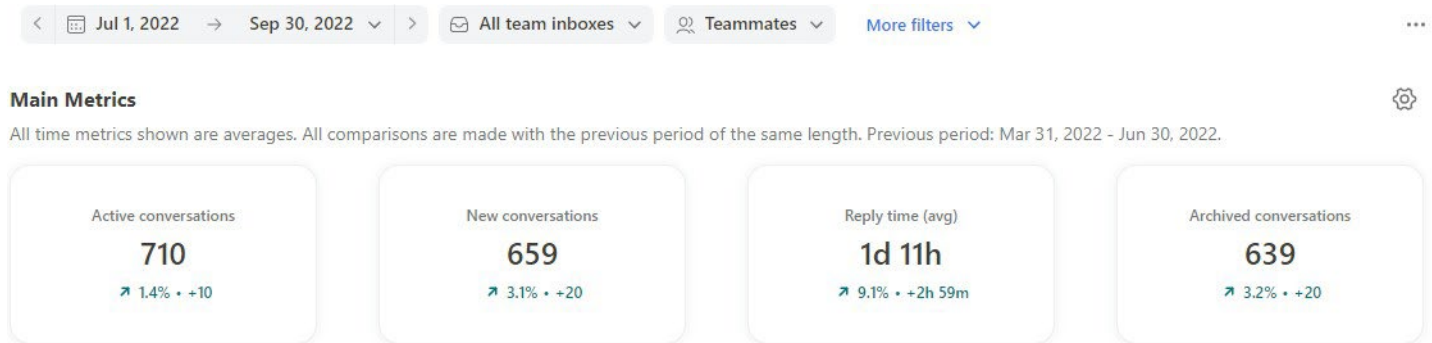
Collaboration with Code for Recovery (CFR):

- Monthly meetings were held with the team that supports the TSML plug-in, to exchange updates and ideas

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Support Highlights:

- Snippet from Front Q2 report which shows the number of conversations:



- Snippet from Front Q1 report which shows the top conversation topics:

Top Tags ⓘ		↑
Education Needed	172	↗ +88
Add/Update (local entity)	102	↘ -11
Find a Meeting	76	↗ +7
Add/Update Meeting or Local Ent...	61	↘ -1
App Data/Import/WP Plugin Issue	50	—
Feedback/Feature Request	49	↗ +7
Temp/Online/Closures	48	↗ +17
No Coverage/Nonparticipating O...	29	↗ +8
Other Program (AI-Anon, NA etc.)	20	↘ -1
Cry for help	15	↘ -6

This quarter there has been an increase in the email received by App Support, though the increase does not correlate to issues or bugs. The increase appears to be due to a larger number of queries coming from our HelpDocs site, leading to a higher percentage of “Education Needed” inquiries. HelpDocs inquiries can be made irrespective of the person having the App.

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HelpDocs:

- The support site **Article Views**, **Searches** and **Contact Forms** usage have continued to go up since Q2

Article Views 7,273	Searches 2,097	Contact Forms 249	Tickets Avoided ⓘ 3,436
-------------------------------	--------------------------	-----------------------------	-----------------------------------

Top Articles			Top Categories		
TITLE		VIEWS	CATEGORY		VIEWS
Finding online or in-person meetings	10.94%	796	Using Meeting Guide	33.32%	2,423
How to Connect to Meeting Guide	10.75%	782	Getting Started	26.07%	1,896
Deciding to Connect	10.13%	737	How To...	22.89%	1,665
Finding meetings in other locations	8.79%	639	About Meeting Guide	11.60%	844
What is Meeting Guide?	8.41%	612	Troubleshooting	3.49%	254
Minimum requirements for participating in Meeting Guide	7.19%	523			
How to add online meeting information	4.91%	357			
Finding Meetings by Day, Time, Attend option or Type	3.95%	287			
Software platforms	3.24%	236			
Finding meetings by keyword	2.94%	214			

COMMUNICATIONS AND OUTREACH

The Summer Quarterly newsletter was distributed to a wide audience including entities, conference delegates and area chairs. An App Update announcement of release 4.0 went out to the same audience.

Meeting Guide highlights and analytics were presented at the NAATW conference.

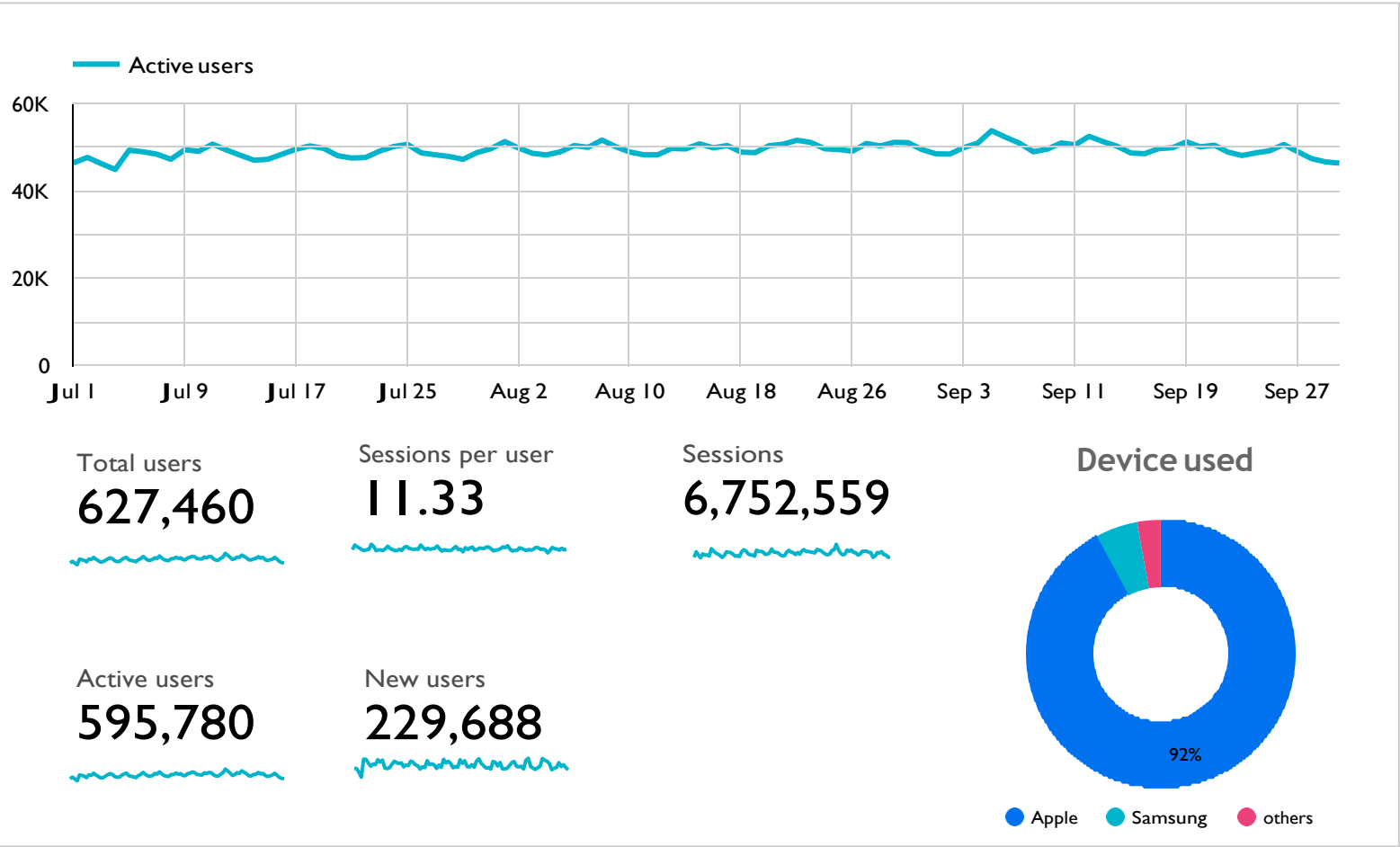
ANALYTICS:

Google Analytics, included below, shows an increase in Total users from Q2 575,927 to 627,460.

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Jul 1, 2022 - Sep 30, 2022

Audience at a glance



Use of app features

Page title and screen name		Views ▾
1.	(not set)	18,315,161
2.	MeetingList	4,441,885
3.	MeetingsDetail	4,353,388
4.	MeetingsFilter	1,385,977
5.	MeetingsSearch	1,259,394
6.	QuoteScreen	452,383
7.	NewsScreen	312,201
8.	FavoritesScreen	267,549
9.	MeetingsList	253,885
10.	ContactScreen	161,261
11.	FavoritesMeetingsDetail	75,504
12.	ContactUpdate	11,426
13.	ContactLocal	11,287
14.	ContactLiterature	9,635
15.	Quote	7,415
16.	AboutScreen	7,195
17.	News	3,160
18.	ContactConnect	2,798
19.	ContactSuggestion	2,385
20.	Favorites	2,192
21.	Contact	1,871
22.	ContactPrivacy	173

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Custom metrics groups to be included from Google Analytics Firebase: Search terms, Online joins, Phone joins, Click to Contribute, Outlinks (GSO/GV % vs all others %) CSD will work with vendor to implement.

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Return to Agenda

Language breakdown				
	Language	Views	Total users	New users
1.	English	30,694,601	605,761	222,879
2.	French	516,931	12,659	4,209
3.	Spanish	39,720	1,883	827
4.	Polish	30,545	2,183	855
5.	German	25,311	658	257
6.	Norwegian...	7,316	233	127
7.	Japanese	4,548	180	50
8.	Dutch	2,942	168	73
9.	Russian	2,889	103	61
10.	Corsican	2,374	5	5

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Top Countries

	Country	Views ▾	Total users
1.	United States	29,148,102	572,825
2.	Canada	1,706,831	38,563
3.	Australia	143,181	2,672
4.	United Kingdom	45,261	4,317
5.	Germany	37,312	1,317
6.	Poland	33,097	2,237
7.	New Zealand	31,205	683
8.	France	21,360	1,110
9.	Spain	13,737	713
...	South Africa	11,620	617

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	City	Views ▾	Total users
1.	(not set)	2,115,657	100,067
2.	New York	1,499,596	47,196
3.	Los Angeles	1,079,923	37,548
4.	Philadelphia	738,438	29,167
5.	Chicago	659,759	31,684
6.	Seattle	544,964	21,853
7.	Dallas	458,652	22,104
8.	Boston	443,318	18,084
9.	Atlanta	429,918	20,890
...	Washington	427,236	15,032
...	Miami	403,503	17,933
...	San Francisco	403,203	16,541
...	Denver	359,379	19,616
...	Houston	358,214	16,395
...	Charlotte	349,538	17,205
...	Phoenix	346,869	13,325
...	Orlando	332,189	18,881
...	San Diego	309,457	9,958
...	Montreal	299,043	11,116
...	Columbus	295,633	12,036
...	Raleigh	289,533	10,549
...	Nashville	282,664	11,961
...	Tampa	278,511	12,197
...	Sacramento	247,796	10,598
...	Portland	219,170	8,367

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CONFIDENTIAL: 73rd General Service Conference Background

2023 Conference Committee on Public Information

ITEM G: Review the "2022 Third Quarter Report on A.A.W.S. Board Oversight of G.S.O.'s A.A. website."

Background Notes:

Staff member background notes for the January 29, 2022, trustees' Public Information Committee meeting:

Per the staff secretary of T.C.S. there was no Q4 Website Committee meeting due to the Q4 launch of the new website. The following reports cover Q4 Design, Development and launch for the new website, as well as post-launch highlights and tasks (both completed and outstanding).

From the January 29, 2022, trustees' Public Information Committee report:

The committee agreed to forward to the 2022 Conference Committee on Public Information a report, the "2021 Fourth Quarter Report on A.A.W.S. Board Oversight of G.S.O.'s A.A. website."

2022 Conference Committee on Public Information Committee Consideration:

The committee reviewed and accepted the 2021 annual reports from the trustees' Public Information Committee regarding aa.org. The committee finds the website is easier to navigate and user-friendly. The committee suggested that G.S.O. continue to improve our search engine optimization, setting priorities and reasonable goals to move forward.

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

The committee reviewed and accepted the GSO 2022 first and second quarter GSO A.A. Website reports.

From the 2022 First Quarter GSO Website Report:

Summary: During Q1 CSD team has continued to work with Perficient on website development projects, including features identified pre-launch (phase 2 items), updates based on internal and public feedback post-launch feedback, bugs or immediate improvement needs and newly identified site enhancements.

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The team also moved into website maintenance mode with on-going website support such as: fulfilling internal GSO department website update requests, regular website content postings such as news and events and asset updates: audio, video, and literature.

Development Highlights:

- Transition from prior hosting vendor Rackspace completed, including DNS move
- Production Release 2/15/22: Align prod with repo, apply Drupal security patches and Daily Reflection critical updates
- Daily Reflections (DR) updates: Time Zone fix, DR text and date added to share email, DR share email link copy changed to "View today's..."
- Production Release 3/15/22: AANY import updates, AANY Locations backend updates, SoundCloud updates, small bug fixes
- SoundCloud implementation in 2 different variations: downloadable, on page embedded player (used in individual pages and media library)
- 5th Edition Sharing Submissions project discovery
- Initial research to solve site form spamming
- CMS Workflow requirements gathering and education

From the 2022 Second Quarter GSO Website Report:

Summary: During Q2 CSD team has continued to work with Perficient on website development projects, including features identified pre-launch (phase 2 items), updates based on internal and public feedback post-launch feedback, bugs or immediate improvement needs and newly identified site enhancements. CSD worked with the Publishing Translation team to establish an on-going process for identifying and completing translations. CSD worked with the Tech Services Project Manager and Perficient to establish an on-going UAT process. The team also continued on-going website support such as: fulfilling internal GSO department website update requests, regular website content postings such as news and events and asset updates: audio, video, and literature.

Development Highlights:

- Collaboration with Tech Services Project Manager and Perficient for 5th Edition Submission Process, WebForm and Workflow
- Discussion and initial design discovery for presenting Daily Reflections Audio on the website
- Site backup discovery presented by Perficient to Tech Services and CSD, determined to move forward with AWS as the solution
- Perficient working with Tech Services to resolve form spamming

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- Calendar discovery with Perficient, requirements gathering, meetings and user stories
- Production Release 5/18/22: AANY alpha-ordering select lists and overview content access; HTML sitemap; Security update; field label and title translations; open import confirmation tasks; enable content moderation; daily reflections email typo; update favicon; direct link on images to correctly translated page; file scanning tool module; add AANY icon to mobile header; import: update country mapping, create/delete Spanish and French nodes; anchor link capabilities
- Press/Media and Press Release discovery with Perficient and PI
- Production Release 6/22/22: Match homepage + Daily Reflection calendar, T4 book ordering, Eval limitations of node translations, webform and content time zone display, creating dynamic AA area views, modifying friendly sitemap to be dynamic (still in refinement, not public), webform role

Content Maintenance/Support Highlights:

- North/South Connections Forum page and related callouts implemented on the website.
- A Twelve Concepts page was published on the website.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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."

Background:

1. 2022 3Q Report on A.A.W.S. Board Oversight of G.S.O.'s A.A. website

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Website Report: Third Quarter Report 2022

July - September

AA.ORG DEVELOPMENT, CONTENT UPDATE AND MAINTENANCE/SUPPORT

Summary: During Q3 CSD team has continued to work with Perficient on website development projects, including features identified pre-launch (phase 2 items), updates based on internal and public feedback post-launch feedback, bugs or immediate improvement needs and newly identified site enhancements.

The team also continued on-going website support such as: fulfilling internal GSO department website update requests, regular website content postings such as news and events and asset updates: audio, video, and literature.

Development Highlights:

- Design and development for Calendar functionality on aa.org
- Content setup for the new Sitemap functionality (go-live waiting for final development fixes)
- Discovery for dynamic FAQ functionality
- Production Release 7/26/22: PHP 8.0 upgrade, Add ability to delete files, enable honeypot, enable redirect 404, update FE newsletter page styling, Enable APM monitoring, remove translation settings from config
- Production Release 8/23/2022: Drupal core 9.4 upgrade, restrict internal media field file size upload, Update AANY translated labels, Update configs for GA4, Correct system level 404s
- GA4 Implementation

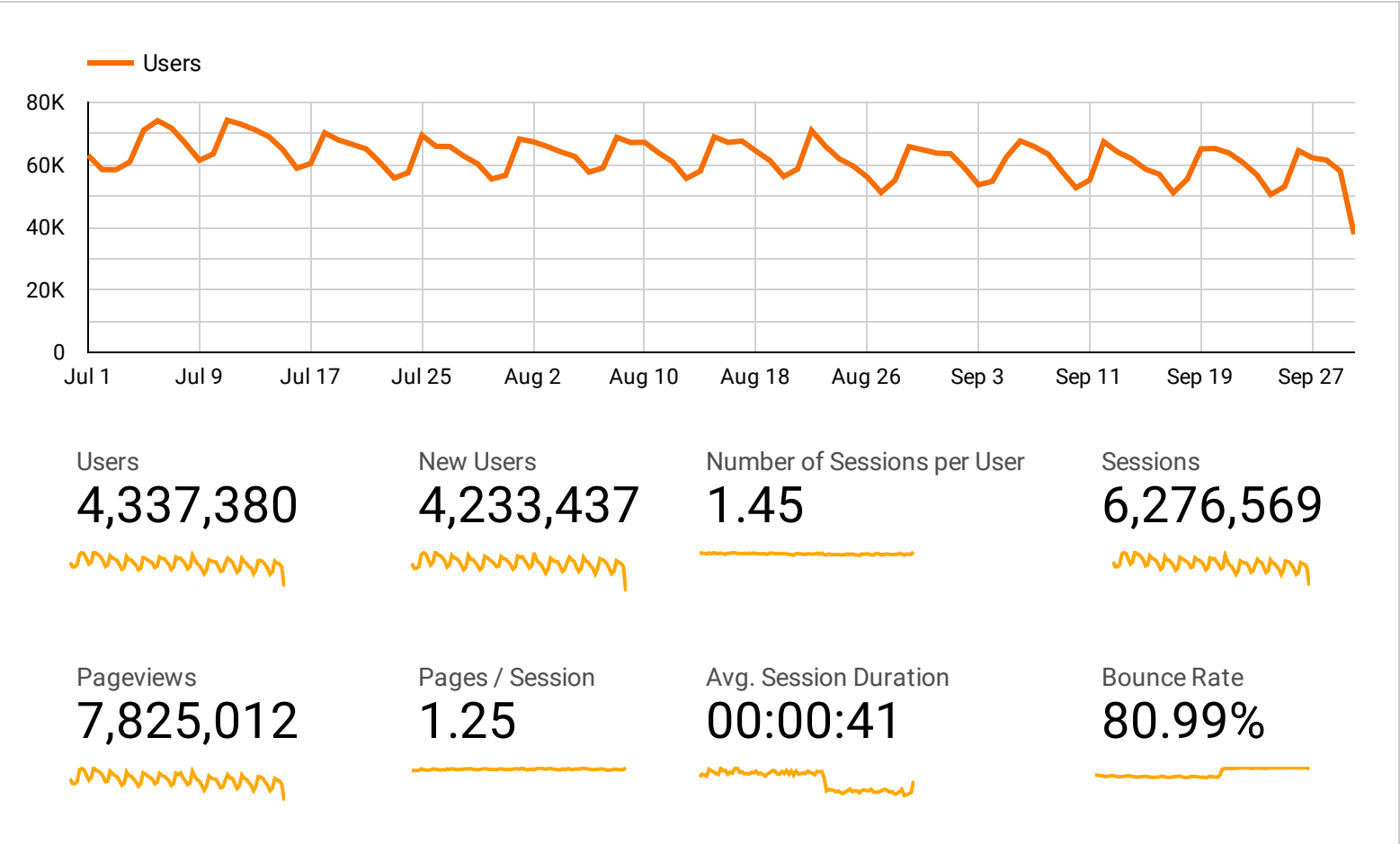
Content Maintenance/Support Highlights:

- Content setup for the new Sitemap functionality (go-live waiting for final development fixes)
- Young People's Video Project 2022 Submission landing page and webform submission

ANALYTICS:

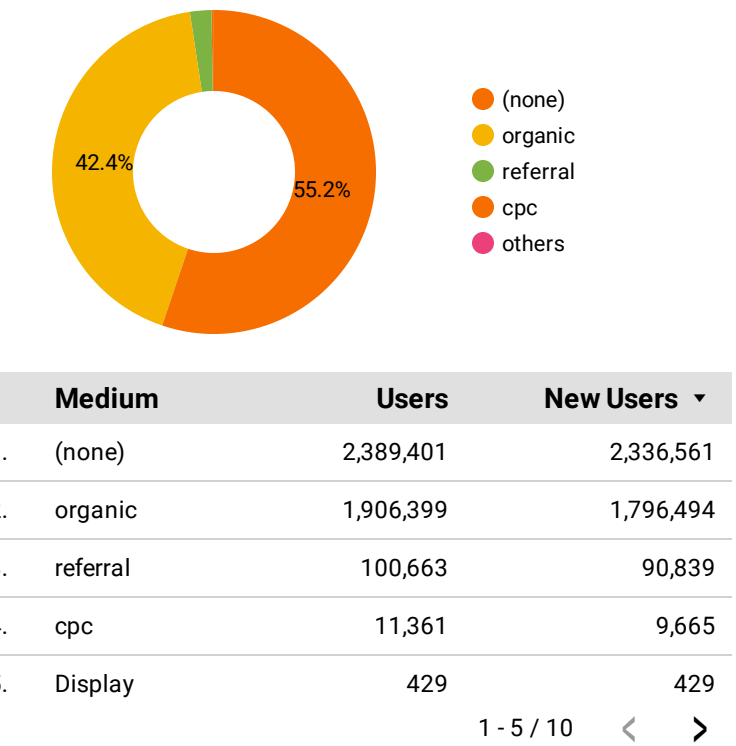
Google Analytics are now available for aa.org and as expected, site traffic and usage continue to be higher on the new version of the site. Also as expected, the Daily Reflections page continues to be the number one draw to the site.

Audience at a glance



Jul 1, 2022 - Sep 30, 2022

How do visitors get to aa.org? (Medium)

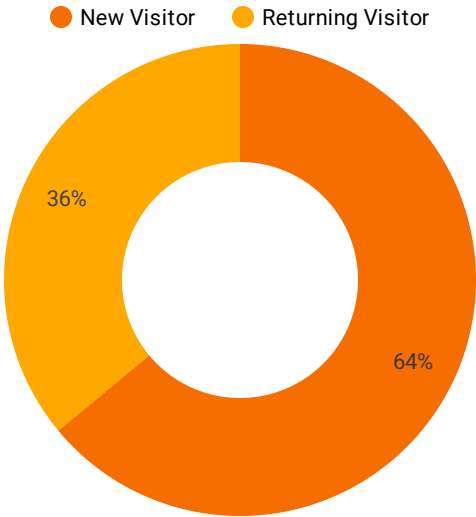


Where did they find us? (Source)

Source		Pageviews
1.	(direct)	4,048,547
2.	google	3,305,241
3.	bing	150,920
4.	yahoo	60,412
5.	duckduckgo	38,751
6.	optisigns.com	16,390
7.	aa-intergroup.org	13,152
8.	m.facebook.com	10,320
9.	canada.ca	7,639
10.	lm.facebook.com	5,289
11.	recoverydaily.com	5,248
12.	aa-quebec.org	3,891
13.	intherooms.com	3,462
14.	l.facebook.com	3,329
15.	ecosia.org	2,971
16.	medlineplus.gov	2,595
17.	verywellmind.com	2,494
18.	linkedin.com	2,421
19.	aaegroupusa.com	2,008
20.	12steps.nz	1,987
21.	secure.myspiritualtoolkit.c...	1,958
22.	aanorthcarolina.org	1,900
23.	alcooliques-anonymes.fr	1,817
24.	meetingguide.helpdocs.io	1,754
25.	out.reddit.com	1,750

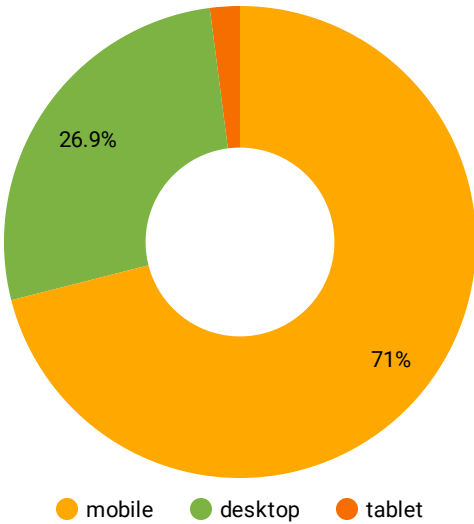
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Percentage of users who are new



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What device are people using?



Country breakdown

	Country	Users	New Users
1.	United States	3,409,828	3,323,182
2.	Mexico	237,890	232,403
3.	Canada	228,507	221,154
4.	United Kingdo...	89,169	84,199
5.	India	36,611	36,677
6.	Netherlands	29,946	25,523
7.	Australia	28,077	27,112
8.	Spain	22,126	21,393
9.	France	19,021	18,264
10.	Colombia	18,118	17,664

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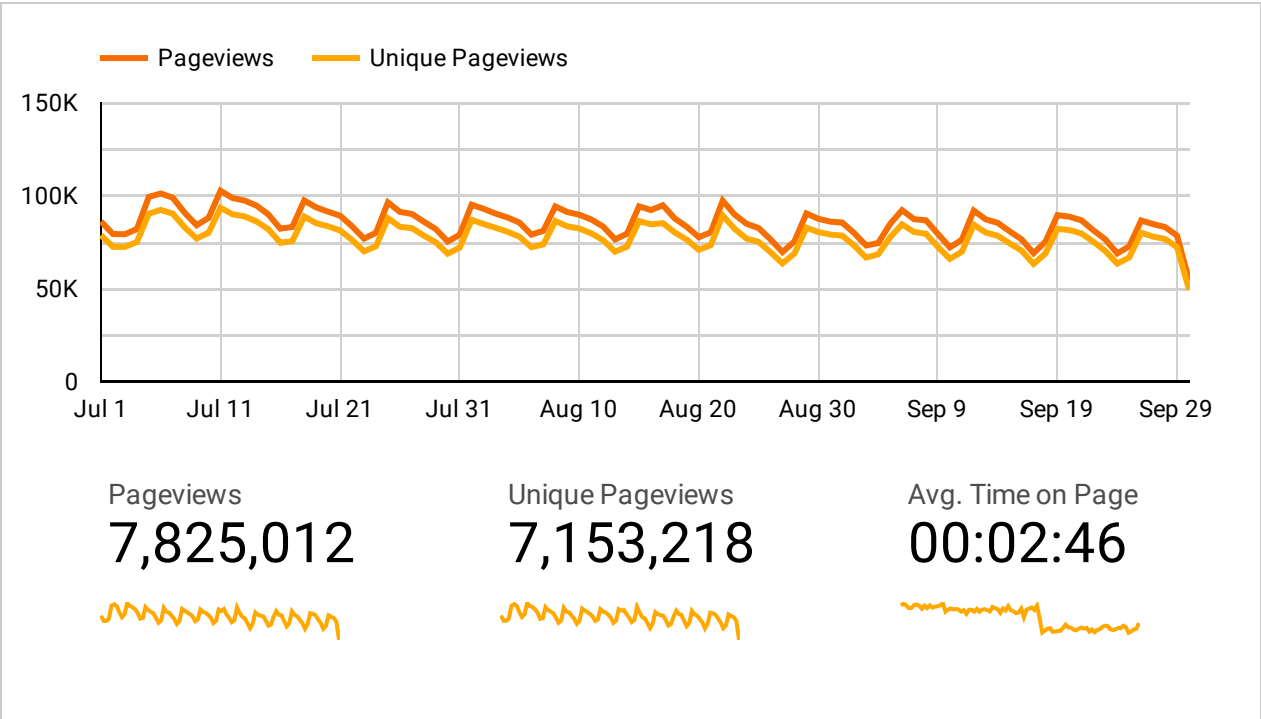
Language breakdown

	Language	Users	New Users
1.	en-us	3,454,727	3,360,217
2.	en-gb	168,391	162,953
3.	es-419	135,959	130,885
4.	en-ca	128,953	126,150
5.	es-us	106,483	103,004
6.	es-mx	71,189	69,428
7.	es-es	58,258	56,667
8.	en-au	35,603	34,887
9.	en	31,175	30,686
10.	fr-ca	26,624	26,314

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Jul 1, 2022 - Sep 30, 2022

Overview of your user behaviors

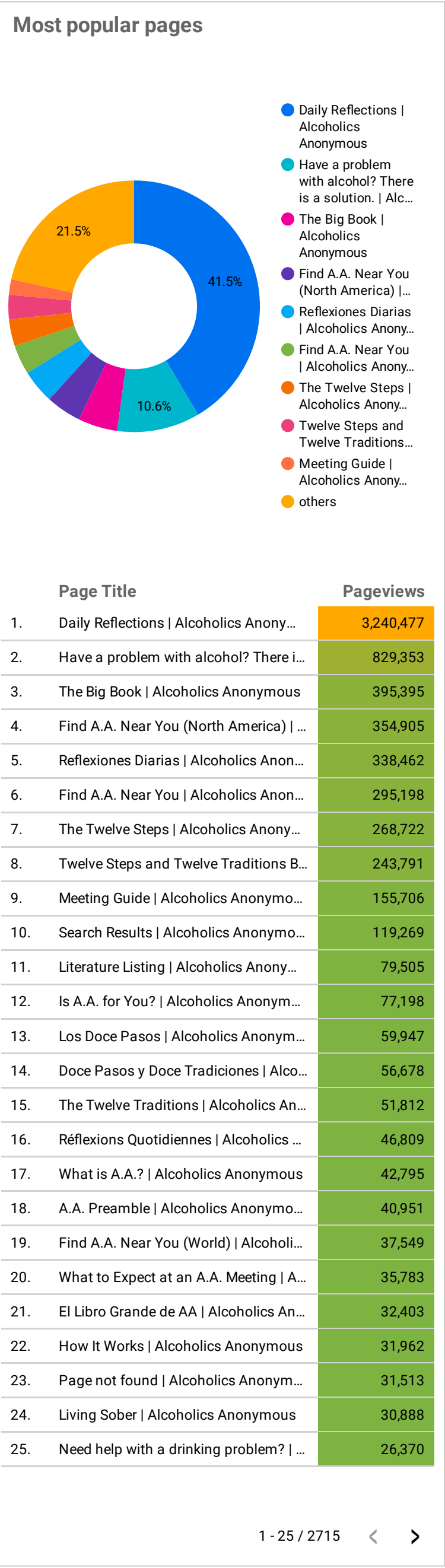


Interaction with Contact forms

Custom metric to be developed after analytics redeploy.

Show top forms across the site with volume of correspondence. Include language breakout?

What do visitors see when they are on aa.org?



What are visitors searching for on aa.org?

	Search Term	Pageviews
1.	Big book	1,195
2.	Meetings	1,143
3.	Pamphlets	549
4.	Online meetings	499
5.	Meeting	464
6.	big book	427
7.	online meetings	425
8.	12 steps	424
9.	Daily reflections	424
10.	Living sober	377
11.	Daily reflection	375
12.	preamble	372
13.	how it works	367
14.	How it works	355
15.	Zoom meetings	352
16.	promises	350
17.	Preamble	337
18.	living sober	311
19.	pamphlets	308
20.	Zoom	305
21.	guidelines	301
22.	12 and 12	298
23.	Literature	296
24.	12 traditions	295
25.	Service manual	272

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Audio/video interactions

Custom metrics to be developed after analytics redeploy.

Top media, views and watch times.

Behavior on A.A. Near You

Custom metrics to be developed after analytics redeploy.

Include "go to another A.A. site", top searches/clicks

Behavior on Big Book, 12x12 book pages

Custom metrics to be developed after analytics redeploy.

Top event interactions for each page Read/watch listen. Breakout by language if possible? Include Living Sober?

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Press/Media page

Enhancement of this page is under discussion/discovery. Custom metrics to be developed after project is done.

	Event Category	Pageviews
1.	Downloads	574,009
2.	Outbound links	472,993
3.	Mails	67,697

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Back to Agenda

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2023 Conference Committee on Public Information

ITEM H: Review report on “AAGV/La Viña Website, Marketing and Podcast.”

Background Notes:

2022 Conference Committee on Public Information Committee Consideration:

The committee reviewed and accepted the 2021 annual report “AAGV/La Viña Website, Marketing and Podcast” regarding aagrapevine.org. The committee finds recent modernization of the Grapevine website to be effective and inviting. The committee finds the AA Grapevine Podcast is well received by many A.A. members and an effective method for sharing the collected voices of A.A. members. The committee noted that the current hosts might limit attraction to all members, potential members, or professionals and to consider the full intended audience regarding diversity, attraction, and belonging.

From the July 30, 2022, Meeting of the trustees’ Public Information Committee:

The committee reviewed and accepted the GSO 2022 first and second quarter AAGV/La Viña Website, Marketing and Podcast reports.

From the October 29, 2022, Meeting of the trustees’ Public Information Committee:

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.

From the January 28, 2023, Meeting of the trustees’ Public Information Committee:

The committee **agreed to forward** to the 2023 Conference Committee on Public Information the “AAGV/La Viña Website, Marketing and Podcast” report.

Background attached:

1. [GV Web Report 06-24-22](#)
2. [GV Audience Web Report 6.22](#)

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3. a. 10.28.22 Public Information Report
- b. As-of-OCT-12-2022_Audience_Web
- c. Instagram Metrics Jul 1, 2022 – Sep 30, 2022
- d. gvr resources Performance Jan 1, 2022 – Sep 30, 2022
- e. AA Grapevine Web Traffic Performance Jan 1, 2022 – Sep 30, 2022
- f. AA Grapevine E-commerce Performance Jan 1, 2022 – Sep 30, 2022
- g. La Vina Web Traffic Performance Jan 1, 2022 – Sep 30, 2022
- h. La Vina E-Commerce Performance Jan 1, 2022 – Sep 30, 2022

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Web Report June 24,
2022 Niurka Meléndez⁺,
Grapevine Web
Coordinator

- Work in progress: Defining original vs duplicate content on the Drupal GV website. More than 400 URLs have been manually checked and updated since the audit process began in March.
- Work in progress: Adding e-Commerce to the main websites project. (Exporting data from ESP, Analyzing the API from PSA, Understanding shipping and provider methods)
- Created and deployed a customizable page on “Linktree” for GV and LV. The “Link in Bio” tool is available on both Instagram accounts as follows:
 - linktr.ee/aagrapevine and linktr.ee/aalavina
- Created and deployed landing pages
 - The "Welcome, Professionals" aagrapevine.org/professionals
 - The “Fun in Sobriety Book” aagrapevine.org/fun-in-sobriety-book
 - The “Diversión en sobriedad” aalavina.org/diversion-en-sobriedad
 - The "Concepts 60 years" aagrapevine.org/concepts60years
- Refreshed and deployed of the look for the upper half Homepage redesign (Web Maintenance) for both GV and LV websites. Now it displays three feature boxes that are customizable and editable in-house by the Web Coordinator.
- In coordination with North Studio, work continues to improve the aagrapevine.org and aalavina.org website maintenance and support.
 - The events URL pattern was updated to include the date.
 - Sobriety Calculator: Added a line "You have been sober for" on the home page. On the landing page, add a string and count for "Your total days sober is." Removed the total icons "seconds," "minutes," and "hours."
 - Resources page: Added a new item link to download “2025 International Convention FAQ” document. This is available on both GV and LV sites.
 - Refresh the content and link under the “We Are Here To help” GV & LV site.
- Set the email campaigns:
 - [“AA Grapevine Half-Hour Variety Hour”](#) blasted it on April 10.
 - [“Fun In Sobriety Book”](#) blasted it on April 22.
- Ongoing maintenance work of the mailing distribution lists of the ConstantContact marketing mailing system.
 - Mailing lists subscribers' performance (Past 30 days): GV: 419↑ and LV: 19↑
- Ongoing work on creating and setting newsletters:
 - Weekly Web Exclusives,
 - Monthly GV Product News,
 - Quarterly Your Group newsletters,

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o And overseeing the setting of the GV & LV daily quotes on the websites and blast emails.
*nonalcoholic employee

- Ongoing work on building UTM codes and adding them to the AAGV newsletters, blast communications, and the linktree items.
- Ongoing work in collaboration with Sticky Media, improving the metadata for both aagrapevine.org and aalavina.org websites. So far, in 2022, together, we have optimized 52 pages.
- Participate in bi-weekly Sticky Media SEO meetings.
- Continue supporting G.S.O. now in their “Podcast Plan- PI/CSD/GV” meetings.
- Created and deployed the landing page for the AAWS “Armed Forces Interview Project” on both GV and LV websites
 - o aagrapevine.org/armed-forces-interview-project (GV)
 - o aalavina.org/proyecto-fuerzas-armadas (LV)
- Updated the content under the “Important Updates” landing pages, displaying links to information/notices/projects in G.S.O. and AAGV, Inc.
 - o aalavina.org/actualizaciones-importantes (LV)
 - o <https://www.aagrapevine.org/important-updates> (GV)

Podcast Report

As of July 11, 2022

Episodes = 41

Episode downloads = 163,402

Averaging 3,985 downloads per episode. According to the website *podcast.co*, if an episode gets more than 1,000 downloads, it's in the top 20%. If it gets more than 2,900 downloads, it's in the top 10%.

Podcast downloads have grown 7% in the last 28 days, compared to previous 28 days.

Where they listen:

Apple 50%

Grapevine site 23%

Spotify 12%

Amazon, Overcast, Stitcher, Podbean, others make up remaining.

How they listen:

Mobile app 74%

Mobile browser 12%

Desktop browser 4%

Operating systems:

iOS 68%

Android 16%

Other 9%

Windows 3%

macOS 2%

Also chromeOS, AmazonOS, Linux.

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AAGRAPEVINE, Inc.
Audience Overview

DESCRIPTION	AAGRAPEVINE.ORG			GRAPEVINE STORE			AALAVINA.ORG			LA VINA STORE			Acquisition: THROUGH AAGV, INC CAMPAIGNS				Meeting Guide App	
	APRIL	MAY	JUNE (*)	APRIL	MAY	JUNE (*)	APRIL	MAY	JUNE (*)	APRIL	MAY	JUNE (*)	AAGRAPEVIN E	CAMPAIGN	AALAVINA	CAMPAIGN	AAGV	AALV
MONTHS																		
Sessions	110,936	102,834	46,065	21,214	19,537	7,730	3,961	4,594	1,815	1,504	2,152	573	2,616	Fun Book Blast	169	New Book Blast	18	6
New Users	87,695	81,065	36,069	13,909	13,040	5,559	2,981	3,528	1,392	985	1,442	391	1,576	GV-Prod News	156	LV-DQ	14	6
Returning visitor	9,963	9,080	4,743	4,093	3,893	1,884	271	471	151	249	441	105		Podcast-DQ				
Page views	185,427	172,622	78,665	226,909	198,818	80,009	6,511	6,997	3,061	14,521	15,092	5,455		CTM-DQ				
Average pg views per session	1.67	1.68	1.71	10.7	10.18	10.35	1.64	1.52	1.69	9.65	7.01	9.52		AFI-Project-DQ				

Projects	
AS OF 06/15/2022*	
Audio Stories Collected	381
Daily Quote	45,965
Weekly Stories	17,348
Monthly News	54,805
Quarterly GV and Your Group	82,459
La Cita Semanal Con La Viña	1,939
Noticias desde de La Viña	1,540

GV Top visits pages

1. Homepage	7. /archive
2. /sobriety-calculator	8. /site-search
3. /magazine	9. /carry-the-message
4. /login	10. /fun-in-sobriety-book
5. /podcast	11. /sobriety-card
6. /gvr-resources	12. /get-involved

LV Top visits pages

1. /inicio	7. /servicio
2. /la-revista	8. /calculadora
4. /usuario/inicio-	9. /diversion-en-sobriedad
5. /recursos	10. /estamos-aqui-para-ayud r
5. /archivo	11. /actualizaciones-importantes
6. /lleve-el-mensaje	12. /comparte

Source: Constant Contact | Simple Voice Center

Sessions - This is the number of visits to the website within the date range.
New users - This is the number of new visitors during the reporting date range.
Page views - The number of pages that have been viewed during the time range.
Avg. pg. views per visit - This is the average number of pages a visitor sees per visit.

UTM CODES: Traffic directed to the aagrapevine.org and aalavin.org websites through the AAGV mailing campaigns

Campaign	Acquisition		
	Users	New Users	Sessions
AAGRAPEVINE.ORG	7,737 % of Total: 3.72% (207,332)	6,869 % of Total: 3.37% (203,665)	10,299 % of Total: 3.96% (260,222)
1. Fun-Sobriety-Book	2,616 (32.70%)	2,389 (34.78%)	3,050 (29.61%)
2. GV-Product-News	1,576 (19.70%)	1,255 (18.27%)	2,340 (22.72%)
3. Podcast-DQ	1,479 (18.49%)	1,283 (18.88%)	2,099 (20.38%)
4. CTM-DQ	1,358 (16.97%)	1,155 (16.81%)	1,573 (15.27%)
5. AFI-Project-DQ	229 (2.86%)	208 (3.03%)	253 (2.46%)
6. GV-News-June2021	172 (2.15%)	129 (1.88%)	206 (2.00%)
7. GV_Podcast	164 (2.05%)	145 (2.11%)	230 (2.23%)
8. GV-News	124 (1.55%)	77 (1.12%)	186 (1.81%)
9. Back-in-stock	63 (0.79%)	52 (0.76%)	108 (1.05%)
10. IG-Linktree	57 (0.71%)	50 (0.72%)	63 (0.61%)

Campaign	Acquisition		
	Users	New Users	Sessions
AALAVINA.ORG	432 % of Total: 5.25% (8,231)	383 % of Total: 4.84% (7,912)	611 % of Total: 5.88% (10,394)
1. Nuevo-libro	169 (38.24%)	153 (39.95%)	195 (31.91%)
2. LV-Homepage-Ad	156 (35.29%)	136 (35.51%)	278 (45.50%)
3. LV-CTM-DQ	65 (14.71%)	49 (12.79%)	82 (13.42%)
4. LV-Linktree	16 (3.62%)	15 (3.92%)	16 (2.62%)
5. FA-Proyecto-DQ	13 (2.94%)	9 (2.35%)	14 (2.29%)
6. 03-16-15	9 (2.04%)	9 (2.35%)	9 (1.47%)
7. IG-Linktree	4 (0.90%)	2 (0.52%)	7 (1.15%)
8. GVO5122021	3 (0.68%)	3 (0.78%)	3 (0.49%)
9. GV10192020	3 (0.68%)	3 (0.78%)	3 (0.49%)
10. Free-Access	1 (0.23%)	1 (0.26%)	1 (0.16%)

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Public Information
Item H
Doc.3a

To: Trustees' Public Information
From: Chris C., Publisher, AA Grapevine, Inc.
Date: October 13, 2022
Subject: AA Grapevine, Inc. Website

- Work in progress: e-Commerce project:
 - Files of audiobooks: Production and Customer Service loading MP3/MP4 files; I will transferring to North Studio for Drupal store access.
 - Subscriber info, credit card info transferring from Omeda to PSA
 - ESP providing database dump to PSA. (File with DB structure and content.)
- Landing pages created and available on the leading websites:
 - Price increase:
www.aagrapevine.org/news-release
www.aalavina.org/comunicado
 - GV and LV Apps Information Flyer:
www.aagrapevine.org/sites/default/files/2022-08/Future_GV-App_Ideas.pdf
www.aalavina.org/sites/default/files/2022-08/Futuro_LV-App_Ideas.pdf
 - New Book:
www.aagrapevine.org/New_Book_Sobriedad_Emocional
www.aalavina.org/Sobriedad_Emocional
- Web Coordinator attended the National AA Technology Workshop. Directors, Publisher and Senior Editor presented the plan for building the smartphone GV and LV App to several events. We solicited feedback from participants, to be sent to email address social@aagrapevine.org. Using this address for:
 - Ideas and or feedback for the GV & LV App.
 - Photo submissions for the Instagram Contest.
- Emails created and blasted:
 - [Quarterly GV and Your Group newsletter](#) - Sent Sep 16. 81,661 sends. 22,162 opens.
 - [New Book! Sobriedad Emocional](#) - Sent Sep 20. 139,823 sends. 39,459 opens.
 - [Grapevine's Podcast First Anniversary](#) - Sent Oct 2. 139,812 sends. 39,795 opens.

Side note: According to the trends, AAGV's "Open Rate" is +11%↑ vs. the industry average.
- Collaborating with NPS, WC created the 301 redirects to the promotional paths/URLs set.
- Ongoing maintenance work of the mailing distribution lists of the Constant Contact marketing mailing system. In the past 30 days: GV: 61↑ and LV: 35↑
- Ongoing work on creating and setting the AAGV newsletters: Weekly Web Exclusives, Monthly GV Product News, and overseeing the GV & LV Daily Quote.

CONFIDENTIAL: 73rd General Service Conference Background

- Ongoing work on building UTM codes and improving the metadata.
- Overseeing the Instagram accounts executed by Sticky Media. We upload the photos submitted for the IG Photo Contest, and events happening around the US and Canada.

Podcast Report

As of October 13, 2022

Episodes = 56

Episode downloads = 252,216

Averaging 4,504 downloads per episode, a 13% increase since July '22. Podcast downloads have grown 15% in the last 28 days. compared to previous 28 days.

Top episodes this quarter:

Live Your Way into Right Thinking 9/26/22, 3,525 downloads to date

ICYPA 9/19/22, 3,368 downloads to date

Tough Love 10/3/22, 2,584 downloads to date

Context

From podcasthost.com:

If within seven days of release a new episode gets more than 938 downloads, you're in the top 5% of podcasts. Our most recent episode has 1916 downloads in three days.

Where they listen:

	Oct.	July
Apple Podcasts	54%	50%
Grapevine site	15%	23%
Spotify	13%	12%
Amazon, Overcast, Stitcher, Podbean, others make up remaining.		

How they listen:

	Oct.	July
Mobile app	78%	74%
Mobile browser	12%	8%
Desktop browser	4%	4%
Mobile Browser	3%	--
Smart Home	1%	--

Operating systems:

	Oct.	July
iOS	71%	68%
Android	16%	16%
Other	6%	9%
Windows	4%	3%
macOS	2%	2%

Also chromeOS, AmazonOS, Linux.

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Audience Overview

DESCRIPTION	AAGRAPEVINE.ORG			GRAPEVINE STORE			AALAVINA.ORG			LA VINA STORE			Acquisition: THROUGH AAGV, INC CAMPAIGNS				Meeting Guide App	
MONTHS	JULY	AUGUST	SEPT.	JULY	AUGUST	SEPT.	JULY	AUGUST	SEPT.	JULY	AUGUST	SEPT.	AAGRAPEVIN F	CAMPAIGN	AALAVINA	CAMPAIGN	AAGV	AALV
Sessions	63,473	112,323	100,904	12,124	17,496	15,490	2,303	4,592	5,086	815	1,444	1,645	6,188	MGAPP	265	LV-DQ		
New Users	49,079	91,424	78,183	7,986	11,569	9,824	1,719	3,599	4,083	575	972	1,140	2,211	GVDQ	127	New Book Annc	6,129	21
Returning visitor	6,224	8,124	9,136	2,348	3,087	3,108	194	293	352	127	227	225						
Page views	108,410	183,391	171,494	119,464	183,121	177,595	3,251	7,067	7,392	7,175	13,679	13,478						
Average pg views per session	1.71	1.63	1.7	9.85	10.47	11.47	1.41	1.54	1.45	8.8	9.47	8.19						

Projects

AS OF 10/12/2022

Audio Stories Collected	382
Daily Quote	46,419
Weekly Stories	17,248
Monthly News	54,997
Quarterly GV and Your Group	82,529
La Cita Semanal Con La Viña	1,970
Noticias desde de La Viña	1,557

Source: Constant Contact | Simple Voice Center

GV Top visits pages

1. Homepage	7. /archive
2. /sobriety-calculator	8. /site-search
3. /login	9. /news-release
4. /magazine	10. /sobriety-card
5. /podcast	11. /carry-the-
6. /gvr-resoirces	12. /important-updates

LV Top visits pages

1. /inicio	7. /actualizaciones-importantes
2. /la-revista	8. /archivo
3. /inicio-sesion	9. /lleve-el-mensaje
4. /servicio	10. /historia-Grapevine
5. /recursos	11. /sobriedad-emocional
6. /calculadora	12. /temas-sugeridos

Sessions - This is the number of visits to the website within the date range.

New users - This is the number of new visitors during the reporting date range.

Page views - The number of pages that have been viewed during the time range.

Avg. pg. views per visit - This is the average number of pages a visitor sees per visit.

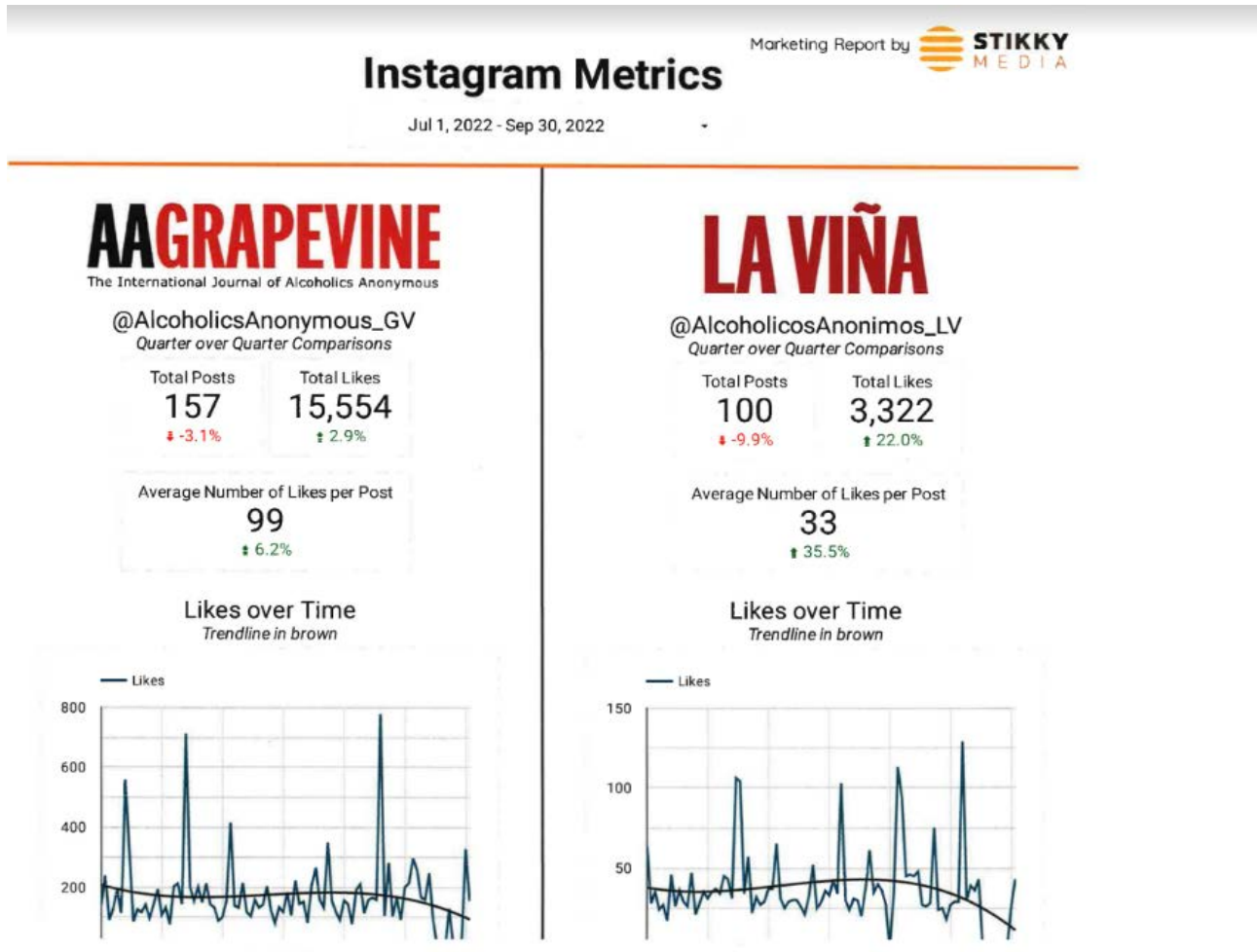
UTM CODES: Traffic directed to the aagrapevine.org and aalavin.org websites through the AAGV mailing campaigns

Campaign	Acquisition			Behavior		
	Users	New Users	Sessions	Bounce Rate	Pages / Session	Avg. Session Duration
	10,467 % of Total: 7.76% (134,961)	9,598 % of Total: 7.24% (132,647)	12,961 % of Total: 7.69% (168,442)	78.98% Avg for View: 76.64% (3.06%)	1.45 Avg for View: 1.57 (-12.93%)	00:00:50 Avg for View: 00:00:58 (-14.36%)
1. GV09202022	3,400 (31.70%)	3,249 (33.83%)	3,905 (30.13%)	85.48%	1.17	00:00:36
2. GV0817022	2,788 (25.99%)	2,584 (26.92%)	3,157 (24.36%)	83.05%	1.20	00:00:26
3. CTM-DQ	1,109 (10.34%)	915 (9.53%)	1,326 (10.23%)	80.39%	1.30	00:00:31
4. Podcast-DQ	1,103 (10.28%)	943 (9.82%)	1,514 (11.68%)	81.31%	1.38	00:00:39
5. GV-Product-News	774 (7.22%)	615 (6.41%)	1,217 (9.39%)	54.48%	2.94	00:02:50
6. Sobriedad-Emocional	758 (7.07%)	684 (7.13%)	848 (6.54%)	72.41%	1.30	00:00:36
7. Increase-Price	205 (1.91%)	179 (1.86%)	235 (1.81%)	72.34%	1.68	00:01:06
8. GV-News	149 (1.39%)	107 (1.11%)	229 (1.77%)	63.32%	2.35	00:02:15

Campaign	Acquisition			Behavior		
	Users	New Users	Sessions	Bounce Rate	Pages / Session	Avg. Session Duration
	443 % of Total: 6.67% (6,644)	390 % of Total: 6.00% (6,437)	586 % of Total: 7.29% (8,033)	76.28% Avg for View: 78.61% (-2.97%)	1.49 Avg for View: 1.48 (0.79%)	00:01:32 Avg for View: 00:00:55 (57.72%)
1. LV Homepage Ad	184 (41.07%)	170 (43.59%)	252 (43.00%)	92.86%	1.13	00:00:09
2. Sobriedad-Emocional	127 (28.38%)	116 (29.74%)	159 (27.13%)	55.97%	1.61	00:02:08
3. LV-CM-DQ	81 (18.08%)	55 (14.10%)	107 (18.28%)	68.22%	1.86	00:01:43
4. Increase-Price	26 (5.80%)	24 (6.15%)	36 (6.14%)	69.44%	2.72	00:09:04
5. GV0817022	21 (4.69%)	18 (4.62%)	23 (3.92%)	86.96%	1.09	00:00:23
6. LV-Linktree	6 (1.34%)	4 (1.03%)	6 (1.02%)	66.67%	1.33	00:00:10

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Instagram Metrics – July 1, 2022, thru September 30, 2022



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GVR Resources Performance – Jan 1, 2022, thru September 30, 2022



Website
/gvr-resources Performance

Marketing Report by **STIKKY MEDIA**

Jan 1, 2022 - Dec 31, 2022

Web Traffic Metrics
Year over Year

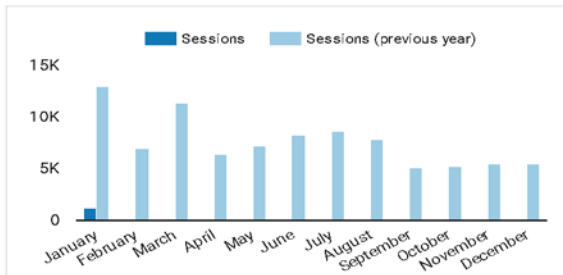
Users
82,134
↑ 186.3%

Sessions
90.3K
↑ 200.8%

Pageviews
104.7K
↑ 172.0%

Avg. Session Duration (sec)
35
↓ -24.0%

How Are Site Sessions Trending?



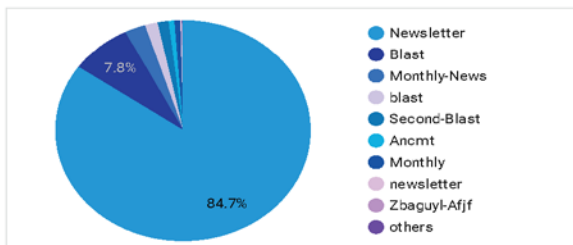
Top Sources of Traffic

Default Channel Grouping	Users	Sessions
1. Direct	59,171	64,731
2. (Other)	19,186	21,516
3. Email	2,275	2,401
4. Organic Search	1,712	1,210
5. Referral	866	571
6. Social	59	59
7. Paid Search	36	28

Top Queries for /gvr-resources

Query	Impressions	Url Clicks	Average Position
gvr	2,907	0	30.79
grapevine news	529	0	22.18
aa resources	217	2	14.66
aa grapevine traditions checklist	202	0	10.5
traditions checklist	179	0	9.55
aa meetings auburn ca	97	0	66.84
gv	96	0	56.91
grapevine traditions checklist	84	0	10.9
aa grapevine meeting format	76	0	7.8
aa materials	70	0	63.71

Top Email Campaigns



Top Referral Sources

Full Referrer	Users
1. aa.org/	342
2. aa.org/daily-reflections	91
3. aa.org/news-and-announcements	43
4. aalavina.org/	35
5. aa.org/aa-grapevine-la-vina	35
6. store.aagrapevine.org/	29

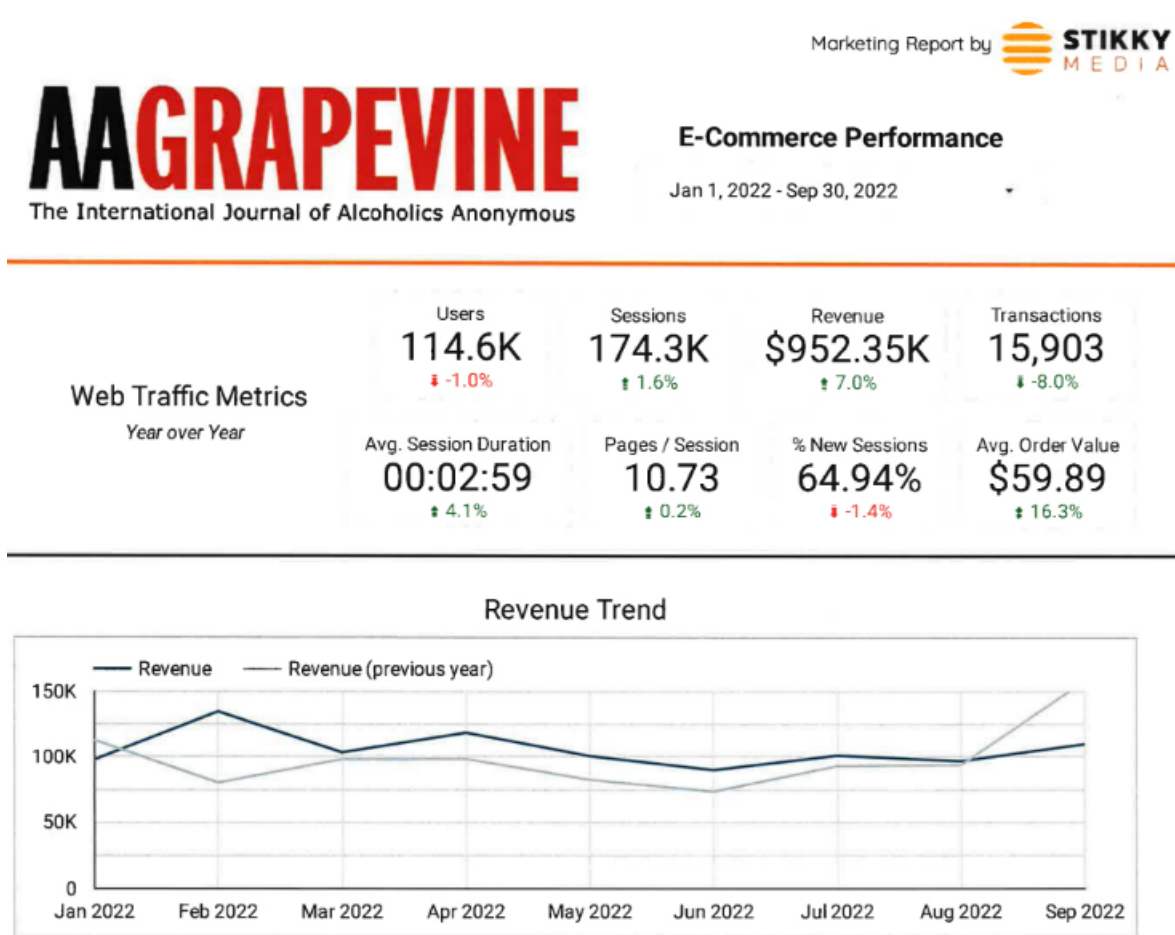
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AA Grapevine Web Traffic Performance Jan 1, 2022 – Sep 30, 2022



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AA Grapevine E-commerce Performance Jan 1, 2022 – Sep 30, 2022



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La Vina Web Traffic Performance Jan 1, 2022 – Sep 30, 2022



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La Vina E-Commerce Performance Jan 1, 2022 – Sep 30, 2022



[Back to Agenda](#)

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CONFIDENTIAL: 73rd General Service Conference Background

2023 Conference Committee on Public Information

ITEM I: Review report for "Online Business Profiles"

Background Notes:

Online Business Profile Plan

The Communication Services department and the Public Information Coordinator and Staff Assistant met on June 28, 2022, to review the plan to manage the Online Business Profiles that we have claimed ownership.

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

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 committee looks forward to a progress report at the October 2022 meeting.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

The committee reviewed the Quarterly report on Oversight of the A.A.W.S. 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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

The committee agreed to forward to the 2023 Conference Committee on Public Information the "Online Business Profiles: July to September 2022" report.

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Background:

1. Online Business Profiles - 2022 Q3
2. 9.9.22 Online comment responses
3. 9.30.22 Online comment responses
4. 10.7.22 Online comment responses

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Online Business Profiles: Third Quarter Report 2022

July - September

PROGRESS:

- In the July 2022 trustees' committee on Public Information the action plan for this platform was approved.
- As of September 9, 2022 the Communication Services Department and Public Information coordinator have begun a weekly cadence of review and response, 5 per week.
- Project will begin working backlog of comments, followed by questions.

NEXT STEPS:

- Continue review and response cadence to clear the backlog (2019-present).
 - Kicked off with 17 comments and 74 questions.
- In first weeks of project, PI Coordinator will present comments to GSO Staff for feedback. Finalized comments from PI Coordinator will be checked by CSD Director before publicly posted.
- After backlog is cleared, next steps for platform will be discussed.

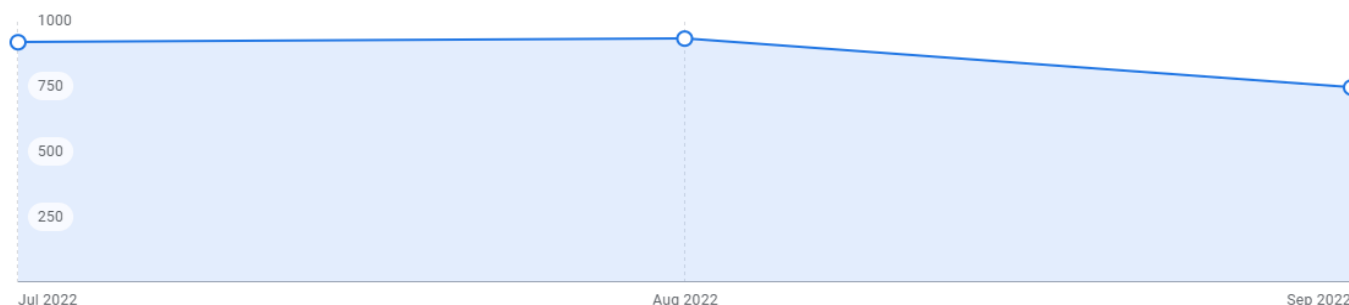
ANALYTICS:

Total interactions with Google Business Profile up 7.8% from last year. Inclusive of all calls, direction requests and website clicks

2,592

Business Profile interactions ⓘ

↗ +7.8% (vs Jul 2021-Sep 2021)



Total Google Business Profile views up 89.9% from last year

62,054

👁 People viewed your Business Profile

📈 +89.9% (vs Jul 2021–Sep 2021)

Platform and device breakdown

Platform and devices that people used to find your profile

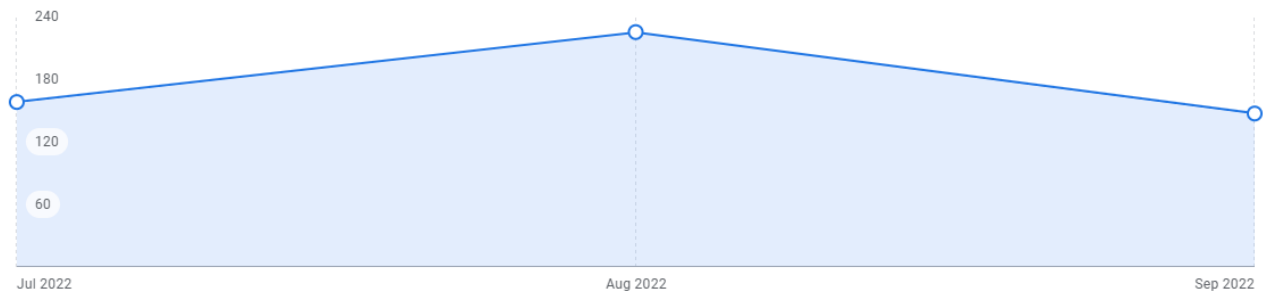


Total calls July 2022–September 2022

530

Calls made from your Business Profile

📉 -10.0% (vs Jul 2021–Sep 2021)

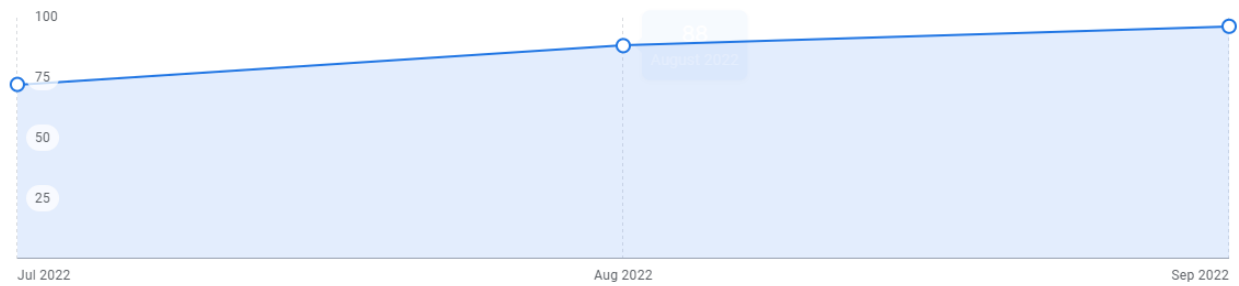


Total direction requests

256

Direction requests made from your Business Profile

📉 -10.2% (vs Jul 2021–Sep 2021)

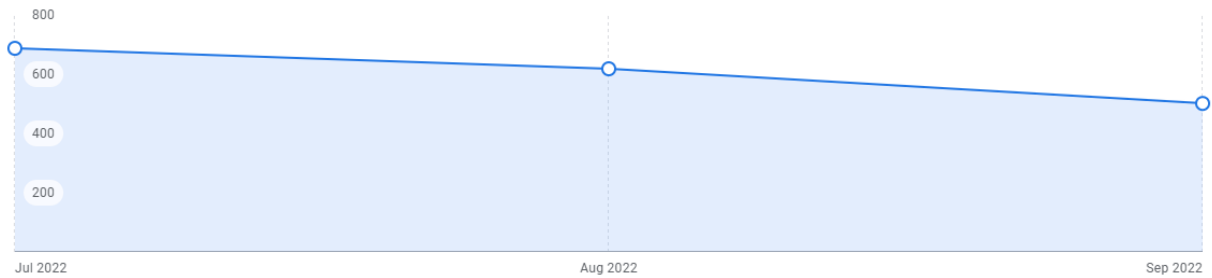


Total website clicks

1,806

Website clicks made from your Business Profile

📈 +18.0% (vs Jul 2021–Sep 2021)



	A	B	C	D
1	Rating (out of 5)	Comment	PI Coordinator Response as of 9.9.22	Notes
2	5	Life saving organisation. The greatest spiritual movement of the 20th century. Helping people and saving lives, for free, for over 80 years. Wonderful, friendly, welcoming staff.	<p>Your comment expressed much of the gratitude for A.A. and sobriety that we here at the General Service Office (GSO) of A.A. also feel. Thank you for sharing your thoughts with us.</p> <p>To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org. You can also visit the Contact Us page to connect with someone at GSO.</p>	<p>Please make sure the links are connected to aa.org main page and to the contact us page.</p> <p>Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.</p>
3	1	The office purpose is for the care and feeding of the staff and management of the New York office. Its bread and butter is selling literature, fund raising and selling tickets to conferences. Invoking the names of the founders and claiming to help other alcoholics the AA main office brings in millions of dollars annually (According to The 3 IRS form 990s AA has to submit every year)	<p>The General Service Office serves as a hub of communication for A.A. groups in the U.S. and Canada and as an exchange point for A.A. experience accumulated over the years. GSO staff coordinate a wide array of activities and services. Also located at GSO is Alcoholics Anonymous World Services, Inc., which oversees the publication, translation and distribution of A.A. literature. A.A.'s Seventh Tradition states: "Every A.A. group ought to be fully self-supporting, declining outside contributions." This means that only A.A. members contribute financially to A.A.</p> <p>To find out about more the General Service Office please review the following illustrated digital pamphlet at https://www.aa.org/your-aa-general-service-office. ou can also visit the Contact Us page to connect with someone at GSO.</p>	Please make sure the links are connected to https://www.aa.org/your-aa-general-service-office and to the contact us page.
4	5	Fantastic people and great location. They provide such wonderful information and services for those who need help. They are a blessing to work with.	<p>Your comment expressed much of the gratitude for A.A. and sobriety that we here at the General Service Office (GSO) of A.A. also feel. Thank you for sharing your thoughts with us.</p> <p>To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org. You can also visit the Contact Us page to connect with someone at GSO.</p>	Please make sure the links are connected to aa.org main page and to the contact us page.
5	1	It is my understanding that AA was reformatted from a group called the Oxford group if which there was political contention due to the prohibition. Their mission was to go house to house daily and break bread. Not a building for 1 hour a week. Compassion heals. Thinking I could get an answer I spoke someone in New York, who generously gave me 90 seconds of his time, and concluded this is not a self help group. There are more problematic people to speak to, ask this question to yourself. I questioned if this was how Bill Wilson and Dr.Bob conducted AA in the beginning. He said yes go to meetings, and hung up. I've seen people in meetings open their heart and are shut down after 2 minutes, because anything more than that was bullpoop. Plug in the jug, play the tape through. Fake it till you make it...would these phrases hold true to someone with a disease, by which they are wheelchair bound. Does the sarcasm and lectures that go on encourage sobriety, how about isolation, coming from a cordial person who asked 4 people to be a sponsor who said no. It took over a year my life when one finally said yes, I lost my house, friends, family relationships, not to mention in the name of servanthood became their personal slave. I don't even recognize myself as an alcoholic, no craving, no obsession. Due to the PTSD i will because I want to stay out of psyche wards. This is what I was asking a representative in New York, (I called them from a completely different country, thinking they are the experts) who felt it too menial to answer the question and replied this not a self help group before they hung up...90 seconds, that's the servant, like spirit, I recieved. Give me a day, I am forgiving. Long since we've come from brotherhood.	<p>We appreciate the sharing of your experience.</p> <p>To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org. You can also visit the Contact Us page to connect with someone at GSO.</p>	Please make sure the links are connected to aa.org main page and to the contact us page.
6	5	Just to witness how GSO works World Wide. Wonderful People and Staff, Thank You for all your doing for US..	<p>Your comment expressed much of the gratitude for A.A. and sobriety that we here at the General Service Office (GSO) of A.A. also feel. Thank you for sharing your thoughts with us.</p> <p>To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org. You can also visit the Contact Us page to connect with someone at GSO.</p>	Please make sure the links are connected to aa.org main page and to the contact us page.
7	CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.			
8				

Rating (out of 5)	Comment	PI Coordinator Response as of 10.10.22	Notes
5	Great excellent Love it !	<p>Your comment expressed much of the gratitude for A.A. and sobriety that we here at the General Service Office (GSO) of A.A. also feel. Thank you for sharing your thoughts with us.</p> <p>To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org. You can also visit the Contact Us page to connect with someone at GSO.</p>	<p>Please make sure the links are connected to aa.org main page and to the contact us page.</p> <p>Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.</p>
5	ZOOM MEETING LEADERS AND PARTICIPANTS SHOULD FOLLOW THE PRIMARY PURPOSE OF BEING SOBER AT LEAST 90 DAYS AND HAVING AN HONEST DESIRE TO STOP DRINKING. Methadone maintainance mania is hysterical and cunning. Steer clear. The fraud is in the rooms.	<p>What is A.A.? Alcoholics Anonymous is a fellowship of people who come together to solve their drinking problem. It doesn't cost anything to attend A.A. meetings. There are no age or education requirements to participate.</p> <p>Membership is open to anyone who wants to do something about their drinking problem.</p> <p>A.A.'s primary purpose is to help alcoholics to achieve sobriety. To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org. You can also visit the Contact Us page to connect with someone at GSO.</p>	<p>Please make sure the links are connected to aa.org main page and to the contact us page.</p> <p>Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.</p>
1	Word of advice the 12 step programs are all getting a bad name behind clubs and meetings who abduct and use the program to lie to everyone they call it harvesting. I thought I was alcoholic addict I don't crave and had over 17 years clean and sober the steps helped me but the lying members who had no time and stealing my 4th steps and sponsors not knowing how to work the steps leave a death taste in my mouth. I did it you way for over 20 years your convicts don't change they have always used the good to hide the bad. Its going to cause a bad back lash thought you should know	<p>Membership is open to anyone who wants to do something about their drinking problem.</p> <p>A.A.'s primary purpose is to help alcoholics to achieve sobriety. To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org. You can also visit the Contact Us page to connect with someone at GSO.</p>	<p>Please make sure the links are connected to aa.org main page and to the contact us page.</p> <p>Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.</p>
5	I joined AA last week. It has brought me such a great relief and spiritual enlightenment hope and a desire to serve and grow along spiritual ways. One day at a time. Thankyou for my recovery and new found friends. Kind Regards James B	<p>Your comment expressed much of the gratitude for A.A. and sobriety that we here at the General Service Office (GSO) of A.A. also feel. Thank you for sharing your thoughts with us.</p> <p>To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org. You can also visit the Contact Us page to connect with someone at GSO.</p>	<p>Please make sure the links are connected to aa.org main page and to the contact us page.</p> <p>Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.</p>
2	As usual	No comment reply to add. PC	No comment reply to add. PC

Rating (out of 5)	Comment	PI Coordinator Response	Notes
5	Look what A.A. has done for me and my family Great things through a higher power	Your comment expressed much of the gratitude for A.A. and sobriety that we here at the General Service Office (GSO) of A.A. also feel. Thank you for sharing your thoughts with us. To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org . You can also visit the Contact Us page to connect with someone at GSO.	Please make sure the links are connected to aa.org main page and to the contact us page. Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.
5	Spectacular history going all the way back to the beginning of this life changing program in the archives room. Exceptionally helpful people willing to spend time with you answering questions. And it has worked for me for almost 33 years. April 10 1989.	Your comment expressed much of the gratitude for A.A. and sobriety that we here at the General Service Office (GSO) of A.A. also feel. Thank you for sharing your thoughts with us. Since its beginnings in 1935, the success of Alcoholics Anonymous has sparked interest. A.A. members, professionals and the general public want to learn more about A.A. and how it works to help alcoholics. Here we have collected historical information thanks to the General Service Office Archives. You can explore online exhibits and also find resources for more learning here. https://www.aa.org/aa-history	Please make sure the links are connected to aa.org main page and to the contact us page. Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.
5	AWESOME!!!!!!!	Your comment expressed much of the gratitude for A.A. and sobriety that we here at the General Service Office (GSO) of A.A. also feel. Thank you for sharing your thoughts with us.	
5	I appreciate everything that AA does but I think there should be more awareness of the 13th step. When I try to bring it up in clubs they shy away from it. I see 13 stepping going on all the time and it does Chase the woman out of the groups. I know it's meant and women I can only speak from my experience.	Alcoholics Anonymous is a microcosm of the larger society within which we live. Problems found in the world can also make their way into A.A. As we strive to share in a safe environment, alcoholics can focus on maintaining sobriety and the group can fulfill its primary purpose — to carry the A.A. message to the alcoholic who still suffers. To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org . You can also visit the Contact Us page to connect with someone at GSO.	Please make sure the links are connected to aa.org main page and to the contact us page. Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.
1	I went to southside fellowship and Alcoholics anonymous asked me not to come to meetings again due to a medication i was taking for cancer. They do not keep to singleness of purpose of alcohol. It seems its more important policing and acting as if they are gods of political power. Which they are not. I flipped trucks when i drank alcohol. I havent drank in 4 years. But vines always ruin wood as i have been told. They should only care about men and women who have had problems with alcohol. The traditions arent held to this either. Alot ofr Bilaws being broken. Police, Politicians church and aa should never be mixed.	The A.A. Member—Medications and Other Drugs pamphlet is directed to A.A. members who must take medication as well as to medical professionals, this pamphlet offers suggestions for minimizing the threat of relapse while taking prescribed medications. Nine A.A. members also share their personal experience with medications and other drugs. It is suggested that: No A.A. member should "play doctor"; all medical advice and treatment should come from a qualified physician. Give your doctor copies of this pamphlet. https://www.aa.org/sites/default/files/literature/assets/p-11_aamembersMedDrug.pdf To find out about A.A.'s program of recovery or local/online A.A. please reach out to us at the following link: www.aa.org . You can also visit the Contact Us page to connect with someone at GSO.	Please make sure the links are connected to aa.org main page and to the contact us page. Please copy and paste the following links to a new browser to visit the official website of Alcoholics Anonymous. We can run this wording by your team as needed and adjust is accordingly.

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CONFIDENTIAL: 73rd General Service Conference Background

2023 Conference Committee on Public Information

ITEM J: Review report on Analytics

Background Notes:

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

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 that will include Julie Gonzalez (Project lead), Kirk Holmes and John Weis. 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.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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.

Background:

1. 1.28.23 Progress report from the 2022 Analytics Working Group

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**Progress report from the 2022 Analytics Working Group
January 28, 2023**

From the minutes of the July 2022 Trustees PI meeting:

"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 that will include Julie Gonzalez (Project lead), Kirk Holmes and John Weis. 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."

The Analytics Working group has met 7 times since August. Our focus has been to develop a plan for reporting to trustees' and Conference Public Information (PI). The purpose of reporting to PI is to use data to gauge if we are being successful in carrying the message to the alcoholics who still suffer.

Our conversation has included reviewing history of current reports, cross platform analytics planning, short and long-term goals identified in the Comprehensive Media Plan (CMP) and 2018 A.A.W.S. Strategic Plan, and ways we could deliver data in a more digestible way; especially considering rotation of the Boards and Conference.

Advisory Action

We have not discussed the 2004 Advisory Action in depth and do not have a specific recommendation. What we have discussed are two ideas:

- Acknowledgement from the Trustees and Conference Committees that sections B, C and D in the 2004 Advisory Action are outdated and should no longer serve as the basis of our reporting requirements.

OR

- Something more flexible and general to allow for reports to be created as needed and changed or discontinued when they are no longer useful.

For context, when this Advisory Action was written, changes to the website and requests or correspondence were infrequent and simple. Today, there are tons of changes and mountains of correspondence. In addition, for the past few years, the reports aren't getting the attention they once merited and seldom aid in any decision making at the Board or Conference level, which makes them obsolete.

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There is no intention to cease reporting. We see value in regular reporting to both trustees' and Conference Public Information via A.A.W.S.

Technology/Communication/Services (TCS) Committee. We hope to have the flexibility to overhaul reporting in a meaningful way without going against the Advisory Action.

Reporting

After considering a simple restructuring of the current quarterly platform reports, we have started to identify what an executive level summary for all digital platforms could encompass. Our goal is to present a first draft for review and feedback along with high level thinking of what we believe can be accomplished in 2023 and what may need to wait for 2024. There is no draft to review currently as we tackle the learning curve of adjusting to GA4 (the new iteration of Google Analytics).

To structure this executive summary, we will focus on the 4 main user groups identified for aa.org:

- New to A.A.
- Members (In service/not in service)
- Friends and Family
- Professionals

As a starting point, the report will identify at least 2 main goals (pages or actions) for each user group to give context for if we've been reaching them and if traffic is increasing or decreasing. Over time, the goal would be to expand this report to include multiple platforms giving a more comprehensive overview of analytics in general. Priority and feasibility of data that could appear in this summary were determined by level of effort, available resources, and budgeting.

- Short term examples –
 - Functionality that is automatically, natively tracked in GA4.
 - Reporting that is only waiting on properly defined KPIs (Key Performance Indicators).
 - Broader use of UTM (Urchin Tracking Module) codes in our platforms and communications to understand impact of outward messaging.
- Long term examples –
 - Custom reports that need implementation in GA4.
 - Segmentation that is not well defined and needs planning in the office.
 - Cross platform data aggregation that is not native or available in GA4; may explore incorporating additional technology/tools in the future.

When we do make the final switch from Universal Analytics to GA4 (both are running in tandem on aa.org while we get acclimated to the changes), many of the newly available privacy and cookie settings will be in place. This will mean less direct user flow or click streaming data and more behavioral modeling* depending on cookie opt in/out. It will be a shift in our standard reporting, but all companies moving to GA4 face this same shift.

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*[GA4] Behavioral modeling for consent mode (excerpt)

<https://support.google.com/analytics/answer/11161109?hl=en>

“When you implement a consent banner for your website or app, Analytics will be missing data for users who decline consent. Behavioral modeling for consent mode uses machine learning to model the behavior of users who decline analytics cookies based on the behavior of similar users who accept analytics cookies. Modeled data allows you to gain useful insights from your Analytics reports while respecting your users’ privacy.

For example, behavioral modeling estimates data based on user and session metrics, such as daily active users and conversion rate, that may be unobservable when identifiers like cookies or user IDs are not fully available. It helps you answer important questions like:

- How many Daily Active Users do I have?
- How many new users did I acquire from my last campaign?
- What is the user journey from landing on my website to actually making a purchase?
- How many of my site visitors are based in Germany vs. the UK?
- What is the difference in user behavior between mobile vs. web visitors?

Modeled data vs. observed data

When users visit your site and [grant consent for Analytics cookies](#) or when they [don't opt out of personalization using advertising ID in Android Settings](#), Analytics associates user behavior with various identifiers to provide continuity in measurement. We refer to this kind of data as observable data because it comes from users who have given Analytics permission to observe their behavior.

When users don't grant consent, events are not associated with a persistent user identifier. For example, if Analytics collects 10 page view events, it can't observe and report whether that's 10 users or 1 user. Instead, Analytics applies machine learning to estimate the behavior of those users based on the behavior of similar users who do accept analytics cookies or equivalent app identifiers.

The training data used for modeling is based on the observed user data from the property where modeling is activated. “

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2023 Conference Committee on Public Information

ITEM K: Review progress report on the Young People's Video project

Background notes:

From the January 29, 2022, Meeting of the trustees' Public Information Committee:

The committee reviewed and approved a new digital and print version of the Young People's Video Project communication (flyer). The staff secretary will work with Publishing to create a plan that includes an annual timeline of how this project of Fellowship video submissions can be completed each year. The committee looks forward to a progress report at the July 2022 meeting.

Since January, Publishing and the PI Coordinator met two times to develop a proposed annual timeline of actions for 2022/2023 for the Young People's Video Project.

We are seeking the trustees' PI Committees approval to move forward with this year's project.

Proposed action:

- The PI Coordinator has partnered with Publishing to provide an annual timeline that would allow the request for Young People's Video Project submissions within a timeframe that could allow for trustee PI committee and Conference PI Committee review and approval. In the past, we have provided a target video submission deadline to incorporate enough time for review and edits of the videos. The PI Coordinator/Publishing works with the submitters to get the videos in good shape. At this point, submitters are making edits themselves.
 - August 10, 2022, communicate the 2022/2023 project submission window in appropriate channels.
 - August 15 to November 7, 2022, is the submission timeframe.
 - November 7 to January 10, 2022, is the review, rating and editing period.
 - January 2023 board weekend, present any videos to trustees' PI Committee for review, approval and forward to Conference Committee on Public Information.
 - Conference 2023 review and possible recommendation to post to aa.org website.
 - May/June 2023 work internally with Communication Services department to post.

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Action completed:

1. A minimum technical specification sheet will be included with the approved communication flyer, including a QR Code that guides members to our aa.org website and submission process. This will also include our release form for submitters to complete.
2. Communication Services Department will be engaged to support the update to the website young people's video project page.
3. A video rating analysis and tracking sheet needs to be developed to support decisions on what moves forward.
4. Technology services has supported developing how we can accept submissions of the videos using the AA/box network attached storage (NAS)
5. Develop communication and excitement for the Young People's Video Project.

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

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.

Staff secretary update as of October 29, 2022:

The Young People's Video Project has been communicated to the Fellowship in all channels of communication from our website to the meeting guide app and even Grapevine's Instagram. We are seeking submissions through November 7, 2022. As of October 23, 2022, we have a great submission that we will be working to edit with the submitter. It is three minutes in length. There is initial discussion that this message might be able to be broken down into smaller content messaging to young people. GSO staff on Public Information and in Publishing will be working together with Communication Services to provide video submissions to consider sending to the 2023 General Service Conference at the January 2023 meeting.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

Staff secretary update as of January 28, 2023:

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Submissions: The results of this year's 2022 Young People's Video Project are that we received submissions from seven different members.

Of the seven, we determined one member's submissions had previously been posted on their own social media platform and we are unable to move them forward.

Release forms: To date, we have received four release forms on four of the submission we can potentially use. Two of four have been edited. We will continue to see what we might do with the remaining two video submissions.

Anonymity: One of the challenges we found is that even with our webpage instructions, several video submissions were members in full-face without anonymity protection. The sharing of experience is good.

Extension and communication deadlines: The PI Coordinator will work to develop updates to the Young People's Video Project webpage and communications to the Fellowship to ensure that we can obtain future submissions, sharing how this project can fit into the annual calendar of Conference deadlines and needed approval.

Ready for review: Two videos have been edited by our Publishing department in cooperation with an outside service provider to present to the trustees' PI Committee at the January 28, 2023, meeting.

1. J.M. Video summary: My story along with a series of video clips taken over the last couple weeks compiled in hopes of attracting a young member to alcoholics anonymous.
2. I.F. Video summary: A story of the "real" night out for the problem drinker.

Please view them and provide your insight into the readiness for the to move forward to the 73rd General Service Conference Committee on Public Information for consideration as new content created under this ongoing project.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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.

Background:

1. Review of two video submissions by PI Assignment

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Public Information
Item K
Doc. 1

Updates to JM's Young Peoples Video – Message to young potential problem drinkers who are young.

Per review by Patrick C. and Marissa S.

Requested edits:

1. Update the quote “My first blackout” to “My first black out drunk.”
2. Show picture of man lying in street longer onscreen. Goes by too quickly now because Jaime is still talking about this dramatic story, but we see picture of the dog and beautiful river/forest.
3. Update “The Devilments” to “The Bedevilments”
4. We would like to see the bedevilments come up on the screen in wording as he states them.
 - a. The We were having trouble with personal relationships, we couldn't control our emotional natures, we were a prey to misery and depression, we couldn't make a living, we had a feeling of uselessness, we were full of fear, we were unhappy, we couldn't seem to be of real help to other people—
5. Add the quote “There is Freedom” starting around 2:20 seconds in.
6. Update Thank you A.A. to “Thank you for being there A.A.” That's what he says.
7. Color of side panel background. We suggest it change from the Hot Pink to Fall Autumn tones to better support the video being shown.
8. “No Money” quote comes up too soon for his telling of the story and leaves the screen too fast.

Requested Edits after updates on 1/20/23:

1. "My first black out drunk" appears too early.
2. Can the bedevilments come up on the sides because they currently are displayed over the video itself while it's still playing in the background?

Requested Edits after January 28, 2023, trustees' PI Committee:

Here are the updates to this ONE video J's that were requested to be completed before I send them to the Conference Committee on PI.

This is the list of edits I have:

1. Updates for the YP video for J use the style of the Instagram automated captions that come up in the modern different size ways.
2. Update font of the label to make it more modern – Sans Serif Font

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3. No quotations around the captioned language
4. The bedevilments: We would like the bedevilments so that they fade in and stay one at a time, building the list as he states them to end with the full list on screen.
5. Can we leave video running in the center and have the bedevilments on the sides of the Video screen?

Updates to IF.'s Young Peoples Video – Club and 5 suggestions.

Per review by Patrick C. and Marissa S.

Requested edits:

1. Overall update is that the underlying background music is competing with the club scenes music. Make sure that the club scene music is louder when those scenes are depicted onscreen. Lower underlying background for these specific scenes.
2. .54 seconds, you can barely hear the club music.
3. 1.08 seconds you can barely hear the club music.

[**Back to Agenda**](#)

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2023 Conference Committee on Public Information

ITEM L: Discuss feasibility research on paid placement of PSA videos on streaming platforms.

Background Notes:

2021 Public Information Advisory Action:

That a feasibility study on paid placement of PSA videos on streaming platforms including, but not limited to, Netflix, Hulu, and YouTube be conducted and that a report on the research be brought back to the 2022 Conference Committee on Public Information.

From the July 31, 2021, trustees' Public Information Committee report:

The committee discussed the PI advisory action that a feasibility study on paid placement of PSA videos on streaming platforms including, but not limited to, Netflix, Hulu, and YouTube be conducted. The committee looks forward to research conducted by G.S.O. regarding these platforms at the October 2021 meeting.

From the October 30, 2021, trustees' Public Information Committee report:

The committee discussed the research conducted by G.S.O. regarding these platforms. The committee asked that the staff secretary research information on the price, the reach and the active versus passive viewing of the PSA and that a report be brought to the January 2022 meeting.

Staff member background notes for the January 29, 2022, trustees' Public Information Committee meeting:

The Communication Services Department Project Coordinator initiated research on this topic. This will hopefully provide solid information that will spark discussion that will lead to decisions on next steps, additional research needed, if any, and eventually the content of the report on the research to bring back to the 2022 Conference Committee on Public Information.

As requested at the October 2021 trustees' Public Information Committee meeting the staff secretary is providing the additional research information requested on active versus passive viewing of a PSA.

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What is passive placement of ads?

Passive ads attract your services in seemingly small, subtle, more native ways that doesn't inconvenience or overwhelm people. It involves efforts that reach people whether they know it or not, such as placing ads in locations where they are looking anyway.

Example:

A display ad in the margin of a website, or in between website content, is a passive form of advertising.

Since visitors have the option of looking at the ad or other content nearby, passive advertising doesn't feel forced or annoying, but rather optional and expected from customers. It makes content and opportunity available to online users through smart positioning—but then waits for consumers to view the content on their own.

What is active placement of ads?

Active ads generally involve invading people's space or time in larger, more aggressive (direct) ways. These efforts are more obvious and intrusive, so people know right away they are seeing ads.

Examples

Pop-up ads are the most obvious example.

The person wasn't looking for the pop-up or expecting it, but it was put in front of them regardless. Once they see it, there's no question they're being targeted, and they must take action to remove it from their view. Either click through to see the ad or close the window.

The research performed to date includes an attached two-page document detailing the "Digital & Social Media Opportunities" cost of paid placement services.

In addition, attached as a background document is a solid "Concept of a Distribution Plan" based on Connect 360s digital streaming services. This includes the details on the platforms, service, duration, targeting, estimated results and budgets.

The research:

Communication Services reviewed an RFI proposal (see excerpt below), did a bit more research, and confirmed with a vendor - paid placement is in fact a form of paid

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advertising. Anything beyond broadcast is considered Pay for Play (P4P) and it's an internet/online advertising model.

The research did not find anything in the Public Information Committee's History & Action documents or our department files stating we cannot do paid advertising. In fact, we already partake in unsolicited paid email marketing/advertising for communication distribution via Campaign Monitor.

Therefore, Communication Services Project Coordinator was recommending moving forward with broadcast (which we are performing with Connect360) and paid online distribution (which we have no plans to do at this time) for "Wall" and "Party."

The following is an excerpted vendor services statement on paid placement advertising from their RFI:

Connect 360 Digital & Social Media/Streaming Services

I understand you are interested in looking down the road to put your PSAs on some streaming services. I'm attaching an overview of the services we offer. As you look at the chart I've provided, here is clarification of the column headings:

1. Platform – This is the platform where we can place your PSAs
2. Service - Explains more about the platform
3. Duration – Most placements are for one or two months
4. Targeting – As I mentioned earlier, with digital media you can target key audience demographics (age groups) or other lifestyle options
5. Estimated results - this is what we estimate the coverage to be; deliverables are either in terms of "video streams" (meaning, one person saw your video) or impressions
6. Budgets – the amount it would cost

Connect360 shared that while this gives you a great overview of options and price-points, please know we can customize programs and budgets and often spread over more months. Keep in mind that these are all fully PAID placements, it's not donated space. In all cases at the end of a campaign we provided you with a detailed report including the different metrics available (whether it's video views, impressions, clicks to your website, etc.)

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From the January 29, 2022, trustees' Public Information Committee report:

The committee discussed the feasibility study on paid placement of PSA videos on streaming platforms. The committee agreed to forward to the 2022 Conference Committee on Public Information the research conducted by GSO regarding paid placement of PSA videos on streaming platforms, including added detail on the variety of streaming and video platforms that are available.

The trustees' discussion led to some questions that might start the conversation:

1. Does this feel like a direction that the Conference would like to try?
2. What sort of target audience demographics might be reached with this type of PSA message?
3. What sort of messaging?

Note: It might be best not to include specific named platforms to allow for flexibility.

2022 Conference Committee on Public Information Committee Consideration:

The committee reviewed and accepted the 2022 trustees' Public Information Committee feasibility research on paid placement of PSA videos on streaming platforms and requested that further research be conducted. The committee offered the following suggestions and looks forward to a report to be brought back to the 2023 Conference Committee on Public Information.

- Committee members would like to see additional research comparing paid versus donated media value ads and the effectiveness of these different approaches.
- Include research on Canadian streaming platforms to better understand PSA regulations and the specific streaming platforms found within Canada.
- Focus on obtaining A.A. member feedback from various age groups on the desire from the Fellowship to embark on A.A. paid placement ads on streaming platforms.

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

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

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world of communications has shifted.

The Staff secretary has determined that it is important to provide the research performed to date as background for the 2022/2023 trustees' PI Committee members.

Staff secretary update as of October 29, 2022:

1. We have begun research on Canadian streaming platforms found within Canada.

The additional research and survey work requested in the July 30, 2022; trustees' PI Committee meeting report will be focused on during the period from November 2022 to January 2023.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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.

Background:

1. 2023 Compilation of paid placement research
2. Connect360 Digital & Social Media Marketing Opportunities
3. TV Streaming Placements
4. Amazon TV Marketing

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Public Information
Item L
Doc. 1

A compilation of research on the feasibility of paid placement PSAs on streaming platforms

January 28, 2023

Timeframe of research: July 2019 to January 28, 2023

Introduction and an overview on the updates to this research since last year's 72nd General Service Conference:

The PI Coordinator has framed this research to share first what we do today to develop, produce, distribute, and track the successful outreach of any new TV Public Service Announcements (PSA) approved by a General Service Conference.

The hope is this research will prove helpful as everyone contemplates if paid placement of PSA videos on streaming platforms is potential new and effective media channel service to use with our self-tradition self-support contributions from the Fellowship.

Current Process for PSAs:

Our current process of is outlined in detail in our 2023 Comprehensive Media Plan. Here are a few excerpted sections to consider within the context of this research.

The GSO Staff on the P.I. Assignment leads any project to produce new PSAs, whether they are for broadcast television or radio placement, as well as to edit any existing PSAs.

Using our latest 2020 produced PSAs, "Wall" and "Party" the production process includes our Publishing Department and third-party service providers to create or edit a PSA. All new creative content is sent through the committee process to Conference for approval.

- a. The two were created and developed totaling a cost of \$78,000.
- b. The two were edited totaling a cost of \$8,700.

Once approved, a service provider is engaged to ensure that the broadest possible distribution occurs throughout the U.S. and Canada service structure. Analytics and tracking data are provided to the committees for review.

- c. The two were distributed and tracked for one-year totaling a cost of \$57,000.

This adds up to a spend of \$143,700 on our two latest Public Service Announcements.

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Relevance and Usefulness and Ongoing Use of PSAs:

Each year our trustees' PI Committee and Conference Committee on PI review our PSAs for ongoing relevance and usefulness (i.e., is the message still relevant, looks modern and not outdated)

We have five total PSAs that are still relevant and useful located on our aa.org website found at <https://www.aa.org/downloadable-videos>.

A secondary distribution channel is the fact that these are regularly provided to TV stations by local PI Committees who perform outreach to make a connection to get them aired. This work is in addition to the professional distribution and tracking for the one year each time we produce a new PSA mentioned above.

Questions to consider as you review research:

1. Could we use some Tradition Seven self-support contributions to continue distribution of our produced, relevant, and useful PSAs as a General Service Office service, beyond the one-year after new PSAs are produced?
2. Is paid placement an avenue for this type of additional distribution of airing our message on streaming platforms?
3. Will this allow us to be seen through channels that the general public, professionals and potential alcoholics are using?

The Research:

July 2019

The following is the content of a Memo from Connect 360 Multimedia regarding Online PSA Distribution originally provided to the trustees' PI committee at the July 2019 meeting.

Public Information 2019 Additional Committee Consideration –

The committee suggested that the trustees' Committee on Public Information explore online platforms as a possible additional media outlet for future public service announcement distribution.

Memo from Connect 360 Multimedia regarding Online PSA Distribution:



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Alcoholics Anonymous & Social/Digital Media

The Digital Landscape

Decades ago, the main media to work with included television, radio, and print. Today, nonprofits can't ignore the shift in habits in terms of *where* people get their news, information, or entertainment. Television audiences are moving away from broadcast TV and moving to Hulu, Netflix. Radio stations are losing listeners to Pandora, iHeart radio or music on mobile devices. Newspapers and magazines have either gone out of business or are struggling as people get their news free online from any number of websites. The world of communications has shifted.

To capture the attention of online audiences, many nonprofits are gravitating to an "integrated approach" -- maintaining traditional media but expanding to online platforms in order to widen their audience reach, especially younger audiences. While these nonprofits continue to take advantage of donated media space as available through broadcast PSAs, they also supplement with paid social media campaigns and digital placements.

Messaging Longevity

Broadcast PSAs stay on the air for many, many months and up to a year or longer. But digital campaigns are for a specified period of time (usually about a month). This is why many nonprofits follow an integrated approach as they use TV PSAs for broad awareness over an extended period of time and use digital tactics for certain months where there is a particular relevance to their topic. For example, a breast cancer organization may heavy up with digital campaigns in October, Breast Cancer Awareness Month. As it relates to A.A., I know your messaging has no particular timeframe of relevance, but I know April is Alcohol Awareness Month or December (holidays) or January (New Year's resolutions) might be special periods for extra visibility and awareness.

Donated versus Paid in Digital and social media

In the world of digital and social media, there was a time websites would place banners for nonprofits at no cost and bloggers would happily write about nonprofit causes. Today that has completely changed because there are so many advertisers willing to pay, the platforms sell out their space. Even bloggers have gone to a fee-based model...and they get the money.

Remember that TV stations air PSAs to be good corporate citizens which helps during license renewal periods with the FCC. They also have a *need* for PSA to fill unsold advertising space because they simply can't sell all slots. But in the case of digital and social media, there is no overarching government agency or license renewal that forces a platform to be altruistic -- for these it's really more about shareholders and profits. The most that can be hoped for is that the platforms offer a reduced rate for nonprofit messages, called nonprofit rates or "low bono" rates.

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For any organization wanting to have messaging on digital and social media platforms, it must be on a paid basis as there really are no “donated” options. Yes, other nonprofits who want to be online do pay. If you are searching online and you see a banner come up for a nonprofit organization, that organization is paying to have that banner appear.

Is it then considered a commercial if the placement is paid?

There really is no expert ruling that defines what is considered a commercial. It can be looked at two ways. If the definition rests on whether the time was bought or donated, then one could say it's a “PSA” when airing in donated space but is a “commercial” if the time is purchased. However, if it's a function of the message, then a “commercial” can be a for-profit entity selling a product or service, while a PSA continues to be a public service if the message is in the public's interest, regardless of if the airtime was purchased or not. It's just a paid public service campaign.

Ultimately this is a grey area and because it can be argued both ways, A.A. will need to properly evaluate to determine its comfort level related to this matter.

Is there any way to note that A.A. does not endorse any program or have an opinion on the show being aired? A disclaimer?

It will depend on the platform. We did ask Hulu, and they said they would allow a disclaimer but A.A. would need to add the disclaimer to their video and have it scroll across the lower third of their spot. That said, Hulu still reserves the right to final approval based on review after their standard quality check.

While we can appreciate the need for the disclaimer, keep in mind it could be distracting. The viewer could potentially focus on the disclaimer scrolling across their screen and lose sight of the message of the video.

In online versions can a banner be placed on a PSA to link back to aa.org?

Some of the digital campaigns include an accompanying campaign banner, which can click back to A.A.'s website, while others allow an overlay button on the video (see sample below).

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This example was from a veteran's organization with a campaign to recruit new members. The A.A. video could have an overlay button as the PSA plays that says (for example) "click here to learn about A.A."

How long a placement for a trial airing would be needed to determine "success" in reaching people?

Most placements are for one month and each platform comes with estimated deliverables for the placement. For example, Hulu comes with an estimated 350,000 video streams. A placement on the news websites of CNN, Fox and USA Today has 220,000 video streams. YouTube comes with 140,000 to 425,000 video streams (based on package purchased).

Our role is to meet or exceed the deliverable (video streams) estimated. What happens beyond that – how many clicks to your website -- is a function outside of our control but is something A.A. should measure to evaluate the effectiveness of the campaign/platform.

My suggestion is to try a one-month digital placement and evaluate after the performance. We would work with you to determine the best placement option, based on your objectives and budget.

How necessary is it for entities to be on online platforms? Is there an audience that we are not reaching that we would be tapping into?

From experience I can tell you major nonprofits are moving to "digital fundraising" to find new donors. Once popular appeal methods like phone calls and direct mail are becoming less effective as the older generation of donors pass on. Nonprofits know to sustain fundraising dollars it's imperative to get their mission in front of other generations.

While I recognize A.A. is not about raising funds, the point is this – as an organization, you need to continually reach new audiences with your message. To find them, newer strategies

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need to be adapted. Much like the fundraisers continue with older methods but have had to expanded to newer technologies.

Even with A.A.'s successful TV PSA generating tens of thousands of airings, consider that the median age of a live TV viewer is 56 (according to Nielsen). This means certain audiences are not as exposed to the A.A. message as much as others because they are not frequent TV watchers. From Nielsen:

59% of live TV viewers are 55+
18% of live TV viewers are 45-54
12% of live TV viewers are 35-44
3% of live TV viewers are 18-24

While there is definitely a role for the broadcast PSAs, this points to the need for A.A. to also expand its visibility to be where these other audiences are frequenting, which is largely social and digital media platforms.

If members of the A.A. committee take a step back and consider their own use of the Internet.... be it Facebook, or searching YouTube for an instructional video, checking WebMD for information on an illness, watching a show on Hulu.... I feel it will become evident there is a need for A.A. to be part of the online world in order to reach a new pool of audiences with their message.

April 2021:

The Communication Services Department Project Coordinator initiated this additional research on this topic. This will hopefully provide solid information that will spark discussion that can lead to decisions on next steps.

The research from April 2021:

Communication Services reviewed an RFI proposal (see excerpt below), did a bit more research, and confirmed with a vendor - paid placement is in fact a form of paid advertising. Anything beyond broadcast is considered Pay for Play (P4P) and it's an internet/online advertising model.

The research did not find anything in the Public Information Committee's History & Action documents or our department files stating we cannot do paid advertising. In fact, we already partake in unsolicited paid email marketing/advertising for communication distribution via Campaign Monitor.

Therefore, Communication Services Project Coordinator was recommending moving forward with broadcast (which we are performing with Connect360) and paid online distribution (which we have no plans to do at this time) for "Wall" and "Party." This did not occur.

The following is an excerpted vendor services statement on paid placement advertising from

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their RFI dated April 2021:

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1. Platform – This is the platform where we can place your PSAs
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October 2021:

As requested at the October 2021 trustees' Public Information Committee meeting the staff secretary provided information requested on active versus passive viewing of a PSA.

What is passive placement of ads?

Passive ads attract your services in seemingly small, subtle, more native ways that doesn't

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inconvenience or overwhelm people. It involves efforts that reach people whether they know it or not, such as placing ads in locations where they are looking anyway.

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Since visitors have the option of looking at the ad or other content nearby, passive advertising doesn't feel forced or annoying, but rather optional and expected from customers. It makes content and opportunity available to online users through smart positioning—but then waits for consumers to view the content on their own.

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Examples

Pop-up ads are the most obvious example.

The person wasn't looking for the pop-up or expecting it, but it was put in front of them regardless. Once they see it, there's no question they're being targeted, and they must take action to remove it from their view. Either click through to see the ad or close the window.

The research performed to date includes an attached five-page document detailing the "Digital & Social Media Opportunities" cost of paid placement services.

July 2022 to January 2023: Request from the trustees' PI Committee on Conference Committee on PI.

1. Committee members would like to see additional research comparing paid versus donated media value ads and the effectiveness of these different approaches.
 - a. To fulfill this request the PI Coordinator is providing to analysis. One of the donated media value analyses from Connect360 for the year of tracking December 2021 to December 2022.

Total English & Spanish:

- Final Results: 125,192 airings, 615,956,841 impressions and \$34,506,580 in media value.

Total Canadian: Final Results:

- In December, the Canadian PSAs aired an additional 1,269 times, bringing total

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airings to 11,485.

- In addition to new airings occurring on VisionTV, national network coverage also continued to take place on CBC News Network, Aboriginal People's Television Network, CTV Sci-Fi Channel, Much, Ici ARTV, Ici RDI, RDS, RDS 2 and various Sports Network stations.
- The PSAs began airing on new local stations in Toronto and Ottawa last month, with continued support taking place on stations in Montreal, Vancouver, Victoria, Peterborough, Surrey, Calgary, and Edmonton.

- b. In addition, the PI Coordinator is providing some local committee experience with engaging in paid placement advertising services. This was a December 2022 to February 2023 period totaling \$3k. This is an example of the local committee's analytics report.

Campaign Summary

Order	Line item	Ad server impressions	Ad server clicks	Ad server CTR	Spent (\$)	Completion Rate
#15004 NETWORK - ANON BC - Dec 2022 - Feb 2023	#1 Bell Media (EN) - RON - All Platforms - :15 In-stream Video	9,002.00	43.00	0.48%	\$369.08	90.99%
#15004 NETWORK - ANON BC - Dec 2022 - Feb 2023	#2 Bell Media (EN) - RON - Desktop & Mobile Web - :15 Out-stream Video	31,000.00	79.00	0.25%	\$434.00	33.84%
#15004 NETWORK - ANON BC - Dec 2022 - Feb 2023	#4 Bell Media (EN) - ROC - Connected TV - :15 In-stream Video	3,855.00	-	0.00%	\$158.06	97.69%
#15004 NETWORK - ANON BC - Dec 2022 - Feb 2023	#6 Bell Media (EN) - RON - All Platforms - :15 In-stream Video (1)	6,830.00	53.00	0.78%	\$280.03	90.52%
#15004 NETWORK - ANON BC - Dec 2022 - Feb 2023	#7 Bell Media (EN) - RON - Desktop & Mobile Web - :15 Out-stream Video (1)	6,283.00	21.00	0.33%	\$87.96	34.57%
#15004 NETWORK - ANON BC - Dec 2022 - Feb 2023	#9 Bell Media (EN) - ROC - Connected TV - :15 In-stream Video (1)	2,120.00	-	0.00%	\$86.92	98.49%
Total		59,090.00	196.00	0.33%	\$1,416.05	55.67%

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2. Include research on Canadian streaming platforms to better understand PSA regulations and the specific streaming platforms found within Canada.

Canadian Streaming services:

- [Disney+](#) *
- [Netflix](#) *
- [Apple TV+](#) *
- [Hayu](#)*
- [Amazon Prime](#)*
- [Fubo TV](#)
- [CBC Gem](#) – has ads on non-premium version only
- [Roku Channel](#)
- [DAZN](#)
- [Tubi](#)
- [CBS all access](#) - has ads on non-premium version only
- [Plex](#)
- [Crave](#) – has been testing ads

This list includes streaming services that are also in the United States. They might feature different ads as well as content available to stream, so they were included on this list. Services with a * have no ads as of 9/30/22 but might change in the future.

Note: Hulu is not an individual streaming service in Canada, but an attachment to Disney+ (which is currently ad free). Other shows from Hulu are spread to Amazon Prime and Crave. HBO Max is also not available in Canada, but they do not currently run ads for shows that aren't their own.

3. Focus on obtaining A.A. member feedback from various age groups on the desire from the Fellowship to embark on A.A. paid placement ads on streaming platforms.
 - a. The ask here is for Delegates to obtain this feedback from members in the local Area Mock Conferences, Roundtables, Assemblies in preparation for the 73rd General Service Conference.

Final Questions to consider for direction:




- b. Does this feel like a direction that the Conference would like to try?
- c. What sort of target audience demographics might be reached with this type of PSA message?
- d. What sort of messaging?

##

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DIGITAL & SOCIAL MEDIA MARKETING OPPORTUNITIES

Platform	Description	Targeting Opportunities	Duration	Est. Deliverables	Budgets
VIDEO SEGMENTS					
Amazon TV 	Up to :30 video placements on ad-supported Amazon properties (Amazon Prime Video, Twitch, Fire TV and IMDB) through Connected TVs, desktop, laptop and mobile.	Demo targeting includes education levels, income levels, ethnicity, age groups, marital status, donor profiles, category interest millennials, teens, boomers, moms, parents, charitable people, sports, food, health, travelers, etc.	All packages start at 2 months	160,700 video views + 500,00 display ad imp.	\$13,125
				226,000 video views + 727,000 display ad imp.	\$17,500
				346,000 video views + 1.2 M display ad imp.	\$26,250
				500,000 video views + 1.8 M display ad imp.	\$35,000
Connected TV 	Up to :30 video placements on top streaming channels through Smart TVs and devices such as Apple TV, Roku, Xbox and Amazon Fire. Spanish campaigns available.	Demo targeting such as Gen Z, millennials, women, men, seniors and more.	6 weeks	303,500 video views	\$15,000
			2 months	422,000 video views	\$20,000
			3 months	630,000 video views	\$30,000
			4 months	875,000 video views	\$40,000
Geofencing 	Location based mobile marketing tracking a user's current location based on their GPS coordinates in real time with addressable audience targeting that reaches specific audience street addresses on a	Demo targeting with hyper-local mobile marketing technology that targets users based on specific geographic areas in real time within a five-mile radius.	1 month	2.1 M display ad imp.	\$17,500
				3.2 M display ad imp	\$26,300
				4.3 M display ad imp. or 2.1 M imp. + 870,000 video views	\$35,000

Chelsea O, Business Development Manager •

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	1:1 level with display ad and/or video media assets.			3.1 M display ad imp. + 1.2 M video views	\$50,000
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Platform	Description	Targeting Opportunities	Duration	Est. Deliverables	Budgets
VIDEO SEGMENTS					
In-App Mobile Video	Up to :30 video placements on premium mobile apps with target audience interaction. Spanish campaigns available.	Demo targeting includes education levels, income levels, ethnicity, age groups, marital status, donor profiles, category interest, millennials, teens, boomers, parents, charitable people, sports, food, health, travelers, etc.	1 month	370,000 video views + 40,000 clicks	\$20,500
			1 month	670,000 video views + 50,000 clicks	\$30,500
Hulu	Up to :30 clickable video placements (excl. OOT) on Hulu's multi-device platform with 100% completed views, full-screen mode. Spanish campaigns available.	Gender, age, millennials, teens, moms, & other audience categories. Options to target regionally, behavioral, genre & more.	1 month	350,000 video streams	\$26,950
Targeted Video Pre-Roll	Places your up to :30 video across premium websites. Can include an overlay button on the video while it streams: "Click to Donate." or "Click to Join." Spanish campaigns available.	Household income, gender, education, ethnicity, occupation, life stage, political affiliation, shopping habits, hobbies, children in household, entertainment consumption, religion & more.	1 month	650,000 video streams	\$22,500
YouTube	Brand safe up to :30 video coverage on YouTube includes optimized content, 100% video completion & call-to-action overlay button	Demo targeting includes household income, gender, education, ethnicity, occupation, children in household, millennials,	1-2 months	140,000 video views	\$11,500
				280,000 video views	\$21,500
				425,000 video views	

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	linking to campaign website. Spanish campaigns available.	moms, seniors, teens. Geo targeting can be included.			\$30,000
Instagram, Snapchat and TikTok	Hyper targeted video / static assets launched and optimized across platforms to achieve high impact.	Demo and geo targeting with custom audiences and interests.	Custom	Custom	Custom

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Platform	Description	Targeting Opportunities	Duration	Est. Deliverables	Budgets
VIDEO SEGMENTS					
ESPN Digital	Utilizes high impact display ads with video pre-roll on ESPN.com and ESPN Mobile App. :15 or :30 video is clickable with a no-skip option and user initiated. Message receives 100% SOV.	Opportunity to focus on key DMAs.	1 month	1.1 M combined video views and display ad imp.	\$30,000
CNN, Fox News, USA Today websites	:30 video pre-roll on the three popular national news sites.	National, general public only.	1 month	220,000 video streams	\$10,500
Pandora and Pandora en Español	:30 video placement on Pandora with campaign awareness banner. :15 or :30 audio placements with banners on Pandora en Español's mobile and website platforms.	Demo targeting by age, ethnicity, income, content category, education, marital status, lifestyles, parents with child age breakdown, fathers, boomers, and millennials. Geo targeting options.	Custom	Custom	Custom
Facebook	Up to :60 video and display ads.	Interest, location, gender & age.	1 month	5,000,000 video views and display ad imp.	\$10,000
Sling TV	:15 or :30 video placed on Sling channels available live or on-demand on personal devices; both OTT and online. Examples include Disney XD, Freeform, Lifetime, USA, TBS, CNN and MSNBC.	Age, gender, ethnicity, household income and many other profiles. Categorical targeting by interest such as news, sports, music, and entertainment.	1 month	320,000 video views	\$21,500

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Spotify	:15 or :30 audio segment placements on Spotify with banner.	National, general public targeting as well as demographic and geographic options.	Custom	Custom	Custom
Platform	Description	Targeting Opportunities	Duration	Est. Deliverables	Budgets
VIDEO SEGMENTS					
iHeart Radio	:15 or :30 live-in stream audio segment placements with campaign awareness banner.	Demo targeting by age range, ethnicity, income levels, content category, education level, marital status, lifestyles, parents, boomers, millennials.	Custom	Custom	Custom
WebMD	Utilize programmatic ads with proprietary platform audience targeting along with display ads and/or video content on the #1 health website. Spanish campaigns available.	Custom targeting built at the time of inquiry.	1 month	26 M monthly unique visitors	\$21,500
CBS Interactive	Combination video pre-roll and/or banners on the CBS Audience Network, which includes CBS.com, CBS News.com, CBSN, CBS All Access and CBS local O&O sites in the top 23 DMAs.	Gender, age, income levels, ethnicity, lifestyles, parents & moms with child age breakdown, fathers, boomers, and millennials. Geo targeting options available.	Custom	Custom	Custom
DISPLAY ADS ONLY					
Custom Audience Solution	Controlled display ad campaign utilizes search intent, behavioral profiling, and site re-targeting; can be used for donor targeting.	Demo targeting by age, gender, adults with/out children, pet owners, parents, political affiliation, income levels, education level, homeowners, marital status,	1 month	2 M online imp.	\$27,250
			2 months	6 M online imp.	\$48,750

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		likely to donate, military personnel, millennials, boomers, Gen X, etc.	3 months	9 M online imp.	\$71,500
i-Español	Spanish banners placed on leading Hispanic websites along with a targeted mobile/tablet distribution.	Hispanic audience.	Custom	Custom	Custom

Platform	Description	Targeting Opportunities	Duration	Est. Deliverables	Budgets
SPONSORED CONTENT					
Infographics	Custom design infographic along with editorial feature with hyperlinks & SEO keywords placed on media websites (TV, radio & print).	Broad; core audience tends to be middle to upper-middle class families and homeowners in communities across the country.	Custom	Custom	Custom
Listicle	Sponsored editorial content in list form with photos & hyperlinks to website featured on media websites (TV, radio & print).	Broad; core audience tends to be middle to upper-middle class families and homeowners in communities across the country.	Custom	Custom	Custom
STATNews	Sponsored health editorial feature with live links within editorial flow of site, homepage and sections based on topic.	National audience looking for health related audience including business executives, policy makers, researchers, scientists, and consumers/patients.	Custom	Custom	Custom

NOTE: Budgets provided are based on current digital platform partner pricing and are subject to change. Content is required to go through editorial review by all platforms.

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TV STREAMING PLACEMENTS

Your Content on Popular Streaming Services such as Roku, Apple TV, Disney+ & More

Connect360 places your video content on popular streaming services like Roku, Apple TV, Disney + and others. These streaming services, also called "Connected TVs," have grown tremendously over the past year. In fact, 84% of U.S. households have at least one Connected TV device with 42.2 million households in America watching TV via a streaming device.

- :15 or :30 video is placed on video streaming services matching audience profiles
- Audience bundles highlight the potential program options within each campaign
A video ad is not guaranteed to appear in front of all listed programs.
- Reporting includes total video views, completed views, views by quartile, views by device and CTV platform, total clicks and audience demographic breakdown

Popular audience bundles include:

- Women's interest – HGTV, Food Network, Hallmark, Bravo, Own and more
- Men's interest – ESPN, Fantasy Sports, NFL, NHL, NBA, NBC Sports and more
- Millennial interest – Fox, Revolt, Travel, MTV, FX, Sling, E! Online and more
- Senior interest – History Channel, National Geographic, TV Land, Golf TV and more
- Entertainment – TLC, A&E, AMC, Comedy Central, BET+ and more
- News – CNN, NBC, MSNBC, Fox News, BBC News, ABC News, USA Today and more
- Custom – we can customize a list of streaming channels based on your target audiences

Budget	Est. Deliverables	Duration
\$15,000	303,500 video views	Six weeks
\$20,000	422,000 video views	Two months
\$30,000	630,000 video views	Three months
\$40,000	875,000 video views	Four month



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Note: For higher spend levels, we can develop a custom budget with associated increased deliverables.



Contact Chelsea O. for more details.



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AMAZON TV MARKETING

Place Your Content on Amazon's Exclusive Streaming Properties

Amazon Prime Video provides the most content of all the streaming providers and has changed the way all generations watch videos. Given its popularity, Amazon TV marketing is one of the best ways to intercept your target audience and grab their attention. There are many unique benefits to advertise on Amazon TV including the ability to:

- Target people demographically and geographically
- Target people based off their Amazon purchase history
- This is especially helpful for organizations, like health nonprofits, that cannot directly target audiences with specific medical conditions but can follow items they commonly purchase.

Now, through a Connect360 partnership with Amazon TV, you can place your video and display media assets on ad-supported Amazon properties; IMDB, FireTV, Twitch and Amazon Prime Video. Your campaign message is delivered to target audiences through Amazon TV apps on their preferred user device; Connected TV, OTT devices (Roku, Amazon Fire, Xbox, Playstation) desktop, mobile and tablet.

Amazon TV Marketing Services Include:

- :15 or :30 video content that runs on ad-supported Amazon properties
- Campaigns are cross-device, including Connected TVs, desktop, laptop, mobile
- Video is offered to a viewer as a pre-roll ad prior to a viewer selected program beginning
- Connect360 designs display ads for client approval. Client provides video content
- All campaigns can be demo and geo-targeted as requested
- Audience targeting includes access to Amazon's proprietary 1st party data
- Campaign duration is two months. Can be extended with additional budget
- Reporting includes, video views, completion rates (VCR), video completions by quartile, video interactions, clicks, impressions, content delivery by screen

Budgets:

English Language Ads

Budget - \$13,125 – estimated 288,000 video streams

Budget - \$17,500 – estimated 384,000 video streams

Budget - \$26,250 – estimated 576,000 video streams

Spanish Language Ads

Budget - \$13,125 – estimated 260,000 video streams

Budget - \$17,500 – estimated 350,000 video streams

Budget - \$26,250 – estimated 535,000 video streams



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2023 Conference Committee on Public Information

ITEM M Discuss Public Information pamphlets/materials

1. Review progress report on revision to the flyer “A.A. at a Glance”
-

Background Notes:

Staff member background notes for the January 29, 2022, trustees’ Public Information Committee meeting:

The staff secretary has researched the trustees’ Public Information Committee files and discovered the P.I. Pamphlet Review Grid of the Conference-approved pamphlets under the purview of this committee. This is a grid that prior trustees’ Public Information Committees have discussed.

For the January 29, 2022, meeting the Review Grid is being provided for discussion.

From the January 29, 2022, trustees’ Public Information Committee report:

The committee discussed and agreed to forward to the 2022 Conference Committee on Public Information a suggestion to revise the Conference-approved flyer, “A.A. At a Glance.” The committee is asking the Conference Committee to consider if editorial updates and a more modern look would improve the ability to carry the message captured in this flyer.

Committee Consideration of the 2022 Public Information Conference Committee:

The committee considered the suggestion to revise the flyer “A.A. At a Glance” and requested that the trustees’ Public Information Committee and staff secretary focus improvements based on the following suggestions and looks forward to a progress report or draft flyer to be brought back to the 2023 Conference Committee on Public Information.

- Keeping most of the content messaging of this effective Public Information tool, modernize the look and language of the flyer.
- Remove any reference to the word “hopeless drunks” to focus more on the solution, not the problem in this communication.
- Update the contribution and self-support language to remove any reference to a dollar amount of contribution.

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From the July 30, 2022, Meeting of the trustees' Public Information Committee:

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.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

Staff secretary update as of January 28, 2023:

The Staff secretary has been unable to focus attention onto this pamphlet update due to the other significant Public Information projects that are in progress.

- Membership survey and results reporting
- Young People's Videos
- P.I. Service Cards
- Speaking at Non-A.A. Meetings pamphlet revision
- CMP update

This pamphlet update will be worked on, and a draft pamphlet or progress report can be provided to the July 2023 meeting of the trustees' PI Committee.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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."

Background:

1. [2023 Review Grid of a P.I. pamphlet](#)
2. [A.A. At a Glance](#) (F-1) (Conference-approved P.I. literature)

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2022 P.I. Pamphlet Review Grid

A.A. at a Glance https://www.aa.org/assets/en_US/f-1_AAataGlance.pdf		
History – Earliest reference to its creation 1954. No other mention until 1977. Unable to determine due to its early creation if it was “approved” other than service material however changes to the flyer have occurred through Advisory Action. Most recently 2019.	Suggestions/observations – AA.org description: “Flyer condensing facts on the Fellowship.” - No charge item - Is it too long? - local committee order it in bulk but is it helpful?	Suggestions – Suggest that it be revised with editorial edits and a revamped “look.”

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2023 Conference Committee on Public Information

ITEM M: Discuss a Public Information pamphlet/materials

2. Review (progress report) (Final Draft) on revision to the pamphlet "Speaking at Non-A.A. Meetings."

Background Notes:

From the January 29, 2022, trustees' Public Information Committee report:

The committee discussed and agreed to forward substantial revisions to the pamphlet, "Speaking at Non-A.A. Meetings" to the 2022 Conference Committee on Public Information. It was suggested by the committee that the list of available publications in the pamphlet also be reviewed.

Note: *The staff secretary reported to the committee that a suggestion to update to a template PowerPoint presentation for the purpose of providing shared experience on "how to" present about A.A. at non-A.A. events will need to be considered after a decision is made on the revision to the pamphlet, "Speaking at Non-A.A. Meetings." The trustees' P.I. committee looks forward to a progress report on this effort at the July 2022 meeting.*

2022 Committee Consideration of the Conference Committee on Public Information:

The committee considered the suggestion to revise the pamphlet "Speaking at Non-A.A. Meetings" and asked that the trustees' Public Information Committee move forward with the update. The committee asked that the staff secretary start with the draft pamphlet provided for review. In addition, the committee shared their own editorial revisions. Finally, the committee requested the staff secretary send a memorandum to the A.A.W.S. Publishing Department of all changes and looks forward to a progress report or draft pamphlet to be brought back to the 2023 Conference Committee on Public Information.

The Staff secretary is ready to take the following action steps:

1. Send Publishing a memorandum requesting a revision to the pamphlet "Speaking at Non-A.A. Meetings."
2. Provide Publishing the draft pamphlet attached as requested by the Conference Committee on PI.
3. Include the editorial revisions requested by the Conference Committee on PI which were detailed on a printout of the draft pamphlet with handwritten notes and highlights from an area. The committee agreed with these notes, and these will be scanned and attached

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to the memorandum. Here are some examples of the types of items noted for revision:

- a. Ensure the A.A. preamble is updated
- b. Capitalizations
- c. Degenderize he/she
- d. Additional information suggestions to how we are answering the FAQ section.

Update since July 2022 trustees' PI Committee meeting:

The staff secretary reporting that A.A.W.S. Publishing has all the information to work on the revision to this pamphlet. The trustees' PI Committee will plan to receive a draft pamphlet or progress report at the January 2023 meeting.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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."

Background:

1. Memo to Publishing on "Speaking at Non-AA Meetings"
2. Progress report on revision to "Speaking at Non-AA Meetings"

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MEMORANDUM

August 3, 2022

To: David R., publishing director
Julia D., managing editor
Ed N., senior production manager, print
Sofia R., production coordinator

From: Tom H., chair trustees' Public Information Committee
Patrick C., secretary, trustees' Public Information Committee

Re: G.S.O. Publishing complete a new draft version of the pamphlet, "Speaking at Non-A.A. Meetings" per a 2019 Conference Advisory Action and then additional 2021 & 2022 Committee Considerations

This memorandum is requesting a revision to the conference-approved pamphlet "Speaking at Non-A.A. Meetings."

From the July 30, 2022, trustees' Public Information Committee report:

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.

2022 Committee Consideration of the Conference Committee on Public Information:

The committee considered the suggestion to revise the pamphlet "Speaking at Non-A.A. Meetings" and asked that the trustees' Public Information Committee move forward with the update. The committee asked that the staff secretary start with the draft pamphlet provided for review (by an Area – see attached). In addition, the committee shared their own editorial revisions. Finally, the committee requested the staff secretary send a memorandum to the A.A.W.S. Publishing Department of all changes and looks forward to a progress report or draft pamphlet to be brought back to the 2023 Conference Committee on Public Information.

The Staff secretary is ready to take the following action steps:

1. Send Publishing a memorandum requesting a revision to the pamphlet "Speaking at Non-A.A. Meetings."

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2. Provide Publishing the draft pamphlet attached as requested by the Conference Committee on PI.
3. Include the editorial revisions requested by the Conference Committee on PI which were detailed on a printout of the draft pamphlet with handwritten notes and highlights from an area. The committee agreed with these notes, and these will be scanned and attached to the memorandum. Here are some examples of the types of items noted for revision:
 - a. Ensure the A.A. preamble is updated
 - b. Capitalizations
 - c. Degenderize he/she
 - d. Additional information suggestions to how we are answering the FAQ section.

Here is a recap for the trustees' Public Information Committee of the coversheet background notes that were provided to the 2022 Conference Committee on Public Information.

In 2021 the Trustees' P.I. Committee and the Conference Committee on P.I. considered and determined that this pamphlet needed more internal G.S.O. review and work to develop suggestions for a full revision.

The path that led to the suggestions for consideration is outlined in the following Public Information committee actions:

From the October 30, 2021, report of the trustees' Public Information Committee:

The committee discussed the P.I. advisory action, "That the trustees' Public Information Committee revise the pamphlet 'Speaking at Non-A.A. Meetings.'" The committee requested that the staff secretary, in cooperation with the staff members on the C.P.C. and Accessibilities assignments, review the current version and provide suggestions for potential edits that may be helpful in P.I. and C.P.C. efforts. The committee also noted the suggestion that focus is given to A.A. messaging to diverse public audiences in non-A.A. settings and to include a section on media training/press interviews. The committee looks forward to reviewing these suggestions at the January 2022 meeting.

The committee also discussed the 2021 P.I. committee consideration that a PowerPoint presentation be developed for P.I. and C.P.C. committees for the purpose of providing shared experience on "how to" present about A.A. at non-A.A. events. The committee looks forward to a progress report on this effort from the staff secretary at the January 2022 meeting.

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Staff Note: *The Staff members believe that the update to a template PowerPoint presentation for the purpose of providing shared experience on “how to” present about A.A. at non-A.A. events will need to be developed once a decision is made on the revision the pamphlet, “Speaking at Non-A.A. Meetings.”*

2021 Public Information Advisory Action:

That the trustees' Public Information Committee revise the pamphlet “Speaking at Non-A.A. Meetings” to better reflect carrying the A.A. message to diverse public audiences in non-A.A. settings and include a section on media training/press interviews, and that a draft or progress report on the revision be brought back to the 2022 Conference Committee on Public Information.

Committee Considerations of the 2021 Conference Public Information Committee

The committee discussed service materials and resources for Public Information committees and suggested that a PowerPoint be developed for the purpose of providing shared experience on “how to” present about A.A. at non-A.A. events.

From the January 30, 2021, report of the trustees' Public Information Committee:

The committee reviewed a request to consider a revised version of the pamphlet “Speaking at Non-A.A. Meetings.” The committee agreed to forward to the 2021 Conference Committee on Public Information the request that the pamphlet “Speaking at Non-A.A. Meetings” be revised.

From the October 30, 2020, report of the trustees' Public Information Committee:

The committee reviewed a request that the P.I. pamphlet “Speaking at Non-A.A. Meetings” be revised. The committee noted the need for a comprehensive review of all P.I. pamphlets. The chair appointed a working group consisting of Cathy B., Christine C. and Ino F. to begin a review of all P.I. pamphlets and materials. The chair requested that working group members provide feedback to the staff secretary, and that the staff secretary compile the feedback and provide a progress report to the January 2021 meeting.

Note: The working group reviewed the suggested updates to “Speaking at Non-A.A. Meetings” and saw the need for a revision to the pamphlet. The committee also noted that there may be a need for a section on media training and press interviews in keeping with A.A.'s public relation's policy within the pamphlet. The working group also discussed whether the pamphlet might regularly reflect the most current shared experience and resources if it were under the “Service Material” umbrella,

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to be helpful to committees.

The requested proposed suggestions for change:

The staff secretary is requesting that the trustees' Public Information Committee consider the following suggested revisions that were developed by the Staff members on P.I., C.P.C., and Accessibilities assignments. We believe that pamphlet should not sound like we are setting precedent, but more like we are sharing experience and outlining ways to approach these presentations.

Suggestion 1:

Revise the current version of the pamphlet by starting with the fully revised Draft pamphlet, "Speaking at Non-A.A. Meetings" submitted by the local area (see background Item 10.A.1). Upon review, we agreed they met their stated goal to retain as much information from the current pamphlet as possible, add vital information and useful material, re-organize, and condense.

Suggestion 2:

Two suggested new titles are, "Speaking to Outside Groups about A.A." or "Speaking at Non-A.A. Events."

Suggestion 3:

Underneath opening section of the pamphlet, add section on Singleness of Purpose

Suggestion 4:

Underneath the "Amateur Standing" add a section or statement on what is the difference between Attraction/Promotion for the presenters or speakers.

Suggestion 5:

To address the request to that focus is given to A.A. messaging to diverse public audiences in non-A.A. settings, we feel that the following additions can be made to three sections of the pamphlet. Several of these questions address the ask to include sections on media training/press interviews.

Page 3 section: Types of Non-A.A. Meetings **add the highlighted language.**

Organizations of any type may ask for our presence. Organizations and institutions that may request us are: schools, medical, lawyers, mental health, military, factory, union, social work, and many others. **Depending on our local area or region you may also receive requests from organizations such as, but not limited to cultural associations and police departments to a local American Sign language school or indigenous population school.** In keeping with our traditions, we attempt to cooperate with these organizations in order to serve the still sick and suffering alcoholic.

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Page 4 section: Know your audience and reason for your invitation **add the highlighted language**.

Before committing to speaking at a non-A.A. meeting, reflect on and ask the requestor some questions:

- Who is the inviting group and what is their occupation?
- What is the inviting groups primary interest in A.A.?
- Why was A.A. invited to talk?
- **What are the cultural norms that need to be observed?**
- **What language or accessibility solutions need to be considered to present?**
- How can an A.A. talk be beneficial to them?
- How can you carry the A.A. message appropriately for this talk?
- **Ask if press/media are going to be in attendance and/or contact the presenter?**
- **If attending, meet with the press representative prior to and at the event to discuss our Tradition of Anonymity.**

Add a new section on Page 5 titled, "Considerations in working with press and media when giving such talks":

On the day of event, meet with the press representatives again, as you may have spoken with a producer and a reporter and camera person are attending the meeting. Review the following with the onsite media representatives:

- Those who are reluctant to seek our help often overcome their fear if they are confident that their anonymity will be respected.
- If an A.A. member is identified in the media, we ask that you please use first names only (e.g., Sofia M. or Ben T.) and that you not use images in which members' faces may be recognized. This helps to provide members with the security that anonymity can bring.
- Anonymity acts as a healthy guardrail for A.A. members, reminding us that we are a program of principles, not personalities
- Our Fellowship does not comment on matters of public controversy, but we are happy to provide information about A.A. to anyone who seeks it.

Suggestion 6:

Under the section "How to Share about A.A." the section "Be familiar with our history, literature and program of action",

Current language: "Our program of action is contained in the first 164 pages of

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Alcoholics Anonymous, commonly referenced as “The Big Book.”

Suggestion to change to: Known as the “Big Book,” the basic text of Alcoholics Anonymous has helped millions of people recover from alcoholism since the first edition appeared in 1939. Chapters describing the A.A. recovery program — the original Twelve Steps — and the personal histories of A.A.’s co-founders remain unchanged since the original, while new stories have been added to the personal histories with each edition.

Suggestion 7:

Add to new section on Page 5: Practical “how to film anonymously.” Use language about filming in shadow from Tradition 11 in illustrated pamphlet. If a virtual platform interview and recording, turn off cameras of the A.A. members.

Suggestion 8:

Change the FAQ, “What is the success rate of A.A.?”

Current language: Although A.A. does not keep any official records, it is estimated that A.A. has more than 2 million members. The program has been unchanged since 1935, with our literature now available in multiple languages.

Suggestion to change to something such as: Success Rate might best be detailed in statements about the following:

- *Membership*

Alcoholics Anonymous is an informal society of more than 2,000,000 recovered alcoholics in the United States, Canada, and other countries. These members have recovered from a seemingly hopeless state of mind and body. (Forward to the first edition)

- *Countries*

We are aware of A.A. activity in approximately 180 countries, including 64 autonomous general service offices in other lands. Because A.A. has never attempted to keep formal membership lists, it is extremely difficult for A.A.’s General Service Office (G.S.O.) to obtain completely accurate figures on total membership at any given time.

- *Translations*

Add approximate number of how many languages are book, Alcoholics Anonymous is translated.

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Change the FAQ, "What makes you an Alcoholic?"

Current language: Absolutely any type of person may have this illness, as the unlimited variety of A.A. members indicates. If drinking has an unfavorable effect on any part of a person's life, and that person still cannot stop drinking, then he or she -- in the opinion of most A.A.'s may be an alcoholic.

Suggestion to change to something such as: "If when you honestly want to, you find you cannot quit entirely, or if when drinking, you have little control over the amount you take, you are probably alcoholic." (Page 44 in We Agnostics) Only you can decide whether you want to give A.A. a try — whether you think it can help you. (From Is A.A. for You?)

Background:

Publishing, please consider all the following as you revise the pamphlet.

1. Start with the local area revised version of "Speaking at Non-A.A. Meetings"
2. Use the eight suggested changes documented in this memorandum
3. Use the scanned pamphlet with handwritten notes from 2022 Conference Committee on PI

cc: Sandra W., Director of Staff Services
Marissa S., Staff Assistant on the PI Assignment

Progress report regarding update of the pamphlet
“Speaking at Non-AA Meetings”

The Trustees' Public Information Committee asked that the staff secretary start with the draft pamphlet provided for review by an Area. In addition, the committee shared their own editorial revisions. Finally, the committee requested the staff secretary send a memorandum to the A.A.W.S. Publishing Department of all changes and looks forward to a progress report or draft pamphlet to be brought back to the 2023 Conference Committee on Public Information.

The committee shared that more work was required regarding adding language to the pamphlet related to the eight suggested edits that were developed by the Staff members on P.I., C.P.C., and Accessibilities assignments. The committee requested the staff secretary continue working with Publishing and provide a revised draft pamphlet or progress report at the July 2023 meeting.

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2023 Conference Committee on Public Information

ITEM M: Discuss a Public Information pamphlet/materials

3. Review progress report on revision to the flyer "A Message to Teenagers"

Background Notes:

From the January 29, 2022, Meeting of the trustees' Public Information Committee:

The committee discussed the 2021 advisory action, "That the trustees' Public Information Committee revise the flyer 'A Message to Teenagers' to better reflect carrying the A.A. message to young people." The chair led a discussion to reach consensus from the trustees' Public Information Committee on suggestions on how this flyer messaging can be more effectively delivered.

In addition to revisions to language in the twelve questions and updated graphics, the committee agreed that a flyer format is outdated and discussed a variety of options as part of this item's revision including: infographics, a visual representation of information using images and text to convey messages, creating Gifs or memes to cross-post messages on our different media channels. The committee looks forward to continued discussion at the July 2022 meeting.

PI Coordinator progress report for Trustees' Public Information Committee

Date: July 30, 2022

Re: A revision of the information and format of Message to Teenagers

Action taken to date on this project:

- a. A March 22, 2022, meeting completed with Communication Services department (CSD), Appointed Committee Members and Publishing to determine a direction for this messaging revision.
- b. Meeting held; notes distributed
- c. PI Coordinator will setup 2nd meeting post 72nd GS Conference.
- d. Submit a CSD request form, if needed.
- e. Provide update to Trustees PI in July 2022 in staff report.

6/23/22 Status: - PI Coordinator will setup the 2nd meeting post 72nd GS Conference.

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Next Actions:

- PI Staff Assistant resent the March 22, 2022, meeting notes so that CSD can review them and determine who from CSD needs to be involved in the project going forward.
- The next meeting will focus on any revision to the twelve questions.

Notes from the March 22, 2022, meeting:

These notes are provided for the trustee committee's insight into the conversations that are being held on the project. In the end, there will be solid suggestions brought forward to the trustees' PI Committee for review and discussion.

Working Group members: Morgan B., Patrick C., Julisa S., Julie G., Kirk H., Marissa S., and Clorinda V.

Scope: The trustees' PI Committee is asking us to work on delivering a solid list of suggestions on how this flyer "A Message to Teenagers" can be more effectively delivered to young people.

In addition to revisions to language in the twelve questions and updated graphics, the committee agreed that a flyer format is outdated and discussed a variety of options as part of this item's revision including:

- infographics,
- a visual representation of information using images and text to convey messages,
- creating Gifs or memes to cross-post messages on our different media channels.

1. Review and pull up the current flyer, "A Message to Teenagers."

Attention was drawn to the fact the original flier was for meant for 10–18-year-olds.

It was mentioned that this update can be in any format, "not necessarily in a flier format." The history of the flier, noted that it was commissioned in 1980, planned to be a giveaway at health fairs and other events. It was modeled after our "A.A. at a Glance" flier. Basically, an eye-catching version of the 12 Questions from "Too Young?" Not much has changed to it since then.

First glance observations from Trustees are that the look and content are outdated, that it is a no charge item, and how can we make this something that is better utilized (gifs, memes, videos, etc....) The artwork is also deemed to be "unappealing" because it was dark.

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Flow charts could be something easily translated into images “to explain something complex.” She also mentioned that we shouldn’t overload/explain too many things at once for this update, since the old flier has 12 Questions. “It’s either a series of things that go together, or what information stays and what goes.”

It was pointed out that the formatting is wide open. Can be something digital/online only. We want it to be something “useful.”

2. Brainstorm of ideas on updated Formats

It was asked what the options were for print/format/size, and what the purpose will be, and if we are “married” to the 12 Questions. Suggests tap into treatment and college admission brochures to see what they are doing in these terms, as they have a lot of marketing research behind the graphic choices they’re making for this generation and how they consume information. She also suggested that a focus group might be a good idea.

It was shared that publishing is looking to redo the pamphlet for “Too Young?” which would help in terms of what direction we could possibly move in. The potential of being animated is on hold. But if we get a new storyline going, she can put a video together to match the other pamphlets so it can be uniform.

ACM stated that from a graphic design point, pamphlets are great because you can pack in a lot of information in pocket size things, so we have a lot of opportunity to communicate.

3. Brainstorm ideas on updated Graphics

ACM suggests focusing on graphics and not (stock) images, as it will help with longevity. Best to commission new graphics. Suggested a few artists. Thinks pamphlets are a good way to get information in people hands cheaply and efficiently, and then we can always break them up into infographics or a slideshow once it is all solidified.

It was suggested that sole pamphlets might not be the best way to deliver the message to this age demographic, and that there should be something else created in addition to it, specifically digital.

ACM proposed working with grapevine to put eventual updated graphics on Instagram and to maybe trial different artists to see which one gets a better response and resonates with our audience the most.

ACM mentions that there are pamphlet racks in school offices, churches, and events, so they have an existing distribution infrastructure that’s already in place

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even though more people might be viewing social media. Thinks that one of the key media strategies forward is to figure out how to leverage our existing library of conference approved materials, and how to translate that into online content. If we make a high-quality pamphlet, we can break that into five or so social media posts or physical cards and postcards.

It was asked, "What if this replaces the young people's service card?" We can cross from service card/poster/Instagram post so easily and merge these projects so that we are consistent.

It is suggested that the artwork must be relatable/engaging not just to teens but tweens, and that we are working with multiple age demographics. Can't have something that works with one group and not the other. Also suggested that we should find three companies we want to work with so they can give us samples, even a way to develop a future relationship with a vendor.

ACM states we should find a specific artist rather than a company. Says "I want it to look like it looked off the pages of [Juxtapoz Magazine](#)" in a way attract this age group.

4. Who would be willing to work on revisions to language in the Twelve Questions?

It was asked if we could change the wording in these twelve questions. Yes, we can make suggestions.

It was thought we might cut them in half to six and to be brief for this audience and age group.

ACM suggests lowering the reading level to appeal to the entire age range. This idea got a consensus.

It was also considered that like the Young People's video project, should we ask people to submit how they would make updates to this piece and how this information would have been useful to them. "Fellowship generated content."

Another member suggests we can send multiple samples of words rather than graphics to make sure we are talking to this age group, rather than talking at them.

5. Open/Questions/Comments?

ACM suggests we should reach out to a group of recovery schools to poll them on what they think about the pamphlet and to get a lot of feedback to bounce off

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of. Here is the link: <https://recoveryschools.org/> Here is the link to the toolkit: <https://recoveryschools.org/toolkit/>

The budget for “editing and various projects” is \$10,000 for 2022.

It was suggested that we could potentially start social media presence dedicated to youth in A.A.

We all concurred that we have to make use of these digital platforms going forward.

We should cooperate with Grapevine, since they are doing great on Instagram already, working with them in the meantime and send content their way.

ACM asks if we can join organizations as A.A. and Patrick responds that we cannot. We can exhibit at events they hold as A.A. Joining organizations would be against traditions.

ACM suggests we can reach out to Alateen.

All Links from that were shared during the meeting by participants in chat:

- [https://www.nyu.edu/content/dam/nyu/ugAdmissions/documents/Visit-nyu/20JS075_Digital_TravelPiece%20\(1\).pdf](https://www.nyu.edu/content/dam/nyu/ugAdmissions/documents/Visit-nyu/20JS075_Digital_TravelPiece%20(1).pdf)
- <https://recoveryschools.org/>
- <https://collegiaterecovery.org/>
- The Association of Recovery Schools has a 'Toolkit' might be a place to share our message: <https://recoveryschools.org/toolkit/>

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

The committee tabled the discussion of the update to the Conference-approved flyer “A Message to Teenagers” to the October 2022 meeting.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

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Staff secretary update as of January 28, 2023:

The Staff secretary has been unable to focus attention onto this pamphlet update due to the other significant Public Information projects that are in progress.

- Membership survey and results reporting
- Young People's Videos
- P.I. Service Cards
- Speaking at Non-A.A. Meetings pamphlet revision
- CMP update

This pamphlet update will be worked on and a draft pamphlet or progress report can be provided to the July 2023 meeting of the trustees' PI Committee.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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."

Background:

1. [A Message to Teenagers Flyer](#) aa.org

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2023 Conference Committee on Public Information

ITEM N: Review progress report on the request to create a new form of communication to address anonymity on social media.

Background Notes:

From the February 1, 2020, report of the trustees' Public Information Committee:

The committee discussed a request to create a new form of communication specifically addressing the use of social media and anonymity. The committee agreed to forward to the 2020 Conference Committee on Public Information a request to create a new form of communication specifically addressing the use of anonymity on social media.

Committee Considerations of the 2020 Conference Public Information Committee:

The committee reviewed a request "to create a new form of communication" to address anonymity on social media. The committee suggested that the trustees' Public Information Committee continue to discuss this request and that preliminary information be gathered before moving forward.

Information to gather:

- Shared experience from the Fellowship on how A.A. members adhere to anonymity Traditions on various social media platforms.
- Suggested safety and etiquette while using social media.
- Anonymity on video meeting platforms.

While the committee recognizes that A.A. literature on anonymity is available ("Understanding Anonymity," A.A. Guidelines on Internet, etc.) the committee noted that the content is dated and does not accurately reflect current technology or the Fellowship's experience. Specific, updated material is needed and the consideration that a video service piece to communicate this sharing might be explored. The committee requested that the trustees' Public Information Committee continue these discussions and that a progress report or draft proposal be brought back to the 2021 Conference Committee on Public Information.

From the October 31, 2020, report of the trustees' Committee on Public Information:

The committee discussed the request "to create a new form of communication to

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address anonymity on social media.” The committee reviewed a progress report from the staff secretary on the development of an online survey of the Fellowship to explore their perspectives on anonymity-based Traditions and social media. The committee agreed to continue discussions and requested that the staff secretary provide a progress report on the survey to the January 2021 meeting.

From the January 31, 2021, report of the trustees’ Committee on Public Information:

The committee discussed the request to create a new form of communication on anonymity and social media. The committee also noted the 2020 Public Information committee consideration that the trustees’ Public Information Committee continue to discuss this request and that preliminary information be gathered before moving forward. The trustees’ committee reviewed potential survey questions that could be shared with the Fellowship and requested that notes be provided to the staff secretary regarding the draft survey questions.

From the July 31, 2021, report of the trustees’ Committee on Public Information:

The committee continued to discuss and review the proposed agenda item requesting “to create a new form of communication to address anonymity on social media.” The committee tabled the discussion and will either meet soon after the board weekend to continue discussion or will discuss at the October 2021 meeting.

From the October 30, 2021, report of the trustees’ Public Information Committee:

The committee continued to discuss and review the proposed agenda item requesting “to create a new form of communication to address anonymity on social media.” The staff secretary located the request for shared experience survey titled, “Anonymity on Social Media Survey – A Request for Feedback from A.A. Members.” The staff secretary will seek guidance from the committee regarding the survey questions and distribution and will provide a progress report at the January 2022 meeting.

On November 15, 2021, the staff secretary sought guidance from the trustees’ PI chair and vice-chair regarding the shared experience survey titled, “Anonymity on Social Media Survey – A Request for Feedback from A.A. Members” and asked if several committee members need to gather to review and confirm the survey is ready to send provide edits.

Reminder: We must “provide a response to the submitter from the trustees’ PI Committee on the actions that are currently taking place with this outstanding proposed agenda item – post January 2022 meeting.” The Staff secretary provided a response to the submitter in January and May 2022.

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The trustees' chair responded as follows:

Thank you for uncovering this work and helping this important item move forward. The background in the historical review is very helpful in evaluating the survey. The survey may need some work though, it is not quite ready for fielding as it stands. More than just a little wording may need to be adjusted to really get what we want from it.

The concern is that we are all really jammed up with work given the CMP so asking the committee to review this form seems like a tall order to complete prior to January 2022.

Option taken:

From the January 29, 2022, Meeting of the trustees' Public Information Committee:

The committee **agreed to forward** to the 2022 Conference Committee on Public Information the request "to create a new form of communication to address anonymity on social media" and a draft survey developed to gather shared experience from the Fellowship.

2022 Committee Consideration of the Conference Committee on Public Information:

The committee considered the request to create a new form of communication to address anonymity on social media by reviewing a draft survey developed to gather shared experience from the Fellowship.

The committee requested the trustees' Public Information Committee and staff secretary focus on distributing the survey, to all age demographics, particularly a young population, and obtain results that will inform decisions on any future new form of communication. The committee looks forward to a progress report to be brought back to the 2023 Conference Committee on Public Information.

Does the trustees' PI Committee agree with the suggestion to distribute this survey from the 2022 Conference Committee on PI? Want to add any additional suggestions?

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

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.

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Staff secretary update as of January 28, 2023:

The Staff secretary has been unable to focus attention onto this survey questionnaire update due to the other significant Public Information projects that are in progress.

- Membership survey and results reporting
- Young People's Videos
- P.I. Service Cards
- Speaking at Non-A.A. Meetings pamphlet revision
- CMP update

A new survey questionnaire will be worked on with updates to the questions, as they currently display an informal tone. A progress report will be provided to the July 2023 meeting of the trustees' PI Committee.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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.

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2023 Conference Committee on Public Information

ITEM O: Review Report on the A.A. Membership Survey Process

Background notes:

2022 Public Information Advisory Action

The 2022 Membership Survey questionnaire receive final editorial review by the trustees' Public Information Committee after consulting with our professional survey methodologist, to address concerns raised by the 72nd General Service Conference related to the survey questions about Racial and Ethnic Background, and Employment Status.

A report titled, "Addendum to January 10, 2022, report" was provided to the trustees' PI Committee in July 2022 sharing new recommended wording for the questions about Racial and Ethnic Background, and Employment Status.

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

The committee approved the revised 2022 Membership Survey questionnaire amended 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 include David S. (chair), Kirk H. and Reilly K., to review the recommendations and develop improved methods to report results of the 2022 Membership Survey.

The second part of this coversheet focuses on the 2022 Advisory Action related to the Membership Survey.

2022 Public Information Advisory Actions (is this an advisory action or committee consideration

After a thorough review of the professional survey methodologist report detailing actions to perform a sound membership survey, a 2022 A.A. Membership Survey be conducted with a budgeted cost not to exceed \$20,000. The process will include mailing, digital back-end response and analysis, creation of message and distribution, including a "How to video" for groups/members.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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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 in collaboration with the regional trustees, delegates and staff. Once the survey is completed, an evaluation will be provided to the parties involved seeking input about the survey process.

The information gathered in this survey is not only of great value but is extremely encouraging. However, survey results should not be used to project figures for either the Fellowship of A.A., alcoholics in general, or the population. A.A. members who filled out the questionnaire represent only those who attended one of the randomly sampled group meetings at which the survey was conducted. 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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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.

Background:

1. 2022 AA Membership Survey Process Report

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Public Information
Item O
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2022 AA Membership Survey Process Report January 28, 2023

Patrick C., Public Information Coordinator

This is a full report outlining the internal process steps taken by the General Service Office (GSO), Public Information Assignment (as guided and supported by the trustees' Public Information committee), to complete the 2022 AA Membership Survey as requested by the 72nd General Service Conference per Advisory Action.

Introduction

AA Membership Surveys reflect a snapshot of a limited number of the total active A.A. group population listed with GSO in their system of record (currently, NetSuite), based on a moment in time.

The last survey was completed in 2014. At that time, A.A. members from the U.S. and Canada participated in a random survey of the membership. Such studies have been conducted periodically since 1968 by the GSO. Alcoholics Anonymous conducts this survey to keep members informed on current trends in membership characteristics. The survey also provides information about AA to the professional community and to the general public as part of AA's purpose, to carry our message to those who still suffer from alcoholism.

Since that time, the General Service Board (GSB) and General Service Conference (GSC) requested that a survey methodologist conduct a thorough analysis of our survey processes and understand how similar General Service Structures perform membership surveys.

The 2022 AA Membership Survey process included the implementation of some of the key recommendations received from this work to improve our process. It is anticipated that additional improvements will be made based on the evaluation of this year's survey process that will be requested at the conclusion of the 2022 survey.

A total active status group population, per area, was pulled from the NetSuite system on Sunday, July 24, 2022. It is important to remember, these are only AA groups who are listed with GSO. This population is used to then determine the random sampling of groups to participate in each year's survey.

The 2022 AA Membership Survey total NetSuite population pull results:

- a. Total active status groups – Regular (in person or hybrid) was **56,432**.
- b. Total active status groups – Online/Virtual (i.e., not in person, online digital platform, telephone) was **682**. We confirmed with the survey methodologist and decided to pull

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one group for each area that has an online active status group listed at GSO which = 86. *(See below for the methodology used)*

Note: Some areas did not have any online active status groups listed.

The Project Plan

1.0 Preparation and meetings with staff and the survey methodologist

- a. Reviewed resource materials to understand the process and recommendations made to complete the 2022 Membership Survey.
 1. Addendum to January 10, 2022, report on Questionnaire Dr. Cooper - Provided as background to trustees' PI Committee at July 2022 meeting.
 2. 2022 Membership Survey Dr. Cooper Final Report 6-28-22
 3. Workgroup report on Membership Survey 2020-2021, trustees' PI Committee
 4. 2020 Report: Dr. Alexandra Cooper, Duke University, Social Science Research Institute
 5. 2013 Report: J. Gary (NERT) TCPI Membership Survey Subcommittee
 6. Historical process documents on file with the PI Assignment.
- b. Developed several email communications clarifying that the details of the 72nd General Service Conference questionnaire discussion were provided to the consulting survey methodologist to inform a review and provision of an updated 2022 survey questionnaire.
- c. Held two project planning meetings with a past GSO Staff member who performed the 2011 (should this be 2014?) Membership survey and with the consulting survey methodologist.
- d. PI Staff Assistant held meetings with GSO support staff who participated in past surveys to understand lessons learned from system sample pulling and the concept and time it takes to perform the editing process on all submitted group's surveys. The editing process is to ensure that the survey questionnaires are taken through a criteria-based checklist to sort out any disqualified surveys received from randomly selected groups.
- e. PI Staff Assistant created individual area sampling spreadsheets to review with the consulting survey methodologist confirming that our process used to randomly select groups is sound. *(See below for the methodology used)*
- f. PI Coordinator discussed the concept and need for a potential Subcommittee on the Membership Survey reporting of results with the trustees' PI Committee chair. The subcommittee was appointed with the scope of reviewing all reporting and

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recommendations developed regarding membership survey reporting of results. This subcommittee is charged with developing a recommendation for the trustees' PI Committees consideration of a new template and format concept for reporting results of this survey.

- g. Finally, the PI Coordinator developed an *Action Plan* document for the trustees' PI Committee to have a full understanding of the timeline and scope of work the office will be tackling to complete this Conference 2022 PI Advisory Action.

2.0 Random Selection of Groups

In Person Group Random Sampling methodology:

Random sampling methodology is considered to be a highly effective, efficient, and best practice method of data collection to measure a target population.

The methodology uses a sample of the body one wishes to characterize to reflect the whole, and the fact that those sampled are drawn randomly, without bias, ensures that the characterization will be accurate. Specifically, the survey methodology uses true probability sampling, which involves selecting a sample that is drawn randomly from the parent distribution, meaning that each AA group has an equal probability to be selected for inclusion.

Importantly, according to the survey methodologist and past workgroups and trustees our survey “employs a sample size that is more than adequate to generate estimates that are quite precise”.

In addition to random sampling, we also correctly use stratification and clustering techniques.

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2022 A.A. Membership Survey Sample



93 areas



780 in-person groups selected in random sample



86 online groups selected in random sample



Delegates confirmed 330 active groups want the paper survey



Delegates confirmed 242 active groups want the digital survey

Notes:

A subset of the 780 in-person sampled groups that did not respond to a delegate request for confirmation of Active Status that GSO sent a paper survey instruction package to a delegate = 200.

A subset of the 86 sampled online groups that did not respond to a delegate request for confirmation of Active Status that GSO sent a digital survey link to a delegate = 15

a. Created area spreadsheets reflecting the random survey sample selection. (Regular = In person – Hybrid groups)

The procedure used begins with our system of group records, NetSuite. As we have historically done, we are pulling only groups that have the status of "active" in NetSuite.

The calculation used is a 1.3% of total "active" status groups being pulled from each of our Ninety-three (93) areas. If the result of this calculation is <1, that area's target should be assigned 2 active status groups (thus, no area has less than 2 active groups pulled). (Recommendation confirmed with Dr. Cooper, Oct 2020).

Online/Virtual Group Random Sampling methodology:

b. Created area spreadsheets reflecting the random survey sample selection. (Online groups)

We finalized a process for pulling a sample of online groups, noting that some areas do not have any online active status groups listed with GSO and some areas only have one online active status group listed with GSO. We confirmed our sample methodology with Dr. Cooper.

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An excerpt from the document titled, *“Sampling Strategy Recommendations for the A.A. Membership Survey of (Online) Virtual Groups.”*

As it plans its next (2022) membership survey, A.A. is planning to incorporate virtual meetings into its sample for the first time. A.A. is comprised of approximately 54,000 in-person groups across 93 areas in the U.S. and Canada; currently it also has 682 (online) virtual groups serving those same areas. That is, there are fewer virtual than in-person groups, approximately 1.3 virtual groups for every 100 groups within the G.S.O. Moreover, 6 areas have no virtual groups at all, a number have only 1 virtual group, and the most virtual groups any area has is 49.

As has already been described elsewhere, to sample in-person groups, the survey protocol relies on a stratified, clustered sample of 1.3% of groups per area. Applying this approach to virtual groups results in a sample of one group per area, across all areas that have virtual groups – 1.3% of 49, the largest number of virtual groups in any one area, is only 0.64, which rounds up to 1. Such a sample would involve 87 (*In the end, 86 were invited*) virtual groups, one per area, assuming all areas that list virtual groups have at least one virtual group that is active.

This strategy provides surprisingly accurate information about virtual group memberships, generally. The key reason, of course, is that 86 groups out of 682 is not, in fact, 1.3%, but is 13%. This is a large enough proportion – to generate fairly accurate estimates.

The beauty of this approach is that it oversampled virtual groups, allowing for sufficient study of them, as if you dropped the area stratification, 1.3% of the listed 86 virtual groups without concern for the area stratification would have yielded a sample size of about 10 groups, insufficient to yield good data.

The problem with this approach is that we oversampled the virtual groups. The solution is that each virtual group should be down-weighted relative to in-person groups, since there are so many of the in-person relative to virtual, if the goal is to provide the overall snapshot of AA. The beauty of oversampling percentagewise is a reliable snapshot, but the problem is that they are overrepresented without down weighting these virtual group's results.

Note: As of this report writing, January 28, 2023, the GSO PI Coordinator, working with experts, staff and service providers are still working out the final analysis and result calculations to prepare the final results.

We will apply this approach to online/virtual groups resulting in a sample of one meeting per area, across all areas that have online groups. In the end the total number of areas, as of July 24, 2022, that have an online meeting listed in NetSuite is 86.

In NetSuite, there is an Area 95, which according to the Group Services Coordinator, is a miscellaneous bucket of groups that are not part of the active listings and even include some

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international groups. These are under review by the assignment. To that end we will not pull a group sample from Area 95 but focus on active online groups (clustering) that are listed under Areas 1-93 (Stratification).

3.0 Calculation of random selection of sampled groups, per area, and reselects:

First Step: The Public Information Staff Assistant was given access to a list of active status groups by the Business Systems Specialist from our database, NetSuite.

Second Step: They downloaded a list of each area's active status groups. The groups were numbered 1- ____ based off how many groups were in each area.

Third Step: The Public Information Staff Assistant calculated 1.3% of the number of groups for each area, rounding up to the nearest whole number, to get the total number of groups that would be randomly selected to take the survey in each area.

- For in-person groups: This procedure should be simplified to 1.3% of groups being pulled from each area. If the result of this calculation is less than or equal to 1, that area's target should be assigned 2, thus, no area had less than 2 groups pulled. *(Recommendation confirmed with Dr. Cooper, Oct. 2020)*
- For Online Groups: Each area with online groups had one group selected. *(Recommendation confirmed with Dr. Cooper, Aug 2022)*

Fourth Step: To randomly select each group, the Public Information Staff Assistant then used a randomizer function in excel: =RANDBETWEEN (1, ____)

The blank is filled in with the area's total number of active status groups. F9 was then pressed to solidify the number so it would not randomize again. A number is produced as the output to this function. The number correlated to a group in the area's list of groups. This was repeated for all 93 areas.

Fifth Step: Each Delegate was contacted with a list of sampled active status groups to determine if they were active. If they were not, we used the randomizer function again to find more numbers, and therefore reselect a new group.

4.0 Initial communication to delegates regarding randomly sampled groups:

We communicated that the survey process success depends on the cooperation of A.A. members throughout the United States and Canada.

The delegate data collectors play a key role as the point of distribution and collection of the survey questionnaires for each area's randomly sampled A.A. groups.

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We offered each randomly sampled group a choice of selecting one of two methods to participate in completing the survey questionnaire: digital or paper.

The delegates performed the following three tasks and responded via email to the P.I. staff assistant at publicinfosaa@aa.org no later than, Friday, August 26, 2022.

1. First, review the list of the area's randomly sampled groups to confirm if they are active.
 - a. If they are not active, please let GSO know as soon as possible so that we can randomly select a new group.
 - b. If they are all active, please still respond and confirm this with GSO so that we can proceed with the survey.
2. Second, let GSO know if any of the groups on the sample list are “specialized A.A. groups^[1]” and if so, what type. Some delegates provided this information and others were not able to provide it.
3. Third, please respond confirming which format of survey questionnaire that each group will complete. The group can only choose ONE method for all participants to complete.
 - a. All the group members want to complete a digital survey.
 - i. We will provide a unique digital link to each group for a specified timeframe.
 - b. All the group members want to complete a paper survey.
 - i. Paper copies of the survey questionnaire will be provided.

This initial validation process was setup to be completed between August 12th to August 19th. After listening to feedback from the delegates and the fact we want the survey to be successful, we reanalyzed the initial response deadline and extended it to Friday August 26th, 2022.

In September 2022, via postal mail, delegates received copies of the survey instructions along with all materials needed to distribute and collect. We shared about the importance of following the instructions as any questionnaires that are not completed precisely as described, will not be counted!

^[1] Note: From “The A.A. Group” pamphlet, pg. 11, some A.A.s come together as specialized A.A. groups — for men, women, young people, doctors, LGBTQ, and others. If the members are all alcoholics, and if they open the door to all alcoholics who seek help, regardless of profession, gender, or other distinction, and meet all the other aspects defining an A.A. group, they may call themselves an A.A. group.

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5.0 Our system of groups records is NetSuite:

We learned there are many groups primary contacts or general service representatives that are not up to date, in NetSuite, which hindered the delegates ability to perform the group status validation. There is future local service work that can be done to improve this data. It will take a concerted effort of the members in our general service structure.

Some delegates provided updates to the group's records and GSO is considering a project of making these changes after the 2022 Membership Survey process is complete. Before we make any updates, we will ask for delegate and area registrar agreement to move forward and make the changes we received.

6.0 Select Tabulation Vendor - RFP and Contract process:

The PI Coordinator developed a short list of tabulation house vendors to request quotes on the work to be completed to provide the final coding and analysis results from the 2022 AA survey. Meetings were held with each vendor; a selection was made, and contractual agreements were signed. The cost of this portion of the project is \$14k which is within the overall budget not to exceed \$20k.

7.0 Training session about survey project and deadlines:

One of the recommendations for improving data collection was to develop a training video for the delegates to accompany the detailed written instructions.

Due to time constraints, instead of creating a video, , it was agreed to hold LIVE informational sessions for Delegates.

- Session #1 9/12/12 at 5 p.m. to 6 p.m.
- Session #2 9/13/12 with FR interpretation at 6 p.m. to 7.p.m.

A session was recorded, and a video/audio file is available for future use.

8.0 Finalize the questionnaire versions and editing process for survey review:

PI Coordinator completed the 72nd General Service Conference Advisory Action that the 2022 Membership Survey questionnaire receive final editorial review by the trustees' Public Information Committee after consulting with our professional survey methodologist, to address concerns raised related to the survey questions about Racial and Ethnic Background, and Employment Status.

The paper survey template created by Publishing is translated into all three Conference languages.

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A Survey Monkey Advantage Annual plan purchased for \$418.08 allowed for the creation of the digital survey link method of completing and submitting member surveys.

The annual subscription will be cancelled, as needed, to avoid automatic renewal.

9.0 Mail paper packets starting September 9, 2022, and email digital links:

GSO mailed all paper survey packages with instructions and forty copies of the 2022 AA survey questionnaire to each delegate area in the U.S. and Canada.

GSO emailed all digital survey links, per sampled group, to the delegates in each area that had groups who selected this method of completing and submitting the 2022 AA survey questionnaire.

10.0 Data Collection Period - September 19 to October 24, 2022 (extended deadline):

The delegates completed the data collection within the scheduled period, with one extension of the deadline.

11.0 Editing process for surveys to confirm qualified or to disqualify:

All paper surveys received by GSO must go through an editing process to determine qualified surveys.

SORT DISQUALIFIED SURVEYS:

- **FIRST DISQUALIFICATION:**

- Any survey completed outside the submission window date range of 09/19/22 to 10/24/22.

- **SECOND DISQUALIFICATION:**

- If either Question 2 or 3 have **no response**, the survey is **NOT VALID** for our purposes. These are **DISQUALIFIED** surveys and will not be tallied. Put them to the side and continue to edit the rest of the questionnaires in the batch.

- **THIRD DISQUALIFICATION:**

- If **ALL Questions** 14, 15 AND 17 have **no response**, the survey is **NOT VALID** for our purposes. These are **DISQUALIFIED** surveys and will not be tallied. Put them to the side and continue to edit the rest of the questionnaires in the batch.
- The reason is that we would not be able to categorize the answers to these

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- surveys to a member's age, gender or racial or ethnic background. This is key to understanding the current A.A. population for this 2022 survey.
- **If any one or two out of these three questions are answered, the survey should be counted.**
 - Please note that it is okay to have blank answers on all other questions besides 2, 3 and ALL three of 14, 15 and 17. These are addressed by the editing guidelines below.

12.0 Data Tabulation Period - October 24 to November 20, 2022:

The tabulation house vendor is scheduled to complete all analysis, coding, and provision of results at the end of this period.

Additional Work: As of January 24, 2023, the tabulation house vendor has been informed that some additional calculation of results is most likely needed based on the review and needs developing out of the survey results analysis. This is primarily related to the down-weighting suggested by survey methodologist for the online/virtual group results.

13.0 Subcommittee on 2022 Membership Survey results format and reporting:

The Subcommittee on 2022 Membership Survey Results reporting has reviewed all methodologist and trustee committee reporting and suggestions developed regarding improving member survey reporting of results.

The subcommittee is presenting a recommendation to the full trustees' PI Committee that will include the new template and format concepts of reporting results for the 2022 AA Membership Survey.

Once a recommendation is considered by Conference and approved there will be full communication to Publishing and Communication Services departments to produce the final versions of the results reporting package elements. The concept package of a dynamic webpage and final draft pamphlet are planned to be produced, after obtaining 2023 Conference approval.

14.0 Evaluation of survey process – pending action:

Several emails and letters to the Public Information Assignment and the Trustees PI Committee and the General Service Board regarding the 2022 Membership Survey have been received as of January 28, 2023. They were submitted by delegates and even group members who were sampled in the survey.

An evaluation survey about the process is planned, once the 2022 Membership Survey is completed.

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These emails and letters received will be included in this evaluation debrief of process documentation so that all input will be considered for future membership survey process improvements.

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2023 Conference Committee on Public Information

ITEM P: Review report on 2022 AA Membership Survey Results Reporting

Background Notes:

From the July 30, 2022, Meeting of the trustees' Public Information Committee:

The committee approved the revised 2022 Membership Survey questionnaire amended 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 include David S. (chair), Kirk H. and Reilly K., to review the recommendations and develop improved methods to report results of the 2022 Membership Survey.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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 AA 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 AA 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.

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

The committee reviewed the final report from the Subcommittee on the 2022 A.A.

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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.

Background:

1. [Final Report - Subcommittee on 2022 AA Membership Survey Results Reporting](#)
 - a. Recommendations included.
2. Draft 2022 AA Membership Survey pamphlet (committees' eye only)
3. Draft Mockup of the 2022 AA Membership Survey webpage (committees' eyes only)

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Final Report from 2022-2023 trustees' Public Information Committee (TPIC)

Subcommittee on 2022 Membership Survey Results Reporting

January 28, 2023

Subcommittee: David S., chair; Kirk H., Reilly K., and Patrick C. secretary

GSO partners: Communication Services, Publishing, Operations and other supporting GSO staff and vendors such as the survey tabulation house and website design support.

January 28, 2023, subcommittee recommendations:

1. Consider the mockup concept of a dynamic 2022 AA Membership Survey webpage that will be created on aa.org reporting all survey results.
2. Review draft of 2022 AA Membership Survey pamphlet.

Introduction: At the July 2022 meeting of the trustees' Public Information Committee, the chair appointed a subcommittee to review the recommendations and develop improved methods to report results of the 2022 Membership Survey.

Scope: The scope of the committee is:

1. Discuss the plan to complete the 2022 AA Membership Survey: The committee approved the revised 2022 Membership Survey questionnaire amended 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 include David S. (chair), Kirk H. and Reilly K., to review the recommendations and develop improved methods to report results of the 2022 Membership Survey.

The subcommittee will focus on the scope of reviewing all reporting and recommendations developed regarding member survey reporting of results. Then, determine and recommend to full trustees' PI Committee the new template and

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format concepts of reporting results.

Background: The background being provided to complete this work is as follows:

1. Review the 2022 Membership Survey Dr. Cooper Final Report 1.10.22
2. An excerpt from the 2021 Membership Survey Progress Report written by the Workgroup on Membership Survey: 2020-2021 from the Trustees Committee on Public Information:

As results arrive, it would be prudent to consider the functions and target audiences, including intended and unintended uses of survey results. Note that there are multiple potential consumers for survey findings, and it would be prudent to discuss these audiences and how we might better communicate the best information to them. It may be prudent to ask the Conference Committee on PI to undertake such discussion on the function and audiences of the survey, to advise future study or action. It would also be prudent to consult with our Class A professional trustees about this. Related to this discussion:

- a. The pamphlet states that “Alcoholics Anonymous conducts this survey to keep members informed on current trends in membership characteristics. The survey also provides information about AA to the professional community and to the general public as part of AA’s purpose to carry our message to those who still suffer from alcoholism”.
- b. Note that one function is an inventory for us, to give us insights into sects of the alcoholic population that may not be finding or staying in AA.
- c. This is very different than the function or purpose of informing our professional community about AA. Indeed, most service organizations do inventory and communicate to the public who they serve and the size of their organization in a general way (e.g., Boy Scouts, youth organization in the US, with ~2.3 million youth participants). It may be important to understand what data elements are important for professionals referring to AA to have. One might question whether or not the trends found in the survey actually negatively impact referral trends (e.g., “I will not send my young patient, my Hispanic client, etc., to AA because his/her/ their group is not well represented”). The survey results (via pamphlets or tabletop display formats) may not be THE message that is best suited for professionals.
- d. With thorough discussion, careful selection of appropriate reporting data for press (via inclusion in press letters or packets), professionals (“snippet data”

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on website, in pamphlets), and internal communications to inform 12 step efforts could be made.

- e. Consistent with professional messaging, when we do present outward facing data, we may want to have standard language underscoring inclusion, e.g., “AA welcomes alcoholics of varying abilities, sexual identities, races, ethnicities, gender identities, religions, languages, neighborhoods, socioeconomic backgrounds and ages.”

Subcommittee report to the October 29, 2022, trustees’ Public Information Committee:

The first phase of work was completed with recommendations of a deliverable of a result reporting packet at the October 2022 board meeting of the trustees’ Public Information Committee.

After the October 2022 board meeting, work continued on the following:

- The development of a pamphlet and a dynamic web page to disseminate the results of the 2022 AA 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 AA members, the professional community, the media, and other constituents.

The committee confirmed it would provide a mockup of the webpage and a draft pamphlet at the January 2023 meeting.

The new format of survey reporting of results

Historically, the process for creation of the results reporting formats for an AA Membership Survey, including Publishing developing the graphic design and ultimate production of a survey pamphlet and survey tabletop display. The work and expense were captured within the employees working in our Publishing department.

At the October 2022 meeting, the Trustees’ PI Committee approved a change in results reporting for this year’s membership survey. This change was based on the potential

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improvements suggested by our survey methodologist through her review and reporting of the pros and cons regarding our current method of results reporting.

A first goal is for the pamphlet to become the initial driving tool that gets people, through the use of a QR code on the pamphlet, to the new webpage for complete 2022 AA Membership Survey results.

A second goal is to create a mockup of a dynamic webpage housing each individual infographic element of the survey results. The webpage will include the ability for local members to download each of the infographics for public information and cooperation with the professional community local service needs.

The subcommittee and staff secretary determined that in order to meet these goals, an adjustment in format was necessary regarding the development of the infographics designed to communicate the results in an effective manner.

The subcommittee was seeking efficiencies by developing an integrated single user experience allowing for the same look and feel all around. The infographics were created once and used in multiple ways. They are to:

1. Live in pamphlet,
2. Live on the webpage,
3. Be used by the Fellowship to do the service work in the local communities. We are seeking for efficiencies.

A new expense was approved by our general manager with support from the chief financial officer to implement this expense within the unused portion of the trustees' PI Committee 2022 budget. The subcommittee came up with a plan that the physical and virtual results reporting should be integrated as a package of information.

The results reporting expense allocation:

On Thursday, November 10, 2022, the staff secretary met with CFO at GSO. The 2022 trustees' PI Budget will need to adjust to accommodate for this new cost based on the recommendation approved by the trustees' PI Committee. The total projected budget for 2022 trustees' PI Committee has not been used.

The staff secretary informed Communication Services and Publishing department of how the costs will be expensed related to the materials needed to report the results of the 2022 AA Membership Survey:

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With guidance from the CFO the following actions were taken:

1. Obtained the cost for infographic design needed. The expense was approved by GM and CFO. Shared with trustees' PI Committee. The total design expense is \$11,025.
 - a. *Note: If any additional work is needed, a change order request might be needed to accommodate any final analysis enhancements required. Will require approval.*
2. The final infographics will be passed on to both Publishing and Communication Services to create the final draft pamphlet and the mockup of the webpage.
3. All costs for creating and producing the pamphlet, pending conference approval, will be part of the Publishing's expenses. Communication provided to Publishing director.
4. All costs for developing the dynamic webpage and all its functionality needed (i.e., downloadable infographics) will be expenses for Communication Services. Communication provided to the CSD Director.
5. We will need to distinguish between the 2022 expenses and potential future 2023 expenses for this project and make any budget adjustments necessary with approval.
6. PI Budget distinguishes the budgeted expense to complete the 2022 AA Membership Survey itself, per the 2022 Advisory Action, and the different and newly approved expenses to create the results reporting items of the 2022 AA Membership Survey.

Committee action completed to address it's scope:

The following is the detail of what is provided to move forward to Conference Committee on Public Information. Since August 2022, the subcommittee has met more than eighteen times to complete the work outlined in its scope. The subcommittee began their work by reviewing the recommendations from 2022 Membership Survey Dr. Cooper, survey methodologists and trustees' PI 2020-2021 working group's final reports.

The subcommittee developed a story of the results which allows them to be bucketed into the following main categories of; an introduction to the survey, "what got you here?", "what keeps you here?", and "who is a member?" Each of the individually developed infographics of results were able to be captured under the category suited for it.

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In the end and after much discussion, debate and group conscience have landed on a solid result reporting plan.

The idea of what will be provided to the trustees' PI Committee at the January 2023 meeting is an engaging mockup of the dynamic webpage that will host all the results of the 2022 AA survey.

2022 AA Membership Survey Pamphlet:

The subcommittee requested print estimates from Publishing for two versions of a pamphlet, six-panel, or eight-panel. In the end, it was determined by the subcommittee that an eight-panel pamphlet version was needed to layout the required content and infographics effectively. Production will only occur with conference approval.

P-48 Print Estimates:

2022-2023 Membership Survey – (6 panels):

English:

20,000 copies for \$2,178.35 (\$.11 ea.)

10,000 copies for \$1,308.36 (\$.13 ea.)

French:

4,000 copies for \$816.06 (\$.20 ea.)

Spanish:

8,000 copies for \$1,156.63 (\$.14 ea.)

Total: \$4,151 (20,000 English, French, and Spanish)

2022-2023 Membership Survey – (8 panels):

English:

20,000 copies for \$2,998.44 (\$.15 ea.)

10,000 copies for \$1,746.00 (\$.17 ea.)

French:

4,000 copies for \$973.22 (\$.24 ea.)

Spanish:

8,000 copies for \$1,512.25 (\$.19 ea.)

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Total: \$5,483 (20,000 English, French, and Spanish)

Difference: \$1,332

Content/element ideas for the pamphlet:

- Updating the pamphlet generally
- Including content related to the purpose of the survey in the pamphlet and how members got to AA and that anyone is welcome in AA. Adding some short definitions of AA specific terms such as to the home group and sponsor.
- Add short descriptions about some of the data. For example, for the data in the current pamphlet length of sobriety might be preceded by a description sentence. To make it easier to consume. Tell them what you want to take away. Both for persons inside and outside of AA.
- Add more detailed and contemporary information about how to connect with AA. This came from professionals. Helping people to connect with the meeting that is right for them. Up-to-date intergroup/central office information and tools like the meeting guide app.
- Consider from refraining or including in the pamphlet information that reflects AA is not inclusive or diverse. If the data shows that key groups are underrepresented in AA, how do we share that information and then talk more about how there are specialized AA meeting groups. Have some sensitivity about the data that AA is an older white people program. How do we get the message across? The committee decided it was key to include all results in the pamphlet.
- Text information and stories. How do we contextualize the stories from members and/or professionals to bring the data to LIFE. The committee concluded that we consider this in the final development on the dynamic webpage and not in the pamphlet.
- How do we create the best messaging to the professionals and potential AA members. What messages do we want to be sending? This is captured in the content of the pamphlet and webpage.

Dynamic webpage mockup:

- The mockup will include the downloadable infographic designs representing the survey results.

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- The webpage is planned to also include the ability to view the historical survey pamphlets and be mobile-friendly.
- This mockup will reflect the full list of elements intended to be included on the webpage. Cross-referencing of AA materials is a key concept meant to guide members, the general public, and professionals from the survey results to our other important sources of AA information.
- The mockup will reflect the design style we will use.

Final action pending:

1. Finalize our work with our survey methodologist and tabulation house to determine how to perform the down weighting of Online/Virtual Groups due to oversampling of these groups. As a reminder, the problem of this approach is that we oversampled the virtual groups. The solution is that each virtual group should be down-weighted relative to in-person groups, since there are so many of the in-person relative to virtual, if the goal is to provide the overall snapshot of AA. The beauty of oversampling percentagewise is a reliable snapshot, but the problem is that they are overrepresented in the total sample without down weighting these virtual group's results.
2. As a result of the first action, we would need to update the results included in the webpage and pamphlet as we forward these items to the Conference Committee on Public Information.

Conclusion: The draft pamphlet will be to be provided in its final draft production design format for Conference Committee on Public Information to review and potentially move forward for final approval by the full General Service Conference.

Additionally, we will need to clearly detail the new concepts of results reporting that will be presented and what portions require Conference approval. Specifically, while the pamphlet requires Conference approval, the webpage design and development falls within the purview of A.A.W.S. (GSO's Communication Services team). Of course, we will seek the Conference Committees on Public Information's insight and suggestions on the mockup.

##

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2023 Conference Committee on Public Information

ITEM Q: Review content and format of P.I. Kit and Workbook.

Background notes:

Kits and Workbooks for C.P.C., Corrections, Public Information, Treatment and Accessibilities are reviewed by the appropriate Conference Committees during each General Service Conference.

Workbooks and Kits are service pieces. Any suggested changes to their content from the Conference committee are put forth as Committee Considerations rather than recommendations.

Between Conferences, ideas for changes to a Workbook or to the contents of a Kit may be received. These may be reviewed by the appropriate trustees' Committee and implemented, or the trustees' committee may choose to forward an idea to the Conference Committee for review.

Typically, service kits are updated annually each fall. Due to pandemic-induced supply chain and paper shortage challenges, implementation of the updates has been delayed.

From 2022 Committee Consideration of the Conference Committee on Public Information:

The committee discussed the content and format of the P.I. Kit and Workbook. The committee noted the updated content list provided by the staff secretary and agreed to all the changes.

From the October 29, 2022, Meeting of the trustees' Public Information Committee:

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.

From the staff report provided to the January 28, 2023, trustees' PI Committee:

Public Information Kit and Workbook:

The 2021/2022 update to the PI Kit content has moved forward and is currently getting finalized by the GSO Operations department and Group Services.

Regarding the PI Workbook, the 2022 Conference Committee on Public Information provided the PI Coordinator suggested changes to the Public Information Workbook to

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consider on October 26, 2023. The suggestions will be included in the background for the 2023 Conference Committee on PI to allow for local committee to see what is being contemplated.

Background:

1. Public Information Workbook and Kit Content Lists available to view at the links below:

Workbook:

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

Kit Content Lists: *revisions will be handled post Conference*

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

2. Public Information Kits (provided to Conference Committee on Public Information members only)
3. [Suggested changes to the Public Information Workbook being considered.](#)

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**Public Information
Item Q
Doc.3**

Who	Suggested changes to the Public Information Workbook being considered.
Mary	Verbiage consistent with advisory actions (ex. Preamble, Faith Leaders instead of clergy, etc.)
Ben	Page 5 - Always mindful of the importance of personal anonymity we believe this can be done by making known to any this individual him , and to those who may be interested in their his problems,
Mary	Page 6 - Remove phone directories
Ben	Page 7 - Sometimes you need to correct misconceptions about whether A.A.s should reach be going out to non-A.A.s. A few P.I. committees have reported resistance from members who fear they will be doing "promotion" by letting professionals and the public know about A.A. Have the members read and become familiar with the P.I. Workbook so that they have a clear understanding of ways the A.A. message is carried to the public, and of the Traditions and A.A. experience in this area.
Ben	Page 8: (add) 14. Podcasts? YouTube?
Ben	Page 12: (add) 8. What is the best way to fully prepare for a P.I. appointment/meeting. Checklist?
Mary	Page 12 - 3rd bullet point - faith leaders instead of clergy to be consistent in our literature.
Mary	Page 13 - faith leaders instead of clergy to be consistent in our literature.
Ben	Page 15 - 3rd bullet point - A.A. is for all faiths and those of no faith. It is for people of men and women of all ages.
	-
Ben	Page 15 -6th bullet point - A.A. helps keep the member sober, as well as getting him or her sober as getting sober

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Ben	Page 15 -7th bullet point - A.A. can be found in most cities and towns. Look for a listing in the local
Lauren	telephone directory us on the web or check local newspapers. Should this say the meeting app instead of newspapers?
	Page 15. 4. An A.A. member gives his or her their drinking and recovery story in some detail. (A.A. speakers should understand when they are invited that non-A.A.s will be present.)
Mary	Page 15 - 2nd bullet point - change men and women to people to be consistent with preamble.
	Page 15 - 7th bullet point - update verbiage for telephone directory.
	Page 15 - Number 2 - change minister to faith leaders for consistency.
Ben	Page 18. What Is “Real News”?
	Opportunities for news about the Fellowship include facts about the growth of A.A., about an all-inclusive male and female membership, about changing age ratios in the membership;...
Ben	Page 41. Letters Broadcast outlets.... Insert somewhere within “inclusive to anyone with a drinking problem”
Ben	Page 42. Do the Yellow Pages still exist?
Lauren	Definitely an outdated method but, yes - still exists. Maybe change to "Phone Listings" or something similar?
Ben	Page 43. Add statistical information of the 2022 Survey
Lauren	Check to see if this is actually an outward facing doc. To the membership too.
Mary	Page 46 - Number 2 - Should we change videos?
Ben	Page 46. Add as 11th note, excerpt from “Understanding Anonymity”: Anonymity in the digital age

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Mary	Page 47 - A.A. Fact File is retired - update with current information
Mary	Do we need to add Meeting Guide App anywhere?
Lauren	Needs to be translated into French and Spanish
Fred	The problem I think needs to be at least approached for discussion is the use of the word drunks. These are the words of Bill Wilson in the PI workbook. After 43 years it doesn't affect me any. But the people we are trying to reach for example Addiction Counselors, Probation and Parole Officers, Doctors etc. Do not like the use of words that they consider flippant and demeaning. I have worked in Addictions since 1984 am now retired to a certain extent these words were accepted at one time but not as they once were.
Fred	This is just a thought. The need to educate our presenters or to caution these people to be mindful of who we are talking to. I am not saying we don't but just an added precaution.

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2023 Conference Committee on Public Information

ITEM R: Consider request to implement an Alcoholics Anonymous World Services, Inc. Instagram account.

Background Notes:

From the January 28, 2023, Meeting of the trustees' Public Information Committee:

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.

Background:

1. Request for AAWS Inc Instagram Account Implementation

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Communication Services Department

January 28, 2023

Request to Create, Implement, and Manage an AAWS, Inc. Instagram Account

The Communication Services Department, along with the guidance of Public Information Desk recommends the creation, implementation, and management of an official Alcoholics Anonymous World Services (A.A.W.S.) Instagram account.

Consider request to create, implement, and manage an Alcoholics Anonymous World Services, Inc. Instagram Account

Purpose

To establish a profile in line with the Twelve Traditions and use as a tool to connect with the digital community and expand A.A.'s reach to members and suffering alcoholics by sharing relevant information from the General Service (G.S.O.) Office. Examples include:

- Highlighting the GSO Podcast with scheduled posts to build awareness of upcoming episodes
- Sharing updates from G.S.O., such as calendars and upcoming events i.e., Regional Forums, Conference, etc.
- Posting seasonal literature special offers
- Publicizing Press Releases, Newsletters, news, and more

Strategy

Our current goal is to include the use of existing Conference-approved content and service material that is produced by G.S.O. and potentially produce new imaging and video-related projects, as needed, guided by the Conference. As we become more adept, we will start to solicit new content that is Instagram specific and follow the current example of Grapevine in regard to using the necessary tools to share relevant information and resources with members and suffering alcoholics in a visually engaging way.

Instagram Community Guidelines

Below are examples of what's included in the platform's [community guidelines](#).

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- Share only photos and videos that you've taken or have the right to share
- Post photos and videos that are appropriate for a diverse audience
- Foster meaningful and genuine interactions
- Follow the law
- Respect other members of the Instagram community
- Maintain our supportive environment by not glorifying self-injury
- Be thoughtful when posting newsworthy news
- Help keep the community strong

Anonymity & Security

- Publicly accessible aspects of the Internet such as social media sites featuring text, graphics, audio, and video can be considered the same as publishing or broadcasting. A social media site requires the same safeguards that we use at the level of press, radio, and film. Simply put, this means that A.A.s do not identify themselves as A.A. members using their full names and/or full-face photos.
- When the GSO uses social media, we are responsible for maintaining anonymity in the posts we create. When we post or text, we are publishing at the public level. We will not break anonymity in the Instagram account.
- It is the app's user's responsibility to use Instagram in an anonymous way as it does not require any personally identifiable information beyond a phone number or an email address. Any user has the option to make their account private, requiring personal requests for profile access.
- Instagram is a secure platform that allows for two-factor authentication, login activity notifications, and several other safeguards.

Privacy Settings

- The account's manager has control over who can see the posts, who can comment, and who follows the profile. They can also limit how others interact with the Instagram account.
- Instagram allows the option to turn off comments and hide the number of shared likes.

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Content Procurement

- The regularly scheduled publication can be handled by the Communication Services department with the content planning assistance of the Public Information desk. Sourcing content will not be difficult as there are plenty of opportunities for resource use and highlighting existing content including literature, newsletters, PSAs, interview audios, videos, historical archives, and other content.

Ex: Daily Reflection, sobriety calculator, GSO news, etc.

- Instagram has the option of adding more than one image or video per post. Each post can have the same article in all three languages, English, French and Spanish.

Outside Contributions

We will not use this platform to request or promote Seventh Tradition self-support contributions.

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VIII.

**REPORT
AND
CHARTER**

AGENDA

Conference Committee on Report and Charter

*Sunday, April 23, 2023, 3 p.m. – 4 p.m.

Sunday, April 23, 2023, 4 p.m. – 6 p.m.

Monday, April 24, 2023, 9 a.m. – noon

Room: TBD

Chairperson: Denise M.

Secretary: Karina C.

Conference Committee Members

Panel 72

Denise M.*

Jack M.**

Tami L.

Panel 73

Mary E-K.

Ryan F.

Pablo H.

Meg H.

Mike M.

*chairperson

**alternate chairperson

- ◆ Introductions – Karina C., secretary.
- ◆ Review Conference Committee Composition, Scope and Procedure – Denise M., Conference Committee chairperson.
 - 1. EDW Summary Results
 - 2. 2021 Conference Literature Committee Composition, Scope and Procedure
- ◆ Review History of Conference Committee – Karina C., secretary.

- ◆ Report of A.A.W.S. Publishing department – Ames S., executive editor.
- A. *The A.A. Service Manual, 2023-2025 Edition:*
 - 1. Review list of editorial updates
 - 2. Consider the request to rescind the 2018 Advisory Action concerning a footnote in the resolution concerning “register” and “Groups.”
 - 3. Consider the request for specific changes to the 2021-2023 version of *The A.A. Service Manual*
 - 4. Review progress report from A.A.W.S. Publishing on a new section to be added at the end of the *Twelve Concepts for World Service* titled “Amendments.”
 - 5. Review feasibility report of a ASL translation of *The A.A. Service Manual Combined with the Twelve Concepts for World Service*.
- B. Discuss General Service Conference *Final Report*.
- C. Consider posting an anonymity-protected Conference *Final Report* on aa.org.

2023 Conference Committee on Report and Charter

ITEM A: *The A.A. Service Manual*, 2023-2025 Edition

1. Review list of editorial updates.
-

Background note:

From 2009 Conference Advisory Action:

The General Service Board, the A.A.W.S. Board and the A.A. Grapevine Board annually review *The A.A. Service Manual/Twelve Concepts for World Service* and forward necessary updates to the Conference Committee on Report and Charter.

From 2018 Conference Advisory Action:

The General Service Board, the A.A.W.S. Board, and the A.A. Grapevine Board review *The A.A. Service Manual/Twelve Concepts for World Service* and forward necessary updates to the Conference Committee on Report and Charter biennially, only in printing years.

From 2022 Conference Advisory Action: 2022 final conference report - report and charter

That chapters 8, 9, 10, 11 and 12 of *The A.A. Service Manual* be revised to correct inaccuracies and to provide clarity and consistency on the roles, responsibilities, and relationships between G.S.O., A.A. Grapevine, and A.A.W.S. Inc.

Background document attached:

1. List of editorial updates (Committee eyes only)

[Back to Agenda](#)

2023 Conference Committee on Report and Charter

ITEM A : *The A.A. Service Manual*, 2023-2025 Edition

2. Consider the request to rescind the 2018 Advisory Action concerning a footnote in the resolution concerning “register” and “Groups.”

Background note:

From 2017 Committee Consideration:

In keeping with the 2009 Advisory Action that the General Service Board, the A.A.W.S. Board and the A.A. Grapevine Board annually review *The A.A. Service Manual* and forward necessary updates to the Conference Committee on Report and Charter, the committee reviewed the updates from the General Service Board and the A.A. Grapevine Board and suggested some revisions. *Note: The committee suggested that the General Service Board reconsider a change that had been forwarded by the General Service Board.*

From 2018 Advisory Action:

In the section, "AND IT IS UNDERSTOOD," a footnote be added to the portion of the Resolution attached as part of the Original Conference Charter and the Current Conference Charter with the following text: *“Bill uses the term “registered.” A.A.W.S. neither monitors nor oversees the activities or practices of any A.A. group. Groups are listed solely for purposes of accurate communications.”*

Secretary’s Note: *The request for this revision was originally made by the General Service Board for the 2017 General Service Conference.*

Background document attached:

1. Proposed Agenda Item #54

[Back to Agenda](#)

1. Submit a clear and concisely worded motion.

Rescind the following Advisory Action of 2018 – Found in the 2018 Final Report: *Pages 47-48:*

In the section “AND IT IS UNDERSTOOD” of The A.A. Service Manual/Twelve Concepts for World Service, a footnote be added to the portion of the Resolution attached as part of the Original Conference Charter and the Current Conference Charter with the following text: Bill uses the term “registered.” A.A.W.S. neither monitors nor oversees the activities or practices of any A.A. group. Groups are listed solely for purposes of accurate communications.

2. What problem does this address?

- Distinguishes the groups registered with the General Service Office and unregistered groups or meetings for purposes of adhering to the language in the 1955 Resolution which provides:

1955 Resolution - Service Manual – Appendix L - Page 123 (2021-2023 Edition)

AND IT IS UNDERSTOOD: That neither the Twelve Traditions of Alcoholics Anonymous nor the warranties of Article XII of the Conference Charter shall ever be changed or amended by the General Service Conference except by first asking the consent of the registered A.A. groups of the world. [This would include all A.A. groups known to the general service offices around the world.]³ These groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any such Conference action can be taken, there must first be received in writing within the time allotted the consent of at least three-quarters of all those registered groups who respond to such proposal.

- Concern that the interpretation of “listed,” may allow for groups not registered (that do not have a group number with the General Service Office) to provide consent ***if and when the time comes*** that the consent of the registered known groups of the world was needed.
- The Meeting Guide App does not distinguish between A.A. Groups and A.A. Meetings. Not distinguishing between the two causes great concern, ***if and when the time comes*** that the consent of the registered known groups of the world was needed. Especially with the push to include the Meeting Guide App in the various kits and pieces of literature. There is a danger that the Meeting Guide App would circumvent the groups registered with the General Service Office.
- Our translation history being always in another language, and then using examples of the cartoon pamphlets and the “Illustrated” pamphlets showing that when we want simple writing, we simply author the item at a different reading level, and hence, it is an abuse and misapplication of the term “translation” for the plain language book.
- The misapplication of the term “translation” ***may intentionally or unintentionally allow for the wording of the Twelve Steps, Twelve Traditions, and/or the six warranties of***

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Area 76 Wyoming

Proposed Agenda Item for 73rd General Service Conference

Article XII to be edited without “first asking the consent of the registered A.A. groups of the world. [This would include all A.A. groups known to the general service offices around the world.] - 1955 Resolution - Service Manual – Appendix L - Page 123 (2021-2023 Edition).

- Inconsistency with current footnotes for listing groups and the 2022 Background Information for Public Information regarding membership surveys note registered versus unregistered groups and unregistered meetings not “listed.” Mixed messages are being sent to the Fellowship of Alcoholics Anonymous.
3. What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.)
- Area 76 - Panel 68 Registrar, who is now currently serving as Panel 72 Delegate, spoke with sponsor and other members of Area 76 during the last couple of years. Member posed question about “registered vs. listed” at the 2021 West Central Regional Virtual Forum to General Service Office General Manager. Response was declined by the Chairman of the Board. Area 76 – Panel 72 Delegate initiated question again at the 2022 West Central Regional Alcoholics Anonymous Service Conference to the General Manager. Response was “Now more than ever we need to have this discussion, I hope there will be an agenda item in the near future. The General Service Office has received calls from all over the world since the 71st General Service Conference regarding Advisory Actions with the A.A. Grapevine Preamble and other literature.” A floor action was presented at the Winter Business Assembly, March 26, 2022. Area 76 has the support of 28 General Service Representatives, 6 District Committee Members, 8 Area Committee Chairs, and 5 Area Officers (47-0) supported the motion.***
4. Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal.

1955 Resolution - Service Manual – Appendix L - Page 123 (2021-2023 Edition)

AND IT IS UNDERSTOOD: That neither the Twelve Traditions of Alcoholics Anonymous nor the warranties of Article XII of the Conference Charter shall ever be changed or amended by the General Service Conference except by first asking the consent of the **registered A.A. groups of the world**. [This would include all A.A. groups known to the general service offices around the world.]³ These groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any such Conference action can be taken, there must first be received in writing within the time allotted the consent of at least three-quarters of all those **registered groups** who respond to such proposal.⁴

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CONFIDENTIAL: 73rd General Service Conference Background

Area 76 Wyoming

Proposed Agenda Item for 73rd General Service Conference

3 Resolution: It was resolved by the 1976 General Service Conference that those instruments requiring consent of three-quarters of the responding groups for change or amendment would include the Twelve Steps of A.A., should any such change or amendment ever be proposed.

4 Bill uses the term “**registered.**” A.A.W.S. neither monitors nor oversees the activities or practices of any A.A. group. Groups are **listed** solely for purposes of accurate communications.

THE FOLLOWING INFORMATION IS TAKEN FROM THE ADVISORY ACTIONS OF THE GENERAL SERVICE CONFERENCE OF ALCOHOLICS ANONYMOUS 1951-2021

1953: Any group with a regular secretary, **registered with Headquarters**, shall be entitled to one vote in a state assembly meeting.

1954: Any group with a regular secretary, **registered with Headquarters**, shall be entitled to one vote in a state assembly meeting.

1966: The present policy of listings in the World Directory be reaffirmed: (Floor Action) “Traditionally, any two or more alcoholics meeting together for purposes of sobriety may consider themselves an A.A. Group, provided that, as a Group, they are self-supporting and have no outside affiliation. **Groups listed in the Directory are registered at their own request.** A Directory listing does not constitute or imply approval or endorsement of any Group’s approach to, or practice of, the traditional A.A. program.

1976: It was resolved that those instruments requiring consent of three-quarters of the responding groups for change or amendment would include the Twelve Steps of A.A., should any such change or amendment ever be proposed. In case a change is needed in the Twelve Traditions, Twelve Steps, or Warranties of Article 12 wherever the words “**registered A.A. groups of the world,**” “**registered groups,**” or “**directory listed groups**” appear in The A.A. Service Manual and Twelve Concepts for World Service, a bracketed sentence be inserted to state: “This would include all A.A. groups known to the general service offices around the world.”

2018: In the section “AND IT IS UNDERSTOOD” of The A.A. Service Manual/Twelve Concepts for World Service, a footnote be added to the portion of the Resolution attached as part of the Original Conference Charter and the Current Conference Charter with the following text: Bill uses the term “registered.” A.A.W.S. neither monitors nor oversees the activities or practices of any A.A. group. **Groups are listed** solely for purposes of accurate communications.

2021: The compilation and printing of the **A.A. Directories** (Canada, Eastern U.S. and Western U.S.) **be discontinued.** (*Emphasis added*)

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CONFIDENTIAL: 73rd General Service Conference Background

Area 76 Wyoming

Proposed Agenda Item for 73rd General Service Conference

The following is information taken from the 72nd General Service Conference background information to show “registered versus unregistered” is being discussed for the Membership Survey. “Listed groups” is not in this background information.

2022 BACKGROUND INFORMATION - PUBLIC INFORMATION: ITEM L - WORKGROUP ON MEMBERSHIP SURVEY: 2020 – DOCUMENT 1

- So, rather than applying the target percentage (1.3% of groups) to all active, **registered groups** in the US and Canada, the target is applied within each area, so that 1.3% of the groups in each area are selected. Pg. 3
 - RECOMMENDATIONS: We recommend a series of stepped improvements and projects be implemented to allow for a reasoned approach to the Membership Survey and its data collection. These recommendations assume resumption of in-person meetings by fall 2021. Should this not occur, we would recommend that the Trustees PI committee be given the latitude to postpone data collection. 1) Year 1, 2021, conduct the survey using our current, sound methodology, with the proposed improvements and procedural changes noted below. The target sample size will equal 1.3% of **registered groups** in each area (see procedures below). Note is made, and affirmed, that methods review confirms that the current stratified random sampling technique and sample size is sufficient to yields a representative sample of membership within our **registered groups**.
 - Year 2, in 2022: a) Design a pilot study of collecting two convenience samples: 1) AA website, 2) AA Meeting Guide App, using the same questions as 2021. Examine differences in data patterns across the three collection methodologies. Add basic questions such as member city/state and whether or not their home group is listed with GSO to assist in understanding the membership responding in these formats (*note: we may learn a bit about **registered groups** versus meetings with this methodology). Ideally, collection of this pilot data would follow collection of the traditional membership survey data within 1-2 years so that no portion becomes dated.
 - And finally, outside the scope of the membership survey: A number of related matters arise when discussing the survey, such as the matter of inactive groups, or the many AA members who attend **unregistered AA meetings**. These members are a part of the fellowship and these meetings are served by the products and services of GSO. At some point, it may be valuable to better understand the scope of both inactive groups and **unregistered groups**. We recommend these be brought to the attention of the AAWS board for consideration, when appropriate. a) Consider collecting simple data on the number of **registered groups versus unregistered meetings**. This might easily be executed through DCMs, who are familiar with groups and meetings in their ‘jurisdiction’
5. What are the intended/expected outcomes if this proposed item is approved?
- Clearly distinguish the difference between registered groups and unregistered groups or meetings.
 - Protect the Twelve Steps, the Twelve Traditions, and Six Warranties of Article XII from inadvertently being changed even in the event of a Plain Language translation.

CONFIDENTIAL: 73rd General Service Conference Background

Area 76 Wyoming

Proposed Agenda Item for 73rd General Service Conference

- Ensure there are **no questions** as to who is to be contacted regarding the registered known groups of the world.
6. Provide a primary contact for the submission.
Mary M.
 7. Final comments:

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2023 Conference Committee on Report and Charter

ITEM A: *The A.A. Service Manual*, 2023-2025 Edition

3. Consider the request for specific changes to the 2021-2023 version of *The A.A. Service Manual*.

Background notes:

This proposed agenda item was submitted by several groups and members with the intended outcome to clarify where more information can be found in the appendices.

“These changes would reflect omitted wording from previous service manuals and note page numbers and appendices to clearly state that there is more information available on what is being stated on that particular page.”

Attachments:

1. Proposed Agenda Item #90.

PAI 90

1

(1) Submit a clear and concisely worded motion.

Please consider making these changes to the current Service Manual 2021-2023.

(2) What problem does this proposed item address?

These changes would reflect omitted wording from previous service manuals, and note page numbers and appendices to clearly state that there is more information available on what is being stated on that particular page.

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

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

I, Kathy M , member of the Lakeside Group in Rockwall, TX, am submitting this proposed agenda item.

This item has been discussed and supported by the following:

A.A. Groups:

- A Vision for You Group in Hurst, TX
- Miracle Group in McKinney, TX
- The Lakeside Group in Rockwall, TX

A.A. Members:

- | | |
|-----------|---|
| Wayne H. | Home Group: Shivering Denizens Frisco, TX |
| | |
| - Gary M | Home Group: Lakeside Group Rockwall, TX |
| | |
| - Dave H. | Home Group: McKinney Miracle Group McKinney, TX |
| | |
| - Jill H. | Home Group: McKinney Miracle Group McKinney, TX |

CONFIDENTIAL: 73rd General Service Conference Background

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

1- **On page 2** paragraph 7 reads:

"This structure would bring to bear the collective conscience of the groups on matters affecting "A.A. as a whole". At the heart of this structure would be the A.A. groups themselves, providing both the conscience and financial support for AA services throughout the Fellowship. It would be a structure to take the place of government in A.A., ensuring that the full voice of A.A. would be heard."

To reflect wording in past manuals, change to:

"This structure brings to bear the collective conscience of the groups on matters affecting "A.A. as a whole". At the heart of this structure is the A.A. groups themselves. The groups provide both the collective conscience of A.A. and financial support for AA services throughout the Fellowship. It is a structure that takes the place of government in A.A., ensuring that the full voice of A.A. will be heard and guarantees that the desired services will continue to function under all conditions."

2- **On page 3**, Please add a sentence at the bottom of the page that says:

"Note: There is a Glossary of General Service Terms on page 85."

3- **On page 4**, where it says: How this works is illustrated below.

Add: (See appendix C, page 1, for an illustration.)

4- **On page 4**, under The Area,

Change from: (See Map A for a map of the 93 areas in the U.S. and Canada)

Change to: (See Map A, page 88, for a map of the 93 areas in the U.S. and Canada)

5- **On page 7**, after the first paragraph, add back in the rest of page S25 from the Service Manual 2018-2020. This is a very good description of the A.A. Group.

6- **On page 7**, add back in one of the qualifications of a GSR is to "have the confidence of the group".

7- **On page 16**,

a) Put in another heading in to read:

REDISTRICTING

If a district is growing and is having trouble servicing all the groups in the district effectively, a district may need to be divided. (See appendix F)

b) Then remove FAQ #5 on page 17.

8- **On page 27**, In the box, 'Some Tips for Chairing an Assembly Meeting', after the last bullet point;

Add: (See Appendix G - Third Legacy Procedure.)

9- **On page 32**, under The Delegate heading, the use of the phrase "prepare for the future" in the second sentence is vague and open to interpretation. Change this to say "look toward the future and what might be best for A.A. as a whole".

10- **On page 40**, under 'Voting Ratio and Unanimity' and **on page 49**, under 'General Service Board'; after the Conference Charter Quote,

Add: (See Appendix K for the Original Conference Charter and the Current Conference Charter.)

11- **On page 44**, under conference committees, after paragraph 2:

Add: (See Appendix C, page 2, for an illustration.)

12- **On page 53**, under Regional Trustee at Number;

Change from: (See Map B for Regional Map of General Service Conference)

Change to: (See Map B, page 89, for Regional Map of General Service Conference)

13- **On page 69**, Add a sentence under the STAFFING heading to say:

"See Chapter 11 for a list of the services the General Service Office provides."

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

The outcome is to clarify where more information can be found in the appendices.

(6) Provide a primary contact for the submission.

Kathy M

(7) Final comments:

I like the format of the new Service Manual 2021-2023. I think the layout is really well done with all the appendices. To me, this format allows for a better understanding of each chapter. Each subject can be looked at and studied one appendix at a time. In previous service manuals, when reading just a few pages, it can create information overload. This manual still has all of the information about our A.A. Service Structure, but is much easier to understand with guidance from a (service) sponsor.

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2023 Conference Committee on Report and Charter

ITEM A: *The A.A. Service Manual*, 2023-2025 Edition

4. Review progress report from A.A.W.S. Publishing on a new section to be added at the end of the Twelve Concepts for World Service titled "Amendments."

Background notes:

From 2021 Conference Advisory Action:

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, and that a draft or progress report be brought back to the 2022 Conference Committee on Report and Charter.

From 2022 Conference Advisory Action:

The committee reviewed the progress report from A.A.W.S. Publishing on a new section to be added at the end of the Twelve Concepts for World Service titled "Amendments." Bill W. references an Amendments section in the introduction to the Twelve Concepts for World Service and the committee wanted to reaffirm 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 requested that the staff secretary work with A.A.W.S. Publishing on a draft update of the section to be brought back to the 2023 Conference Committee on Report and Charter.

A progress report was submitted in 2022 by the Publishing Department to the Report and Charter Conference Committee; of a total of four options, the fourth was selected and is included here:

VERSION 4: This approach represents the new "Amendments" section requested by the Advisory Action and incorporates new text from the A.A. Service Manual to update the GSB committee descriptions and folds the information originally contained in the ten footnotes and one asterisked comment into the original Concept

CONFIDENTIAL: 73rd General Service Conference Background

XI text, creating a new "updated" version. For contextual continuity, however, this version also deletes some of the original text that is deemed out of step with the incorporation of the existing footnotes into the actual text. (Paradoxically, the removal or incorporation of the footnotes leading to the deletion of some sections of the original text may require footnoting itself to maintain the integrity of the original.)

Current progress:

The above-mentioned changes will be reflected in the revised draft that will be made available to the Conference Committee prior to Conference week.

###

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2023 Conference Committee on Report and Charter

ITEM A: *The A.A. Service Manual*, 2023-2025 Edition

5. Review feasibility report of a ASL translation of *The A.A. Service Manual/ The Twelve Concepts for World Service*.

Background notes:

2022 Report and Charter Conference Committee Consideration:

The committee discussed a possible edition of *The A.A. Service Manual* in American Sign Language (ASL). While aware of the long list of projects and current workload at GSO, the committee requested that the AAWS Board research the need for and feasibility of a translation of *The A.A. Service Manual/ The Twelve Concepts for World Service* into ASL and that a report be brought to the 2023 Conference Committee on Report and Charter. In addition, the committee encouraged local areas, districts, and Intergroups/Central Offices to make ASL interpretation and service opportunities more accessible to the Deaf community.

In researching the need for and feasibility of a translation of *The A.A. Service Manual/ The Twelve Concepts for World Service* into ASL, the office explored three aspects that warrant further consideration. The three, which are described below are: steps to production, estimating costs, and additional factors to consider.

I. Steps to Production

The steps to production are based on the current process for implementing an ASL translation of literature, which has recently been utilized for the translation of the Big Book and the *Twelve Steps and Twelve Traditions*.

- A) Expressed need: As a recent example of a similar requested project, we had received a substantial number of ongoing requests from the Fellowship regarding the need to update and revise the previously produced BB and 12 x 12 ASL videos. At that time these materials were about ten years old, and the request was to better reflect A.A. current ASL vocabulary and usage and to be easily understood and “read.” We acted on the group conscience and largely expressed need.
- B) Base text: To firm up the base text for the exact scope of the project, options to consider are whether the translation would be for *The Service Manual*, the 12 Concepts or both combined.

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- C) Budget: The process to establish a budget would first involve the selection of the production house and would be based on a request for three bids, the identification of the size of the team that will be needed for the translation, coaching and talent (signers). The budget would then be presented to the AAWS board for approval.
- D) Participation of AA Deaf and hearing communities: A communication would then be prepared to AA communities informing them of the project launch and inviting the participation of sample AA Deaf communities in selection of talent from audition samples.
- E) Production: Costs associated with setting up and arranging for: travel, studio space, audio to accompany ASL production (bids, talent selection, recording), rehearsals and prep, and the timeline for weeks of production.
- F) Postproduction: Rough samples would then be shared with participating AA Deaf communities, with space for several rounds of revisions and other postproduction activities.
- G) Posting and distribution: The translation's description would be posted on aa.org and sent out for the production of a DVD format.
- H) Communication to AA Deaf and hearing Communities: Placement of but not limited to, DVDs on AAWS webstore for purchase. A Profit and Loss (PNL) can be provided to determine costs and the number of units sent to the warehouse.
- I) Other versions: The process would then need to be repeated, if requested, for QSL/ LSQ and Spanish sign language.

II. Estimate of Costs:

Referring to the previous timeline, three items can be further reviewed in context of a specific request to move forward with such a project. The three that will be elaborated on are: a. base text, b. budget and e, g and h under the umbrella of participation of the AA community.

For the base text, an audio format is not presently available for the *Service Manual* and would need to be produced. Additionally, an initial production of these translations typically takes about two years, which is important to note since the Conference has called for a new edition to be printed every two years. Revisions to ASL video materials are difficult and costly to undertake and implement, this factor should be considered in the decision-making.

In terms of a proposed budget, after carefully reviewing the actuals for our book, *Alcoholics Anonymous* and the *Twelve Steps and Twelve Traditions* with the Finance department, the ballpark costs for an ASL production of the *Service Manual and Twelve Concepts* is being projected as \$75,000 - \$90,000.

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These costs do not include talent payment rates for an estimated four sign language interpreters, airfare, or chapter revisions of the service manual. If we receive approval to move forward, the production company can provide an estimate for both talent cost and travel expenses. We would also have to estimate individual travel for guests or employees.

The participation of the Fellowship is an aspect that has been important to the development of ASL formats from inception. We have in the past responded to large “expressed need” to proceed with new or revised formats, not limited to ASL productions. Requests are weighed against the present financial outlook. ASL translations that are in the “consideration” stage are: *Living Sober*, *Daily Reflections*, *Came to Believe*, as well as some of our most-distributed pamphlets – “Is A.A. for You?”, “The A.A. Group”, “Questions and Answers on Sponsorship,” “Women in A.A.” “Many Paths to Spirituality,” and “The ‘God’ Word”.

III. Additional factors to consider:

We need an assessment of sign language communication and formats as a larger topic with feedback from the Accessibilities desk and Communication Services Department.

We need to invite the Fellowship of ASL, QSL and Spanish sign language users themselves into the decision-making on what is selected as the next large-scale sign language video production undertaking, with Accessibilities committees’ active involvement.

###

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2023 Conference Committee on Report and Charter

ITEM B: Discuss General Service Conference *Final Report*

Background:

1. 2022 General Service Conference *Final Report*

Note: The electronic anonymity-protected version was emailed to the committee and is also available on the conference dashboard.

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CONFIDENTIAL: 73rd General Service Conference Background

2023 Conference Committee on Report and Charter

ITEM C: Consider posting an anonymity-protected Conference *Final Report* on aa.org.

Background notes:

Excerpt from the January 2023, trustees' General Service Conference Committee meeting:

The TCGSC committee discussed the request to post the anonymity-protected *Final Conference Report* on aa.org. The committee noted that local AA service areas and entities currently post it on their websites. The committee **agreed to forward** this request to the 2023 Conference Committee on Report and Charter.

Note in Digital version of the 2022 Final Conference Report:

"This edition of the 2022 General Service Conference Final Report has been formatted to protect the anonymity of A.A. members (who are represented by first name and last initial only) in order to make the report more widely accessible to the Fellowship. Our many nonalcoholic friends, trustees and employees are noted by their full names."

Note in Print version 2021 Final Conference Report:

"Since the report is a confidential A.A. document, for members only, it contains members full names. This usage -to facilitate communication within the Fellowship- was approved by the 1975 Conference. Such confidential use respects our tradition of anonymity in public communications and with media (press, radio, tv, etc.)"

Excerpt from the February 1, 2020, trustees' General Service Conference Committee meeting:

The committee considered a proposed agenda item to "Discuss distribution of the electronic anonymity-protected version of the Conference *Final Report* by posting to the A.A. website" and took no action. The committee felt there are sufficient avenues for distribution of the Conference *Final Report* by the Conference delegates. The committee agreed this is not a public-facing document for carrying the A.A. message to the general public.

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CONFIDENTIAL: 73rd General Service Conference Background

Secretary Notes:

To further research the current presence of the Conference *Final Report* on Area websites, a query was made using “2022 final conference report alcoholics anonymous”.

Here is the hyperlink (<https://tinyurl.com/3vk9hurn>) to the complete search results. The background document contains the list of the first eight results for the query. The full results include websites from Areas 87, 53, aa-montana, 61, 11, 86, 83, 20, 32, 16, 26, 05 and 52.

Background:

1. Memo from A.A.W.S. chair
2. Search engine results of Conference Final Report

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**Alcoholics
Anonymous®**
www.aa.org

Alcoholics Anonymous World Services, Inc.

475 Riverside Drive, 11th Floor, New York, NY 10115 / Telephone: (212) 870-3400

**Please direct all
communications to:**

P.O. Box 459
Grand Central Station
New York, NY 10163
Fax: (212) 870-3003

Memorandum

TO: Jimmy D., Trustees General Service Conference Committee, chair

FROM: Deborah K., A.A.W.S. Board, chair

DATE: November 14, 2022

RE: Final Conference Report

During the October 28, 2022, A.A.W.S. board meeting the following motion was passed:

“To ask the Trustees General Service Conference Committee to engage in a discussion regarding the public posting of an anonymity-protected version of the Final Conference Report on aa.org.”

Thank you for receiving this request. Please let me know if you have any questions or concerns.

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2022 Final Report from General Service Conference ... - Area 53

Sep 2, 2022 — The anonymity-protected, digital version of the 2022 General Service Conference Final Report is available for **online** viewing or downloading.

<https://www.aa87.org> › general-service-conference-of-a... ▾

General Service Conference of Alcoholics Anonymous – Final ...

General Service Conference of Alcoholics Anonymous – Final Report. **Publication date:** **September 3, 2022**; **Categorie(s):** Delegate.

<https://www.aa.org> › 24th-alcoholics-anonymous-world... ▾

24th Alcoholics Anonymous World Service Meeting

F-150 24th Alcoholics Anonymous World Service Meeting - Final Report. A detailed report of the biennial World Service Meeting includes presentations, country ...

<https://aainri.com> › News & Event Information ▾

Final Report 72nd Annual General Service Conference Now ...

Sep 6, 2022 — **Final Report** 72nd Annual General Service Conference Now Available! - **Alcoholics Anonymous** in Rhode Island.

<https://www.aa-montana.org> › pdf › area › 2022_Fl... ▾

“A.A. Comes of Age 2.0: Unified in Love and Service”

30000 copies — The **72nd Annual Meeting** of the General Service Conference of. ALCOHOLICS ANONYMOUS. 2022 FINAL REPORT. ANONYMITY-PROTECTED DIGITAL... 168 pages

<https://ct-aa.org> › wp-content › uploads › 2022/06 ▾

72nd General Service Conference - CT-AA.org

72nd General Service Conference. •**April 24th through. April 30th.** 2022. Brooklyn ... Full report will be in the Final Conference Report (to be digitally. 134 pages

<http://www.aanapa.org> › wp-content › uploads ▾

Results of the 72nd General Service Conference

Discuss General Service **Conference Final Report**. ... to perform a sound membership survey, a 2022 A.A. Membership Survey be conducted. 34 pages

<https://area86aa.org> › ... ▾

Final Conference Report 2022 - Area 86 – Western Ontario

2022 Final Conference Report: AA In A Time Of Change English Edition French Edition Spanish Edition.

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X.

**TREATMENT &
ACCESSIBILITIES**

AGENDA

Conference Committee on Treatment and Accessibilities

Monday, April 24, 2023, 9 a.m. – Noon

Room: TBD

Chair: Grace F.

Secretary: Misha Q.

Conference Committee Members

Panel 72

Grace F.*

Darin H

Tracy M.

Sherry S.**

Panel 73

Judy C.

Jon C.

Tom F.

Douglas S.

*Chair

**Alternate Chair

- ◆ Discussion and acceptance of trustees' Committee report.
- A. Review progress report on update to the pamphlet "A.A. for the Older Alcoholic—Never too Late."
- B. Review progress report on Military audio interviews.
- C. Review contents and format of Treatment Kit and Workbook.
- D. Review contents and format of Accessibilities Kit and Workbook.
- E. Consider request to do an Accessibilities Inventory of Alcoholics Anonymous throughout its services and structure.
- F. Discuss carrying the message to alcoholics with intellectual or information processing challenges, communication challenges and diverse neurological abilities.

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

CONFIDENTIAL: 73rd General Service Conference Background

- G. Review progress report on Bridging the Gap Workbook and other service materials.
- H. Review progress report on update to the pamphlet, "Bridging the Gap."
- I. Review progress report on G.S.O.'s Guidelines for Remote Communities.

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

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2023 Conference Committee on Treatment/Accessibilities

ITEM A: Review progress report on update to the pamphlet “A.A. for the Older Alcoholic—Never too Late”

Background notes:

From the 2021 Committee Consideration of the Conference Committee on Treatment/Accessibilities:

The committee reviewed the progress report on the pamphlet “A.A. for the Older Alcoholic” and requested that a draft pamphlet or progress report be brought to the 2022 Conference Committee on Treatment and Accessibilities.

From the August 1, 2021, trustees’ C.P.C./Treatment and Accessibilities Committee:

The committee chair assigned committee members to review the compiled stories and identify the top three and four submissions for the pamphlet “A.A. for the Older Alcoholic.” The committee asked the secretary to distribute the matrix and background. The committee agreed to discuss their selections at their October 2021 meeting.

From the October 31, 2021, trustees’ C.P.C./Treatment and Accessibilities Committee:

The committee discussed the update to the pamphlet “A.A. for the Older Alcoholic.” The committee discussed the subcommittee review of the 42 submitted stories and agreed to a first-round selection of seven of the stories to be considered for the updated version of the pamphlet.

The committee agreed to continue the review of stories for the pamphlet update. The committee requested that the staff secretary make a compilation of stories to include: the seven stories selected from the most recent submissions, the stories submitted for the update in 2019, stories from the September 2014/ August 2021 issue of the AA Grapevine magazine, and the stories that are in the existing version of the pamphlet “A.A. for the Older Alcoholic.”

The committee requested that the staff secretary forward the compilation to committee members for their continuing review and discussions at the January 2022 meeting.

From the January 30, 2022, trustees’ C.P.C./Treatment and Accessibilities Committee:

The committee reviewed and discussed the progress report from the subcommittee on the pamphlet “A.A. for the Older Alcoholic -- Never Too Late.” The committee

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performed the first-round review of 84 stories and selected 23 stories to be part of a second-round review. The goal of the second round is to select the top 12 stories. The committee agreed to forward to the 2022 Conference Committee on Treatment and Accessibilities the 12 stories to review and identify any gaps in the targeted categories of the older alcoholic experience. The committee looks forward to the Conference committee's feedback.

From the 2022 Conference Committee on Treatment and Accessibilities Committee Consideration:

The committee discussed and accepted a progress report on the development of a revision to the pamphlet "A.A. for the Older Alcoholic." The committee requested that the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee keep the following suggestions in mind:

- Include stories of only those who found recovery from the age of 60 years or older.
- Form a working group to help gather sharing from A.A. members who found recovery after age 60.
- Consider who is the target audience.
- Conduct a broader call out for stories through multiple distribution methods.
- Include stories of senior alcoholics with health issues, are hard of hearing, are immigrants, and have experience in finding recovery or barriers to online meetings.
- Consider a new format for the pamphlet that is more accessible, noting that the current foldable format is challenging to open and navigate pages for those who may have dexterity challenges.

The committee also provided additional notes on gaps in the stories to the committee secretary to be forwarded to the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee.

The committee requested that a progress report or draft pamphlet be brought to the 2023 Conference Committee on Treatment and Accessibilities.

From the July 31, 2022, trustees' C.P.C./Treatment and Accessibilities Committee:

The committee agreed with the 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. Working with the staff secretary, the group will focus on developing an expanded range of stories from A.A. members who found recovery after the age of 60. The committee looks forward to a

progress report at the October 2022 meeting.

From the October 30, 2022, trustees' C.P.C./Treatment and Accessibilities Committee:

The committee discussed a progress report from the working group on the draft update to the pamphlet, "A.A. for the Older Alcoholic — Never Too Late." The working group reported there have been several efforts to encourage submissions which resulted in forty-seven new stories. The goal is to finalize the selection of eight stories that meet the inclusion criteria requested within the 2022 C.P.C. Committee Consideration. There was a discussion about addressing format concerns. The committee concluded that the value of having the large print format suitable for those with low vision is a necessity. The committee remained open for any future publishing format ideas that will improve dexterity challenges. The working group agreed to provide final story selection to the staff secretary by November 14, 2022. The committee looks forward to a final draft or a progress report at the January 2023 meeting.

From the January 2023, trustees' C.P.C./Treatment and Accessibilities Committee:

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.

A question was raised about the length of the draft pamphlet, and if the length may cause for 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.

Background:

1. Progress report – "A.A. for the Older Alcoholic"
2. Revised pamphlet "A.A. for the Older Alcoholic—Never too Late" (*for committees' eyes only*)

**2023 Trustees' Treatment and Accessibilities Committee
Working Group on "AA for the Older Alcoholic – Never too Late"
Progress Report: January 29, 2023**

Subcommittee: David S., chair, Clint M., Misha Q., secretary

Scope: 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 group will focus on developing an expanded range of stories from A.A. members who found recovery after the age of 60. The committee looks forward to a progress report at the October 2022 meeting.

Introduction: At the April 2022 meeting of the General Service Conference, the committee on Treatment and Accessibilities reviewed stories selected for an update of the pamphlet "A.A. for the Older Alcoholic – Never too Late." The committee identified gaps in the selection of stories that were presented. The committee asked the staff secretary to provide their comments to the trustees' committee on CPC/T-A for review at their July 2022 meeting.

The committee discussed and accepted a progress report on the development of a revision to the pamphlet "A.A. for the Older Alcoholic." The committee requested that the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee keep the following suggestions in mind:

- Include stories of only those who found recovery from the age of 60 years or older.
- Form a working group to help gather sharing from A.A. members who found recovery after age 60.
- Consider who is the target audience.
- Conduct a broader call out for stories through multiple distribution methods.
- Include stories of senior alcoholics with health issues, are hard of hearing, are immigrants, and have experience in finding recovery or barriers to online meetings.
- Consider a new format for the pamphlet that is more accessible, noting that the current foldable format is challenging to open and navigate pages for those who may have dexterity challenges.

Additional suggestions: The gaps noted above were communicated to the trustees' CPC TA Committee in the form of a grid in which the Conference Committee laid out the demographics of those who had been included in that draft of the pamphlet "A.A. for the

Older Alcoholic.” They noted how many of the eleven stories fell into the categories of male/female, gender non-conforming or transgender, diverse ethnic backgrounds, being gay, lesbian, or bisexual, having gotten sober later in life, being a veteran, having mobility issues, mental health problems or experience with dementia or Alzheimer’s. They also looked to see which stories focused on a spiritual solution.

The suggestions that came out of the 2022 Conference Committee on Treatment and Accessibilities highlighted some additional gaps, including: not a lot of recovery in some stories, but with the caveat that some of these stories had other positive attributes like a great ending or a nice focus on Experience, Strength and Hope. There seemed to be an over-representation of stories by lesbians, and possibly a lack of ethnic or racial diversity. The committee felt that the stories that were presented in 2022 would not be an effective way to reach the newcomer and suggested that there should be more sharing on digital meetings.

The committee requested that a progress report or draft pamphlet be brought to the 2023 Conference Committee on Treatment and Accessibilities.

Work completed to date –the AA for the Older Alcoholic Working Group: In July 2022, the trustees’ CPC/TA Committee created a working group charged with updating the pamphlet “A.A. for the Older Alcoholic—Never too Late.”

Working with GSO Staff, the “A.A. for the Older Alcoholic” Working Group put out a series of calls for sharing from the Fellowship including three requests direct to the fellowship complemented by personal outreach to all Delegates and Regional Trustees. The call specifically asked for stories from members who got sober after the age of 60.

More than 50 stories were received.

Members of the working group carefully read and evaluated each story, specifically looking for stories that would carry a strong A.A. message of hope and recovery, and which would address the suggestions made by the 2022 Conference Committee on Treatment and Accessibilities. The working group created a grid for evaluating stories using those suggestions.

In addition, the Working Group sought to consider whether stories from the existing pamphlet “A.A. for the Older Alcoholic” should be retained.

The Working Group also considered stories that had been published in the AA Grapevine.

In the end, a total of 56 stories were considered, including previously collected stories,

previously published stories and new stories. While the Working Group endeavored to select stories that would reflect the diversity of experience as suggested by the Conference Committee, the Group sought to achieve balance between the overall experience, strength and hope of a story and the breadth of the fellowship.

Over a series of meetings, the Working Group narrowed the story selection to eight and worked with GSO staff to have them edited for clarity.

The Working Group worked with GSO staff to update the introductory text of the pamphlet.

The Working Group also hoped to revise the back pages of the pamphlet in order to ensure that that readers of “AA for the Older Alcoholic” would easily find other helpful resources, in particular other conference-approved literature available in large print. A suggestion was made to add a QR code to the pamphlet, which could direct users to large-print material. It was also observed that using a QR Code to point readers to electronic resources would allow readers to enlarge pdfs with their own electronic devices, thus making most Conference-approved literature available to those with vision impairments. However, the Publishing Department indicated that they are still evaluating the use of QR codes at this time and are not ready to add them to pamphlets.

Working Group recommendation: The Working Group suggests that once this QR Code piloting and evaluation is complete, staff consider adding a QR code to pamphlet “AA for the Older Alcoholic” which directs users to other helpful resources, perhaps as a stand-alone web page or as a link to the forthcoming “AA is for Everyone” project.

January 24, 2023, GSO Staff note: The content of the pamphlet has been copyedited (see background item TA-A, Doc.2) and a layout has been created with various cover art. The Trustees’ Committee on CPC/TA Working Group has asked if the Publishing department could provide them with different cover art that keeps in mind anonymity and diversity.

The Publishing department is also looking into pricing and design possibilities, like paper, size, folding, etc. in response to the 2022 Conference Committee consideration that requested new formatting be considered.

February 2, 2023, GSO staff note: In response to a request made in the January 29, 2023, trustees’ CPC/TA committee meeting, GSO staff conducted a word count comparison. Word count for the new draft of “AA for the Older Alcoholic –Never too Late” is 16,178. Word count for the 2018 version is 8,899 words.

ITEM B: Review progress report on Military audio Interviews

Background notes:

From the 2021 Conference Committee on Treatment and Accessibilities Committee Consideration:

The committee reviewed the progress report on audio interviews with A.A. members who are in the Armed Forces and made the following suggestions:

- Move forward with the production of audio files ensuring appropriate sound quality for distribution on digital platforms.
- Gather more audio military interviews from as broad a cross-section of A.A. members in active military duty as possible, including members of the Canadian Armed Forces and native Spanish- and French-speaking members.
- Develop a questionnaire to be used for future audio military interviews that include topics such as Post-traumatic Stress Disorder (PTSD), injuries, and barriers that sober alcoholics on active military duty face in getting sober.
- Seek the help of the Fellowship in reaching out to possible candidates for the audio military interviews.
- Utilize higher quality equipment professional services to record and oversee the production of the audio military interviews to improve sound and visual design quality.
- Utilize graphics such as the “Blue People” banner, alternate backgrounds and soundtracks to enhance the audio and visual design of the audio files presentations.

From the August 1, 2021, trustees’ C.P.C./Treatment and Accessibilities Committee:

The chair appointed a subcommittee, Tom H. chair, Molly A., and Cindy F. on creating audio interviews of A.A. members who are in the Armed Forces. The committee agreed to the following scope for the subcommittee:

- Identify a consultant to serve on the committee with a target date.
- Develop a questionnaire for audio-military interviews.
- Request to a broad cross-section of A.A. members.

In order to support this effort, the committee agreed to identify consultants from Canada and the U.S. with relevant military experience, who can continue the work on the project. The committee consulted with the chair of Nominating Committee,

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regarding procedure (#13 Procedures for selecting consultants for General Service Board Committees) to be done prior meetings in September 2021.

From the October 31, 2021, trustees' C.P.C./Treatment and Accessibilities Committee:

The committee met in executive session to review an update on the consultant search to support efforts related to audio interviews with military professionals.

From the December 8, 2021, trustees' C.P.C./Treatment and Accessibilities Committee:

The committee discussed the candidates that were interviewed for the consultant position. The interview team selected two consultants, one from Canada and one from U.S. The selections were submitted to the Nominating committee for their review and will be forward to General Service Board for their approval at their December 16, 2021, meeting.

From the January 30, 2022, trustees' C.P.C./Treatment and Accessibilities Committee:

The committee affirmed that the two consultants Tom P. (U.S. consultant) and Gerry C. (Canada consultant) brought on to participate in the Military audio interviews project are members of the CPC-Treatment/Accessibilities committee with a voice and no vote. The committee also noted that the consultants' term is for one year from January 2022-January 2023 with the option to renew for one additional year. The subcommittee chair, Tom H. welcomed and acknowledged Tom P. and Gerry C. Both consultants and the subcommittee chair shared about their plans for the project:

- Standard roadmap between U.S. and Canada having a unified plan.
- Not only seeking interviews but, also seeking contacts from various military branches
- The subcommittee chair is developing a project plan that will include reporting to the entire committee.

The committee discussed the three audio interviews currently on A.A.org. In two of the audio clips, the interviewees identified their service rank. A request has been made by the third interviewees to add their rank to the audio clip. Publishing provided an estimated cost of \$600 to edit the clip. The staff secretary will work with the committee chair to facilitate this request. The committee looks forward to a progress report at the July 2022 meeting.

Staff secretary note:

On February 9, 2022, the trustee chair noted that during the January 2022 committee meeting, the committee stated that its consultants would be developing the framework and game plan on future activities in concert with subcommittee efforts. The committee agreed that a verbal progress report on any developments might be

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shared with the Conference Committee on Treatment-Accessibilities under discussion of the trustee committee report during the joint meeting at Conference.

From the 2022 Conference Committee on Treatment and Accessibilities Committee Consideration:

The committee reviewed and accepted a progress report on military audio interviews and suggested that the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee:

- Reach out to military senior leadership.
- Seek interviews from members in various military/armed forces branches.
- Consider broader distribution channels, through diverse communication methods such as AA Grapevine, La Viña, WhatsApp, and LIM.
- Distribute a questionnaire to interviewees for the audio-military project.
- The military consultants on the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee develop a project plan that will include reporting to the entire trustee committee.

From the July 31, 2022, trustees' C.P.C./Treatment and Accessibilities 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 chair appointed a Military Audio Interview Subcommittee to include Kerry M. (chair), Gerry C., Tom P. and Brenda B., staff secretary. The scope is to obtain interviews from members in 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 committee looks forward to a progress report at the October 2022 meeting.

From the October 30, 2022, trustees' C.P.C./Treatment and Accessibilities Committee:

The committee reviewed the progress report on military audio interviews project. The consultants shared two hundred emails received with 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

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of those who serve in different branches of the military, have different ranks, and genders.

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 recording 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 are planned to be completed by December 31, 2022. The committee agreed to renew the term of the consultants' work for another year, starting in January 2023.

From the January 29, 2023, trustees' C.P.C./Treatment and Accessibilities Committee:

The committee reviewed the progress report from the Working Group on Military Audio Interviews.

There was a thoughtful discussion focused on 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.

Background:

1. Progress report on the Military Audio Interview project from Trustees' CPC TA
2. Audio file sample, "N[REDACTED]" (for committees' listening only)
3. Audio file sample, "Alex" (for committees' listening only)
4. Transcript of sample, "N[REDACTED]"
5. Transcript of sample, "Alex"

**2023 Trustees' Treatment and Accessibilities Committee
Subcommittee on Military Audio Interview project
Progress Report: January 29, 2023**

Subcommittee: Kerry M., chair, Tom P., ACM, Gerry C., ACM, Misha Q., secretary

Background and History: In January 2022, Trustees' Nominating Committee approved the recommendation made by Trustees' CPC/TA, which had followed the Procedure 14 process to select Gerry C. of Peachland, British Columbia and Tom P. of Cedar Point, North Carolina to serve as consultants for the Military Audio project.

The two consultants, along with Trustee Tom H., formed a subcommittee which reported to Trustees' CPC/TA. They were tasked with the following:

- Develop a questionnaire to be used for future audio military interviews that include topics such as post-traumatic stress disorder (PTSD), injuries, and barriers that sober alcoholics on active military duty face in getting sober
- Seek the help of the Fellowship in reaching out to possible candidates for the audio military interviews
- Utilize higher quality equipment professional services to record and oversee the production of the audio military interviews to improve sound and visual design quality
- Utilize graphics such as the "Blue People" banner, alternate backgrounds, and soundtracks to enhance the audio and visual design of the audio files presentations.

At the April 2022 meeting of the General Service Conference, the Conference Committee on Treatment and Accessibilities reviewed and accepted a progress report on military audio interviews. The committee made the following additional suggestions for the subcommittee:

- Reach out to military senior leadership.
- Seek interviews from members in various military/armed forces branches.
- Consider broader distribution channels, through diverse communication methods such as AA Grapevine, La Viña, WhatsApp, and *L/M*.
- Distribute a questionnaire to interviewees for the audio-military project.

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- The military consultants on the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee develop a project plan that will include reporting to the entire trustee committee.

Work Completed to Date: Following their appointment, the consultants, began working with GSO staff to outline a process for reaching out to A.A. members who are actively serving military members. In July 2022, Trustee Tom H. rotated off the committee and Trustee Kerry M. rotated on.

With the help of GSO staff, requests for participation were shared with the fellowship via the AA.org web site, the AA Grapevine, and the Meeting Guide App. Emailed communication was also sent to Delegates, Trustees and Directors of AAWS and AA Grapevine, asking that a request for volunteers be shared as widely as possible with members of the fellowship.

More than 200 sober members of Alcoholics Anonymous responded to the calls. Of these, approximately 150 were veterans, and thus, were not included in the project because the Conference Committee had requested interviews from active duty service people.

The consultants also developed a series of questions to ask each participant. Their questions specifically focused on the areas specified by the Conference Committee on Treatment and Accessibilities, including post-traumatic stress disorder (PTSD), injuries, and barriers that sober alcoholics on active military duty face in getting sober.

The consultants, with administrative and technical help from GSO staff, interviewed twenty-three active-duty service members. With the assistance of GSO digital production staff, high-quality audio interviews were recorded using Zoom technology.

GSO staff also worked with the consultants to edit two of the completed audio interviews. The editing process focused on removing extraneous conversation, outside noise, digressions and the occasional "um" or "uh."

The stories that were recorded included wonderful shares, messages with both depth and weight. We are deeply grateful for the military service members who took the time to share their experience, strength, and hope so that others, service members, veterans and civilians alike might hear a message of hope.

At the October 2022 meeting of trustees CPC/TA Committee, one sample audio recording was presented, and the committee members 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.

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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. All of the interview recordings were completed by December 2022. The committee agreed to renew the term of the consultants work for another year, starting in January 2023.

Following the October Trustee's CPC/TA meeting, three additional interviews were completed. Of note, in the last quarter of 2022, an extensive additional effort was made to find a Francophone A.A. member who could be interviewed for the project. When this effort seemed to be unsuccessful, a decision was made to have an English language interview translated into French and voiced by a native French speaker.

This is essential because the subcommittee was charged with reaching out to military leadership in the U.S. and Canada. Since Canada is officially bilingual, any outreach we do would need to be made available for both English and French speakers.

GSO Staff note: a question was raised in the October 2022 Trustees' CPC/TA meeting about whether interviews in Spanish should be sought, given that the subcommittee was working on securing French language interviews. Consultant Tom P. explained that because the official language of the U.S. Armed Forces is English, communication with U.S. Service members would logically take place in English.

In November 2022, Trustees' CPC/TA forwarded a request to Trustees' Nominating Committee to approve a one-year extension of the period of service for consultants Gerry C. and Tom P. That request will be considered in January 2023.

Future Work of the Military Audio Interview Project: During the 2023 year, the subcommittee members will be developing a detailed plan for approaching senior military to offer the audio interviews as a resource for military service members.

Consider moving in the following direction to finalize the interviews and post in our communication channels. This will allow us to use this new content created during the GSO Military Audio Interview Project.

The Action Plan that we want to gain agreement on is as follows:

Like recent projects such as the GSO Podcast and Google Ads, this project is now at the stage for the GSO staff to take on the role of responsibility to manage the completion on the production for all remaining audio interviews that are recorded. Full reporting of progress is a major part of this action plan.

- GSO staff is providing two samples of edited audio interviews for the Conference Committee on Treatment and Accessibilities to listen to as the samples of how all

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the remaining interview audio files will be produced to complete the project.

- GSO staff will continue to obtain oversight from the trustees' CPC/TA Committee working closely with the Military Audio Project consultants to finalize this project and produce quality audio files.
- GSO staff will transcribe, edit, translate, finalize, and post audio to the AA.org web site and other effective approved communication channels.
- GSO staff will continue to review all suggestions from the Conference Committee on Treatment and Accessibilities to "Utilize graphics such as the "Blue People" banner, alternate backgrounds, and soundtracks to enhance the audio and visual design of the audio files presentations" GSO staff will create an engaging set of resources that will carry the message to military personnel as well as others in need.
- GSO staff will continue to review all suggestions made by trustees' CPC/T-A Committee, investigating ways to post audio in a variety of channels. For example, short clips on particular topics like PTSD or being sober on deployment might work alongside of longer audio in which listeners might get a fuller picture of a sober member's journey.
- Edited audio files, once posted to the AA.org site will also be shared more widely with others at AAWS and AA Grapevine departments with the intention of making them available for other work of carrying the message. For instance, we could imagine the materials created for outreach to military leadership could be useful for other CPC endeavors, while audio files posted to the web could also be used as an Accessibility resource for those who can't read or the vision impaired.
- Ongoing progress reporting and analytics on the project goals will be made to the trustees' CPC/T-A Committee and the Conference Committee on Treatment and Accessibilities.

Transcript of Audio Interview with Nicquie

MUSIC INTRO:

Tom:

hi, my name is Tom and I'm an alcoholic. In an effort to improve outreach to members in the armed services who may be suffering with an alcohol problem, we're collecting interviews from current AA members serving in the US and Canadian Armed Forces to share the experience and strength and hope they have found in Alcoholics Anonymous.

Today we'll be talking with Nicquie. Nicquie, please tell us a little bit about your military background and A- AA experience.

Nicquie:

Thank you, Tom. My name is Nicquie, I am a Sergeant First Class in the Minnesota Army National Guard, and I have been in for just a little over 18 years now. I am a recovering alcoholic and a proud member of Alcoholics Anonymous. I have not had a drink of alcohol or used any illicit substances since December 8th, 2017.

Uh, my hope in sharing my... parts of my story today is to help someone who can relate to what I've been through, um, try and find the help that they need, and become happy, joyous and free like those of us who are members of this program.

Um, I started drinking in my early 20s. I joined the military in 2004, between my junior and senior years of high school. I've deployed twice: once to Iraq in 2007-2008 as a 42 Alpha, and once to Kuwait in 2021 to 2022 as a medic. I've also been full-time in the military as an AGR soldier in the Minnesota Guard since 2008. Um, if I hadn't gotten sober through AA, I would not be in the current rank or position I hold today as a battalion S1 NCOIC in an aviation support battalion.

I'm really excited for this opportunity to share a little bit about my experience here and hopefully help a few service members find a solution to their alcohol problem.

Tom:

Thank you. Uh, Nicquie, can you tell us when did you start drinking, and how did drinking become a part of your life once you started drinking? And, uh, why don't we start with that?

Nicquie:

Yeah. I... I had tried alcohol and had gotten drunk on, you know, several occasions before I turned 21. Um, it wasn't a huge part of life actually until after I got back from my first deployment. Um, I wasn't drinking in high school when I decided to join, but when I had got home from my deployment to Iraq, I was in a state of, like, hurt and confusion. So I had, you know, no idea what my future was going to like. Um, and I was in a relationship when I was deployed; I was engaged to another service member that was on the deployment with me, and he broke off the engagement about a month before we came home. So my future was very unknown, and the breakup brought up a lot of insecurities in my life.

And on that deployment to Iraq, I'd turned 21. So when I got home from deployment, I had this realization, like, oh, I'm 21, I can drink in bars! And that's essentially what I did for the next 10 years (laughs), because, uh, you know, I had the access at that point. And, uh, yeah, it took a while for, for it to really become a problem and then for me to realize that it was a problem. But, um, for me, uh, you know, it wasn't I took my first drink and I just knew that this is, you know, something that was going to be super important to me. It didn't... It didn't play a major role in my life until my 20s.

Tom:

So did you fear about hurting your career, for example losing your security clearance or, you know, job impact, uh, when you realized you needed help and you came into AA?

Nicquie:

Absolutely. Um, I took the anonymity of AA very seriously when I first got in, um, because I, I, I didn't know anything about it, right? I thought I had to be anonymous and I couldn't let people know that I was in AA. And I thought, well, how did people ever find out about AA before the internet, you know, before they could log on and find a meeting in 30 minutes down the road, you know? But, um, I did not share my sobriety with anyone at work initially, uh, because I was afraid of the repercussions, you know? I... I am a s- I am a security clearance manager in the military, and so I know what kinds of things happen, um, for people to get their clearance taken away. And, uh, that's my... it's my livelihood, it's, you know, my job. Monday through Friday, I... this is what I do. So I was very afraid to talk to anyone about it.

And then, you know... It's funny, um, there's a confirmation bias that exists, you know? There's this idea that when you decide that you're going to buy a certain type of car, you start seeing that car everywhere now, because now you're thinking about buying it. The same thing happened with me and sobriety. As soon as I got sober, I became more aware of those around me who were also sober, and those who were in the military who were also sober. And, you know, when you go to a military function, um, uh, i-in the... in the first couple weeks of my getting sober, we, we had a military ball, and there's a grog in the middle of the room that everybody dumps different types of liquor in, and everybody

has to try it. And, uh, you know, as a female in the military, when you're not drinking, everybody automatically assumes that you're pregnant, and that's the only conceivable reason why you wouldn't be drinking-

Nicquie:

This is what I would tell someone. As far as your career goes, it's not getting into AA or going to treatment or getting sober that's going to hurt you, it's the continued use, the continued drinking or use of illicit substances; that's what's going to hurt you in the long run. Most leadership... In my experience, most leadership are extremely understanding of soldiers who want to get help for themselves. If they're not supportive, that's why there exists the chain of command.

When you... When one door closes, that other, you know... every commander has a open-door policy. It's in the regulation; they have to have it. So if you're getting the door slammed in your face or being told you're going to be punished or, you know, not promoted or not get this PCS move that you want or something because of a disease that you have, you have grounds to fight that. And like I said, in my experience, most commanders and first sergeants and leaders are extremely compassionate for soldiers who are looking to help themselves.

And the wonderful thing about AA is that it's anonymous. Nobody is going to find out unless you tell them or unless you see someone else that you know in the program, which, oh by the way, they have to follow the anonymity as well... So that was one of my biggest fears coming in; I thought, oh my gosh, what if I know a bunch of people in there? Well, if I knew them, they... that means they're also alcoholics, and they are my people, and that's okay. Now I, I hope to see people that I know (laughs) in AA. It's... It just brings out a whole nother type of connection that I have only compared to military connection with other people. You know, you go through all this crap together in the military, and end up coming out of it, you know, on the other side; that's exactly what AA is like. We all share this common disease that is basically trying to kill us, and we've been able to find a lot of... a lot of joy and happiness and serenity in life now because we don't drink anymore.

So don't let your fear of negative consequences on your career stop you from getting sober, because it is worth it. It's the drinking that will kill you, not getting sober.

Tom:

Cool. All right. So is there anything else that you would like to share or to say to a service member who's struggling now and listening to this and has an alcohol problem?

Nicquie:

What I would want to say to anyone listening to this is, if you're listening to this, you're probably an alcoholic, and there is a solution to your problem. If you don't find it in AA, please just go look someplace else.

So if you're just curious about it, you know, find an open meeting on AA... on any AA website in your area, go to an open meeting, find somebody, start talking to them, start asking questions, get curious and, you know, just give it a try. Just see what happens. That's what I would say.

MUSIC OUTRO:

Tom:

Thank you very much, Nicquie, for sharing your experience, strength and hope with us today.

Nicquie:

Thank you, Tom.

Transcript of Audio Interview with Alex

MUSIC INTRO:

Gerry:

Hello and thank you for taking the time to listen to this Military audio interview. Uh, I'm an alcoholic, my name is Gerry, I'm a retired member of the Royal Canadian Air Force. I was a helicopter pilot for 35 plus years, and I'm acting today as one of the volunteers doing this interview project, I'll be doing the interview posing some questions and talking back-and-forth with one of our members.

Today it's my pleasure to welcome Alex V. Alex is a member of the Canadian Military, I'll let him take a moment to introduce himself, give you his background and more details as to, when he joined and when he became a member of Alcoholics Anonymous, after he's finished with a brief self-introduction, we'll go into a series of questions, which hopefully will bring out some interesting information for someone listening. So, with no further a due, Alex, welcome thank you very much for being here with us today, and as I just mentioned over to you for a moment or two, to introduce yourself?

Alex:

Thanks Gerry, my name is Alex, I'm an alcoholic. I'm, a Lieutenant Navy in the Royal Canadian Navy, I've been in for 10-years now. Um, I'm a recovering alcoholic, a member of, uh, AA, I haven't had a drink of alcohol since February 20th, 2018. I hope that by sharing a bit of my story in this audio, I might help someone just like I was back then, who knows there's a problem, and is trying to figure out what to about it next.

I started drinking at 15-years old, joined the Military in 2012, uh, as a DEO, a year after finishing university and, uh, I've served on most of, uh, Her Majesty's Canadian Ships on the West Coast, as well as a bit of time here in Ottawa. Uh, getting and sober, getting and staying sober in AA, definitely hasn't hurt, uh, it's brought about positive changes in my Military career and in my life, uh, in general, and I'm happy to share a bit of both out here.

Gerry:

Thank you Alex, So, what was your early experience with alcohol like-

Alex:

Um, I remember countless times where I'd be crying drunk, uh, or sober for that matter, saying that, "I- I need help, and I couldn't stop, uh, and I didn't know why." And I think

while I was definitely genuine in those moments at first, they quickly turn into, you know, an episode directed by my alcoholism that, uh, trying to get some sympathy or- or figure out a way to- to secure my next drink.

Gerry:

Yeah, I hear you. Um, when you made the decision to join the Military, ~~uh, did-~~ did the way you were drinking, or did your drinking play any part in that, were you concerned, "That you drank too much, and they might not, uh, care for that," or did you think that, uh, "Hey, the Navy that's a great place to go to drink all the time?" What kind of an attitude did you have if at all that it- it was associated with your drinking, uh, pattern, when it came to joining the Military?

Alex:

Alcohol and- and getting my next drink, uh, the planning, it was part of my everyday life. Uh, one way to describe it is like, you know, my wife were a mistress, ~~uh,~~ because it totally consumed all my decision. Uh, that's an interesting question, you know, looking back if anything, um, maybe- maybe I did a quick risk assessment and said, "No, no, this is not gonna interfere with my drinking.

But besides that, I know, I know how to, a ton of fun at, uh, basic training, um, not sure if that was supposed to be fun or not, but it, not- not the standing out in the field parts, but the, ~~uh,~~ the drinking is what makes me say that. ~~Um,~~ but I also when I had, there- there was never any pressure to- to drink though, ~~um,~~ if that's, if that's what you're getting at, like looking back it was all pressure that I put on myself, ~~um,~~ and bottom-line, you know, I wanted that pressure, like maybe there was no pres- I- I created the pressure for myself, anything to justify my drinking

Gerry:

So, you mentioned before that you joined as a DEO or a Direct Entry Officer, so you completed university then if I still remember how all those programs worked. So, you'd be in your early 20s when you joined, went through basic training, you mentioned and, (laughs), my memories too, you know, we remember the good stuff with wonderful and selective memory. Um, and off to the Navy you- you go, and I know I believe that you originally were, what was used to be called a MARS Officer back in the day, and now is, uh, Naval Warfare Officer.

Alex:

Drinking did play a part in the troubles that I had, um, day-to-day, in fact it was one of the main reasons I would say, that I had difficulties. ~~Uh,~~ but it wasn't for me it wasn't, ~~uh,~~

often at work. Um, I had a lot of close calls, where superiors, uh, made comments, or had suspicions. Um, but I was never counseled formally and, um, yeah, just like, I mean, people had- have covered for me in the Military, but they've also covered for me in- in civilian life as well, you know, I as an alcoholic, I surrounded myself with enablers, um, and I picked and choose.

So, yeah, I wouldn't say there's a big difference between the two there.

Gerry:

That's excellent, thank Alex, "How did you know then that you needed help," what- uh, what brought you to the moment of saying, "I- I- I have to do something about this?" Apart from as we already discussed those moments where you said, "You couldn't stop and you needed help," but when it became concrete, when it became something you were actually did, what did that look like?

Alex:

Yeah. So, I mean, from an, from an early- early in my drinking, I- I knew, I think deep down that I needed help, but for... so as obviously the Military has an, um, a special astricts beside the job, you know, uh, I'm a Canadian, I'm an officer in the forces, but I'm also, you know, a father, a husband, son, brother, and not only did my life as an officer in the Military take a hit, but my life as a father, and brother, and son, uh, did as well.

I was exhausted, um, all the lies that I would tell, the constant scheming, it got, it got really tiring. Um, I was on the West Coast at Christmas, I got leave to come back East for the holidays, like I did, uh, every morning, the day of our flight, I woke up early and started drinking before everyone got up, and I tried to consume just enough to- to get me through, a- a nice buzz to get me through, um, the- the day of traveling.

And, uh, a friend of my wife's took us to the airport, my- myself, my wife, and my daughter, and, um, getting to the airport I- I- I mean, the next thing I know I was waking up in our, in our bed back home and I, apparently I passed out, and was sat in one of the chairs off to the side of the airport, and they wouldn't let us on the flight and they had rebooked it for- for later in the, in- in the day.

Um, and then in the New Year, um, the same thing go, leaving Vancouver Island to go to the mainland, same kind of episode with the- the fairy. Um, so yeah, I- I think, I would say "If- if you think you need help, you probably need help." I, like taking a drink, uh, and driving for example, I've co- I've come to see that a, I, for a nonalcoholic in view eye, "They don't get another one." They say to themselves, "You know, I- I messed up here that was a bad decision, uh, that could've cost my life, somebody else's life, I'm not

gonna do that again," or- or passing out for an important meeting, "You know I, if I, if I drink too much and miss a meeting, or miss an important, um, gathering, you know, okay, I'm not gonna do that again."

Gerry:

Uh, Alex, this has been great, I- I think we've covered the whole waterfront, pardon the awful pun for two Navy guys. Um, but before I finish, I wanted to just give you that open ended question, is there anything else you'd like to share, any areas we haven't delved into that you think will be worth mentioning or discussing for somebody like we were back in the day, listening to, um, from your own life experience as a member of Alcoholics Anonymous and a member of the or Canadian Military?

Alex:

Yeah. Uh, I'll- I'll, uh, I just quickly wanted to tell, um, uh, a story, it sums it up for me beautifully. Um, so one day after work, I'm walking through the park with some of my coworkers, and family, and I'm drunk, and it's a beautiful day, and, uh, but I- I'm drunk, and I ended up stepping in a, in a deep hole and I can't get out, and my wife she tells the group, uh, you know, "I know what to do, I'll be right back."

So, she leaves, she comes back with the psychiatrist, and we talk for a bit, and a 110 dollar bill later and I'm still stuck in the hole, um, so my buddy, one of my coworkers, he says, you know, "I'll be right back." So, he goes to the MIR, brings the doc to the park in this hole and- and the doc just confess well, I'm in the hole and she's asking some questions but, she can only do so much with me being down this hole. Uh, and 25-minutes later I'm still in the hole, uh, and- and so my parent say, "Okay, I got it." And the doc leaves with my parents and they bring back a priest, and now I'm talking to this priest, and, uh, he's going on about life, and having a good conversation but it's getting dark and so the priest say, you know, "I'll be back tomorrow."

And I, s- the whole group leaves and- and just as they're out of sight, leaving the park, there's an alcoholic walking by and he sees me in the hole and he jumps in, and I start panicking, you know, "What are you, what are you doing, now we're- we're both stuck down here?" And he says, you know, "Don't worry, I've been here before, I know the way out," and, uh, that's what AA has done for me, uh, plain and simple, like it's- it saved my life, um, I'd also like to say, uh, just go easy on yourself to anybody who's listening to this, but, uh, yeah, um.

Gerry:

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That's great Alex, that's perfect. Thank you very much. I'd like to thank Alex for taking the time to be with us today, and I'd like to finish the interview by saying sort of what we said at the beginning, we really hope that what we've offered to you today, might be helpful to you, if you're in the situation that we were in, and you know you've got some sort of a problem and you're not sure exactly what you can do about it, you may well be like one of us, and if you are, we sure hope you come and try Alcoholics Anonymous, try a few meetings, talk to some members, it very likely, very possibly could save your life, and if it isn't the thing for you, if alcoholism isn't what's actually in your life or what your problem is, uh, we would reassure you that although alcoholism has been recognized as a disease an illness by medical societies, it- it isn't contagious.

So, if you come to AA meetings, you can't catch it from us. So, we hope you've enjoyed listening to this, we hope it's been of some help, and we thank you for your time. Thank you, like I said, [inaudible 00:38:17]-

ITEM C: Review contents and format of Treatment Kit and Workbook

Background notes:

Kits and Workbooks for C.P.C., Corrections, Public Information, Treatment and Accessibilities are reviewed by the appropriate Conference Committees during each General Service Conference.

Workbooks and Kits are service pieces. Any suggested changes to their content from the Conference committee are put forth as Committee Considerations rather than recommendations.

Between Conferences, ideas for changes to a Workbook or to the contents of a Kit may be received. These may be reviewed by the appropriate trustees' Committee and implemented, or the trustees' committee may choose to forward an idea to the Conference Committee for review.

Typically, service kits are updated annually each fall. Due to pandemic-induced supply chain and paper shortage challenges, implementation of the updates has been delayed.

From the October 2022 trustees' CPC/Treatment/Accessibilities-Remote Communities meeting:

The staff secretary provided an update that the annual kit contents update is underway to capture all suggested changes from 2021 and 2022. The committee looks forward to a final update at the January 2023 meeting.

Background:

1. Treatment Committee Workbook is available to view on:

https://www.aa.org/sites/default/files/literature/m-40i_TFWorkbook.pdf

- ENG - https://www.aa.org/sites/default/files/literature/assets/f-167w_TF_Kit.pdf
- FR - https://www.aa.org/sites/default/files/literature/assets/ff-167w_TF_Kit.pdf
- SP - https://www.aa.org/sites/default/files/literature/assets/sf-167w_TF_Kit.pdf

ITEM D: Review contents and format of Accessibilities Kit and Workbook

Background notes:

Kits and Workbooks for C.P.C., Corrections, Public Information, Treatment and Accessibilities are reviewed by the appropriate Conference Committees during each General Service Conference.

Workbooks and Kits are service pieces. Any suggested changes to their content from the Conference committee are put forth as Committee Considerations rather than recommendations.

Between Conferences, ideas for changes to a Workbook or to the contents of a Kit may be received. These may be reviewed by the appropriate trustees' Committee and implemented, or the trustees' committee may choose to forward an idea to the Conference Committee for review.

Typically, service kits are updated annually each fall. Due to pandemic-induced supply chain and paper shortage challenges, implementation of the updates has been delayed.

From the October 2022 trustees' CPC/Treatment/Accessibilities meeting:

Accessibilities Kit and Workbook: The staff secretary provided an update that the annual kit contents update is underway to capture all suggested changes from 2021 and 2022. The committee looks forward to a final update at the January 2023 meeting.

Background: On the website

1. Accessibilities Committee Kit available to view on
https://www.aa.org/sites/default/files/literature/m-48i_SNWorkbook.pdf
 - EN - https://www.aa.org/sites/default/files/literature/assets/f-182w_SN_Kit.pdf
 - FR - https://www.aa.org/sites/default/files/literature/assets/ff-182w_SN_Kit.pdf
 - SP https://www.aa.org/sites/default/files/literature/assets/sf-182w_SN_Kit.pdf

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ITEM E: Consider request to do an Accessibilities Inventory of Alcoholics Anonymous throughout its services and structure.

Background notes:

From the October 30, 2022 Trustees' C.P.C./Treatment and Accessibilities Committee:

PAI #29: The committee **agreed to forward** to the 2023 Conference Committee on Treatment and Accessibilities the proposed agenda item to "Consider request to do an organization-wide 'Accessibilities Inventory' of Alcoholics Anonymous throughout its services and structure evaluate what is found to communicate and improve how we function. Also, that an action plan for improvement to be made from the information gathered.

Background attachments:

1. PAI #29 Proposed Agenda Item to conduct an organization-wide "accessibilities inventory"
2. Samples of Service Structure Services and Activities

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(1) Submit a clear and concisely worded motion.
We move to do an organization wide "Accessibilities Inventory" of Alcoholics Anonymous throughout its services and structure and evaluate what is found in an effort to communicate and improve how we function. Also, that an action plan for improvement to be made from the information gathered.
(2) What problem does this proposed item address?
Many items and services such as large print literature, audio format literature and accessibility committees and accessibility guidelines exist. Much more be can done such as additional literature in audio and ASL/visual format and better collaboration with the Hispanic and other foreign language AA communities. In addition the services and options we have available could be more optimally communicated and made visible to those in need and the people assisting them. Many lack awareness of the accessibilities checklist or what to do if someone with a barrier reaches out for help or comes to a meeting. Some, such as the elderly or homebound, loners or those with language barriers are never reached or find too many obstacles to stay. Some key steps, even easy ones such as a tab or page on accessibilities on the GSO website highlighting our available resources including accessibilities committees and what they are, and putting the accessibilities checklist / its explanation on the new group form can make a difference. An inventory would also obtain the voice of the voice of the very members who have and live with these needs. They know best what the barriers are.
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
<i>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</i>
This idea has been spoken of at the monthly All Access accessibility meeting as well as the Area 29 Accessibility Committee and received positive feedback. It was brought to the Area 29 Assembly on August 13, 2022 and approved unanimously.
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:
There are still numerous obstacles within our fellowship and its services for members and prospective members in carrying and receiving the message of recovery for persons with a disability. There are also barriers in language differences and reaching remote communities. Looking at and inventorying how we are doing in meeting these needs is the first step in improving providing services and access to the message of recovery. See Attachment for additional background

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(5) What are the intended/expected outcomes if this proposed item is approved?
<p>If this agenda item is approved an “accessibilities inventory” of Alcoholics Anonymous, its service structure, resources (such as GSO and its website, literature, and communications) by the organization itself or by an outside resource would be done. This process would ideally include members with a disability or accommodation need and also professional’s familiar with how to optimize and organize these services. Information obtained and suggestions for change would be shared with the fellowship. Of note, the first plain language Big Book is being developed and this project could provide valuable information for this.</p> <p>The potential impact is large. This is about how easy it is or isn’t throughout our organization to find and use accessibility information and how we are communicating about it, optimizing awareness, improving communication and how we meet the needs found and anticipated. Think of the changes made to our service manual and the difference that has made. Information is much clearer.</p>
(6) Provide a primary contact for the submission.
Kurt W., Delegate, Area 29
(7) Final comments:
<p>There are still numerous obstacles within our fellowship and its services for members and prospective members in carrying and receiving the message of recovery for persons with a disability. There are also barriers in language differences and reaching remote communities. Looking at and inventorying how we are doing in meeting these needs is the first step in improving providing services and access to the message of recovery.</p>

Submit completed forms to the GSO Staff Member on the Conference Desk:

EMAIL: Conference@aa.org

POSTAL MAIL: Attn: Conference Desk
 General Service Office
 P.O. Box 459
 Grand Central Station New
 York, NY 10163

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Updated 7/22

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Alcoholics Anonymous Maryland General Service, Inc. Area 29

Maryland General Service, Inc.
P.O. Box 207
Benson, MD 21018

August 17, 2022

Conference Coordinator
General Service Office
P.O. Box 459, Grand Central Station
New York, NY 10163

Dear Conference Coordinator,

Attached are documents that provide information for a proposed Conference Agenda item from Area 29 for the 73rd General Service Conference.

The Motion reads:

We move to do an organization wide “Accessibilities Inventory” of Alcoholics Anonymous throughout its services and structure and evaluate what is found in an effort to communicate and improve how we function. Also, that an action plan for improvement to be made from the information gathered.

This Motion was brought to the Area 29 Assembly held on August 13, 2022. It passed unanimously in favor of forwarding it to the Conference Coordinator with additional background information. The Motion originated with our Accessibility Committee and was brought directly to our Area Assembly due to the compressed time schedule resulting from the EDW 3-year trial.

Thank you for all that you do for the GSO and our Fellowship. Please contact me with any questions that you may have regarding this potential Agenda item.

Kurt W.
Delegate
Area 29, Panel 72
Corrections Conference Committee



“To be vital, faith must be accompanied by self-sacrifice and unselfish, constructive action.”
– *Alcoholics Anonymous*, pg. 93

Attachments:

- I. PAI Form – Accessibilities Inventory
- II. Additional Background Accessibilities Inventory

Additional Background – Accessibilities Inventory PAI

“The 43 million Americans with disabilities comprise the largest minority group in the United States. While their special abilities may vary considerably, these Americans share an increased risk for alcohol and other drug abuse.”-Debra Guthman, a specialist in working with the Deaf and Hard of Hearing in recovery. “An analysis of variables that impact treatment outcomes of chemically dependent Deaf and Hard of Hearing individuals.”

In addition, our elder population continues to grow and need assistance and services and our senior alcoholics are an underserved population in AA. One member likes to say “You may not have a disability now, but odds are you will one day.”

What we have found working on an Accessibilities committee is that we do not have concise, clear, easy to find resources beyond the basics. Simple things to know such as the Deaf use ASL which has a different format than written or spoken English, the visually impaired use large print, screen readers and audio, the hard of hearing use closed captioning, hearing aids, sound amplifiers and loops. There is a lack of awareness/overall view to accessibilities and communication can be improved. Large organizations such as college campuses have had to look at accessibility closely and communicate and implement change. Accessibility consultants exist. There are ways to look and improve what we are doing and I think that if we inventory we will find a need. Let’s see where we are at, what we need and what we can do.

Please note-Debra G.T., Ed.D whose article is referenced above is an excellent resource for anything with Deaf/Hard of Hearing and addictions, including literature. She would be an excellent resource and is currently working with Area 29 Accessibilities. See Linked in.

Samples of Service Structure Services and activities

Secretary's Note: *This summary is intended to facilitate the discussion of the proposed agenda item (PAI-29), "Consider request to do an organization-wide 'Accessibilities Inventory' of Alcoholics Anonymous throughout its services and structure evaluate what is found to communicate and improve how we function. The samples include some activities where accessibilities have been considered, and other activities where considering accessibilities could be useful.*

Samples: Fellowship-wide or within the A.A. Service Structure

- A.A. Membership survey – see 2023 Conference Committee on Public Information, agenda item O.
- General Service Conference Inventory Report – available on the Dashboard >Communication and References > GSC Inventory Report
- 2020-21 Progress report Trustees' Literature Subcommittee on RIPTAB (Researching Issues, Possible Tools and Access to the Book, Alcoholics Anonymous) - Revealed that there was a need across the Fellowship for what is being called a "plain language Big Book." In the report, some difficulty accessing the A.A. message was because people had difficulty accessing or understanding our literature.
- Grapevine and La Viña Magazines:
 - August 2022: [Story, "We Can Do This"](#)
 - May 2022: [Story, "On the Go"](#)
 - October 2019: [Issue, "Is AA Accessible to All Who Need it?"](#)
 - September 2010: [Special Issue on Accessibility](#)
 - Nov/Dic 2020: [El despacho de Accesibilidades y Comunidades Remotas](#)
- Area and District and Group Inventories
- Checklist - [SMF-208 Accessibilities Checklist for Meetings and Groups](#)
- Guidelines - [MG-16 A.A. Guidelines on Accessibility for All Alcoholics](#)

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ITEM F: Discuss carrying the message to alcoholics with intellectual or information processing challenges, communication challenges and diverse neurological abilities.

Background notes:

From the October 30, 2022 Trustees' C.P.C./Treatment and Accessibilities Committee:

The committee discussed the proposed agenda item (PAI #130) "Consider the development of pamphlet directed to the alcoholic with learning disabilities, social disorders, developmental disabilities, and cognitive disorders and took no action.

The committee instead **agreed to forward** a discussion topic to the 2023 Conference Committee on Treatment and Accessibilities to discuss the best methods for the Fellowship to reach the alcoholic with learning disabilities, social disorders, developmental disabilities, and cognitive disorders.

Background:

1. History and activities related to carrying the A.A. message to alcoholics with learning disabilities, social disorders, developmental disabilities, intellectual or information processing challenges, communication challenges and diverse neurological abilities.

**The History of Activities Related to Carrying the Message to Alcoholics with
Intellectual or Information Processing Challenges Communication Challenges
and Diverse Neurological Abilities
February 6, 2023**

Over many years, questions and concerns related to carrying the message to alcoholics who experience challenges with intellectual or information processing, communication, or diverse neurological abilities, have been considered by individual members, trustees' committees, and Conference committees.

The following history includes activities from the trustees' CPC/Treatment-Accessibilities committee (CPC-TA), the Conference Committee on TA, the General Service Conference, and the General Service Office (GSO):

[Pamphlet P-83 Access to A.A.: Members share on Overcoming Barriers](#) – includes three stories: one from a person who had a traumatic brain injury, another from a member who had a stroke and a third from a member who had an acquired brain injury. All wrote movingly about their experience in A.A. and particular challenges they faced.

In regional correspondence, GSO Staff Members have shared with sponsors who asked for experience about how to work with members who were unable to read, and about working with members who have other cognitive challenges. While the specific circumstances were different, the desire to be of service and carry the A.A. message of recovery and hope was the same.

1998 – The GSO developed a new service piece, "A.A. Literature and Audiovisual Material for Special Needs" catalog.

1998 – The GSO newsletter, [Box 4-5-9](#) featured a story about the new Special Needs catalog, and highlighted some of the challenges faced by some members, including one with aphasia and others with brain injuries.

2000 – An article in Box 4-5-9 detailed the work of the Southeast New York Special Needs committee, including the experience of members in an A.A. group geared to the developmentally disabled.

2007 - In the Oct/Nov issue of Box 4-5-9, a member wrote in to describe the work her home group had done to start and support a meeting in a local facility dedicated to those with head-traumas. Two takeaways from that experience included the observation that some of the members with head traumas seemed to think in very concrete terms, for

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instance, wondering why the pocket size version of Alcoholics Anonymous could still be called a “big book.” Another helpful observation was that in that particular meeting, members took more time with each step, spending three weeks on it instead of the usual one.

2009 Advisory Action: The committee’s scope be expanded to include service to Special Needs/Accessibilities committees and that the name of the committee be changed to the Conference Committee on Treatment Facilities/Special Needs/Accessibilities.

2009 - The trustees’ CPC-TA committee accepted responsibility for the 2009 Conference Advisory Action which requested development of a recovery pamphlet for newcomers or prospective members with special needs to include stories solicited from A.A. members with a wide variety of challenges, such as autism, brain damage, learning disabilities, blindness, deafness or hearing impairment, confinement to wheelchairs, etc.

2009 – The trustees’ CPC-TA committee requested that the committee secretary begin soliciting stories through letters to Special Needs Committees, delegates, and an article in *Box 4-5-9*. and that the Director of Publications prepare an outline of the proposed pamphlet to submit to the November 1, 2009, meeting of the committee.

In November 2009, the trustees’ CPC-TA committee heard a progress report on story submissions for the proposed Special Needs pamphlet from the secretary, and viewed with appreciation the outline for the proposed pamphlet submitted by the Publications Department. They asked that the Twelve Concepts be included along with the Steps and Traditions in the final pamphlet, and suggested that particular attention be paid to inclusivity in all language used throughout the pamphlet.

2010 - Upon review of the Special Needs Kit and Workbook, the committee suggested that, “Shared experience with carrying the A.A. message to those with less visible challenges such as illiteracy, autism, etc., be gathered and added to the Special Needs Workbook when feasible.”

2011 - The Fall 2011 issue of *Box 4-5-9*, featured a story that highlighted the process of developing ‘A.A. for the Alcoholic With Special Needs. The article specifically mentions that when stories from the Fellowship were collected for the pamphlet, they included some from members with autism, brain damage and learning disabilities, among others.

2011 Advisory Action: The recovery pamphlet “A.A. for the Alcoholic with Special Needs” be approved.

2011 Advisory Action - The name of the committee be changed to the Conference Committee on Treatment/Special Needs-Accessibilities and that these changes be reflected in the committee’s Composition, Scope and Procedure.

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2011 Committee Consideration - The committee suggested that when the pamphlet for alcoholics with special needs is created, formats for alcoholics who are deaf, blind, or have learning challenges be produced as soon as fiscally possible.

2012 - The trustees' CPC/TA committee reviewed with appreciation a progress report on the pamphlet "A.A. For the Alcoholic With Special Needs" in formats for alcoholics who are deaf, blind or have learning challenges and looks forward to an update at their January 2013 meeting.

2012 - Conference committee on TA report : The committee reviewed with appreciation the final report on the pamphlet "A.A. For the Alcoholic with Special Needs" in formats for blind, deaf or learning challenged A.A. members.

2013 – Conference committee on TA report: The committee reviewed the report on the DVD version of the pamphlet "A.A. For the Alcoholic with Special Needs" formatted for alcoholics who are blind, deaf or learning challenged and expressed deep appreciation for the availability of the item. There was a concern expressed whether a DVD in American Sign Language (ASL) and with subtitles in English serves the needs of French and Spanish language-based members.

2014 – [About A.A. - Spring 2014 - A.A. for the Alcoholic With Special Needs](#). In this edition of the newsletter for professionals, explains how A.A. carries the message to alcoholics with a variety of needs, including those with brain injuries.

2016 Advisory Action: The term "Special Needs" be removed from the name of the Conference Committee on Treatment/Special Needs-Accessibilities and throughout the committee's Composition, Scope and Procedure. The new name of the committee will be the Conference Committee on Treatment and Accessibilities.

2017 Advisory Action: It was recommended that: the pamphlet "A.A. for the Alcoholic with Special Needs" be approved with suggested editorial changes and be retitled "Accessibility for All Alcoholics."

2016 Advisory Action: The title of the pamphlet "Accessibility for All Alcoholics" be changed to "Access to A.A.: Members Share on Overcoming Barriers."

2018 Advisory Action: The proposed changes by the trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities to the pamphlet "Accessibility for All Alcoholics" be approved with additional revisions.

2018 Advisory Action: The Scope of the Conference Committee on Treatment and Accessibilities be expanded as follows (additions in bold):

The purpose of a Treatment and Accessibilities committee is to coordinate the work of individual A.A. members and groups interested in carrying our message of recovery

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to alcoholics in a wide variety of treatment settings, and to set up means of “bridging the gap” from the treatment setting to the A.A. Fellowship. In addition, the committee supports the work of individual A.A. members and groups serving those who experience barriers to accessing the A.A. message and participating in A.A.’s Three Legacies — Recovery, Unity, and Service. Finally, the committee supports the work of individual A.A. members and groups striving to ensure that A.A. members who live in under-served or remote communities — communities difficult to reach because of geography, language or culture — have access to the A.A. message.

2021 -_The trustees’ CPC-TA committee suggested updating the A.A. Guidelines on Accessibilities to include references to intellectual disabilities and learning difficulties. The committee requested ongoing reviews and revision of materials to replace the term “special needs” with “accessibilities” across all A.A. literature, including service material.

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ITEM G: Review progress report on Bridging the Gap Workbook and other service materials.

Background notes:

From the January 29, 2023, trustees' Committee on Treatment and Accessibilities

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 them 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 that the staff secretary update the progress report requesting sharing from the Fellowship on how Bridging the Gap works in local areas to 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.

From the July 31, 2022, trustees' Committee on Treatment and Accessibilities

The committee reviewed the progress report regarding Bridging the Gap service material and the development of a Bridging the Gap Workbook. The committee expressed appreciation for the ongoing work and looks forward to a progress report at the October 2022 meeting.

From the January 30, 2022, trustees' Committee on Treatment and Accessibilities

The committee reviewed drafts of the service materials titled, "Bridging the Gap Workbook" and "Bridging the Gap/Temporary Contact Guidelines." The committee discussed and approved the service materials and requested the staff secretary to forward the drafts to Publishing for development. The committee

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looks forward to a progress report at the July 2022 meeting.

From the August 1, 2021, trustees' Committee on Treatment and Accessibilities

The committee reviewed a progress report from the executive editor on the pamphlet "Bridging the Gap" and looks forward to a draft or progress report at the October 2021 meeting.

From the January 31, 2021, trustees' Committee on Treatment and Accessibilities:

The committee reviewed the grid of shared experience on Bridging the Gap (BTG) by local committees. The committee asked that the staff secretary share the grid with G.S.O.'s Executive Editor for use in updating the BTG pamphlet and other service material. The committee looks forward to receiving updated BTG materials at the July 2021 meeting.

From the November 1, 2020, trustees' Committee on Treatment and Accessibilities:

The committee asked the secretary to bring back draft language reflecting local shared experience for a Workbook and G.S.O. Guidelines on Bridging the Gap to the January 2021 meeting.

From the August 1, 2020, trustees' Committee on Treatment and Accessibilities:

The committee discussed the 2020 Conference Committee on Treatment and Accessibilities committee considerations. The committee asked the staff secretary to work with the Publishing department for a draft update or progress report to be provided at the 2020 October meeting.

From the 2020 Conference Committee on Treatment and Accessibilities Committee Consideration:

The committee suggested that the trustees' C.P.C/T.A. committee develop a Bridging the Gap Committee Workbook and provide a progress report to the 2021 General Service Conference. The committee suggested that the shared experience included in the workbook include a list of BTG temporary contacts available from G.S.O.

From the February 2, 2020, trustees' Committee on Treatment and Accessibilities:

The committee considered a request to create a Bridging the Gap Workbook and **agreed to forward** the request to the 2020 Conference Committee on Treatment and Accessibilities. The committee noted that some local A.A. communities do not participate in Bridging the Gap or Temporary Contact activities due to limited access of shared experience in this service area.

Background:

1. Progress report - Bridging the Gap service materials.

**2023 Trustees' Treatment and Accessibilities Committee
Progress report on Bridging the Gap service materials
January 29, 2023**

Following the 2020 General Service Conference, GSO staff and trustees' CPC-T-A began work on a Bridging the Gap workbook, as suggested by the Conference Committee on Treatment and Accessibilities.

The preparatory work done included collecting sharing from the Fellowship on Bridging the Gap, considering locally produced workbooks in use by Bridging the Gap committees in different parts of the country and a review of other service material that refers to Bridging the Gap, including:

- F-222 Temporary Contact Volunteers - Bridging the Gap
- P-49 Bridging the Gap (under review as agenda item TA-H)
- F-183 A.A. Temporary Contact/Bridging the Gap Request - Inside
- F-184 A.A. Temporary Contact/Bridging the Gap Volunteer - Outside
- M-40i Treatment Workbook
- M-45i Corrections Workbook

Based on the review of the current service materials referenced above, it was unclear whether a Workbook was needed, or whether the existing service materials might be updated to meet the needs of members (perhaps with the addition of G.S.O. Guidelines for Bridging the Gap).

Accordingly, the trustees' committee on CPC, Treatment and Accessibility refer this matter to the 2023 Conference committee on Treatment and Accessibility for input and guidance from the Fellowship. Sharing around the following questions would be particularly helpful:

- 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.

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ITEM H: Review progress report on pamphlet update, “Bridging the Gap”

January 29, 2023, trustees’ committee on CPC/Treatment and Accessibilities:

The committee reviewed the progress report on the pamphlet “For Professionals: Bridging the Gap to Help Alcoholics.”

The staff secretary provided the committee with a historical recap that highlighted the fact that there had been a change in the development of the pamphlet that shifted the direction from an inner facing pamphlet 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” the 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.

October 31, 2022, trustees’ committee on CPC/Treatment and Accessibilities:

The committee reviewed a draft pamphlet “For Professionals How A.A. ‘Bridges the Gap’ to Help Alcoholics” provided by the Publishing Department and suggested final edits. A committee member shared that the “Useful links section” of the pamphlet includes a website that could be improved for useability and functionality. The committee requested the following updates:

- On page 4 remove the word “experienced” from the description of A.A. members.
- On page 4 remove the parentheses around the sentence, “In Alcoholics Anonymous, sponsors are A.A. members who guide other alcoholics through the Twelve Step program of recovery.”
- Add a section on page 7 titled “Other useful links” and include a clean URL for Bridging the Gap under this new section.

The committee looks forward to a final draft or progress report at the January 2023 meeting.

July 31, 2022, trustees’ committee on CPC/Treatment and Accessibilities:

The committee reviewed the progress report from the Executive Editor regarding the draft pamphlet “For Professionals How A.A. ‘Bridges the Gap’ to Help Alcoholics.” The committee expressed appreciation for the ongoing work and looks forward to a final draft or progress report at the October 2022 meeting.

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January 30, 2022, trustees' committee on CPC/Treatment and Accessibilities:

The committee reviewed the progress report of the draft pamphlet "For Professionals: How A.A. 'Bridges the Gap' to Help Alcoholics." The committee requested that the staff secretary provide edit suggestions to Publishing for the next iteration of a draft pamphlet. The committee looks forward to a progress report for a revised draft pamphlet at the July 2022 meeting.

October 31, 2021, trustees' committee on CPC/Treatment and Accessibilities:

The committee reviewed the draft pamphlet, "For Professionals: "Bridging the Gap" to Help Alcoholics."

The committee agreed to continue reviewing the draft pamphlet and forward any considerations for revisions to the staff secretary by mid-December. The committee noted that the term "inmate" is used and requested that it be revised to the updated term of "person in custody."

The committee requested that the staff secretary send a memo to G.S.O. Publishing to note this change and any subsequent suggestions received by committee members for ongoing work of the draft pamphlet. The committee looks forward to a revised draft pamphlet or update report to be provided at their January 2022 meeting.

August 1, 2021, trustees' committee on CPC/Treatment and Accessibilities:

The committee reviewed a progress report from the executive editor on the pamphlet "Bridging the Gap" and looks forward to a draft or progress report at the October 2021 meeting.

January 31, 2021, trustees' committee on CPC/Treatment and Accessibilities:

The committee reviewed a progress report from G.S.O.'s Publishing department regarding the update to the pamphlet "Bridging the Gap" and provided clarification about the target audience for this pamphlet. The committee expressed appreciation for the ongoing work and looks forward to a progress report or draft at the July 2021 meeting.

The committee reviewed the grid of shared experience on Bridging the Gap (BTG) by local committees. The committee asked that the staff secretary share the grid with G.S.O.'s Executive Editor for use in updating the BTG pamphlet and other service material. The committee looks forward to receiving updated BTG materials at the July 2021 meeting.

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November 1, 2020, trustees' committee on CPC/Treatment and Accessibilities:

The committee reviewed draft language for the update to the pamphlet, "Bridging the Gap," and requested a revised draft be brought to the January 2021 meeting.

August 1, 2020, trustees' committee on CPC/Treatment and Accessibilities:

The committee discussed the 2020 Advisory Action to update the pamphlet "Bridging the Gap," and reviewed a sample of updated language. The committee asked the staff secretary to work with the Publishing department for a draft update or progress report to be provided at the 2020 October meeting.

2020 Conference Committee on Treatment and Accessibilities Advisory Action

The committee recommended that the pamphlet "Bridging the Gap" be updated for currency and inclusion to reach a broader scope of treatment settings about temporary contact services, and that a progress report or draft be brought to the 2021 Conference Committee on Treatment and Accessibilities.

February 2, 2020, trustees' committee on CPC/Treatment and Accessibilities

The committee reviewed and discussed progress on reviewing materials related to Bridging the Gap activities and **agreed to forward** the report to the 2020 Conference Committee on Treatment and Accessibilities. The committee noted samples that demonstrated current and inclusive language and encompassed possible opportunities for Bridging the Gap and Temporary Contact services.

November 3, 2019, trustees' committee on CPC/Treatment and Accessibilities:

The committee reviewed and discussed the draft language provided by the staff secretary for the Bridging the Gap pamphlet and other service material for Bridging the Gap service. The draft includes language describing Bridging the Gap service from correctional facilities and inclusive language to describe alcoholics that may request this service. The committee asked the secretary to continue to work with the Publishing Department and bring back a revised draft to the February 2020 meeting.

July 28, 2019, trustees' committee on CPC/Treatment and Accessibilities

The committee discussed the 2019 Conference Treatment and Accessibilities additional committee consideration to include experiences about Bridging the Gap service from correctional facilities. The committee asked the staff secretary to forward the sharing to Publishing to create draft language for the November 2019 meeting.

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From the 2019 Conference Committee on Treatment and Accessibilities Committee Consideration:

The committee considered revising the pamphlet “Bridging the Gap Between Treatment and A.A. Through Contact Programs” to include related corrections activities and agreed with the concept.

The committee requested that the trustees’ Committee on Cooperation with the Professional Community/Treatment and Accessibilities consult with the trustees’ Committee on Corrections to review all treatment and corrections committee literature from G.S.O. related to bridging the gap and temporary contact activities with the following in mind:

- How treatment and corrections material can be updated for currency and inclusion;
- How this material could be combined;
- What material might be discontinued, and;
- How the combined material might be broadened to encompass the full range of possibilities in which a temporary contact might be useful.

The committee requested that a report be brought to the 2020 Conference Treatment and Accessibilities committee.

January 27, 2019, trustees’ CPC/Treatment and Accessibilities Committee

The committee **agreed to forward** to the 2019 Conference Committee on Treatment and Accessibilities the proposed Conference agenda item to consider revising the “Bridging the Gap” pamphlet to be broad and inclusive. The committee noted the request to broaden the focus of the pamphlet to include local Bridging the Gap work for correctional facilities.

Background:

1. Progress Report on pamphlet update, “Bridging the Gap”
2. Draft pamphlet, For Professionals: How A.A. “Bridges the Gap” to Help Alcoholics *(for committee eyes only)*
3. Draft pamphlet “Bridging the Gap” *(for committee eyes only)*

**2023 Trustees' Treatment and Accessibilities Committee
Progress report on Bridging the Gap service materials
January 29, 2023**

Following the 2019 and 2020 General Service Conferences, GSO staff and trustees' CPC-T-A continued work on updating the Bridging the Gap pamphlet, as suggested by the Conference Committee on Treatment and Accessibilities.

As part of this editorial work, two versions of a revised pamphlet have been drafted. The first is an update to the existing pamphlet, P-49 "Bridging the Gap." This update reflects changes suggested by the 2019 and 2020 Conference Committee on Treatment and Accessibilities. (See Item H, Doc.3, committee eyes only)

The second draft is a re-organized and re-focused pamphlet retitled "For Professionals: How Bridging the Gap Helps Alcoholics" (See Item H, Doc.2, committee eyes only)

After reviewing the background and the history and actions related to Bridging the Gap, the Trustees' CPC/TA Committee requests the Conference Committee on Treatment and Accessibilities discuss and provide input regarding the focus of this pamphlet.

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2023 Conference Committee on Treatment/Accessibilities

ITEM I: Review progress report on G.S.O.'s Guidelines for Remote Communities

Background notes:

From the 2019 Committee Consideration of the Conference Committee on Treatment and Accessibilities:

The committee reviewed a draft Remote Communities Kit and agreed that there is a need for this new material. The committee suggested that before the Kit is made available that a guideline or workbook be developed for inclusion. The guideline or workbook might use a current Remote Communities workbook as an example.

The committee also suggested that the guideline or workbook include a list of available material, with details, including the intended audience, and suggestions for when and why it might be used. The committee forwarded a list of additional pamphlets and service material to be considered for inclusion in the Kit. The committee suggested that the trustees' committee not include the paper copy of the pamphlet in the Kit but provide a list of material by category and purpose, linked to encourage digital use.

The committee noted the availability and relevance of past articles in Grapevine, *Box 4-5-9*, and *About A.A.*, and requested that the trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities and staff work with AA Grapevine to make past Remote Communities articles from Grapevine available for those involved in Remote Communities service.

From the November 1, 2020, trustees' Committee on Treatment and Accessibilities:

The committee reviewed activities related to Remote Communities Committees, including a verbal report provided by the staff secretary. The committee noted that the "A.A. Guidelines: Remote Communities Committees" are being revised by the Publishing department. The committee expressed appreciation for the ongoing work to develop the Remote Communities workbook and kit, making them available in contemporary ways. The committee requested that the staff secretary provide an update to the January 2021 meeting.

From the 2021 Committee Consideration of the Conference Committee on Treatment and Accessibilities:

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The committee was provided an update on the Remote Communities guidelines and look forward to a draft version.

From the August 1, 2021, trustees' C.P.C./ Treatment and Accessibilities Committee:

The committee reviewed a progress report from the executive editor on A.A. Guidelines on Remote Communities and looks forward to a draft or progress report at the October 2021 meeting.

From the December 8, 2021, trustees' C.P.C./Treatment and Accessibilities:

The committee discussed the Remote Committee Guidelines and requested that the staff secretary continue to work with publishing to develop a draft for Remote Committee Guidelines. The committee looks forward to a progress report at their January 2022.

From the January 30, 2022, trustees' C.P.C./Treatment and Accessibilities:

The committee reviewed and discussed "A.A. Guidelines for the Remote Community." The committee suggested several edits and requested that the edits be captured in a memorandum to Publishing. The committee agreed to forward the memorandum and the draft "A.A. Guidelines for the Remote Community" to the 2022 Conference Committee on Treatment/Accessibilities for review because it is new service material.

From the 2022 Conference Committee on Treatment and Accessibilities Committee Consideration:

The committee discussed the draft version of the A.A. Guidelines for Remote Communities and offered the following suggestions:

- The committee encourages G.S.O. Publishing to continue to maintain the most current cultural terminologies.
- Remove the names from the sharing in the guidelines (though currently anonymity protected; highlight the message rather than the name).
- Remove the section "Three Challenges" and replace it with the title "Challenges in carrying the message to underserved populations" and include broader sharing with culturally sensitive language.
- Remove the current sharing on sponsorship from the section "Spanish-Speaking Women in A.A. Remote Community" and include sharing that positively highlights the importance of sponsorship.
- Also include in the section "Spanish-Speaking Women in A.A. Remote Community" information on special-interest meetings/groups, like what is shared in the Conference-approved pamphlets "Hispanic Women in A.A."

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- and “Women and A.A.”
- Expand the section and title on online group/meeting resources to include a broader cross-section of digital sharing and resources.

The committee asked that the staff secretary to revise the service piece and looks forward to it being made available to Remote Committees once the updates have been made.

From the July 30, 2022, trustees’ C.P.C/Treatment and Accessibilities:

The committee reviewed the Conference committee consideration on the “A.A. Guidelines on Remote Communities.” The committee suggested that the staff secretary perform a thorough review of the guidelines before moving forward. The committee looks forward to a new draft at the October 2022 meeting.

From the October 30, 2022, trustees’ C.P.C/Treatment and Accessibilities:

The staff secretary shared about the ongoing progress on the A.A. Guidelines on Remote Communities. The committee looks forward to a progress report at the January 2023 meeting.

From the January 29, 2023, trustees’ C.P.C/Treatment and Accessibilities:

The committee discussed the progress report on the “G.S.O.’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 the G.S.O.’s Guidelines for Remote Communities report for review and discussion because it is new service material.

Background:

1. [Draft G.S.O.’s Guidelines for Remote Communities](#)

G.S.O.'s Guidelines for Remote Communities

Guidelines are compiled from the shared experience of A.A. members in various service areas. They also reflect guidance given through the Twelve Traditions and the General Service Conference (U.S. and Canada). In keeping with our Tradition of autonomy, except in matters affecting other groups or A.A. as a whole, most decisions are made by the group conscience of the members involved. The purpose of these Guidelines is to assist in reaching an informed group conscience.

CARRYING THE MESSAGE TO ALCOHOLICS IN REMOTE COMMUNITIES

The material in these Guidelines has come from the experience and growing pains of A.A. Accessibilities committees, Loners and Internationalists and Remote Communities Committees.

We are privileged to share it with A.A.s throughout the United States and Canada who are carrying our message to alcoholics who would not otherwise be reached. Additional information is available in the Remote Communities section of G.S.O.'s website at www.aa.org or you can contact G.S.O.'s Accessibilities Desk (access@aa.org) directly.

WHAT IS A REMOTE COMMUNITY?

In Toronto in July 1996, the first Remote Communities Conference was held with 15 Delegates. It was determined that a remote community was any community to which it was difficult to carry the message because of language, culture or geography.

PURPOSE

Remote Communities Committees and Accessibilities Committees work to ensure access to A.A. is available to those in underserved or remote communities. Committees focus on overcoming barriers that could make it hard to access the A.A. program – barriers such as geography, language or culture.

HOW TO GET STARTED

Perhaps the first step would be to contact your local area committee and, if there is an existing Accessibilities committee, they will connect you to the members doing work with Remote Communities. Because there are so many kinds of remote communities, there is no one-size-fits-all way to get started. If there is no work being done with Remote Communities in your local area, you may have to work with other trusted servants to determine what kinds of outreach is needed.

- To reach groups that are geographically isolated, you might check with your Central office/ Intergroup office, Delegate or other Area trusted servants. They may know of groups or

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individuals who find it difficult to attend local A.A. events because of the distance or expense of traveling.

- To reach members who are physically, culturally or linguistically isolated, working with CPC committees to share the A.A. message with professionals who work with the elderly, clergy, social service staffers, medical providers or others who come into contact with individuals who might be isolated could be a useful first step.
- If you know there is a community of people in your area who do not speak the language(s) spoken at local AA meetings, you might work with local intergroup or literature chair to acquire A.A. materials in those other languages.
- Additional suggestions for Remote Communities work can be found in the Accessibilities Workbook and the Accessibilities Kit.

EXPERIENCE STRENGTH AND HOPE: SOME SUGGESTIONS FOR ACCESSING REMOTE COMMUNITIES

“In areas where these populations are not being reached, Accessibilities Committees may support the work of reaching out to Remote members in a number of ways:

- Organize regular telephone/teleconferencing/video conferencing meetings with members in remote communities for both recovery and service meetings.
- Identify community resources and leaders within specific ethnic and cultural communities, such as local media outlets; places of worship; medical providers, social clubs, and schools. Coordinate with C.P.C/P.I. committees to provide such culturally significant targets with P.S.A.s, A.A. literature and presentations, to help establish ongoing communication.
- Make sure there is an A.A. presence in underrepresented areas — consider starting meetings in communities where none exist.
- Keep local members informed regarding Regional or Local Forums or other A.A. service events that may be occurring in their areas.
- Provide regular reports — in accessible formats — of service workshops, district meetings, and other service information that will help keep these communities connected to the whole of A.A.

--Shared Experience from A.A. Members on Working with Remote Communities (Extracted from 2019 Remote Communities Communicator)

- Shared experience for carrying the message to members who are Deaf or hard of hearing, including how groups have used the services of professional ASL interpreters, can be found in the [G.S.O. Guidelines for Sharing the A.A. Message with the Alcoholic Who Is Deaf.](#)

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- Some communities have found it useful to budget funds specifically to help cover the travel costs for remote members to attend Round-ups, Assemblies, Conferences or Forums.

WHAT ARE SOME EXAMPLES OF REMOTE COMMUNITIES?

Language

- Individuals seeking help with a drinking problem who are not able to access the message in a language they can speak, read or understand.
- Other language access problems arise for members of the Deaf and Deaf-Blind communities in parts of the country where no ASL meetings are available.

Geography

- Those with accessibility challenges, including those who are homebound, or those who live in facilities like hospitals or nursing homes where there is no access to A.A.
- Geographically distant communities, for instance in northern Canada, Alaska or other rural parts of North America.
- Note: Those who are part of remote communities because of geography may not have access to the technologies (like high-speed internet) that make online meetings possible (see below).

Culture

- A.A. is a diverse fellowship which includes many different cultures and identities. While many alcoholics feel quite comfortable in any A.A. group, some AAs have shared that at times they find it easier to attend a special interest AA meeting for identification purposes as an alcoholic and to be able to be open about certain person experiences. For example, individuals might feel most comfortable sharing in a women's meetings, an LGBTQ A.A. meeting, a young people's meeting or meetings designated as BIPOC (Black, Indigenous, People of Color).
- Some individuals may face additional burdens of stigma because of religious or cultural prohibitions on consuming alcohol which can make identifying as an alcoholic particularly difficult.

In each of these cases, whether communities are remote because of language, culture or geography, Remote Communities trusted servants endeavor to work with those communities to offer "the hand of A.A." in whatever ways that community finds most useful and to learn from those individuals and members who are part of remote communities.

RELATIONSHIP TO ACCESSIBILITIES COMMITTEES

In many parts of the country, Remote Communities work falls under the umbrella of the Accessibilities Committee. In other places, two separate chairs may be elected, and encouraged to work together. In either case, they share much: both roles are focused on ensuring that everyone who wants it is able to access the message of hope and recovery from alcoholism through Alcoholics Anonymous.

LONERS-INTERNATIONALISTS MEETING

One resource for A.A. members in Remote Communities is the Loners-Internationalists Meeting (LIM), a bimonthly postal mail and email meeting with sharing from Loners (individuals with no AA meetings nearby), Homers (individuals who are unable to attend AA meetings due to disability or circumstance), Internationalists (AA members on seagoing vessels for extended period), Port Contacts and Loner Sponsors. To join the Loners and Internationalists Meeting, [members just fill out a form](#) so that GSO staff can add them to the directory and share the bimonthly newsletter with them.

Coordinated by GSO, LIM is, at this time, only available in English. But members who speak languages other than English can contact GSO to learn about other resources that may be available in other parts of the A.A. world.

ONLINE RESOURCES AND OTHER TECHNOLOGICAL ASSISTANCE

There are many digital resources available online for Remote Communities that have access to the Internet. Many of these are available through the web site www.aa.org. For instance, on aa.org, members will find access to A.A. literature (both in free pdf form and online ordering for physical books and digital downloads.) The aa.org website also features video and audio content, and links to useful resources like the Meeting Guide App and tools for finding A.A. near you.

Video and audio content produced by Alcoholics Anonymous can also be found on YouTube.

The AA Grapevine has a separate website, where members can sign up for the digital or print version of the magazine, access Grapevine archives, listen to the Grapevine podcast and read stories on a variety of recovery from alcoholism-related topics.

One resource that has been particularly useful for many Remote Communities is the Online A.A. Intergroup (OIAA.org). As an Intergroup organization for meetings held online, OIAA and the many online meetings offer Remote members who have internet access (or phone access) a way to join groups, attend meetings, do service work and find fellowship.

RELATIONSHIP TO GSO

G.S.O. maintains a mailing list of area and district Accessibilities Committee chairpersons and Remote Communities chairpersons (in the U.S. and Canada). Committee chairpersons receive the Accessibilities Committee Workbook, and are on the mailing list for Box 4-5-9, which sometimes contains a section on Remote Communities.

SHARING YOUR EXPERIENCE

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Please keep in touch with the G.S.O. Accessibilities Desk (access@aa.org) to share your activities and experiences in carrying the A.A. message to Remote Communities. We look forward to hearing from you!

Some useful publications:

[A.A. for the Native North American \(P-21\)](#)

[A.A. for the Black and African American Alcoholic \(P-51\)](#)

[A.A. and the Armed Services \(P-50\)](#)

[A.A. for the Older Alcoholic \(P-22\)](#)

[Do You Think You're Different \(P-13\)](#)

[Many Paths to Spirituality\(P-84\)](#)

[Experience, Strength and Hope: A.A. for Alcoholics with Mental Health Issues \(P-84\)](#)

[Experience, Strength and Hope: LGBTQ Alcoholics in A.A. Experience, Strength and Hope:](#)

[Women in A.A. \(P-5\)](#)

[Experience, Strength and Hope: The “God” Word Agnostics and Atheist Members of A.A. \(P-86\)](#)

[Understanding Anonymity \(P-47\)](#)

[Young People and A.A. \(P-4\)](#)

CATALOG/ORDER FORMS:

[Literature Catalog \(includes A.A.W.S. and AA Grapevine material\) \(F-10\)](#)

AA GRAPEVINE RESOURCES (English and Spanish):

Other resources on the AA Grapevine website at <https://www.aagrapevine.org/>

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XI.

TRUSTEES

AGENDA

Conference Committee on Trustees

Monday, April 24, 2023, 9 a.m. – Noon

Room: TBD

Chairperson: Ken T.

Secretary: James H.

Conference Committee Members

Panel 72

Bill F.

Jim H.

Kathy R.**

Ken T.*

Panel 73

Ed A.

Lynette D.

Rio D.

Debbie H.

Cary W.

*chairperson

**alternate

- A. Review resumes of candidates for:
 - 1. Northeast Regional Trustee
 - 2. Southwest Regional Trustee
 - 3. Trustee-at-Large/Canada
- B. Review slate of trustees and officers of the General Service Board of Alcoholics Anonymous, Inc.
- C. Review slate of directors of A.A. World Services, Inc.
- D. Review slate of directors of AA Grapevine, Inc.

NOTE: 1989 Conference Advisory Action

Each Conference Committee carefully consider their agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

2023 Conference Committee on Trustees

**ITEM A: Review resumes of candidates for Northeast Regional Trustee,
Southwest and Trustee-at-Large/Canada**

1. [Northeast Regional Trustee](#)
2. [Southwest Regional Trustee](#)
3. [Trustee-at-Large/Canada](#)

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2023 Conference Committee on Trustees

ITEM A1: Review resumes of candidates for Northeast Regional Trustee

1. [Voting Sheet - Northeast Regional Trustee](#)
2. [Voting Members – Northeast Regional Trustee](#)
3. Resumes of Candidates – Northeast Regional Trustee (*distributed to* Conference Committee on Trustees members only)

[Back to Agenda](#)

Voting Sheet
NORTHEAST REGIONAL TRUSTEE
April 2023

	<u>Votes</u>
Trustees' Nominating Committee	9
Conference Committee on Trustees	9
Delegates from Region	<u>18</u>
TOTAL:	36
2/3 Needed	24
1/3 of Total	12
1/5 of Total	8

Trustee Candidates (Four Successive Annual Terms)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
11	Connecticut	John D.
12	Delaware	Terry H.
13	District of Columbia	<i>No Candidate</i>
28	Maine	Nikki O.
29	Maryland	Linda J.
30	Eastern Massachusetts	Ken T.
31	Western Massachusetts	<i>No Candidate</i>
43	New Hampshire	Cheryl L.
44	Northern New Jersey	Jay E.
45	Southern New Jersey	<i>No Candidate</i>
47	Central New York	<i>No Candidate</i>
48	Northeastern New York	Willis W.
49	Southeastern New York	Jane E.
50	Western New York	Henry K.
59	Eastern Pennsylvania	Hugh H.
60	Western Pennsylvania	George K.
61	Rhode Island	Ken D.
70	Vermont	<i>No Candidate</i>

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Voting Members
NORTHEAST REGIONAL TRUSTEE
April 2023

Area Delegates (18 votes)

All eighteen (18) Delegates from the Northeast Region will vote in this election.

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
11	Connecticut	Mary E.
12	Delaware	Sally T.
13	District of Columbia	Lynette D.
28	Maine	Peter B.
29	Maryland	Kurt W.
30	Eastern Massachusetts	Suzanne S.
31	Western Massachusetts	Michael B.
43	New Hampshire	Grace F.
44	Northern New Jersey	Marcheta B.
45	Southern New Jersey	Kenneth T.
47	Central New York	Christopher M.
48	Northeastern New York	Tammie E.
49	Southeastern New York	Joann M.
50	Western New York	Denise M.
59	Eastern Pennsylvania	Pete B.
60	Western Pennsylvania	Jon C.
61	Rhode Island	Alison H.
70	Vermont	Michael K.

Trustees' Nominating Committee (9 votes)

All nine members of this committee will be voters in this election plus four additional trustees voters to be selected randomly.

Josh E.	Trish L.	Reilly K*
Tom H.	Irma V.	Deborah K*
Sister Judith Karam*	Cathi C*	Carolyn W*

* nonalcoholic

* Serving as additional trustee voters as required for this election. A random process for four additional trustee voters resulted in the selection of Cathi C., East Central Regional Trustee*; Reilly K., Pacific Regional Trustee; Deborah K., General Service Trustee; and Carolyn W., General Service Trustee.

CONFIDENTIAL: 73rd General Service Conference Background

Conference Committee on Trustees (9 votes)

** Nine members of this committee will vote in this election.

Bill F.
Jim H.
Kathy R.

Ken T.**
Ed A.
Lynette D.

Rio D.
Debbie H.
Cary W.

** Serving as replacement voters for Committee member, Ken T., will vote as a delegate from the Northeast Region rather than as members of the Conference Committee on Trustees. A random process for two additional delegate voters resulted in the selection of Cheryl S., Delegate Area 55, Northwest Ohio, East Central Region; and Candice C., Delegate Area 18, Idaho, Pacific Region.

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2023 Conference Committee on Trustees

ITEM A2: Review resumes of candidates for Southwest Regional Trustee

1. [Voting Sheet - Southwest Regional Trustee](#)
2. [Voting Members – Southwest Regional Trustee](#)
3. Resumes of Candidates – Southwest Regional Trustee (*distributed to* Conference Committee on Trustees members only)

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Voting Sheet
SOUTHWEST REGIONAL TRUSTEE
April 2023

	<u>Votes</u>
Trustees' Nominating Committee	5
Conference Committee on Trustees	6
Delegates from Region	<u>11</u>
TOTAL:	22
2/3 Needed	15
1/3 of Total	8
1/5 of Total	5

Trustee Candidates (Four Successive Annual Terms)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
4	Arkansas	Sandy L.
10	Colorado	Scott M.
25	Kansas	Jimmy Jack B.
38	Eastern Missouri	<i>No Candidate</i>
39	Western Missouri	Dave F.
46	New Mexico	Teresa J.
57	Oklahoma	Ben B.
65	Northeast Texas	James C.
66	Northwest Texas	David H.
67	Southeast Texas	Paul M.
68	Southwest Texas	Denise T.

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Voting Members
SOUTHWEST REGIONAL TRUSTEE
April 2023

Area Delegates (11 votes)

All eleven (11) Delegates from the Southwest Region will vote in this election.

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
4	Arkansas	Jeannie M.
10	Colorado	Sarah M.
25	Kansas	Darin H.
38	Eastern Missouri	Rebecca H.
39	Western Missouri	Debbie H.
46	New Mexico	Eloy M.
57	Oklahoma	Ryan F.
65	Northeast Texas	Richard W.
66	Northwest Texas	Sheila D.
67	Southeast Texas	Rick M.
68	Southwest Texas	Barbara R.

Trustees' Nominating Committee (5 votes)

All five members of this committee will be voters in this election.

Josh E.	Trish L.
Tom H.	Irma V.
Sister Judith Karam*	

*nonalcoholic

Conference Committee on Trustees (9 votes)

Nine members of this committee to be randomly drawn will vote in this election.

Ed A.	Debbie H.*	Cary W.
Lynette D.	Jim H.	
Rio D.	Kathy R.	
Bill F.	Ken T.	

*Committee member Debbie H. will vote as a delegate from the Southwest Region rather than as a member of the Conference Committee on Trustees.

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2023 Conference Committee on Trustees

ITEM A3: Review resumes of candidates for Trustee-at-Large/Canada

1. [Voting Sheet – Trustee-at-Large/Canada](#)
2. [Voting Members – Trustee-at-Large/Canada](#)
3. Resumes of Candidates – Trustee-at-Large/Canada (*distributed* to Conference Committee on Trustees members only)

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CONFIDENTIAL: 73rd General Service Conference Background

TRUSTEES
Item A.3
Doc. 1

Voting Sheet
TRUSTEE-AT-LARGE/CANADA
April 2023

	<u>Votes</u>
Trustees' Nominating Committee	5
Delegates, Canada	<u>14</u>
TOTAL:	19
2/3 Needed	13
1/3 of Total	7
1/5 of Total	4

Delegates/Canada (14 Votes)

All delegates from the 14 Conference Areas in the Canada vote in this election.

Trustees' Nominating Committee (5 Votes)

All members of the trustees' Nominating Committee vote in at-large trustee elections.
The committee currently has five (5) members.

Trustee-at-Large/Canada Candidates (4-Year Term)

*(Below section to be completed following Canada regional caucusing sessions
to be held during 73rd General Service Conference)*

Name of Region

Name of Candidate

Eastern Canada

Western Canada

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Voting Members
TRUSTEE-AT-LARGE/CANADA

April 2023

Delegates in Canada (14 votes)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
78	Alberta/N.W. Territories	Tami L.
79	British Columbia/Yukon	Rio D.
80	Manitoba	Richard M.
81	New Brunswick/Prince Edward Island	Fred A.
82	Nova Scotia/Newfoundland/Labrador	Gerry W.
83	Eastern Ontario	James O.
84	Northeast Ontario	William F.
85	Northwest Ontario	Judy C.
86	Western Ontario	Jeff S.
87	Southwest Québec	Claude G.
88	Southeast Québec	Céline L.
89	Northeast Québec	Gisele V.
90	Northwest Québec	Normand P.
91	Saskatchewan	Lori R.

All members on this committee will vote in this election.

Josh E.	Trish L.
Tom H.	Irma V.
Sister Judith Karam ⁺	
+nonalcoholic	

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2023 Conference Committee on Trustees

ITEM B: Review slates of trustees and officers of the General Service Board of Alcoholics Anonymous, Inc.

Background:

1. [Slates of trustees and officers of the General Service Board of Alcoholics Anonymous, Inc.](#)

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**Slates of Trustees and Officers of the
General Service Board of Alcoholics Anonymous, Inc.**

Background Notes:

As amended at the January 30, 2023 General Service Board meeting.

The trustees' Nominating Committee reviewed and recommended to the General Service Board the following slate of trustees for election at the annual meeting of the members of the General Service Board in April 2023, following presentation at the 2023 General Service Conference for disapproval, if any:

Class A Trustees⁺

Sr. Judith Ann Karam, C.S.A.
Al Mooney, M.D., FAAFP, FASAM
Molly Oliver
Kevin Prior, MBA, CFA, CPA
Andie Moss
Hon. Kerry Meyer
TBD**

Class B Trustees (See "Note" below)

Josh E.
Mike L.
Irma V.
Deborah K.
Tom H.
Paz P.
Marita R.
Joyce S.
Reilly K.
Carolyn W.
Northeast Regional Trustee-elect
Southwest Regional Trustee-elect
Trustee-at-Large/Canada elect

Note: *Northeast, Southwest, Regional trustees and Trustee-at-Large/Canada Regional Trustee to be elected at April 2023 Conference.*

⁺nonalcoholic

^{**}(Process to fill vacancy is in progress)

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CONFIDENTIAL: 73rd General Service Conference Background

As amended at the January 30, 2023 General Service Board meeting.

The committee reviewed and recommended to the General Service Board the following slate of officers of the General Service Board for election at the Second Quarterly Meeting of the General Service Board in April 2022, following presentation at the 2022 General Service Conference for disapproval, if any:

Chairperson:	TBD**
First Vice-Chairperson:	Josh E.
Second Vice-Chairperson:	Cathi C.
Treasurer:	Kevin Prior ⁺ , MBA, CFA, CPA
Secretary:	Mike L.
Assistant Treasurer:	Paul Konigstein**
Assistant Secretary:	Jeff W.*

*G.S.O. employees

⁺nonalcoholic

** (Process to fill vacancy is in progress)

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2023 Conference Committee on Trustees

ITEM C: Review slates of trustees and officers of A.A. World Services, Inc.

Background documents attached:

1. [Slate of Directors of A.A. World Services, Inc.](#)

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Slate of Directors of A.A. World Service, Inc.

Background Notes:

Excerpt from minutes of January 28, 2023 meeting on the trustees' Nominating Committee:

The committee reviewed and recommended to the General Service Board the following slate of Directors of A.A. World Services, Inc., for election in April 2023, following presentation at the 2023 General Service Conference for disapproval, if any:

Cathi C.
Vera F.
Deborah K.
Clinton M.
Irma V.

Carolyn W.
John W.
Jeff W.*
Bob W.*

*G.S.O. employees

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2023 Conference Committee on Trustees

ITEM D: Review slate of Directors of AA Grapevine, Inc.

Background:

1. [Slate of Directors of AA Grapevine, Inc.](#)

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Slate of Directors of AA Grapevine, Inc.

Background Notes:

Excerpt from the minutes of January 28, 2023 meeting on the trustees' Nominating Committee:

The trustees' Nominating Committee reviewed and recommended to the General Service Board the following slate of Directors of AA Grapevine, Inc., for election in April 2023, following presentation at the 2023 General Service Conference for disapproval, if any:

Molly Oliver⁺
Chris C.*
Josh E.
Cindy F.
Tom H.

Coree H.
Mike L.
Paz P.
David S.

*AA Grapevine employee
*nonalcoholic

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XII.

ARCHIVES

AGENDA

Joint Meeting of Conference Committee on Archives and Trustees' Archives Committee

Wednesday, April 26, 2023, 5:30 p.m. – 7:30 p.m.

Room:

Trustees' Committee Members

Cathi C.*
Josh E.
Vera F.
Tom H.**
Andie Moss+
Paz P.

Conference Committee Members¹

Panel 72
Chris D.*
Shellia D.
Cara G.**
Denise M.

Panel 73
Pablo H.
Kate L.
James O'D.
Julie R.

* Chairperson

** Alternate and/or vice chairperson

+ Nonalcoholic

¹ Members of this committee serve on this as a secondary committee assignment.

- ◆ Introductions – Cathi C., trustees' committee chairperson.
- ◆ Review Conference committee Composition, Scope and Procedure – Chris D., Conference committee chairperson.
- ◆ Review history of Conference committee – Michelle Mirza, + secretary.
- ◆ Report of trustees' committee – Cathi C., trustees' committee chairperson.
- ◆ Discussion of trustees' committee report.

Note: 1989 Conference Advisory Action

Each Conference Committee carefully consider their Agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

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A. Review content and format of Archives Workbook.

B. Election of chairperson. *

*Election of chairperson

1. All Panel 73 members are eligible except for the 2024 delegate chairperson and 2024 Conference committee chairpersons.
2. All committee members vote by written ballot (no verbal nominations).
3. Election by plurality. Second place becomes alternate chairperson.
4. New chairperson serves one year beginning at the close of the Conference.

2023 Conference Committee on Archives

ITEM A: Review content and format of Archives Workbook

Background notes:

Workbooks for Archives, C.P.C., Corrections, Public Information, Treatment Committee and Accessibilities are reviewed by the appropriate Conference Committees during each General Service Conference.

Between Conferences, ideas for changes to a Workbook may be received. These may be reviewed by the appropriate trustees' Committee and implemented.

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

Note: Workbooks are service material, and suggested changes to content do not require recommendations; rather, they are put forth as Committee Considerations. The Archives Workbook (M-44I) is available on GSO's A.A. website (www.aa.org).

Background:

1. Archives Workbook. **Available on GSO's A.A. website at**
<https://www.aa.org/archives-workbook>

XIII.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

AGENDA

**Joint Meeting of Conference Committee on International Conventions/
Regional Forums**

and

Trustees' Committee on International Conventions/Regional Forums

Wednesday, April 26, 2023, 5:30 p.m. – 7:30 p.m.

Room: TBD

Chairperson: Darin H.

Co-secretaries: James H. and Sandra W.

Trustees' Committee Members

Irma V.*
Cathi Clark**
Cindy F.
Paz P.
Kevin Prior+
Carolyn W.
Paz P.

Conference Committee Members¹

Panel 72
Shannon C.
Darin H.*
Mary M.
Richard M.**

Panel 73
Ed A.
Jon C.
Celine L.
Crystal S.

* Chairperson

** Alternate and/or vice chairperson

+ Nonalcoholic

¹ Members of this committee serve on this as a secondary committee assignment.

- ◆ Introductions – Irma V., trustees' committee chairperson.
- ◆ Review Conference committee Composition, Scope and Procedure – Darin H., Conference committee chairperson.

Note: 1989 Conference Advisory Action

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CONFIDENTIAL: 73rd General Service Conference Background

- ◆ Review History & Actions of Conference committee – James H. and Sandra W., co-secretaries.
- ◆ Report of trustees' committee – Irma V., trustees' committee chairperson.
- ◆ Discussion of trustees' committee report.
- A. Discuss selection of cities to be considered as a site for the International Convention in 2035.
- B. Discuss inviting up to twenty-one non-A.A. speakers to participate in the 2025 International Convention at A.A.'s expense.
- C. Discuss update report on methods of closing the Big Meetings at the International Convention.
- D. Discuss ways to encourage interest in Regional Forums and attract first-time attendees.
- E. Election of chairperson. *

* Election of chairperson

1. All Panel 73 members are eligible except for the 2024 delegate chairperson and 2024 Conference committee chairpersons.
2. All committee members vote by written ballot (no verbal nominations).
3. Election by plurality. Second place becomes alternate chairperson.
4. New chairperson serves one year beginning at the close of the Conference.

Note: 1989 Conference Advisory Action

Each Conference Committee carefully consider their Agenda items and strive to make their recommendations for Advisory Actions to the Conference at the policy level. To be more financially responsible, when a Conference Committee recommendation involves a substantial expenditure of money, an estimate of cost and its impact on the budget be part of that recommendation.

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2023 Conference Committee on International Conventions/Regional Forums

AGENDA ITEM A: Discuss selection of cities to be considered as a site for the International Convention in 2035.

Background notes:

At their first quarterly meeting in January 2023, the General Service Board recommended that the undernoted four cities, which meet the minimum city site selection criteria for consideration as possible sites for the International Convention in 2035, be forwarded to the Conference Committee on International Conventions/Regional Forums:

Indianapolis, Indiana
New Orleans, Louisiana
Phoenix, Arizona
Toronto, Canada

Background will be provided to committee members at the Site Selection meeting on Saturday, April 22, 2023, where they will hear presentations by the respective area delegates and convention and visitors' bureau personnel from the bidding cities in a randomly selected order.

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2023 Conference Committee on International Conventions/Regional Forums

ITEM B: Discuss inviting up to twenty-one non-A.A. speakers to participate in the 2025 International Convention at A.A.'s expense.

Background Notes:

From trustees' IC/RF Committee January 28, 2023 meeting report:

"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."

It is estimated that transportation, housing, etc. will be \$3,500 to \$4,500 for each speaker.

Historically, A. A. has invited non-A.A. friends to be Panel speakers at our International Conventions. These Panel meetings at the International Convention maintain communication with the professional community, demonstrate Cooperation with the Professional Community work for A.A.s attending, and ensure accurate information about A. A.—the papers presented are often later reprinted in our bulletin for professional entitled "About A.A."

Customarily, these Panels comprise two non-A.A. speakers, and one A.A. speaker—someone experienced in Cooperation with the Professional Community service work in Alcoholics Anonymous, or who has been a beneficiary of cooperation between A.A. and the professional community. Moderators are most often Class A or B Trustees and A.A.W.S. and G.V. Directors.

The twenty-one non-alcoholic speakers come from suggestions made by the Fellowship, especially the Trustees' Cooperation with the Professional Community Committee and Staff members who have heard such speakers at Professional Conferences and Conventions attended in connection with the C.P.C. Staff Assignment. From these suggestions, a selection is made by the General Service Board of Trustees, after consideration by the trustees' and Conference International Convention Committees.

Non-A.A. panelists do not receive an honorarium. However, in keeping with our Seventh Tradition, their travel to the International Convention and their hotel expenses are covered.

Background:

1. List of 2015 Non-A.A. Speakers

2015 Non-AA Professional Panel Meetings

FRIDAY		
9:00-10:30 am <i>Panel Title:</i>	<i>Treatment</i> A.A. and Treatment Facilities	Speakers: 1 Debbie Bang, RN/BScN/MHSc, ON 2 Arlene Gonzalez-Sanchez, NY
9:00-10:30 am <i>Panel Title:</i>	<i>Clergy</i> A.A. and the Clergy	Speakers: 3 Rev. Greg Rickel, WA 4 Rev. John A.V. Strickland, GA 5 Bishop Venedykt Aleksiychuk, Ukraine
3:00-4:30 pm <i>Panel Title:</i>	<i>Healthcare</i> A.A. and the Healthcare Professional	Speakers: 6 Irene Gladue, AB 7 Brian Johnson, M.D., NY 8 Warren Pendergast, M.D., NC
3:30-5:00 pm <i>Panel Title:</i>	<i>Courts</i> A.A. and Court Programs	Speakers: 9 Judge Thomas F. Scully, NJ 10 Kito J. Bess, LA 11 Judge Kerry Meyer, MO
SATURDAY		
9:00-10:30 am <i>Panel Title:</i>	<i>Community Resource</i> A.A. as a Resource for the Military	Speakers: 12 Anthony Dekker, D.O., VA 13 Joyce M. Johnson, D.O., MA USPHS 14 Donald E. Reichert, KY
1:30-3:00 pm <i>Panel Title:</i>	<i>Alcoholism Field</i> A.A. and the Alcoholism Field	Speakers: 15 John Francis Kelly, Ph.D., MA 16 Maria Pagano, Ph.D., OH
3:30-5:00 pm <i>Panel Title:</i>	<i>Corrections</i> A.A. and Correctional Facilities	Speakers: 17 Nancy McCarthy, MO 18 James Watson, NC 19 Sharon Hickey, RN/BSN/MSHA, NS
3:30-5:00 pm <i>Panel Title:</i>	<i>Workplace</i> A.A. and the Workplace	Speakers: 20 Dawn Klug, LPC/CEAP/LEAP, NC 21 David Nesbitt, MSW, Exec. Pastor, AB

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2023 Conference Committee on International Conventions/Regional Forums

ITEM C: Discuss update report on methods of closing the Big Meetings at the International Convention.

Background Notes:

Trustees' IC/RF Committee – December 14, 2022, meeting report excerpt:

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 (i.e., 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 keeping with the current practice.

The committee also agreed that that dispatching the survey and providing the results and summary to the Conference satisfied the 2021 ICRF Conference committee consideration 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 IC/RF.

2022 Conference Committee on IC/RF Committee consideration:

The committee reviewed the update report submitted by the trustees' committee regarding surveying the Fellowship on methods of closing the Big Meetings at the International Convention. The committee understands that a survey has been developed designed to gather information from the Fellowship regarding aspects of the 2025 International Convention; and that a question(s) regarding use of the Lord's Prayer and options to the use of the Lord's Prayer (e.g., the Third Step Prayer, the Seventh Step Prayer and A.A.'s Declaration of Unity) will be added to the survey. It is anticipated that the survey will be dispatched in May 2022 via mail and through multiple communication platforms (e.g., Box 4-5-9, AA Grapevine/La Viña, etc.); and that a progress report be brought back to the 2023 Conference Committee on International Conventions/Regional Forums.

Background:

1. [Response report \(English speaking members\)*](#)
2. [Response report \(French speaking members\)](#)
3. [Response report \(Spanish speaking members\)](#)

**Pages 9-127 are available on the Conference Dashboard. A full copy can be requested from your Area Delegate.*



Feedback for Closing Big Meetings - 2025 IC



7256 Completed Responses

0 Partial Responses



Feedback on Closing Big Meetings at the International Convention

"The 2021 Conference Committee on International Conventions/Regional Forums had a thoughtful and wide-ranging discussion regarding methods of closing the Big Meetings at the International Convention, particularly the use of the Lord's Prayer and the understanding that although the prayer is part of the history of A.A. and is widely used and supported in some A.A. communities, it is not used in meetings in other A.A. communities and some feel that it could make some members feel excluded and support the perception of A.A. as a religious organization.

Agreeing that it would be beneficial to gather shared experience from the Fellowship to make an informed decision, the committee requested that the trustees' International Conventions/ Regional Forums Committee explore the preference of the Fellowship regarding methods of closing the Big Meetings at the International Convention.

It may be helpful to note that for several International Conventions the chairs of all 200+ meetings at the convention have been invited to close in the manner of their choice. Some close with the Lord's Prayer, some close with the Serenity Prayer, some close with the Responsibility statement, while some close with a moment of silence. There has not previously been a policy or requirement as to which prayer or method of closing the meetings would be used."

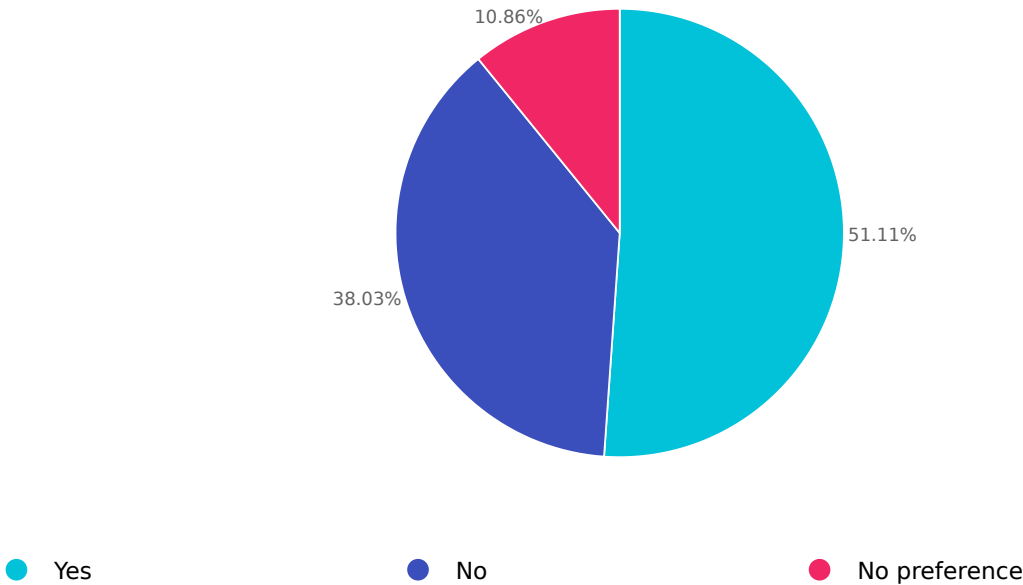
For the last four International Conventions, at the choice of the respective chair, one of the Big Meetings closed with the Lord's Prayer, one closed with the Serenity Prayer and one closed with the Responsibility Statement.

No Responses

Q1

Would you prefer that we continue with this practice, including the Lord’s Prayer?

Answered: 7182 Skipped: 74

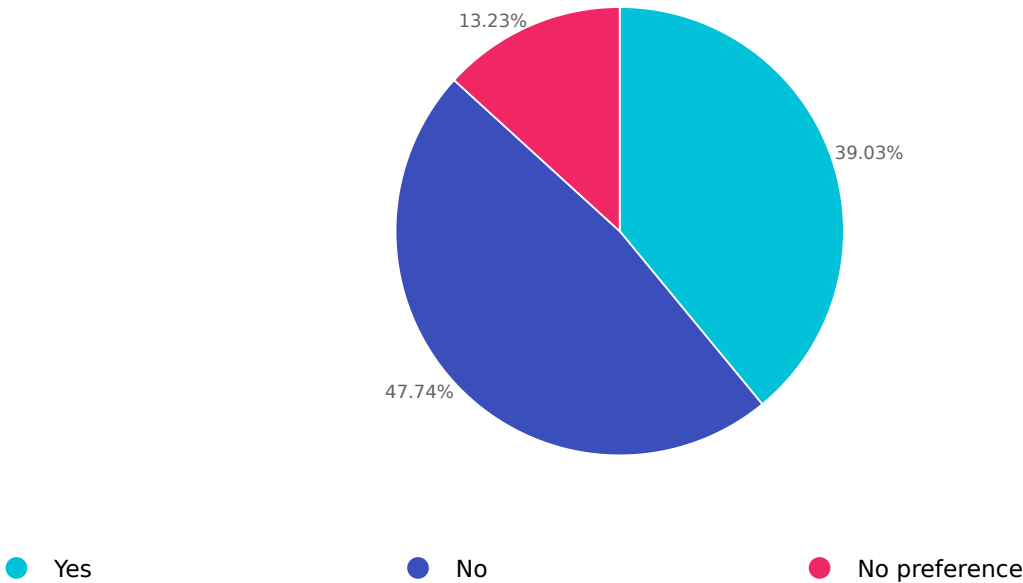


Choices	Response percent	Response count
Yes	51.11%	3671
No	38.03%	2731
No preference	10.86%	780

Q2

Would you prefer that we continue with this practice but substitute another option for the Lord’s Prayer?

Answered: 7097 Skipped: 159

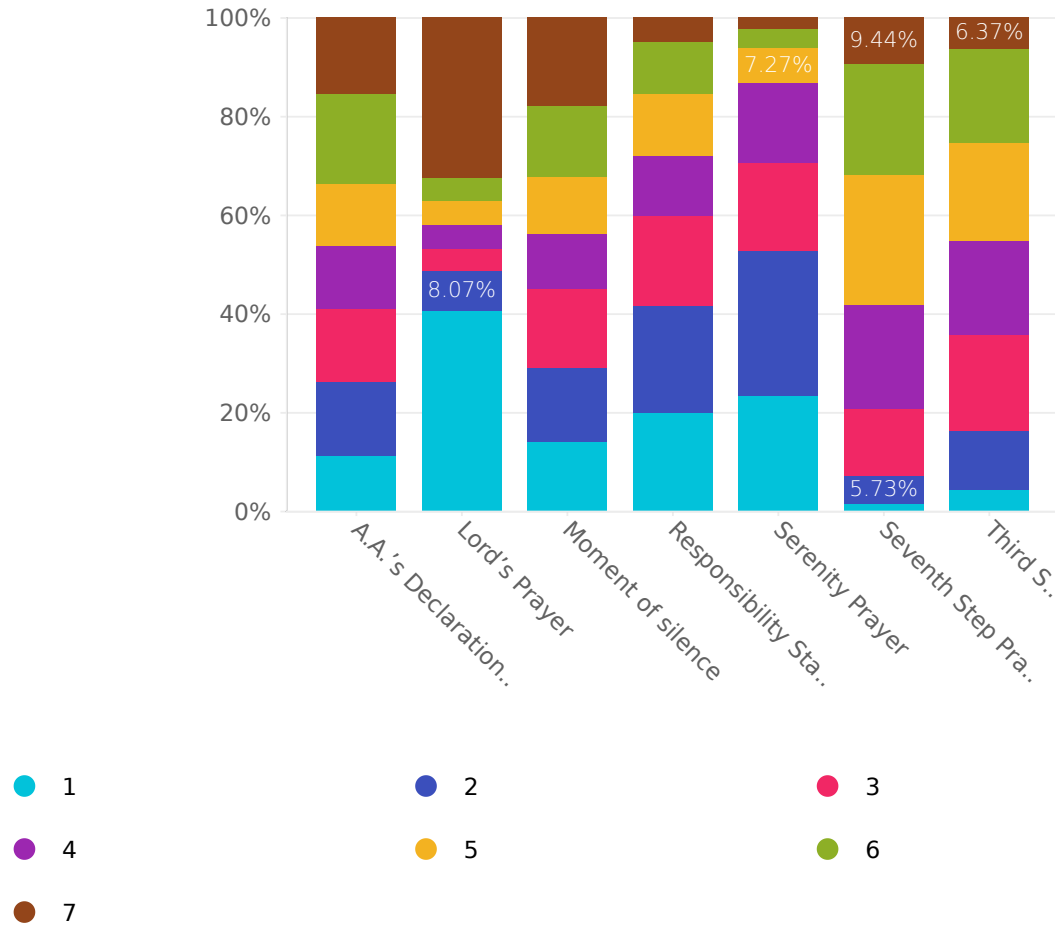


Choices	Response percent	Response count
Yes	39.03%	2770
No	47.74%	3388
No preference	13.23%	939

Q3

Which options would you like to see included for closing the Big Meetings at the International Convention? Please rank the options below in order of preference (1 - 7)

Answered: 7011 Skipped: 245



Choices	1	2	3	4	5	6	7	Score	Rank	Response count
A.A.'s Declaration of Unity	11.03 % (659)	15.13 % (904)	14.74 % (881)	12.73 % (761)	12.62 % (754)	18.19 % (1087)	15.56% (930)	3.82	5	5976
Lord's Prayer	40.55 % (2461)	8.07% (490)	4.33% (263)	5.03% (305)	4.93% (299)	4.66% (283)	32.43% (1968)	4.31	3	6069
Moment of silence	13.92 % (849)	15.01 % (916)	15.93 % (972)	11.29 % (689)	11.46 % (699)	14.42 % (880)	17.96% (1096)	3.94	4	6101
Responsibility Statement	19.87 % (1244)	21.58 % (1351)	18.19 % (1139)	12.35 % (773)	12.43 % (778)	10.67 % (668)	4.90% (307)	4.72	2	6260
Serenity Prayer	23.30 % (1470)	29.29 % (1848)	17.89 % (1129)	16.09 % (1015)	7.27% (459)	3.93% (248)	2.23% (141)	5.25	1	6310
Seventh Step Prayer	1.45% (83)	5.73% (328)	13.58 % (777)	20.88 % (1195)	26.32 % (1506)	22.60 % (1293)	9.44% (540)	3.30	7	5722
Third Step Prayer	4.21% (245)	11.97 % (697)	19.39 % (1129)	19.13 % (1114)	19.70 % (1147)	19.22 % (1119)	6.37% (371)	3.79	6	5822

Do you have a different suggestion for closing the Big Meetings?

Answered: 2670

- 1 I don't care for the moment of silence option at all. My home group closes with the "we" version of the serenity prayer. I would like to see that included in the options.
- 2 No
- 3 My preference is the moments silence instead of any prayer spoken with a card containing all prayer except The Lord's Prayer and only voice The Serenity Prayer in the First Person Plural as suggested in Step 12 of the 12 & 12. We are Anonymous and seeking no religious affiliation or hierarchy!
- 4 Prayer of St Francis of Assisi
- 5 The reason I would prefer not to do the Lord's prayer is that the religious connection may be a reason for a new comer to turn away from AA and recovery because of their personal reaction to a religious prayer associated with AA.
- 6 Yesterday, today tomorrow
- 7 No
- 8 I would ask that the ICRF committee also have a discussion around the cultish chanting that occurs in many parts of AA and see what might be done to send a message to attendees on how that crowd sourced in AA via treatment centers and other non-AA outlets.
- 9 From a professional or public perspective I am much more concerned with a society of chanters who claim membership in a spiritual organization than I am with a prayer that has been employed by thousands of various groups throughout the millennia.
- 10 St Francis prayer
- 11 no
- 12 No
- 13 We could read AA comes of age so all could learn about our history's roots from Akron.
- 14 Possibly a little disclaimer before the prayer- example- in closing this meeting and including all spiritual power's, the chairs of this international convention have chosen the prayer.
- 15 I think it would be really awesome to discontinue the use of the Lord's Prayer. It is totally inappropriate for a worldwide organization like ours.
- 16 Any prayer from the big book or the serenity prayer would be great
- 17 Respecting the history and traditions of AA and the community from which it arose suggests tgat the use of the Lords Prayer at at least one of the meetings is an important action to take.
- 18 No
- 19 since we have AA members from different (or none) religious backgrounds, I think sticking to the common prayers (serenity prayer, third step prayer and seventh step prayer) would be more inclusive
- 20 No
- 21 Keep it simple as our cofounder had it
- 22 The Lord's Prayer is a simple and complicate prayer
- 23 The Lord's Prayer should be paramount.
- 24 Sing Kumbaya. Just kidding 😊
- 25 A count down from oldest to newest
- 26 No
- 27 If we continue to use the lords prayer, we should rotate in prayers from other faiths e.g. Islam, Judaism, atheist, etc.
- 28 No
- 29 Nope

A Vision for You

- 28 I would rank all the prayers at a 7 (with the exception of the Serenity Prayer. We are suppose to be non-
christian. The Lord's, #rd Step & 7th Step prayers are Christian prayers.
- 29 Keep coming back. It works if you work it. So work it, you are worth it.
- 30 No
- 31 Contest to create a statement all can relate to.
- 32 Read the Promises section of the Big Book.
- 33 Each Big Meeting should be closed with a prayer of choice of that particular chairperson.
- 34 no

- If we don't acknowledge our Higher Power and the Grace we have received for personal sobriety and for the
sustaining of our beloved Fellowship, we won't survive long. We are not sober on our own power.
- 35 AA should not change to suit anyone. Everyone is welcome in AA. No one is obliged or forced to do
anything. There are already many "generic" addiction programs that do not rely on a Higher Power. They
come and go - usually depending on the funding! I hope Alcoholics Anonymous does not become one of
them.

- 36 No
- 37 no
- 38 No, but thank you for asking.
- 39 No.
- 40 You have enough options as it is
- 41 These arguments with the preamble and closings are getting out of hand.
- 42 Page 164
- 43 No
- 44 Not at this time.
- 45 Quote the closing statement on page 164.
- 46 No
- 47 No
- 48 no
- 49 Someone reading page 164
- 50 Anything but the Lord's prayer

- After a moment of silence for the still suffering alcoholic both inside and outside our rooms, we could end the
meeting by just saying "Thank You" in unison
- 51 (It's the shortest prayer I know and always reminds me to be grateful for everything and everyone in my life -
whether good, bad or indifferent)

- 52 Tradition 12: Anonymity is the spiritual foundation of all our traditions, ever reminding us to place principles
before personalities.

- 53 A pause, moment of silence, and I mean a moment of silence, 30 seconds at least. Then the Responsibility
Statement

- 54 I think the Lord's Prayer has no place in the closing of an AA meeting. Therefore, I did not rank it.

- 55 I feel excluded when the meeting is not closed with the Lord's Prayer. Close all the meetings with the Lord's
Prayer.

- 56 none

- 57 no

58 In question three, I chose not to rank the Lord's Prayer or the 3rd or 7th Step Prayers. I believe we should not use any of those prayers to close meetings. I am not in favor of using the Lord's Prayer because it is affiliated with a specific religion, and we are not. I am not in favor of group recitations of the 3rd and 7th Step prayers because it undermines the text's promise that the wording is optional for both of these prayers.

59 Whatever happens use a different marketing company that coordinates the events. They are tragic and horrible experience with registration last 3 conferences

60 I do not.

61 Ninth Step Promises; A Vision For You, page 164, last two paragraphs or last three paragraphs

62 No

63 I do not

64 It's the International so maybe a prayer of choice of an attendee from a randomly selected country, preferably delivered over the sound system, in their native tongue, with the text of the prayer displayed in both that language, English, Spanish, and French. Invite everyone to join if they wish, in whatever language they prefer. It'll be pure cacophony, much like the closing of many, many Zoom meetings I've attended.

65 I do not.

66 We version of the serenity prayer

67 Close them all with the Lord's Prayer

68 I love the responsibility and the unity prayer. Otherwise, I really have no preference.

69 No

70 No

71 No

72 Acceptance is the Answer. Pg. 417

73 No

74 No

75 A moment of silence allows all to close in their own way silently and it would be very impactful having 50,000 people in a silent moment together. Many of us are not Christian and it is time for us to be inclusive at our international convention.

76 I believe a prayer that is consistent with the presence of God in the Twelve Steps is very appropriate. To exclude the spirituality of the 12 steps does not make sense. There are ways to have prayer with respect for various denominations but acknowledgement of God within the essence is imperative.

77 Only that if we do the declaration of Unity, 3rd or 7th step prayers - they should be on a screen somewhere as many newcomers do not know them.

78 Anything secular. No mention of God. Thanks for asking!

79 no

80 No

81 No, but thank you for conducting this survey. For those of us who choose not to end with the Lords Prayer, this is an opportunity for greater unity within AA.

82 Only the Lords Prayer.....

83 no

84 An alternative is to close each meeting with a moment of silence, no had holding.

85 No, thanks!! Keep up the good work!!

86 No I love the Lords Prayer

87 Close all meetings with the Lord's Prayer

88 A non religions prayer would be best or a moment of silence and leave it at that.

89 No



Feedback for Closing Big Meetings - 2025 IC (French)



185 Réponses complètes

0 Réponses partielles



Commentaires concernant la clôture des grandes réunions lors du Congrès international

"En réponse à un point de l'ordre du jour demandant d'examiner l'utilisation du Notre Père pour la clôture des Grandes Réunions aux Congrès internationaux des AA, le Comité des Congrès internationaux/Forums territoriaux de la Conférence de 2021 a eu une discussion réfléchie et étendue sur les méthodes de clôture des Grandes Réunions au Congrès international, en particulier l'utilisation du Notre Père et la compréhension que, bien que la prière fasse partie de l'histoire des AA et qu'elle soit largement utilisée et soutenue dans certaines communautés des AA, elle n'est pas utilisée dans les réunions d'autres communautés des AA et certains pensent qu'elle pourrait faire en sorte que certains membres se sentent exclus et soutenir la perception des AA comme une organisation religieuse.

Reconnaissant qu'il serait bénéfique de recueillir l'expérience du Mouvement pour prendre une décision éclairée, le comité a demandé au Comité du Conseil pour les Congrès Internationaux/Forums territoriaux d'étudier les préférences du Mouvement concernant les méthodes de clôture des Grandes Réunions lors du Congrès international.

Il peut être utile de noter que, depuis plusieurs Congrès internationaux, les présidents des plus de 200 réunions du congrès ont été invités à clôturer de la manière de leur choix. Certains clôturent avec le Notre Père, d'autres avec la Prière de la Sérénité, d'autres encore avec la Déclaration de Responsabilité, tandis que d'autres clôturent avec un moment de silence. Il n'y avait pas auparavant de politique concernant la prière ou la méthode de clôture des réunions qui était requise."

Lors des quatre derniers congrès internationaux, au choix du président respectif, une des Grandes Réunions s'est terminée par le Notre Père, une autre par la Prière de la Sérénité et une dernière par la Déclaration de Responsabilité.

Aucune réponse

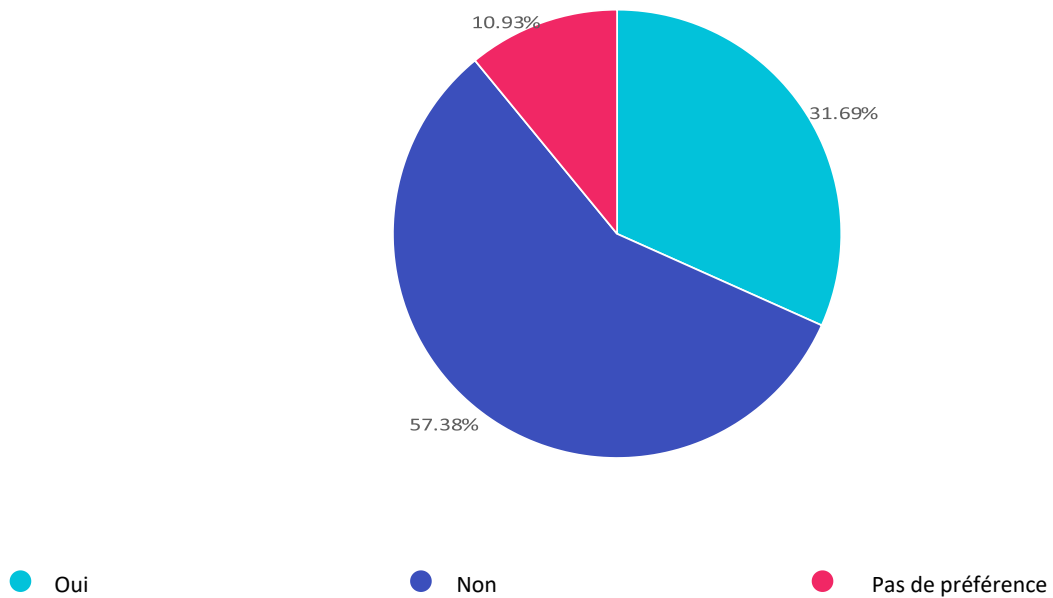
Q1

Préférez-vous que nous continuions cette façon de faire, y compris le Notre Père ?

Répondu : 183

Ignoré : 2

CONFIDENTIAL: 73RD General Service Conference Background

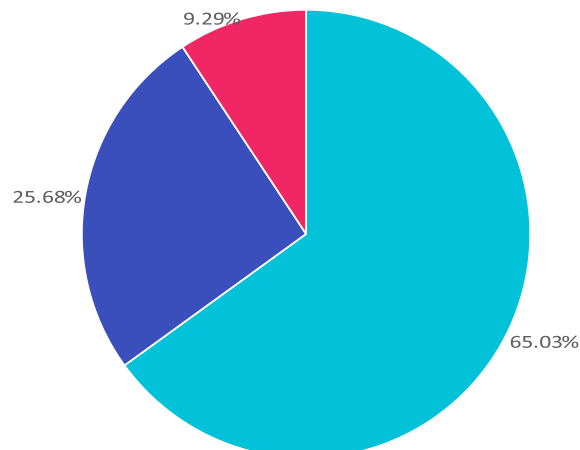


Q2

Préférez-vous que nous continuions cette pratique mais que nous remplacions le Notre Père par une autre option ?

Répondu : 183

Ignoré : 2



CONFIDENTIAL: 73RD General Service Conference Background

Oui

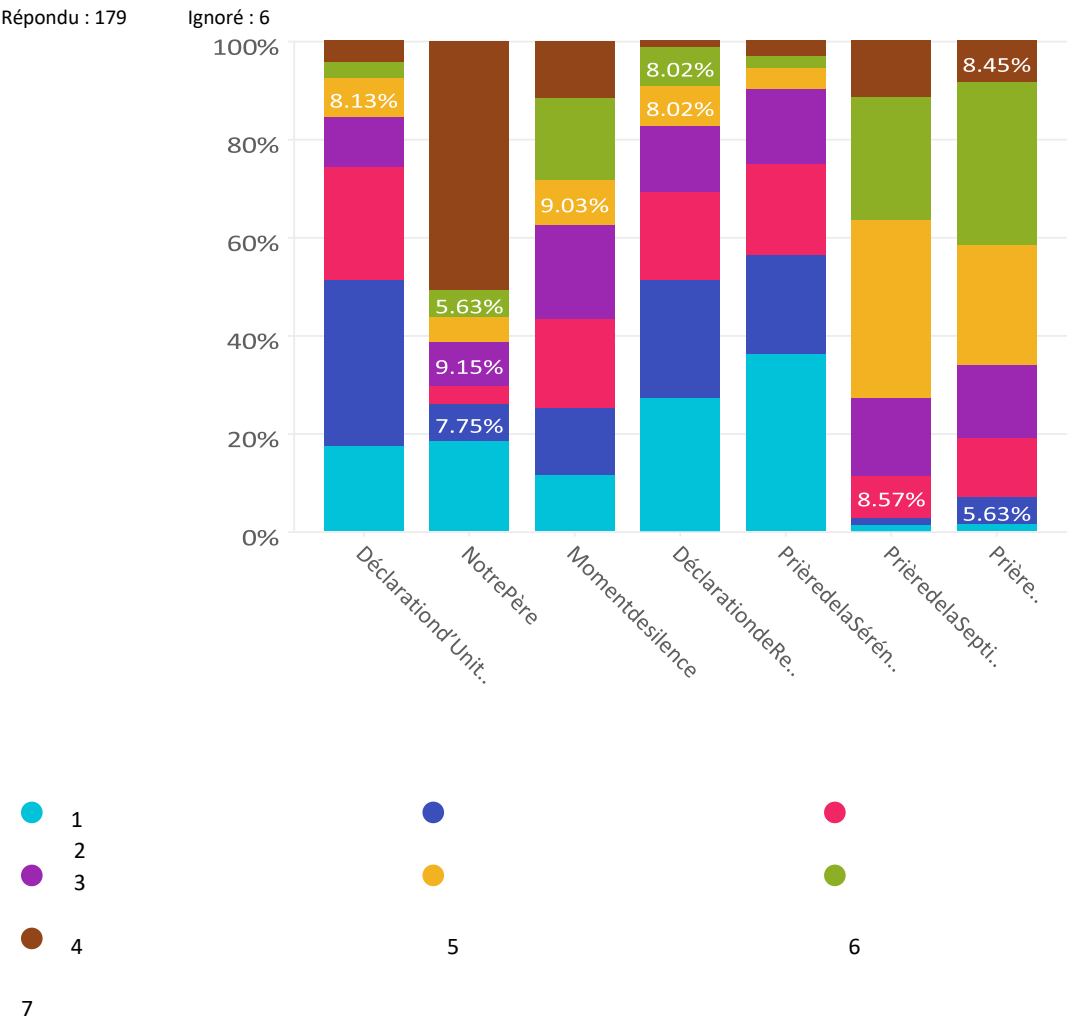
Non

Pas de préférence

Choix	Pourcentage de réponses	Nombre de réponses
Oui	65.03%	119
Non	25.68%	47
Pas de préférence	9.29%	17

Q3

Quelles options souhaiteriez-vous voir incluses pour la clôture des Grandes Réunions lors du Congrès international ? Veuillez classer les options ci-dessous par ordre de préférence (1 - 7)



CONFIDENTIAL: 73RD General Service Conference Background

Choix	1	2	3	4	5	6	7	Score	Rang	Nombre de réponses
Déclaration d'Unité des AA	17.50 % (28)	33.75 % (54)	23.13 % (37)	10.00 % (16)	8.13% (13)	3.13% (5)	4.38% (7)	5.16	3	160
Notre Père	18.31 % (26)	7.75% (11)	3.52% (5)	9.15% (13)	4.93% (7)	5.63% (8)	50.70% (72)	3.06	6	142
Moment de silence	11.61 % (18)	13.55 % (21)	18.06 % (28)	19.35 % (30)	9.03% (14)	16.77 % (26)	11.61% (18)	4.03	4	155
Déclaration de Responsabilité	27.16 % (44)	24.07 % (39)	17.90 % (29)	13.58 % (22)	8.02% (13)	8.02% (13)	1.23% (2)	5.20	2	162
Prière de la Sérénité	36.20 % (59)	20.25 % (33)	18.40 % (30)	15.34 % (25)	4.29% (7)	2.45% (4)	3.07% (5)	5.49	1	163
Prière de la Septième Étape	1.43% (2)	1.43% (2)	8.57% (12)	15.71 % (22)	36.43 % (51)	25.00 % (35)	11.43% (16)	2.95	7	140
Prière de la Troisième Étape	1.41% (2)	5.63% (8)	11.97 % (17)	14.79 % (21)	24.65 % (35)	33.10 % (47)	8.45% (12)	3.11	5	142

Q4

Avez-vous une autre suggestion pour clore les Grandes Réunions?

Répondu : 58 Ignoré : 127

- 1 Either the Lords prayer or the Serenity prayer.
- 2 The responsibility statement.

The Lords prayer is great. It has existed for 2000 years and it suits alcoholics well. Agnostics and

- 3 atheists are presents in AA since 1935 so I don't see what's different today. Re-read your history. I'm not teaching you anything. Have a good day.
- 4 Serenity prayer followed by the responsibility statement.
- 5 Invite 3 members to say the Serenity prayer, one in English, one in French, one in Spanish...
- 6 None
- 7 With a smile, a handshake, and at least 5 people around us... I Hope to be able to make it in 2025!!

No.

CONFIDENTIAL: 73RD General Service Conference Background

- 8 The declaration of Unity of AA seems to be the most appropriate way to end a convention of this scale. Since it is an International convention, we have to stay neutral and not give the impression that we are associated to a church or a religion.
- 9 The declaration of Unity and the responsibility statement. This app won't let me pick more than one.
- 10 Thank you for this question. May His Will be.

- 11 thank their Higher Power. A moment of silence and suggestion to the members to say in silence whatever prayer they want to 12 No prayer coming from any religion at all.

- 13 Just before the moment of silence (option 2 above), thank the partmeeting, and then say : THANK YOU AND LET'S STAY UNITED. Participants for their presence at this

- 14 No

- 15 The Lords prayer IS NOT inclusive and SHOULD NOT BE suggested in any circumstance.

When I first joined the fellowship and for a few decades, I tried to ban the Lords Prayer and God related things from our meetings. Until an old timer ended a meeting by saying : FOR THOSE WHO WISH, let's end the meeting with the Lords Prayer.

- 16 These words from an « old wise man » ended my fight and the one of others.

Richard B

- 17 No but everyone at the end holding hands saying the Lords prayer is something that gives you chills or goosebumps it's just awesome

The Serenity prayer by replacing « God » by « Friends », God being a friend for the believing Christian 18 or Muslim. And that way other beliefs are also respected. This makes the Serenity prayer/thinking more universal on a philosophical level.

CONFIDENTIAL: 73RD General Service Conference Background

19 The 12 promises.

20 Meditate.

21 AA works since 1935, it works for me since May 15 2008. I trust and I let myself being carried by the Vancouver friends.

22 Benoît

23 Nothing to say.

24 No other suggestion.

According to me, Vincent, alcoholic, the Serenity prayer is the best way to end a meeting. The declaration of confidentiality could be an alternative. The other prayers, like explained, could make some friends who need help believe that it is a religious fellowship.

25 It is difficult to explain that the Lords Prayer is an ancestral AA tradition since AA is not a religious organization.

In fellowship.

26 Transmitted live on the internet.

27 No

28 A song of hope

29 Formulate a prayer that would feel like the Lords Prayer but specific to AA that would include the large scope of AA and of spirituality.

30 The San Francis prayer.

31 Remind that if we are not responsible for our illness we are responsible for our recovery.

No, I don't have other suggestions.

I can't wait to be at the International convention. This will be my first International convention.

Many members say that this event is not to be missed ! So

I will be there with joy !

32 Thank you for taking the time to ask questions to members because the base is important in the Where does the theme of the Convention comes from, what country, what area, what district ?

Fellowship of Alcoholics anonymous.

For the Love of AA and the Love of Service.

CONFIDENTIAL: 73RD General Service Conference Background

Danielle S. Chair of District 03 in Joliette in Area 90 in Québec, Canada.

33 The 10 step promises from the BB p 95-96 34 The chain of love.

35 No but the Serenity prayer is essential in AA.

36 For the Serenity prayer, I would prefer that we call it Serenity thinking (note from translator : this does not translate well, the idea is to not call it a « prayer »), and that we don't start with « God » and just start with « Grant me the...»

37 no

Simply say

38 « See you later » or « See you next time » (for a simple meeting)

“Bye and see you next time” (for a big closing meeting) No,

I do not have other suggestions.

39

Jean-J., Belgium

7 of 8

40 Continue the great work that you do, 24 hours at a time.

41 no

In France, we let the groups choose words in our literature to close meetings as see fit, but we are attached to the Serenity prayer. But the Lords Prayer is too catholic for the secular oriented members.

42

I hope to come to Vancouver.

I want to specify that I believe in God and that I say the Lords Prayer every day. It is a Christian prayer
43 and it does not seem appropriate to use it in AA. I was indeed chocked when I heard it at the end of a meeting during the Convention in Toronto.

44 -

45 Thank you.

46 End by inviting people to meditate for 1 minute on what they where looking for in coming here, how to carry it and how to apply it in their lives. Then we can invite people to wish a good 24 hours to the people around them.

47 A moment of gratitude, thank you to ourselves, to others, to the Convention of the 90 years, to God (to bigger than ourselves).

CONFIDENTIAL: 73RD General Service Conference Background

48 Second, is this coming from a NEED ? NO, I don't think so. Good 24 hours. First of all, STOP trying to change what exists in our approved literature of alcoholics anonymous.

49 No

50 Reminder of the preamble

51 No 52 No

53 Thank you for the suggestions. I prefer the Lords Prayer.

54 I trust the decisions that will be made for the good of our Fellowship. Thank you

55 no

56 No thank you

Hello, my name is Michel V., I live in the suburbs of Montreal in Quebec, I have been going to AA meetings for 40 years, I know there are people from other cultures and there are also atheists that join our beautiful fellowship of AA. There are always been controversies in AA, but I have never ever heard

57 anyone complain about the Lords Prayer! ... In « How it works » it says that our saving needs to come from a higher power as we understand it, we can call it whatever we want, we can belong to the religion of our choice, we always need to rely on a power greater than ourselves, no matter what prayer we use to close the meetings, there will always be members who disagree, and as far as I'm concerned, I want us to continue using the Lords Prayer! I wish you a great 24 hours.

58 Respect what Bill and Bob taught us. If everyone starts giving their opinions it will be chaos.



Feedback on Closing Big Meetings - 2025 IC (Spanish)



69 Respuestas completadas

0 Respuestas parciales



Comentarios y Sugerencias sobre cómo cerrar las Reuniones Grandes en la Convención Internacional

"En respuesta a un punto de agenda que solicitó que se llevara a consideración el uso del padrenuestro para cerrar las reuniones grandes en las Convenciones Internacionales de AA, el Comité de Convenciones Internacionales y Foros Regionales de la Conferencia de 2021 tuvo una discusión amplia y concienzuda sobre los métodos para cerrar las reuniones grandes en la Convención Internacional, particularmente el uso del padrenuestro y la comprensión de que si bien la oración es parte de la historia de AA y se la utiliza y defiende con bastante frecuencia en algunas comunidades de AA, no se usa en las reuniones de otras comunidades de AA y algunos piensan que podría hacer que algunos miembros se sintieran excluidos y que reforzaría la percepción de que AA es una organización religiosa.

El comité concordó en que sería beneficioso recopilar información compartida de la Comunidad para tomar una decisión informada, y por ello solicitó que el Comité de Convenciones Internacionales y Foros Regionales de los custodios explorara la preferencia de la Comunidad en relación con los métodos para cerrar las reuniones grandes en la Convención Internacional.

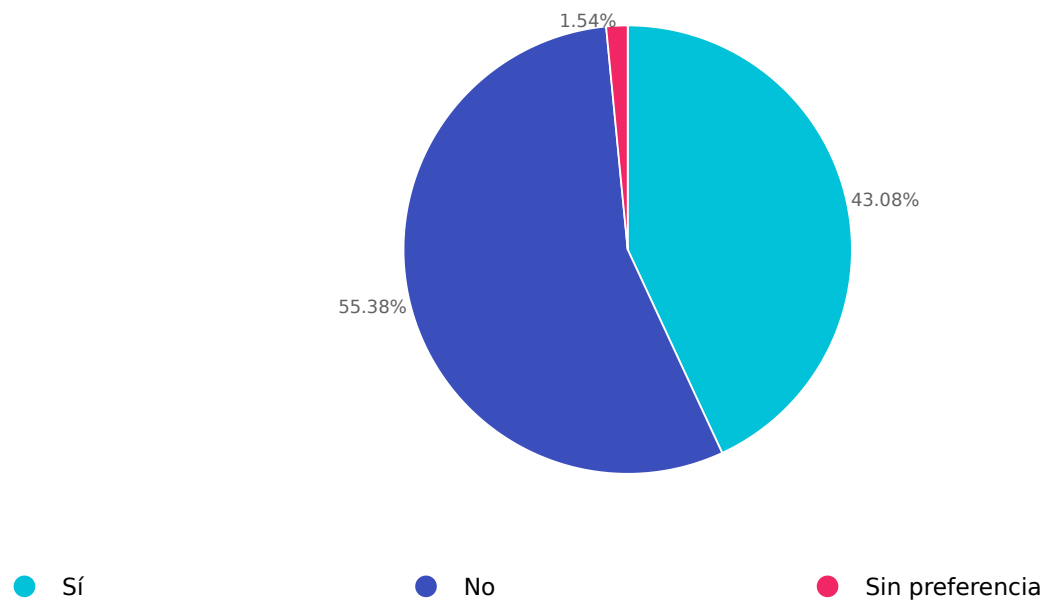
Es conveniente señalar que, desde hace varias Convenciones Internacionales, los coordinadores de las más de doscientas reuniones en la convención han sido invitados a cerrar las reuniones de la manera que ellos elijan. Algunos cierran con el padrenuestro; otros con la Oración de la Serenidad; algunos usan la Declaración de responsabilidad, mientras que otros cierran con un momento de silencio. Anteriormente no ha habido ninguna política sobre qué oración o método se requiere utilizar para cerrar las reuniones."

En las cuatro últimas Convenciones Internacionales, según la elección del coordinador o coordinadora respectivos, una de las reuniones grandes se cerró con el padrenuestro, una con la Oración de la Serenidad y una con la Declaración de responsabilidad.

R1

¿Preferiría que continuáramos con esta práctica, incluyendo el padrenuestro?

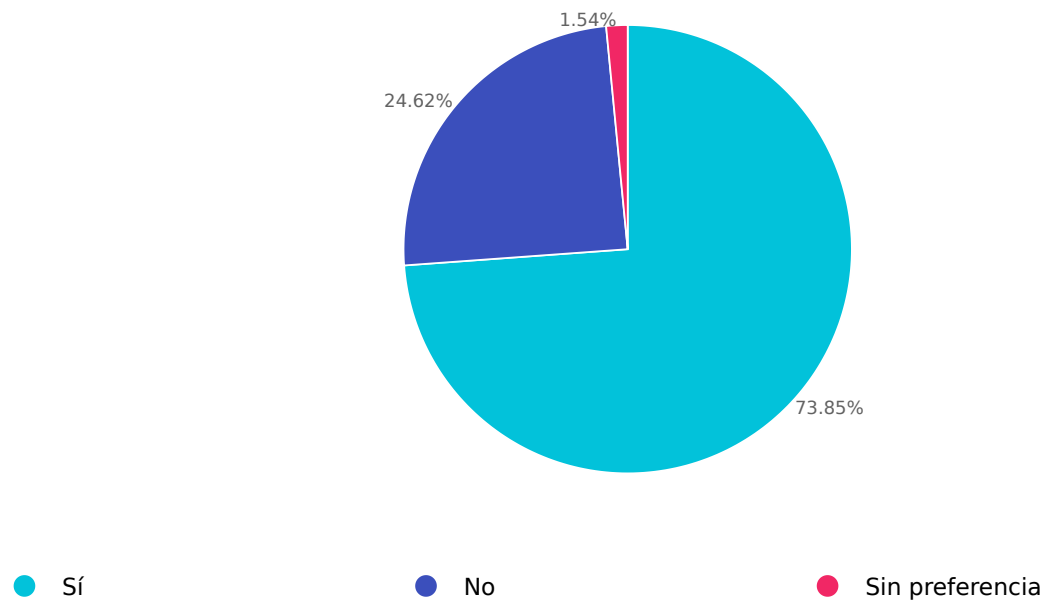
Respondida: 65 Omitida: 4



Opciones	Porcentaje de respuesta	Conteo de respuesta
Sí	43.08%	28
No	55.38%	36
Sin preferencia	1.54%	1

¿Preferiría que continuáramos con esta práctica, pero que pongamos otra opción en vez del padrenuestro?

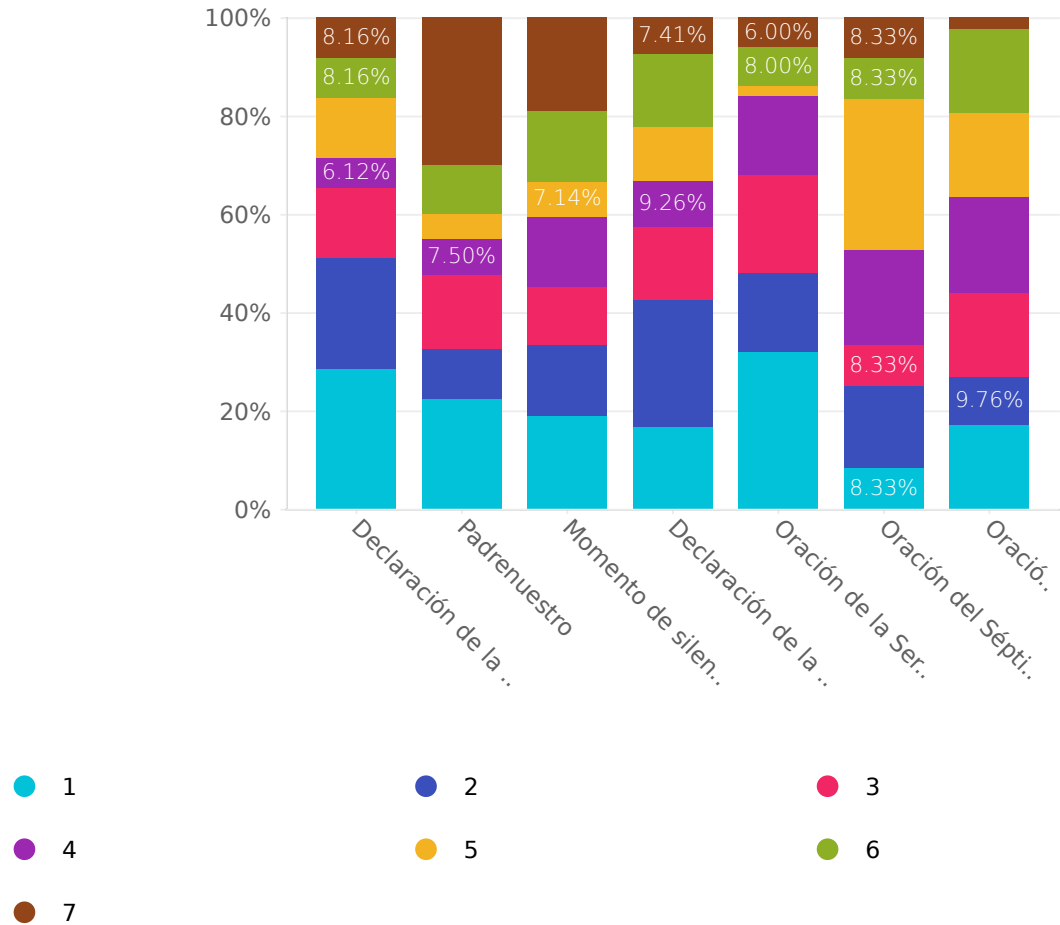
Respondida: 65 Omitida: 4



Opciones	Porcentaje de respuesta	Conteo de respuesta
Sí	73.85%	48
No	24.62%	16
Sin preferencia	1.54%	1

¿Qué opciones le gustaría ver incluidas para el cierre de las reuniones grandes en la Convención Internacional? Por favor califique las opciones a continuación en orden de preferencia (del 1 al 7).

Respondida: 66 Omitida: 3



Opciones	1	2	3	4	5	6	7	Puntuación	Clasificación	Conteo de respuesta
Declaración de la unidad de AA	28.57 % (14)	22.45 % (11)	14.29 % (7)	6.12 % (3)	12.24 % (6)	8.16 % (4)	8.16 % (4)	4.92	2	49
Padrenuestro	22.50 % (9)	10.00 % (4)	15.00 % (6)	7.50 % (3)	5.00 % (2)	10.00 % (4)	30.00 % (12)	3.88	7	40
Momento de silencio	19.05 % (8)	14.29 % (6)	11.90 % (5)	14.29 % (6)	7.14 % (3)	14.29 % (6)	19.05 % (8)	4.05	5	42
Declaración de la responsabilidad	16.67 % (9)	25.93 % (14)	14.81 % (8)	9.26 % (5)	11.11 % (6)	14.81 % (8)	7.41 % (4)	4.54	3	54
Oración de la Serenidad	32.00 % (16)	16.00 % (8)	20.00 % (10)	16.00 % (8)	2.00 % (1)	8.00 % (4)	6.00 % (3)	5.12	1	50
Oración del Séptimo Paso	8.33 % (3)	16.67 % (6)	8.33 % (3)	19.44 % (7)	30.56 % (11)	8.33 % (3)	8.33 % (3)	3.94	6	36
Oración del Tercer Paso	17.07 % (7)	9.76 % (4)	17.07 % (7)	19.51 % (8)	17.07 % (7)	17.07 % (7)	2.44 % (1)	4.29	4	41

¿Tiene alguna sugerencia diferente para el cierre de las reuniones grandes?

Respondida: 40

- 1 Continue closing them as we traditionally do, with the Serenity Prayer or the Declaration of Unity.
- 2 No
- 3 I think it's just that the Lord's Prayer may cause problems. It should not be used.
- 4 No
- 5 Have it close with something related to Alcoholics Anonymous.
- 6 The St. Francis Prayer: Make an instrument of your peace...
The Lord's Prayer is the essence of our spirituality... we should always keep what helped people recover back in the day, and continues to help many AAs recover. The program is being devalued with illogical changes. Let's keep it simple. May God protect us from tyranny.
- 7 The Eleventh Step prayer followed by a minute of silence/meditation.
- 8 Together with the Step 3 prayer.
- 9 Let's keep it simple. One minute of silence and the responsibility statement.
The Lord's Prayer will only cause conflict with people who thrive on resentment or atheism, as has already happened once. Also, it is a 2000-year-old prayer and Alcoholics Anonymous is
- 10 only 87 years old. Does this mean we can add religious sections to our literature? Let's keep it simple. Everyone has their own Higher Power already, Steps 2 and 3 tell us to go look for it, not impose it upon others.
- 11 No. Thank you for sharing.
I don't think it's such a bad idea for the decision to be left to the event chairs, but I'm also not
- 12 against using the Lord's Prayer as just another prayer, with a meaning beyond what it signifies for the Catholic religion, etc. I hope my opinion will be useful.
Thank you, dear AA friends, for your service and happy 24 hours!
- 13 No. I would like it to be the Responsibility Statement, or the Declaration of Unity.
Dr. Bob described our Fellowship with the words Love and Service. The St. Francis Prayer suggested for the practice of Step Eleven covers both proposals. It asks that I become an instrument and carry the message of love, forgiveness, unity, truth, hope, light, joy, consolation and understanding which are a part of our recovery program.
- 14 Thus, I would suggest that we close with the St. Francis' Prayer.

I like the Declaration of Unity a lot. Since this is an International Convention, which will gather
- 15 many AAs from around the world, I think the Declaration of Unity would make more sense. Thank you. It's the opinion of Luis N.R., AA member from Mexico.
- 16 It could be the Lord's Prayer and the Responsibility Statement.
- 17 Traditionally they always close with the Responsibility Statement, remembering always that group and convention autonomy ought to be respected.
- 18 Only with the Responsibility Statement.
- 19 Not for the time being.
- 20 With the Lord's Prayer and a few seconds of silence.

21 In my group we end the meeting by hugging each other in brotherly love.
 Many AA members at conventions do this spontaneously and some with tears in their eyes as they are overtaken by emotion.

22 No

23 I think it's necessary to have the Lord's Prayer at the closing of the meeting.

24 Foster the inclusion and relevance of young people for AA as a whole.

25 No, I am OK with my suggestions.

26 We could include the Responsibility Statement in French, Spanish and English and close the big AA meeting this way.

27 Serenity Prayer and Declaration of Unity.

I think that most groups are in agreement and fully convinced that when the bell rings, it is God whom we call upon, in silence, which unites us all. Followed by our Serenity Prayer,

28 which stands for daily work through the Steps, ending with commitment to AA and as a Fellowship with the two statements. And everything [applies to] atheists, agnostics, believers and any member of any faith, this being AA. IT INVOLVES US.

29 The Declaration of Unity and Responsibility Statement.

Some people from other religions might feel left out if we use the Lord's Prayer.

30 I like the Responsibility Statement.

If we sense a lot of conflict because of closing with the Lord's Prayer, it think it would be best to close with the Responsibility Statement, although we know that the Lord's Prayer was a

31 much-used tool in the early days of our Fellowship. Thank you for taking our opinion into account.

1. Declaration of Unity
2. I am responsible
3. The Lord's Prayer

32 My personal reasons:
 We need unity
 I am responsible for practicing this.
 HE is our hope to free us from any evil that could break us apart.

33 Only three moments: 1. Lord's Prayer; 2. Serenity Prayer and 3. Responsibility Statement

34 NO

35 Replace the Lord's Prayer with the St. Francis Prayer.

36 NOT for now.

37 None

38 FIRST THE DECLARATION OF UNITY, FOLLOWED BY THE RESPONSIBILITY STATEMENT.

39 AA is not allied with any sect, DENOMINATION, politics, organization or institution.

40 The St. Francis Prayer.

[Back to Agenda](#)

2023 Conference Committee on International Conventions/Regional Forums

ITEM D: Discuss ways to encourage interest in Regional Forums and attract first-time attendees.

Background:

1. [Summary Suggestions 2017 to 2022](#)
2. [2022 Eastern Canada Regional Forum Questionnaire Summary](#)
3. [2022 Western Canada Regional Forum Questionnaire Summary](#)
4. [2022 Pacific Regional Forum Questionnaire Summary](#)
5. [2022 Southeast Regional Forum Questionnaire Summary](#)

Summary of Suggestions on Ways to Encourage Interest in Forums from Conference Committees on International Conventions/Regional Forums (2017-2022)

The committee discussed ways to encourage interest in Regional Forums and attract first time attendees, and suggested:

2022

- Consider options to the title “Regional Forum” utilizing more current language.
- Continue utilizing digital communication options; however, also continue non-digital options to ensure full accessibility and participation by members who may not have access to technology.

2021

- Consider using the meeting guide app to further convey Regional Forum information.
- Continue using videoconferencing technology to broadcast portions of future in-person forum programs allowing members who may not have resources or time to travel to participate.
- Ensure future host regions are well informed about dates, locations, programs, and ways the local membership can participate.
- Extend outreach materials to invite the Spanish-speaking and LGBTQ communities to attend Regional Forums.
- Conduct at least one presentation or workshop in Spanish and/or French at each Regional Forum.

2020

- Providing options for remote attendance.
- Providing digital access to Regional Forum materials and presentations (including use of the Meeting Guide App or mobile app).
- Developing service material for host committees providing shared experience on hosting a Regional Forum and stimulating participation.

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- Developing a “video invitation” from the G.S.B. chair.

Suggestions for implementation at the local area included:

- Early and consistent communication about Regional Forums, including “What is a Regional Forum; no registration fee; what happens at a forum.”
- Involve members at all levels of service; do “sponsorship road trips.”

Use the Regional Forum video after it is released.

2019

- Compile notes from the first-timer sharing at a Forum for later distribution to encourage members to attend a future Forum.
- Consider developing a Regional Forum app.
- Consider developing a micro-site in addition to postal mailing the Regional Forum flyers.
- Increase awareness at the local level, including “intentional” outreach to different populations (i.e., young people, Spanish-speaking communities).
- Encourage local welcome committees to create “Save the Date” flyers.
- Consider inviting A.A.W.S./AA Grapevine directors to “non-service” A.A. events to increase awareness of Regional Forums.
- Place information about Regional Forums in the AA Grapevine and La Viña.

2018

- When possible, provide bilingual written and PowerPoint presentations, especially important when the Regional Forum is held in an area with a large population of non-English speaking members.
- Consider providing “meet and mingle” opportunities for Forum attendees to meet with trustees and G.S.O. staff in informal settings (i.e., lunch).
- Provide members the opportunity to register earlier than the current two months lead time.

Suggestions for Forum workshops include:

- Lengthen workshop times;
- Trustees and G.S.O. staff could lead more workshops to foster more interaction with Forum attendees;
- Adding workshops that would specifically address the topic of our Primary Purpose;
- Providing additional Spanish workshops.

2017

- Communicating information to groups that are a car ride or day trip away from the Forum site;
- Looking for attractive sites for Forums;
- Forwarding any and all announcements from G.S.O., including when pre-registration opens;
- Forwarding announcements to states that are in other regions when Forum sites are nearby;
- Utilizing FNV for email blasts to communicate with trusted servants about upcoming Forums.

Additionally, one area through its Assembly Development Committee organizes ride sharing and room sharing for Forums; and one delegate shared that they bring a laptop to A.A. gatherings and use it for pre-registration.

2022 EASTERN CANADA REGIONAL FORUM – (May 13-15 2022) Questionnaire Summary

64 participants members of the 2022 EASTERN CANADA REGIONAL FORUM completed their evaluation questionnaires. A summary of their responses follows.

1. How did you hear about this Forum?

Area	32 (54.2%)
District	12 (20.3%)
G.S.O. Flyer	2 (3.4%)
Local Intergroup/Central Office	1 (1.7%)
Home Group	10 (16.9%)
www.aa.org	9 (15.3%)
Friend	3 (5.1%)
Other	3 (5.1%)

Responses to other:

- I was not able to attend
- I am the Delegate for an Area
- I am a member of the G.S.B.
- I knew about it from District and was encouraged to go by a friend
- Meeting
- I was the Delegate who applied for the forum
- I was already aware

2. Please list any suggestions for future virtual Workshop or Presentation topics:

The following suggestions/comments were provided by the members for future virtual Workshop and Presentation topics:

- General Service Conference Process
- I'd like to see the issue of attracting younger people addressed along with the issue of dual addiction (the discouragement of mentioning it which drives some young people away)
- Love and tolerance
- Security in our rooms
- Canada bill c31/ the Indian Act

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- Indigenous Canadian women make up 1/0 of the Canadian population; they make up 1/2 of the prison population (federally)
- FASD (fetal alcohol spectrum disorder and corrections/treatment in A.A.
- A.A. approved Zoom Meetings, and making sure 7th tradition contributions made during Zoom meetings reach the G.S.O.
- Information about the workings of the A.A.W.S. board and the GSC, something to help us to understand that we are all working together for our common purpose of helping alcoholics
- Will we accept virtual areas as part of our service structure? Should we be investigating this now?

Comments:

- This was my first Forum. I suggested to Sandra that for people wearing hearing aids, background noise makes it very difficult to understand what's being said in group sessions. This did concern her, and she said that this is certainly something that will be addressed in the future.
- This forum found out coffee was not a necessity or a necessary expense, as well as the ice cream social. People who wanted it could arrange it among themselves. They are long days, and I could go and rest if I chose to
- This was my first Regional Forum, I found that the workshops were well thought out and executed. The only thing that I would recommend is more time for participants to share input. I understand the time constraints, however in one of the workshops "How to Encourage Service Work", the facilitator spoke for a third or more of the time allotted for the workshop, and several participants left before the facilitator finished speaking, which defeats the intent of ideas and the opportunity for sharing
- More Workshops
- More time for participants to contribute their ideas for greater involvement in A.A. Service
- A better handling of the requirements for French-speaking people. We were about one third of the people present there. Sure, there are some efforts, but it shows that everything is conceived by English speakers, rather than taking seriously into consideration our specific needs. Some people did roughly 30 hours by bus, because they feel it is important, and then, many parts of the event are English-centered, they are asked to try to ask their questions in English, to attend workshops that are conducted without simultaneous translation, and so on. The worst was the fact that when the translator said she was going to speak French, many people just left the room rather than pick some headsets...Then, we discuss inclusiveness...what a canyon between our realities. A full list of what could and should be done (and is feasible) will be forwarded to you through our Delegate.

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- Why isn't there an official list of meetings on Zoom that must be approved by the G.S.O.?
- I just loved it all, and felt very reassured that A.A. is on the right track. I am in awe about the humility and consideration that all of the present Class A and Class B trustees are showing their positions. I am thankful to have met you. I had a lot of old questions in my mind answered throughout presentations and sharing sessions. I really enjoyed hearing about financials and Kevin's considerations. I was grateful for all the work done to preserve and continue the outreach of Grapevine and La Vina. I am proud to be a member of A.A., beyond the lifesaving obviously. I would suggest that in the future there is coffee and tea available, or even for purchase. It was disruptive to have to leave and go out in search of it, instead of staying.
- The 2022 ECanRF opened Friday night with the Service Structure. As a first-time attendee, I sank into my seat thinking this event was going to be very boring for me because I was so familiar with that part. I did not anticipate an enjoyable or informative weekend. Saturday was better and got more so as it went on. Saturday night was very interesting, and Sunday was amazing. I thought afterwards that if the event had STARTED with one of the past trustees sharing their experience, like Jo-Anne, everyone would be drawn in immediately and look forward to the rest of the program. Her story really described what A.A. actually DOES, and what our group contributions to G.S.O. pay for: spreading the message. I told Jo-Anne about my feelings after the forum, and she urged me to include this in my review.

When I was in Drama Club in high school, our director (teacher) always rehearsed first the third act, then the first, then the second. He said if the third act was good people would go away thinking the whole thing was good, and the first act needed to be good to draw people in. I think it would be good for the first act of the Forum, Friday night, to draw people in.

Please have someone announce AT THE VERY BEGINNING that the translation headphones were available and would be needed. Friday night was pretty much a loss for me as I didn't realize I would need them, and I think more than half the attendees were there for the first time

- I went to the ECanRF website and read that event agenda would be available when ready or at the event. I messaged the ECanRF site and requested the agenda seven days before the event. I was surprised that hundreds of people would book into hotels and expend travel funds with no idea of the topics or times of workshops. I was messaged back promptly and told that the agendas were not yet translated and that NY had not authorized the release. I continued to look for the agenda on the ECanRF throughout the week and looked at the Area website, to no avail. The day of the opening, I contacted the ECanRF site once again requesting the agenda. I made that contact about 9:30 p.m. and received a link by the next morning which directed me to a different site to view the agenda. I had missed the opening evening

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and next morning activities by that time. When I arrived at the event that day, I was advised that the agenda had been up online on another site all week! This was disappointing.

3. At future Forums would you like to see:

	More	Less	Just Right	No Answer
Presentations	12 (24.5%)	5 (10.2%)	32 (65.3%)	
Workshops	26 (47.3%)	2 (3.6%)	27 (49.1%)	
Sharing Sessions	21 (42.0%)	1 (2.0%)	28 (56.0%)	

4. What was effective and what improvements might be made to A. Presentations B. Workshops C. Sharing Sessions:

Comments:

Presentations

- More on people incarcerated so we can help out as much as humanly possible
- All the presentations were very informative and helpful. It gave us a look at the inner workings of the worldwide organization of Alcoholics Anonymous. I especially enjoyed the presentation "A.A. Around The World". The lady doing the presentation was awesome, full of wisdom and very joyful
- It was great to have the Delegates present on different topics
- Feedback on the presentations as they are completed. As the forum gets busy, presentations can be forgotten
- I thought the presentations were wonderful and very informative!
- Not so long with same speakers all the time. I felt bad for the one lady she was up there four times it seemed on Saturday. Also, I had no idea that I needed headphones to hear the French conversations. I am a brand new G.S.R. and have no idea what to do as our old one died. PEI is a very aging A.A. population. We need to find a way to bring younger people into the fellowship
- Concise, not over-long, informative....no improvement necessary
- I would keep the number of presentations, but give them more time and more time for sharing sessions
- More PowerPoints
- Too many
- Good topics

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- I challenge you to listen to an interpreter while a presentation is displayed in French only. Why do you expect that French-speaking people can do it when you project in English only? The fact that some terms to describe finances are very specific and somewhat of a lingo make it even worse
- I enjoyed hearing the Class A shares and seeing that non-alcoholics have our cause at heart. I would like to learn more about that
- Need more slides
- More group sharing on personal experiences in different types of service work
- What was good: All of it! The love between the G.S.O. staff, present and recent trustees, delegates, and members of the 10 areas.....the “hallway conversations” in lobby.....etc.....The host area committee was really visible....and welcoming, and ready to “put out fires” like... why no coffee, Dave A.’s lobster pot early bird meetings gave a Maritime flavor and taste for more to the 217 first timers. What could improve.....the workshop rooms were too small for 317 participants to social distance. Many of us were there on our own dime and had to stay at cheaper hotels nearby.....so there was an “elitist” mode, but not bad...There was a Hospitality room, I set up a corrections treatment display but hardly anyone came in as there were no snacks, etc due to c19 restrictions....but nothing is wasted.....this display will reappear in a different Area 81 venue or even zoom. Could the ECanRF could be Hybrid.....many are not able to attend due to high gas prices and so many lost jobs/ deaths during Covid-19 pandemic.....we are entering an A.A. Comes of Age Brave New World now.....
- None needed
- Power point if possible
- Excellent presentations. I look forward to getting a written copy of them
- Suggest using screens to show presentation (including charts and tables from the Service Manual). Make it more dynamic. It’s a little boring to see someone reading notes while there are no visual cues on the screen
- The translation services were excellent
- Speakers were kept to equal amounts of time. Translations were available
- All good
- A presentation on IG’s/CO’s integrating with General Service
- I really enjoyed both the Past Trustees stories. I think one should begin the Forum, perhaps another one Saturday morning. And it was great to hear two on Sunday
- Not at this time
- Presentations (on screen) should have been in French as well
- Too long

Workshops

- I was unable to attend because the rooms were at capacity

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- Good
- Workshops were informative and a helpful sharing tool with members
- If possible, maybe more time for individual workshops
- The workshops are much better when there is member participation in the workshops. I wish you would make it more accessible to members who speak other languages
- The workshops were great, and more would be of great interest I believe
- I didn't know they were even available
- Have translators for all workshops
- The rooms were a bit small for number of attendees
- Cut one and allocate more time to the presentations and sharing sessions
- Larger rooms for social distancing
- Not enough
- Topics were great
- During the workshop about virtual meetings, I would have liked to have learned more how the G.S.O. intends to make progress with virtual meetings
- More workshops
- Workshops should have more panel members, and break into groups
- More than 35 minutes....
- The time was so short for the workshops with only 25 minutes (and 5 mins to get to next session). Otherwise, it was good
- Larger conference rooms
- Need rooms with higher capacity - rooms were full
- All good
- A workshop on Engage, Inform & Educate
- There was no translation in the workshops. Since the group was at least half speaking in French, it was awkward for the presenters and mystifying for the rest of us. At the very least someone could repeat the question or comment whether in English or French as needed. Also, the rooms were too small and people were standing even outside the doors trying to hear
- Not at this time
- Prior to the workshops, an announcement should have been made that no translation would be provided in the workshops. All workshops should have been done at the same time slot. Giving a more diverse choice for everyone because there wasn't a French workshop in the second time slot, so the French members had nowhere to go. There wasn't enough time in the workshops. If they were all scheduled at the same time, they could have been for a longer period of time. And Claude's presentation could have been a workshop, so it would have accommodated the French speaking members. We only need one full forum workshop - Who's Missing in our Rooms - moderated my Sandra, or whomever
- Not long enough, and not enough space

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Sharing Sessions

- Sharing sessions in each language, rather than intertwined with interpretations
- What can I possibly say: sharing is what A.A. is all about - good or not so good. It's the only way to proceed in our continuous recovery
- Thank you for the translation and ASL interpretation
- Good
- Great to hear as many opinions as possible, to get the feel of all our areas and districts
- Great. Keep them as is. The sharing in both languages was wonderful
- Very well conducted. You staying on task, and ended the session as per the schedule
- Fine
- Too many
- More A.A. meetings and workshops on service, instructions as to fulfilling certain Service, Jobs such as Grapevine and Literature, and Jails and treatment center service
- Was well balanced. Adding the attendees sharing when speaking at the mic
- More A.A. members talking about personal service work experiences
- More sharing sessions would be very beneficial at future forums, especially sessions discussing personal experiences in A.A. service work
- Ditto
- None needed
- There was a good amount of time for sharing
- Actually enforcing the 2 or 3 minute rule when people go to the mic
- Very helpful - lots of topics commented on or questioned about
- All good
- Questions about the general service structure up and down the triangle
- Please have someone announce AT THE VERY BEGINNING that the translation headphones were available and would be needed. Friday night was pretty much a loss for me as I didn't realize I would need them, and I think more than half the attendees were there for the first time
- Not at this time
- With simultaneous translation, there is no need for 3 minutes given to French speaking members. It was finally straightened out by Sunday
- Good, but could be run better

5. Please indicate whether this was your first Forum:

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Yes 30 (50.8%) No 29 (49.2%)

6. Please select your current service position:

G.S.R.	11 (19.6%)
D.C.M.	5 (8.9%)
Area Officer	4 (7.1%)
Area Committee Chairperson	4 (7.1%)
A.A. Group Member	13 (23.2%)
Non-Trustee Director	0 (0.0%)
Delegate	6 (10.7%)
Past Delegate	5 (8.9%)
Trustee	3 (5.4%)
Past Trustee	0 (0.0%)
Friend of A.A.	0 (0.0%)
Other	5 (8.9%)

Responses to Other:

- Area committee alternate chair
- Area subcommittee chair
- Alternate Delegate
- Alternate DCM A83, D30
- District secretary
- Alternate Delegate (2)
- Other

7. Did you pre-register online?

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Yes 49 (83.1%) No 10 (16.9%)

8. Please list any suggestion to improve the online registration process.

- ???
- None
- I was unable to register through the website. I sent emails but no response. My delegate sent me a link
- ONLINE WORKED FINE FOR ME, AND I'M NOT THAT COMPUTER SAVEY
- I found it easy to register. If possible, maybe have the itinerary available sooner to better plan the time spent at the event
- It was fast and easy
- I have nothing to add at this time
- It was excellent
- Online pre-registration was easy and efficient
- Area 81 had the pre-registration hidden on their web page. If you didn't know it was there, you would give up
- None
- None needed
- Very simple and straightforward
- Nothing at this time
- Ask for hometown, so it can be listed on badge
- Works Great!

9. Is there anything that you saw at the forum that you think should be discontinued?

- NO
- Not at all!
- No
- As this was my first forum, I don't feel as if I understand the process well enough to answer that question
- Glasses clinking, it's a trigger for some of us new people. Bottled water would have been better
- Negative attitude towards cultural differences as when people will leave room or not care to listen to what we have to say in French. How can you respect my opinion if you do not even listen to it if I do not express it Shakespeare's language rather than in Molière's?
- The picture of a Heineken bottle sculpture! This is promotion of a brand and Alcohol. [This photo was included in the "A.A. Around the World" PowerPoint presentation]
- No

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- No
- No
- I would like to see more involvement from our Class A trustees. Maybe have them do a workshop with the Delegates
- No

10. Do you have any further thoughts or comments?

- From the BOTTOM OF MY HEART--THANK U THANK U
- Thanks for arranging airport transportation!
- NOT AT THIS TIME
- It was a wonderful spiritual experience. My favorite part was watching a couple of first timers catch fire
- As an Alternate Delegate, it was a pleasure to have meals with Board Members and G.S.O. Staff. Feel like we all got to know each other a little bit better, and the roles that our board members and staff play in our service structure. Thanks for a great weekend.
- I would like to thank the host area and committee for a great weekend. I spoke with one of the host volunteers about the unavailability of coffee. I also attended the lobster pot meetings and enjoyed them immensely. I don't recall seeing a 7th tradition basket at the forum?
- I had submitted a time sensitive question related to a document "Structure and Operating Procedures" (SOP) being created by an Ad Hoc committee in Area 11, District 81 which I didn't receive a response to. I completely understand that my question couldn't be addressed during the, "Ask It Basket" question period. I'm a new GSR and reached out to my GSR predecessor for guidance, however he was as puzzled with the proposed document as I was. At the April 28, GSR District meeting several of the participants stated that the proposed document was re-stating the General Service Manual. As a new GSR, I'm not familiar enough with the protocol to address such a moral dilemma. I believe that I owe it to my group to get a satisfactory answer before voting to accept this unorthodox change in protocol. If you could please provide me with an email address where I can send the document in question, it would be greatly appreciated.
- I was really disappointed that flyers weren't available and only for display purposes. I wanted to buy some literature as it's so lax on PEI
- I learned so much this weekend and it was so amazing!!
- A bit better pre-planning by the Area Forum committee would probably have enhanced the experience. The lack of coffee was a bit of a concern, and I was rather looking forward to the ice cream social. G.S.O. gave stellar presentations, and the overall enthusiasm by participants and attendees made it a memorable experience. I look forward to future Forums!!
- It was a really good moment! I'm grateful! Thank you all!

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- Coffee was missed
- Make sure there is an announcement to use interpretation equipment if you are not bilingual
- When in an Area that is primarily bilingual, please insure any Serenity prayer, Unity or Responsibility pledge is recited both languages re: English and French. Thank you! All and all it was a great weekend seeing old and new Friends, good job to all volunteers and G.S.O. staff
- This survey should have been available in three languages if the three cultures of the Conference are represented. Please note carefully that while many of the Spanish-speaking people speak English, nearly half of French-Speaking people live their day-to-day life totally in French, just as the English speakers live theirs in English, without a sufficient knowledge of a foreign language (French for you, English for them). No hard feelings, except for the fact that we explain this over and over and over again
- Excellent time!!
- The G.S.O. staff were great. Thank you Bob, and all Staff and Trustees
- There should have been coffee and tea, and more A.A. sharing personal experiences
- I was there to take photos of the 10 Delegates in front of the 10 Flags, and this was special
- Sandra's workshop on Saturday was great. Dividing us into twos and then fours was brilliant!
- Keep up the good work
- Thank you for the translation!
- It was really great. I wish I could have stayed longer!
- Although I'm not sure if feasible or not, it would be nice to have some sort of statistics running from Forum to Forum. For instance, there were 319 attendees at the PEI Forum, 217 of which were first time attendees. It would be very interesting to know, at the next Forum in 2024, what is the percentage out of the 217 who are involved in service work. Did they continue and/or begin service work following their attendance at the Forum?
- I would like to receive the schedule in advance by email. Going by the sample from previous years, I showed up at 6:30 expecting orientation for first time attendees and there was none. An orientation session would be valuable, once again to find out that we were ALL going to need the translation headphones. By the way, the translation was excellent. I really enjoyed that part of the experience.
- The absence of coffee at the A.A. meetings was strange for most and even the forum meetings could have had this on offer
- At the Meet & Greet on Friday night, the Board members (with badges on) could have been at the doors to greet the members as they come in. Badges should have not only our first name but also hometown. This would be in the online registration

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process.

The program looked like a working agenda i.e.: (read Script) was stated. The Regional Trustee's name wasn't even on the program. Everyone should have had a PowerPoint presentation to keep people's attention. Those that did have PowerPoint presentations - why was one screen not in French? I realize it would have meant two people with clickers but this region is very bilingual and it would have meant a lot to the French members if there was French. The dates of the next Forum in 2024 in Ottawa should have been on the program. Why was the program that is on the website (listed as a sample program) not used? It is like a little booklet and makes for a great keepsake. Don't put designated rooms on the program. These could change, as they did for us. It caused mass confusion upstairs as no one really knew where they were going.. Rooms could be announced from the podium and could be posted at the registration desk. Post name of the workshop outside the room in the designated language that will be used - not in both languages. If both languages are posted then people think the workshop is being translated when it is not.

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2022 WESTERN CANADA REGIONAL FORUM – (June 3-5 2022)
Questionnaire Summary

50 participants members of the 2022 WESTERN CANADA REGIONAL FORUM completed their evaluation questionnaires. A summary of their responses follows.

1. How did you hear about this Forum?

Area	21 (45.7%)
District	7 (15.2%)
Local Intergroup/Central Office	2 (4.3%)
Home Group	6 (13.0%)
www.aa.org	6 (13.0%)
Friend	6 (13.0%)
G.S.O. Flyer	6 (13.0%)
Other	6 (13.0%)

Responses to other:

- A loving invitation
- A.A. Friend
- Area website
- G.S.O. Regional Forum Desk
- Past delegate told me
- Past Delegates Reunion information
- Delegates Reunion committee
- Other Participants
- A.A. member
- Bob shared a message at my homegroup AACTION

2. Please list any suggestions for future virtual Workshop or Presentation topics:

The following suggestions/comments were provided by the members for future virtual Workshop and Presentation topics:

- None
- Hybrid meetings (lessons learned, best practices, pros/cons)
- The diversity and inclusion segment was especially great. Drew did an amazing job in setting the tone. However, he spoke about trans people almost exclusively. It would be nice to have two or three presenters with different exclusion experience

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- Topics that can bring us back the basic foundation of A.A. "One alcoholic talking to another", which is the essence of our fellowship.
- GSR – A.A. Groups top of the upside-down triangle
- How the service structure is intended to work
- Encouraging participation
- I spoke with a trustee who gave me suggestions on how to encourage members to service. I think that could be a presentation suggestion
- We did address: "The one not in the rooms" as far as the alcoholic still sufferings, but what can we do to recharge interest in our area for members to come.... In large group and small groups
- How to write my story with a beginning, middle and end so I can send it into Grapevine
- Don't lose sight of the alcoholic!
- Is using medical marijuana sobriety?
- Where do elder statesmen come from?
- The tyranny of the minority
- The newcomer, the most important person at a meeting
- The value of service work demystified. Trying to get people involved, service is not that hard, just try it. Remember, everything in this program is one day at the time
- How do you address remote areas?
- In Canada, we have French speaking who are involved in service with G.S.O. Why are there so few Indigenous members? Can you address this issue?
- Living Step 7 in General Service in A.A.
- Service Sponsorship

Comments:

- Sorry, I had health problem which kept me from attending
- Why is attendance lower?
- it would be nice that the presentations and workshop topics come from the upcoming conference themes to help convey that the conference is a year-round process
- I thought this Forum was excellent!!
- I'm still learning and don't have suggestions to offer at this time
- Communication. I'm not sure where it breaks down and when some of the information was communicated to each region, but it seems like the call for volunteers, the agenda for the weekend took a LONG time to come out (or come to the announcements/groups). We were advertising the function for a long time, but it seems like we had little details. It took a long time to hear back from when I

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sent in my email that I was interested to volunteer until someone contacted me the week of the event. By that time, I figured that I wasn't needed and made other commitments lowering the number of hours I could have volunteered at the program. I KNOW it's NOT an easy job. Overall, a FANTASTIC WEEKEND!

- I have none at this time. I felt that everything was covered. I was very pleased

3. At future Forums would you like to see:

	More	Less	Just Right	No Answer
Presentations	6 (15.4%)	6 (15.4%)	27 (69.2%)	
Workshops	20 (45.5%)	4 (9.1%)	20 (45.5%)	
Sharing Sessions	17 (38.6%)	3 (6.8%)	24 (54.5%)	

4. What was effective and what improvements might be made to A. Presentations B. Workshops C. Sharing Sessions:

Comments:

Presentations

- The presentations on Saturday by the Area Delegates and our trusted servants from G.S.O. were informative and very well done
- There's a good amount of repetition in the presentations, but I think that might not be a bad thing
- The PowerPoint presentations on Friday were excellent
- The treasures presentation was outstanding and easy to follow
- Nothing from my perspective. It was perfect and the speakers were fantastic
- All the presentations were very informative and not too long and not boring
- Such great speakers and content, nothing to improve
- The presentations were excellent and very informative
- Great presentations
- Class A presentations are always the most impactful
- The finance presentation length was perfect. Not too long, just right
- I loved learning about each piece of the General Service Board and the G.S.O and the G.S.C.

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- All good!
- You only emphasized transgender problems with exclusivity. Why not add blacks, native Americans, Asians etc.?
- Very good
- Simplified explanation on first presentation. What is a Forum? For the "first time" members.
- The visual portions of the presentations were appreciated to help keep focused on what was being said
- Delegates: Having four presenters choose topics they felt pertinent and important to share on. The presenters could have used a few more minutes each. Having 10 minutes each would have been appreciated they all said. The presentations were well done by all. The Class A and B went over the scheduled time, but it needed that time to give a good overview. I would recommend scheduling to make time for this. It flowed, and it was great having the Class A and B Trustees work together. I would have liked a little personal story if there was time. The fact most presenters used PowerPoints was appreciated, and the PowerPoints were well done. It was great to have a visual of the office and staff assignments. A bit more about what staff positions do and their assignments would be appreciated. Group services could be highlighted a bit more and how members can help such as loners international and through corrections correspondents. I do not want to rush this session since this is why many come. The sharing from the three Class A trustees were great
- They were excellent and impactful
- I loved the new Grapevine Website and I'll be looking for it to launch in September 2022.
I want to see the Quarterly Grapevine Workshop - This is not the same as the launch, right?
- While presentations are thoughtfully written and carefully delivered to address timely issues within the fellowship, the copious information flow throughout the forum dilutes the effectiveness of the presentations. They are the appetizers before the main meal. Perhaps a panel of three - board, staff, and delegate - could address a single, clearly stated topic in a question and answer session
- It was my first forum and I liked it all
- This was my first Forum. It felt that everything I saw or attended was a presentation
The most valuable presentation was from Josh, he had a list of all the Trustees, then on another slide he took them from their list and sat them at a table to show who is working for us
- It is not easy to make a presenter exciting, if they are boring speakers to begin with. I think that presentations should continue with what is relevant for the times.

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There should be some focus on the younger generation, as there are so many new members who are younger

- Very well done, very informative
- I'm still processing the information I learned from the presentations I attended. I didn't even know my AREA or DISTRICT or much about the hierarchy of A.A.

Workshops

- The workshops I attended were had interesting topics. The facilitators and recorders knew their topic and how to facilitate getting the audience engaged
- Drew's workshop on "Who's not in the Room" was powerful and eye-opening. Loved the small group interaction. Forced some important discussion
- I attended the "Anonymity in the Digital Age" workshop and it was very good
- Awesome! - Attended the "Anonymity in the Digital World" workshop
- Informative sharing during and after
- The flip charts were useful. Maybe let moderators and presenters know that they are able to utilize PowerPoint
- The workshops felt short, I would have enjoyed another 30 minutes to discuss. I appreciated there only being four to choose from, that was good for my FOMO ("fear of missing out")
- They ran concurrently so you could only attend one
- I loved the group workshop with the entire forum. Did not enjoy the four individual workshop sessions, nor did I enjoy the 4:00 p.m. meeting
- I'd have liked to be at them all
- Fantastic learning exercises!
- Large group session to hear feedback on the small group's specific workshops
- The workshops could have provided more time for discussion. Specifically, the workshop on inclusivity, where we split off into pairs and groups. 5 more minutes at least would have given us a chance to better discuss the topic and hears what each other had to say
- It seemed too short, not everyone had an opportunity to participate. Not enough time for the report back in the small group. Some went over by fifteen minutes
- The topics seemed well suited, and there were enough to choose from
- It would have been nice to have even a few more in our workshop, so not having too many to choose from helped
- Looking forward to report back, would be nice to have time for a three minute report back on Sunday
- Hard to say. I wanted more of these, because it means I have to suggest less of something else. So, I chose less sharing sessions because as a teacher we have learned pedagogically that people will get more and learn more from participating

in smaller group discussion s(workshops) than large group (sharing session). Therefore, my suggestion is a soft one. Where possible, it might not even be a workshop, but rather than having a whole audience sharing session we might just break into four groups and have a hybrid between workshop and sharing session?

- Encourage workshop presenters to use methods that result in more audience participation
- It is always helpful to bring the attendees back to the focus of the workshop/sharing session, because once we go down a rabbit hole we tend not to be all inclusive anymore. It is okay to have the facilitators gently remind us of the intent or topic
- It was my first forum and I liked it all
- We need more of them. I understand that over the short weekend it is very difficult to accommodate. So, the one workshop I attended, the workshop on the Traditions, was very good. Great facilitators. They got everyone to share in on the subject
- Again, more workshops on what is relevant to the times, younger people, people of color (we always tend to be forgotten)
- I enjoyed the workshops, they were well attended and well facilitated, good content came from them
- I attended the "Anonymity in the Digital Age" workshop with Lori. I appreciate that I was able to speak openly. I hope I can help in the future with evolving A.A. in the digital era, once I have a better handle on my program

Sharing Sessions

- The Sharing sessions provided anyone the opportunity to voice their thoughts and feelings. I appreciated how Irma and the folks from G.S.O. listened and responded!
- Sometimes this allows chatty folks to just keep going to the mic
- The sharing sessions were managed well, with most of the sharing kept under 2 minutes. It appeared everyone who wanted to share had that opportunity
- It was so nice to hear everyone's point of views
- Sharing Sessions are the CORE of these Forums, as well as spending time with first time attendees
- Loved them
- Really enjoyed the sharing sessions
- Use Ask it basket more
- The Class A segment was amazing

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- Send the guidelines for sharing to all attendees. There was too much talking over the 2 minutes and too much getting off the topics. As a facilitator, cutting people off is avoided when possible but going off topic should be clarified to all beforehand
- I think it was just right
- So good!
- Microphone system
- Time to share with members from outside country or distasteful area to get more complete experience of the 92 areas
- Sharing sessions were effective.
- Good participation. Missed the one on Sunday and several had comments to share
- I believe the sharing sessions were very informative and important
- Should each sharing sessions have its own focused topic? The treasurer's report always stimulates finance questions. What if we heard presentations from publishing or public information or corrections before a sharing session?
- It was my first forum and I liked it all
- The sharing sessions were all great. The one that was the most valuable to me was the "first time attending". I would suggest that instead of having the first time attendees sharing about themselves at the end of the Forum, I would suggest to have them do this a little earlier
- These were fine
- I really enjoyed hearing the stories from the Class A and B Trustees
- I enjoyed everything I heard, even other's pain. I left each day feeling like my cup was overflowing. I felt hungover on the Saturday, and actually had similar side effects of a night of drinking. I went in my pants and puked. I chalked it up to being drunk on love. It might have been all the Ginny's cake and sweets. But I prefer the DRUNK on OVE. I put in 4 hours at my paying job and headed back for more. Saturday was a blast! I avoided over indulging in the treats! Sunday was even better!

5. Please indicate whether this was your first Forum:

Yes 23 (46.0%) No 27 (54.0%)

6. Please select your current service position:

G.S.R.	6 (13.0%)
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D.C.M.	5 (10.9%)
Area Officer	4 (8.7%)
Area Committee Chairperson	3 (6.5%)
A.A. Group Member	8 (17.4%)
Non-Trustee Director	1 (2.2%)
Delegate	0 (0.0%)
Past Delegate	11 (23.9%)
Trustee	3 (6.5%)
Past Trustee	0 (0.0%)
Friend of A.A.	3 (6.5%)
Other	2 (4.3%)

Responses to Other:

- Member
- Past Delegate: Pacific region
- Alternate delegate
- District con-level servant
- Central Office worker
- Area Committee Chair
- Alternate D.C.M. (2)
- I'm also the Treasurer for District 71

7. Did you pre-register online?

Yes 39 (78.0%) No 11 (22.0%)

8. Please list any suggestion to improve the online registration process.

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- I forgot to register! The METS team was great in giving me a printed name badge, so I didn't have to have a handwritten one
- My online attempt to register did not go through. On-site registration went smoothly
- Could a submit button be added to the form, and then a confirmation message would pop up stating that the user has completed the form, and that a confirmation email will be forthcoming? When I was filling out my form, something caused me to go back and re-fill my form a second time. I thought that I had missed a step in the pre-register form, even though the form stated register only once. This then resulted in a duplication of my registration
- None at this time
- OK
- I got confused by the question number. I have my phone number instead of my area number
- I need to hear more about Ask-it- basket questions
- My registration did not go through. I'm not sure why. Could this be simplified?
- It didn't seem easy to find for me. Not sure I have a suggestion on how to improve that. I know one person who wanted to come to the Forum and volunteer, but had no access to internet. Perhaps it could be made clear that registration could be done at the Forum
- Registration should be available sooner, so we can register then book the hotel and make plans. It should also be easier to find on the website
- No suggestions
- It was seamless
- I've attended a few forums now and changing up the agenda would be a good idea. Breaking into small discussion groups in the room is a great idea, it was fun to be encouraged/facilitated to talk to others in the room spontaneously to start strangers talking to one another
- Please keep it the same
- The Forum agenda could be emailed to registered attendees prior to getting to the event
- I did not register online, because we did not receive the agenda until a few days before the forum. I do not know who makes sure the agenda is in place, but it would be nice to have way before the date. Those who were part of the presentations knew about the forum, when, where it was to occur, it would have been helpful to us to receive that agenda sooner
- All good
- The link was extremely difficult to find. Please make it easier to find on Area website
- No issues registering

9. Is there anything you saw at the Forum that you think should be discontinued?

- No
- I didn't see anything that should be discontinued.
- I applaud inclusion but not at the expense of making normies feel excluded
- I've often felt that the "who's missing from our rooms" session should be discontinued because it hasn't always been productive. However, this important topic could not have been presented and handled better. We can't always have a one person presenting, though. I think how the time is set and how the topic is handled is as important as the topic itself
- Not sure
- No
- Nothing that I saw
- No
- Allowing people more than their fair share of time not only at sharing sessions, but workshops too. It's not a disrespect of them, it's a respect for others. Especially minority voice types that have a hard time speaking up and now it's easy to not speak up because time ran out
- Nope
- I know this difficult to control, but during one session I had difficulty hearing the speaker because there were three people having a conversation behind me for about 10 minutes. If whoever is chairing could mention to keep conversations minimal or step outside the meeting room
- I really enjoyed this forum. People choose what they want to participate in, as I did
- No
- N/A

9. Responses to Do you have any further thoughts or comments?

- I was celebrating a wedding anniversary on Friday, and we had family from out of town with us for the weekend. As such and unfortunately, I was only able to attend the Forum during the day on Saturday. I really enjoyed the day. It was a great opportunity to meet members from Western Canada and G.S.O. Had the opportunity to have lunch with Josh, James and Eileen and get to know them a bit better. Some members of our corrections committee and a friend from New Brunswick who previously met Eileen on zoom meetings had the opportunity to talk with her. I appreciate the folks from G.S.O. and all the people that travelled from out of province to attend. Thank you for hosting this and I hope to participate in future Forums

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- Class A panel was terrific. Three gems
- I liked this Forum because attendance was low, and it was more intimate
- I would like to say a big Thank You to all for the time and work that is put into the forums, past, present and future
- Absolutely awesome...A great weekend
- I would like the A.A. Around the World Maps to be larger, and I would like to be able to hear and see things better
- Give the person a louder bell or have her ring more vigorously and have them go to where the people are congregating
- This was so incredibly well planned and executed. So much content, stayed on time, wasn't too few people, wasn't too many. One of the best events I've ever attended, left with my heart singing. Still is!
- This was my first time attending an A.A. forum ever in my life. I didn't know what to expect or how I was going to be received. I was a little apprehensive and scared, but when I got there I was met with open arms and immediately accepted. The love and welcomeness that was shown to me was amazing. I really enjoyed myself and learned a lot about A.A. Thank you for letting me attend
- Honestly, I felt like the gay pride celebration that was happening simultaneously in the hotel was mixed in with the forum. As a woman of a certain age, I do not like men using a urinal while I am washing my hands. I felt like the forum was specifically targeted towards trans-gay members and that's okay but then it should be billed that way. I went for A.A. and felt like I was being educated on outside issues of the day.
- The meal train was a great idea. It allowed me to spend time with small groups of members over a meal. I feel we don't have enough opportunity to hear what the issues and needs are of the members. We spend more time talking to them and I would like more opportunity to talk with them
- None. Thanks to all who made this happen
- The Saturday evening events proved to be very unifying for all, including the Class As and G.S.O. staff. We need more encouragement to have people go to the ice cream social and the trivia game, they were a huge success. The trivia game connected everyone. It would be nice to invite the class As to join and make it part of the evening. It created much unity
- I found it very informative and interesting and spiritually led. It was fantastic
- Great job. I really enjoyed the weekend
- This was my first forum. It was a friendly, warm atmosphere I really enjoyed it Thank you so much for your hard work
- Drew's speech was powerful, courageous and needed to be heard. Thank you, Drew, and thank you, Forum for including Drew as a speaker

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- Thank you so much for all the preparation and presentations. One question we could be given to take back to our areas , districts, groups, individuals, would be, "What are you going to do, take action with this information and fact we learned and sheared together with you area, district and groups
- It was truly an amazing experience! The best thing I've done in A.A. in years. Thank you to all who worked so hard to bring it to us
- No
- Coffee and tea Saturday night available would be appreciated. Sunday coffee was cancelled in the main room, and then the hospitality room having to supply meant they missed Sunday morning setting up and had not planned to be open Sunday after session started at 9 a.m. Sunday I missed the last "What's on Your Mind". I had something to share and never got the opportunity. The skit was funny and had us starting to think about the International Convention. Announcing in the upcoming in region was a good idea
- Thank you for everything that you do. We are blessed each day and into the future because of it
- I really enjoyed this. I left feeling so peaceful and filled with excitement. I was able to report to my home group on Monday. They could see and hear how I felt. I met so many people and finally met others that I've seen on screens. Things like this make me feel like I should keep doing service work. I don't have anything negative to say. I could go on and on. Thanks for this. Thanks to Area 80 for hosting
- The volunteers and hospitality room were top notch
- It would be great to hear more from the G.S.O. about the advisory actions that are being currently worked on - especially when it comes to the literature; policies or anything that is really meaty for the fellowship to take back to their areas. I.e.: background now coming out simultaneously which could possibly present a delay in distribution. I really appreciated the mention and reminders of safety in the room regarding COVID - everything was there and available for those that wanted to take their own personal safety precautions. It would have been nice to hear the impact of COVID at the first in person conference to stop the misinformation from circling within the areas. I'm so grateful to have attended and for the amazing staffers and volunteers that make the event so wonderful
- I really enjoyed it. Wouldn't change much to improve it
- Because this was my first Forum, I encourage to have as many of the G.S.O. staff attending these events. It was so nice to meet the people that work in New York
- I went to the Friday night but could not find where you were. If there had been better signs indicating the correct floor that would have been helpful
- I had an Amazing first-time exposure to a Regional Forum. All speakers and workshop presentations were Very informative, facilitated with grace and

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humility! Many of the speakers touched my heart. I will make sure to attend any Forums that I am able in the future

- No
- Thanks to all who made this forum happen, I love you all <3
- It would be lovely to see programs printed in the "old" format (8 1/2 x 11 folded, as per sample on website). It looks much more professional. The hotel sound problems were really annoying. G.S.O. staff did their best, but again, it wasn't as professional standard as we are used to. Grapevine presentations from Board and Staff had too much overlap. Class As were great. I have some concerns about past trusted servants from other Regions using time in the sharing sessions to bring their own concerns to the floor. I really wanted to hear the local concerns and trends. I do note that no one else was at the mic when they shared
- I try to attend as many forums as I can. I always find them informative, and they give me a chance to meet people I have not seen for a while
- I thought everything was extremely well done. I felt really inspired to do more for A.A. Thank you so much for a wonderful first forum experience
- There were so many past this and past that, kind of felt like maybe I should not be there, or only them and you know about A.A.
- Having a Canadian and a US bank account to facilitate Canadians to pay would be nice
- Update for the times, but don't change the wording of the A.A. book. Just add a marker and add the words at the bottom of page to modernize to the day

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2022 PACIFIC REGIONAL FORUM – (September 16-18 2022)

Questionnaire Summary

128 participants members of the 2022 PACIFIC REGIONAL FORUM completed their evaluation questionnaires. A summary of their responses follows.

1. How did you hear about this Forum?

Area	64 (50%)
District	36 (28.1%)
G.S.O. Flyer	7 (5.4%)
Local Intergroup/Central Office	4 (3.1%)
Home Group	11 (8.5%)
www.aa.org	16 (12.5%)
Friend	7 (5.4%)
Other	7 (5.4%)

Times answered 121

Times Skipped 7

Responses to other:

- Facebook
- I am a previous attendee and I kept it in my calendar
- Service Sponsor
- My sponsor, who's a current DCM in another area than mine. There was no mention of it in my area
- I researched and tracked the date because I know Forums happen. Not well advertised
- I have attended peace previous Forums and I had been anticipating attending this one
- Email from A.A.

2. Please list any suggestions for future virtual Workshop or Presentation topics:

The following suggestions/comments were provided by the members for future virtual Workshop and Presentation topics:

- Cultivating future service leadership
- Our Critics are Our Friends
- Petition and Appeal: How to express our grievances and concerns with love and tolerance
- Reaching communities remote to AA; Asian African American, homeless etc.

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- Speaker meeting (like 2 or 3 speakers) on Saturday night regarding their service experience
- How to put on hybrid meetings
- Safety in A.A.
- Handling sexual advances and predatory behavior at A.A. meetings
- Online Groups Suite:
 - A. Primary Purpose - Embracing our Online Groups
 - B. Integrating our Online Groups into the Service Structure
 - C. Building Online Capacity: Costs and Expertise
- 3 Legacy/1728 Sponsorship
- Prudent Planning: Budgeting for Travel to the International Conference
- Grapevine/La Vina - Connecting Groups to A.A. as a Whole
- 21st Century 12-Step Work
- I would have like to know more about how A.A. is organized in the Americas. You did a great job of how US/Canada works together, but were does Mexico fit in?
- Member Experiences
- Helping to be of service according to the will of our higher power.
- The difference between wants and needs
- 12th step work at the local level
- Back to basic
- If not us, then who?
- Humility in service
- Lack of Service Sponsorship
- Love and Tolerance
- Discussions regarding Doctors' opinion, and potential updates to it
- Updates to the Big Book
- Bringing A.A. into the 21st century
- What shape is your triangle? (after the 1989 Grapevine article)
- Suggested practices for setting up website, contribution on internet/Venmo, email accounts and such for groups and districts.
- How do we make the literature more accessible?
- The Concepts
- Transparency in A.A. Are we honest? At the Group, District, Area and A.A.W.S. levels?
- I'd like to see a Presentation from the Group Services/Member Services staff about what kinds of problems come across their desks.
- Common Problems (so members know they're not alone) and what solutions have been offered...and how we best address these common problems
- Online meetings and how they will fit into our service structure (it's a hot topic and I think will be for a while)
- 13 stepping in A.A.
- Member safety (especially newcomers)
- Reinvigorate the elder statesmen as service sponsors
- The traditions and safety

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- Corrections as a committee under the general service umbrella “what does that look like”?
- Inventories: personal, group, district, area, G.S.O., trustees
- Embracing the in-person and virtual meeting reality: best practices
- “Old fashioned” A.A. - where technology is failing reaching out to the alcoholic who still suffers
- Safety in A.A. It is different for each and every one of us, and it is different in different 'regions' of A.A.
- GSR experience with the concepts
- DCMs sharing experience about their connections with GSRs
- Districts understanding about autonomy and concepts in action at their business meetings (preparing for assemblies)
- Sponsorship on 12 steps and service
- How to start an A.A. group
- A Transparency Workshop. How much information do Groups need to be effective? Why do some Areas behave as though Anonymity is total secrecy? And behave as though they are not there to serve the Groups?
- Safety: An Ongoing Concern
- Supporting the Sobriety of Hispanic Women - What Can I DO?
- Sexism in A.A.
- Racism in A.A.
- What Will It Take to Move Beyond "Male, Stale and Pale?" (Addressing gender, age and rigidity in A.A.)
- Tolerance: It's More Than aa Motto - It's a Practice
- Breaking Down Concept 9: the Leadership in Action
- How to start an A.A. group and how to teach others how to share in a group
- Concerns and Questions about A.A.

Comments:

- Unfortunately I was hoping you would have used the technology available to allow us who couldn't go, to provide a hybrid way for the fellowship to participate. Or at least stream it as a webinar on Zoom.
- Was not on Facebook?
- Have security outside of the doors to control noise disturbance. More room needed along mic walkways. Have someone sit near mic to help with set up and problems. Announce Ask it Basket availability
- Please, be sure chair and flyer has the same schedule. Saturday morning presentations started 15 minutes early.
- There were no greeters at the door during the entire forum. That usually makes it upbeat. The Grapevine presentation was good. I think that there should be a book of all the pamphlets. There were pamphlets mentioned but there was no place to pick one up. I thought all the presentations were amazing. Thank you

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- The topic of "overcoming local apathy" is very inappropriate in my opinion. Negativity toward A.A. members at the local level is unbecoming of a regional forum. It could easily be reframed as increasing participation, attraction to service or one of many other options
- Maybe make participation options at a short time, a minute max as most of us Hispanic speaking repeat same as the other participant but adds more to it as. I act like I was better at it. So, if you keep it at a shorter time partition or only participate once per topic there is less of EGO on our participation
- You guys did amazing! I am so pleased that I came it was well worth my time! It helped me put what we do in the perspective
- We have been talking about who is not in the room for too long in this region, when we are the region that usually supplies the diversity
- Less, less, less by the delegates. I think we need more time to hear from the members. There were always long lines of people at the mics that had questions that went unanswered. I think the sharing is the most important part of the forum. We get together to hear from the board and office and then want to ask our questions. WE don't need to hear from our delegates or alternates. The forum is not about them. It is about the members
- Not sure why we had a topic for a workshop and then we spent 20 minutes discussing more topics to discuss and not the actual workshop topic
- The workshop topics were relevant and well thought out
- The 12th Tradition workshop consisted of about 20 minutes to figure out what questions we would discuss, how to discuss them, and how long everyone would get to share on them (which was 30 seconds each). I would have liked to hear what the delegate had to say on the Tradition, or one of the other members who seem to know about the Traditions rather than to hear everyone in the room try to come up with something to say in 30 seconds each. I do not feel like it was effective at all. I would like to see more panels, workshops and talks pertaining to the 12 Traditions. I believe they are vital and relevant, and not discussed enough at the forum.
- Support Spanish language districts with complete interpretation options during workshops.
Better options for interpretation during large group presentations
- One of the workshops I attended wasn't well organized and there was no presentation on the tradition. My suggestion would make sure the presenters are three legacy and have the knowledge necessary to pass it on
- If we have a Spanish meeting, can we make sure to have an English translator as well
- You had two different workshop sessions on Saturday, one in the morning for 45 minutes and one in the evening for 45 minutes to an hour. With seven different topics each. you could have added another session on late Friday evening (9:15pm - 10:00pm) and divided the 14 topics up into three different workshop sessions. I was only able to attend two of the topics and this would have made it possible to attend three
- I really enjoyed the forum, thank you for your service to A.A.
- Ask-it-Basket was ridiculous. It should be fair, transparent, not hidden and fully disclosed. Questions should be pulled out of the basket. Instead, they were pre-typed and discussed in advance. No transparency!

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- A little clearer signage. Workshops were fine, some that I wanted to attend were more crowded than others, so I left. Air in the ballroom was stuffy. Hotel prices were too steep
- In a couple of the workshops I attended, it was nice to see audience participation, but since most of the participants were looking for answers also, they seemed to spend more time re-wording the problem than offering solutions to the problem itself. I attended the Forum to learn from the G.S.O. officers on how to get to solutions. I will admit that looking at the problem from different angles is always a good idea, there still seemed to be little assistance in coming to specific solutions from others still mired in the problem. ("What is your area webpage saying?" for example.)
- Please either make these hybrids or host a virtual workshop for those who cannot attend in person for various reasons
- I enjoyed the full forum workshop discussion. This topic should be transferred into a workshop, as well. I'd also like to hear more from members about their experiences
- *Mas tiempo de opinar al ultimo. para El ultimate*
- *Todo estuvo muy bien Gracias Gracias por ser posible el evento*
- *Informes al finas del foro de lo que se llevó acabo*
- *Más enfoque en los recién llegados y servicios generales.*

3. At future Forums would you like to see:

	More	Less	Just Right	No Answer
Presentations	25 (19.5%)	16 (12.5%)	50 (39%)	37 (28.9%)
Workshops	50 (39%)	5 (3.9%)	45 (35.1%)	(21.8%)
Sharing Sessions	48 (37.5%)	9 (7%)	39 (30.4%)	32 (25%)

4. What was effective and what improvements might be made to A. Presentations B. Workshops C. Sharing Sessions:

Comments:

Presentations

- The trustee's travels are interesting....to a point. An hour was way too long to hear about all the places this person had been to. And liven up!
- Be prepped, obviously. For presentation and audio.
- Really enjoyed hearing from all who presented and getting to know the staff and the trustees!!
- I thought they were great. Some conferences I have been to have had an App where you could access the schedule and all materials.
- Delegates were moved to Saturday morning from Friday night, and the "What's on your mind?" sessions to discuss the topics they brought up has been removed. These are our

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future trustees, directors etc. The remainder of the forum program is the offices and the boards we should ensure that this limited participation from the delegates is a priority on the agenda

- A couple of the slide presentations had outdated info or were not displaying all info. Some also had too much info so the text was too small read from back part of the room
- The presentations were fine, but there should be a healthy balance of speakers and workshop presenters.
- Was very pleased with presentations. Very informative
- I think all presentation was great
- All 7 presentations were excellent!
- There was a lot of good information given, but unfortunately it is all just so much. It would be helpful if presentations could be pared down and allow more time for discussion. There was a good use of time when things ran long & had to be adjusted. I really enjoyed the chance to discuss in small groups about ways to improve.
- More representations of underrepresented communities. (ASL, Spanish, Seniors, Veterans LGBTQ etc.)
- Sharing from Past Trustees was not as relevant as some other things that could have been included
- Visuals
- Experience and real time information
- Loved hearing how the members in other areas do their 12 step work.
- Some of the presenters weren't very engaging
- There were two agendas with different times
- Good slides, perspective and history; fewer slides is almost always better?
- Presentations 20-25 min rather than longer?
- Delegates up front was nice
- It would be nice to hear perspectives from board members sooner in the meeting
- It would be nice to have A.A. meeting every morning in both languages - and in a room that is more conducive - podium a detriment/barrier to intimacy. They should also be informal and less staged (e.g., Sunday morning)
- Loved the presentations
- Making sure the projectors are both in English and Spanish on both sides of the room.
- I couldn't attend all the presentations, but the ones I did were phenomenal! Y'all are SO FUNNY!!!
- I would suggest giving each presenter more time to share, and not having the same presenter speak on basically the same thing each night. WE need to hear more of how things are done, with examples at G.S.O., and not so many pictures of the office etc. Or a one topic item, and the past trustees if they are going to do this need at least 15 minutes each.
- Test equipment before presentations. Too many disruptions to get slides, microphones, etc, working properly
- I believe there is a need for hybrid Forums so more people from remote communities. Also, the breakout sessions should have translation.

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- I enjoyed and learned a lot from the presentations. I would have liked to learn more about how the 5th edition Big Book came about and what all this "plain language" is about. Where do I look for information on this?
- I loved hearing about how the line of communication works and what each position is responsible for.
- The financial presentation was incredible. Interesting. Funny (Kevin) and enlightening enough to keep us motivated to send more money. For 30 years we've heard about the Grapevine's losses and would like to see movement toward a real solution. If this is a business strategy; then please be transparent about that.
- The finance was a good one, the grapevine not so much
- Very good! Interesting! Maybe more Class A trustees
- It was great to see some of the G.S.O. Officers in person and being able to associate a face with a name, and they have great stories and experiences that they shared
- In general, how they flowed
- To many side conversations going on. Really frustrating. Also, there were noisy conversations going on at the interpretation table
- Bring us the sketch of what is being asked for or worked on at G.S.O. There is a chance we might have an idea or two. This could be a tri fold flyer to be worked on during round tables
- Tended to run a little long and there were too many. I loved the ones I attended, but it was difficult to focus on them
- Timer
- The mics and translators were effective. Presentations are more effective with interactions with the audiences
- *Bien*
- *Tener presentaciones de la comunidad lgbq para dejar más los prejuicios y aprender dar más amor*
- *Quizás más tiempo para explicar sus temas*
- *De lavina*
- *Las experiencias y el tiempo en el servicio*

Workshops

- Not as much prep
- 45 minutes wasn't long enough to explore the topics in the workshop. Felt like if we had 15 more mins we could have gotten somewhere. Both workshop sessions were rushed and closed without a feeling of completion. Just wish we had a little more time.
- Excellent. I would like to see more of them. Presenters were well-prepared and the discussions were thoughtful. It would be nice to add a segment where each Presenter (after huddling with the Recorder), could have 5 minutes to summarize their sessions for the full Forum. I really wanted to attend more than one
- I loved both workshops I was able to attend, but there should be more interaction and cohesion. Also, if media was available for the presenters that'd be helpful

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- I enjoyed the information from our trustee-at-large about A.A. Around the World, but I would've like to hear more how G.S.O. is handling controversial issues like the revocation of licensing in a Russia and the Ukraine conflict
- Could use more direction with topics. Spent half the time trying to figure out what to talk
- I entered La Viña workshop as I serve in my local La Viña and I really liked the information given as I will use to bring back to my district groups
- Could have a couple more
- Breakout sessions are ineffective in a large room
- Don't schedule two Spanish speaking workshops at the same time, maybe shuffle them so they can attend both
- Better direction by the moderators. Too much time wasted in getting the discussion started
- The topics were timely & engaging. Thank you for the thoughtfulness. More
- Workshops should be literature based and somewhere to learn. Not sharing sessions. I heard more from newcomers than I did from the facilitator/speaker/presenter. Amber was a great facilitator if it were a sharing session, but she did not share anything at all about Tradition 12. It would be nice to have a 12 Traditions workshop from those passionate about the Traditions and can bring them to life and/or make them look attractive
- Better format instructions for all participants
- Love the Workshops and the Information Shared!
- I loved the workshop on Concepts 3, 4 & 5!! Very informative, interactive and engaging!! The workshop on the 12th Tradition was lacking organization and useful information. The attendees ran the show, which didn't provide much accurate or useful information
- Possibly repeat some workshops, as choosing was difficult in some circumstances
- Maybe a "Taking it Home" workshop towards the end?
- Good in-person vs. virtual one. Good one on being more inclusive.
- I wished that there they were more structured, and that the moderator or facilitator gave more information before asking the audience for their opinion.
- More traditions and concepts!!!
- Making sure our workshop presenters are knowledgeable in traditions, concepts, and our literature
- One of the workshops I attended was more in a "roundtable" format. While I don't mind that format, I would have preferred to have the name better represent the format. I say this admittedly not knowing if roundtable is a defined format or if it's something that can (and does) change locally
- I loved attending the workshops because the facilitators were interactive with each session. It was a GREAT experience
- One experience I loved was the lunch with the staff. That and the workshop were an amazing experience and helped me understand how I can help A.A. and the board, or Grapevine/La Vina
- More instruction on how to conduct a workshop - maybe a listing of workshops that other states have done that have been successful could be shared with G.S.O. and we could have a library of sorts on these
- I loved being able to share in them

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- A little too short
- It would have been better, in my opinion, if they specified a problem and offered more ideas on how to work through those problems, than asking the members present for their ideas, as most of us get the opportunity to speak and share ideas in other meetings and on other platforms of communication.
I do realize in many situations there is no "right or wrong" answers, many problems just need elbow grease applied and see what works and what doesn't.
- Is there a way to go from/include open microphones to segway into the workshops. there almost always seems to some pretty interesting comments/suggestions that don't get the follow through
- Saturday at 7 was a "session" regarding "In person to online to what's next?" This was an excellent "session". The moderator encouraged short shares that were to the point which allowed us to cover substantial ground on the topic of Zoom meeting and virtual general service/ virtual districts, areas and delegates. Hats off to Jodi B who was covering for Heather N.
- I was most impressed by the workshops. They tended to be a good length, engage many people, and I would like to see more of them
- Timer
- Great topics were brought up to discuss. Improvements would be more preparations seemed to be needed in the workshops I attended
- *Bien*
- *Tener más folletos de información . Y de experiencias para la comunidad de afuera .*
- *Mas tiempo*
- *Preguntas y respuestas*

Sharing Sessions

- More please
- More time
- Loved them!
- Good. Glad we had three mics. Appreciated how the questions were answered right away
- Limit to one trip to the mic
- Not sure what you mean by this. Do you mean segments like the First Timers' comments or Past Trustees' remarks? If so, they were excellent. Toward the end you started strictly timing everyone at the mic and that could have been done from the beginning so that more would have a chance to share
- More time for "what's on your mind?" and questions after reports
- Plan enough time for First timer sharing
- More giveaways to entice people to come to the mic
- More time for members at the mic
- Sufficient initial sharing sessions and/or ice breaking exercises to promote a greater sense of belonging, identification, and inclusion among attendees. This would be in accordance with Tradition One

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- Full forum sharing is hard to hear each other over the din of the crowd, not enough time to actually have an in-depth conversation on any topic and yet it feels like it is a band aid to look like you are doing something about an issue
- Loved hearing from the Class A Trustees
- Sharing session was very good
- I really liked seeing the engaging communication that was happening one on one as people were leaving the mic. I appreciate all your efforts. It was so helpful to hear follow-up to issues right after they were brought up
- Would have liked to have had more time for sharing
- I very much appreciated listening to members sharing during the "What's on your mind?" sessions and the participation by those in service who were willing to answer their questions, address member concerns, and offer information. These were my favorite part of the Weekend. I found the "What's on your Mind?" sessions to be very effective, interactive and informative
- Very Informative!
- These were good, I wouldn't change a thing
- A little more time and use a timer
- Very good
- The first attendee one - have half of it earlier in the meeting?
- Every so often, someone shared that was quite meaningful
- Making sure trustees are reaching out the members with questions and concerns
- I know timing is a pain, and some people really hate it, but maybe timing people speaking from the floor?
- The ask it basket needs to be each night, and or split up through the forum, so much good questions and information came out of that
- I think there were too many people and not enough time for people to share. A.A. members do have concerns and some of us are polite enough to let first timers go to the mic and express their love, gratitude, and talk about their own experiences and participation. Which left no time for concerns
- There were some excellent suggestions from the sharing session on in person vs online meetings. Group members shared some of the things that were working well that I can take back to my hybrid groups and share
- Needed more
- They were fun to be in as I don't usually have the time or ability to hear some of the attendee's stories. I sat in on the Spanish Speaking meeting, (no, I do not speak Spanish), and I could tell how important the issue was to the speakers by the way they shared their opinions on the problem and how much they wanted a solution to the problem. I found out what the issue was after the meeting, but now it's more important to me because I SAW how important it is to those affected by the problem, and those looking to fix the problem. The problem is how many groups are trying to keep the ladies out of meetings and even discouraging the ladies from attending open meetings and even stopping them from having "Women's Meetings"
- I like the variety; some are mostly the leaders speaking and others include the audience members more

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- Not sure what the distinction is but I want to discuss positive movement to the future with the people I may not be able to tap again for years- oh, and meet the G.S.O. staff
- It felt as though the whole world wanted to share at all times. In some ways that's a wonderful sign, but it would have been nice if more people had an opportunity to share
- Timer
- There should be floor mikes in each aisle for use by attendees, rather than having attendees get in line at 2 or 3 mics
- Having the 2 mics worked well and replies from Delegates was awesome. More time would be helpful
- The workshop topics above could also be sharing sessions
- *Nas*
- *Mas sesiones de compartimiento para conocer más experiencias de diferentes culturas y dejar de pensar que yo soy la que más sufrí en actividad y a veces hasta en la comunidad de AA sigo pensando que soy la ynica que estoy sufriendo*
- *Ser breve y conciso*

5. Please indicate whether this was your first Forum:

Yes 72 (56.2%) No 48 (37.5%)

6. Please select your current service position:

G.S.R.	18 (14%)
D.C.M.	24 (18.7%)
Area Officer	8 (6.2%)
Area Committee Chairperson	13 (10.1%)
A.A. Member	24 (18.7%)
Non-Trustee Director	(0%)
Delegate	4 (3.1%)
Past Delegate	11 (8.5%)
Trustee	0 (0%)
Past Trustee	2 (1.5%)

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Friend of A.A.	2 (1.5%)
Other	9 (7%)

Responses to Other:

- DCM (3)
- Alternate DCM (3)
- Although this was my first forum, it is not my first attendance at a big weekend AA event.
- Area Officer
- Information Technology Chair
- Past GSR, Past DCM
- DCM and District Officer
- Area Secretary
- Alternate delegate (3)
- La viña treasure at my district level
- Grapevine Rep
- Secretary of district 16 area 06 California
- District PI/CPC
- Past DCMC from CNCA06
- District officer
- In addition to being a GSR, I'm a District Grapevine Chair
- District Committee Chair - Treatment

7. Did you pre-register online?

Yes	95 (74.2%)	No	26 (20.3%)
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8. Please list any suggestion to improve the online registration process.

- A choice for participating Virtually
- I would register if it was a virtual forum
- Perfect
- Loved meals with the trustees
- Easy and good. Wish we had more of an idea of when the forum began on Friday so could plan better. But it was still good
- I didn't like that the Agenda was posted so late. I registered initially online but my badge was not there, so I had to re-register
- Sorry but it was clunky. First something came out and I went all through the process, only to get this weird feeling I wasn't actually registered. I called and sure enough, it was just practice. A couple of weeks later, I did register but still wasn't 100% sure it worked (it did, confirmed with another phone call)
- It was fine
- Mayb send the QR code in flyers or link to make easy for some of us.

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- Provide an agenda at time of registration. Have a more equitable method of signing up for chain meals
- Nothing, it was simple
- The registration portal was not intuitively self-evident at aa.org
- Difficult to locate anything on the new website. Even Bob W., the GM, knows it because he gave everyone there a lesson in how to find the FAQ for the International Convention. If the web site was user friendly, he would not have needed to do that
- Maybe a reminder. I got the initial announcement but not able to sign up that day. I thought I had signed up because I went to the site, wish I had signed up early. But honestly, registration was quick on site, and I didn't feel I missed anything.
- I'm good with what do you guys have
- I found it difficult to keep the schedule straight. I think I had multiple copies, hard copy & electronic copy, and I assumed they were the same information. Now I see they are not. This was disappointing when I missed something I wanted to attend because I got confused about the scheduling
- Have website translated into Spanish along with flyers ahead of time
- It was fine
- I pre-registered but didn't realize it was on aa.org. I googled "2022 forum Utah", found the forum site and registered not really paying attention to where it took me. It was SUPER easy
- I would've liked my Agenda emailed to me
- The lunch/dinner/ breakfast with a Trustee or GSO staff-- would've been nice to sign up for that in advance.
- It was very easy, and I was happy to have my badge all ready when I checked in
- Your on-line registration was easy to use, and I will be using it as a reference to how we, in Area 03, should be able to set up our on-line registrations!
- I liked the QR Code. A little bit more mobile friendly - there was a lot of scrolling rather than the mobile version jumping to the next fill in spot. Also, on AA.org - can you put the registration Call To Action button at the top of the Regional Forum page? - it wasn't always obvious to scroll down that far on the page for the button.
- The registration was easy and simple
- Pre-registration process was great
- *No. Solo para mi misma. Trataré de estar más informada con anterioridad de los muchos eventos que hay*
- *Ninguno*
- *Todo bien para mí*
- *Tener la información del evento lo más pronto posible y en un lenguaje general y entendible*

9. Is there anything you saw at the Forum that you think should be discontinued?

- Yes: to not only have this event only in person. More could attend if this was hybrid
- No (11)
- No. If anything I would have liked more! But can't think what more you could squeeze in.

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- I've only had one other forum to compare this one to, so no
- Not in my eyes
- Don't give the past trustees a topic. I love hearing how they view the issues of Fellowship. They have vast amounts of service and experience, we should tap into it
- Discontinue the lack of coffee service. I really appreciate all the costs being covered; it is incredibly generous. There is coffee available through Starbucks, which is fine. I don't mind paying, but their service is awful. It's not like you can just go get a cup of coffee. It takes forever to get through the line because they are not staffed to handle our rush between events. then they close early & that's it. No coffee after 2pm. Not cool
- Past Trustee Sharing
- Skit
- I defer to others...don't have enough perspective
- Either discontinue printing the grapevine/la vina and go fully digital OR call the grapevine what it is a 12-step tool and fund it threw contributions.
- ASL needs to be requested in advance. If no one needs it, don't use the ASL translators
- No, I loved it all
- The way you did ask-it-basket should be discontinued!
- The venue itself wasn't the best. It was difficult to find coffee (specifically the Starbucks closing during the day!) which is still the lifeblood of A.A. ~ Coffee~, a vital need!
- The cost of everything for the average person (one who is not being funded by their District, Area or Group) was fairly high. I also didn't care for so much PRAASA information being pushed.
If we stay focused on A.A. at an A.A. event, newer people won't get confused. While PRAASA is a good thing, I do think it's notable that newcomers find our actual service structure difficult to learn, without added "stuff"
- No, I did not see anything I thought would discourage a member from entering the wonderful world of service. Of course, I was not everywhere at all time
- I didn't like the breaking into two people to discuss a topic, then meeting in groups of 4. I thought this was more of a G.S.O. event where participants sat and listened and went to the mic
- The ego of the fellowships individual need to introduce themselves with a long list of service positions and responsibilities. Good luck with that
- *Más explicaciones*
- *Como fue mi primera vez estuvo bien*
- *Qué los miembros se mantengan en silencio a la hora de las presentaciones*
- *Más participación para los nuevos que se acercan por primera vez.*
- *Ponerle un poco más de amor y ánimo.*

10. Do you have any further thoughts or comments?

- It was my first forum. For what I know it was great
- Thank you for all that you do. My experience this weekend was full of love and support. See you in 2024
- Yes. I think it's great that this event is free. However, I do think GSO should charge amount for hospitality for coffee - if you paid for it, then stick a sticker on your badge,

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much like you would at PRAASA for the dinners. The number of complaints I heard about there not being coffee was excruciating. I think most A.A.ers would contribute a small amount even if they didn't drink it.

The translations are great, except they're becoming a huge distraction. The people requiring these much-needed services could use a lesson on common courtesy. There were several people who had their headsets up so loud that it was like listening to static the entire time and I for one was drowned out. Can they be politely told to keep their volume to a courteous level or receive some sort of "etiquette training" prior to?

- I would like to see more on how to find a place for an A.A. group and how to start one.
- The hotel was expensive, and the restaurant on-site was not prepared for such a large group. The restaurant was not open for lunch and did not offer breakfast to be done by room service
- Wish I could have participated. Just think of how many could be informed
- I saw that there were opportunities to have a meal with Trustees, yet this was not announced, and very few were able to participate. As a new attendee, I felt a little left out. I think meals with G.S.O. Board, staff or prior Trustees would be nice, and I'd obviously be willing to pay for this. Thank you!
- I wish it was virtual
- The Forum is always a treat! It's great to meet G.S.O. staff and Board members.
- I didn't attend all meetings but what I went to I liked. Thanks for all your efforts!!!
- It was tough to walk around the room to get to seats, there were no breaks in seats to form a walkway into the room. Constantly had to walk in front of people all weekend to get in and out. Maybe grapevine gets a bigger table? Also, it's nice if we have a place to stand in the back without standing in front of people. Really appreciate all of your hard work and love and dedication and support. You guys are AWESOME
- Must add coffee service. Maybe the host city can handle
- Just to say thank you
- First, let me take the opportunity here to say THANK YOU to Area 69, G.S.O. Staff and Trustees for this inspiring, spiritual and productive event. The Past Trustees comments were stirring and thought-provoking. We got a real sense of how hard everyone at G.S.O. is working on our behalf. The skit was hilarious. Kevin's poignant story revealed to us the vulnerability that fuels his genuine humor. Molly was soulful and captivating. Special shout out to Jon and Paz who generously shared their lunchtime with a few of us. I could say something specifically nice about everyone but you get the idea so I will stop here. We KNOW you now and can convey that sense of you as people and your purposeful lives when we get back home. Special thanks to Grace, the other tech staff and our indefatigable interpreters - all super awesome!! Thanks thanks thanks to all for your hard work. PS, I heard some dismay among people who arrived after Friday afternoon didn't get a chance to sign up for a meal with the staff. Perhaps you could add a request for this to the Registration and then draw names & let people know when they arrive?
- The support staff, G.S.O. staff and Grapevine staff all did an excellent job
- Great time
- A banquet would be great. Little gift bags or bags do people can carry papers and notebooks

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- Coffee!
- Sometime before the close of the forum on Sunday please clear the display tables of all materials such as books and tapes that are not to be taken by attendees prior to announcing that pamphlets, etc. are free to anyone. Most all of the books and tapes on display were quickly grabbed up contrary to your announcement!!! I am making this suggestion to avoid future reoccurrences. I realize that your staff may have a better remedy. Just saying.....
- More air conditioning
- The Forum was amazing, I am so grateful for those that serve us
- Thank you for all the efforts of this forum
- I was not able to attend the forum because the cost of travel and hotel were too high to justify the trip. I'm in Reno and the cheapest flight that was reasonable (e.g. not a 24-trip on Spirit Airlines) was \$600. The hotel was another \$450. I could not justify the trip at that cost
- Just to say thank you very much for all the info I have a great time for my first time
- The seating arrangements were not good. Movement through the main room was very difficult with no walking lanes across the room. Front to back was not a problem. I suspect this was done to maximize the number of chairs that could fit in the room, but this was not safe. if there was an emergency it could have been bad if people had to leave in a real hurry. I think this is more of a hotel issue but if I were in charge, I would have at least had them add space in a row across the back of the room
- More translation equipment, headphones and equipment for those who are hard of hearing
- Please include the 12 Traditions and offer copies of the following pamphlets:
 - *The AA Group Pamphlet
 - *GSR Pamphlet
 - *Circles of Love and Service
- Loved the literature table and opportunities to share the guidelines with my groups
- only having actual meetings in the very early morning was difficult, perhaps some evening or mid-day meetings, bilingual meetings, perhaps an hour reserved for several concurrent meetings.
- The chairs were too close together and no breaks in the rows to walk in and out of venue
- I loved the 2025 International skit!
- It was a "promise" realized - to be there and be part of - with our trusted servants. What an amazing experience and lovely group of people!!
- The main room was quite crowded, and I didn't have enough time to visit the literature table
- Main meeting room set up needs improvement. There was one exit door that everyone headed to at once on 15 minute breaks and it was a big traffic jam. There was no aisle set up that allowed people to exit the room without stepping over people's feet
- Are forums every recorded and available to purchase? I would have really loved to purchase recordings of the entire weekend. I really liked that there was so much to choose from. I know some may not like that because you can't attend everything, I personally love it! Everything was brilliant and I thank everyone who worked so hard! Can't wait for the next one!

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- I loved the Forum because it included the Spanish speaking community. Thank you
- I loved the meal train and totally enjoyed having a meal with the Trustees
- This was not a virtual forum; it was live and that was awesome. I would suggest not having a virtual forum, I attended the virtual one in 2021 and the live one in 2022, and the live one was so much better. I will suggest sticking to the timeline and not starting things earlier, numerous people missed out on speakers due to this situation arising. Give time in between workshops and presentations so if there is an overlap you have the time to cover it. Overall, a wonderful experience and happy I attended; I will be attending again
- Overall, it was GREAT...thanks
- Particularly enjoyed past trustee sharing and think allowing them a few more minutes might be good. Much knowledge, should be shared
- Qualifications for service in A.A. = availability and enthusiasm. What an inspiring weekend.
I am looking forward to seeing some of you again on the broad highway
- The programs, the podium books and other preparatory materials had omissions and/or misspellings that should have been remedied beforehand
- I was very happy with the entire forum program and don't believe any changes to the basic format are necessary. I encourage you to continue to discuss topics that may feel uncomfortable but are necessary to hear all points of view and help our fellowship stay united. Thanks for doing an outstanding job on this forum
- A huge thank you. Because I do value the Regional Forums. I appreciate all the effort that goes into planning, and G.S.O. staff's and Trustee's presence and participation. Regional Forums have been the source of true connection to All of A.A. for me. Post pandemic is a critical time, I believe, for all of us to come together in Love and Unity and Service. And thank you for the opportunity to give feedback.
- It was a great experience, again! See you in Missoula in 2024!
- I would like to thank you for being there for us. It was my first Forum and I enjoyed being there. I did not take a lot of notes, but I did write down some things that were important to me personally, and other things that I thought I needed to remember to bring back to my Homegroup and others in my District and sharing these things at the other meetings I attend, and hopefully they get shared across District boundaries. THANK YOU!
- I love Forums
- Thank you so much for all the wonderful discussion and time and patience of the GSB and host committee
- I want happy with the venue...the motel should have been way more accommodating given the money spent at their facility in Salt Lake as well as other as events. Overall, I thought that G.S.O. did a super fantastic job!!!
- I still wish for clarity as to what corrections work, getting the message into jails/prisons under the GSI service umbrella as opposed to the structures set up under central offices or a ninth tradition committee. Thank you, please stay sober today.
- I was disappointed there wasn't more to the archives display and hardly any Grapevine display
- I just went to commend the entire committee, and everyone involved in getting us all back together again. There's nothing better in my personal experience and having a

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group of drunks from all over the Pacific region gathering to help improve our attempts to reach out to the alcoholic who still suffers

- An electronic agenda would be a good option - something mobile friendly. The booklet format print version PDF emailed out was not very user friendly. Or a text drop at a prescribed time for the next item coming up and where to find it. Agenda's ran out and people needed something to remind them of the next thing to do
- Notice in advance for signups for the breakfast, lunch, and dinners with the trustees should be more available for the delegates to help DCMs and GSRs
- I loved the "Meal Train," though it seemed to fill up super-fast. I was grateful for that opportunity, which I learned about through my delegate. Grateful for the English/Spanish translations of most PowerPoints. I think it would be mindful and helpful to have stretch breaks. It would have been helpful to me if more "aisles" were created in the main forum space. It was not fun to weave through an aisle, stepping over member's feet, when it would have been simple to give 10 more inches for a workable aisle - both across and two aisles down from the main dais.
- While I was very happy to see that there was ASL and Spanish interpretation available all weekend, I was highly disappointed in the fact that the 7 am open A.A. meeting was in Spanish only WITHOUT translation.
- *Que le seguiré pidiendo a Dios que es mi poder superior como yo lo concibo hoy., que las personas que primeramente me siga ayudando a mi a seguir en esta comunidad y que me permita ver a personas que hay llegado y por mis acciones o comentarios yo los he corrido y que Dios quiera y permita que regresen para ya no irse nunca más .*
- *No*
- *No estuvo muy bien la información gracias a los custodios y delegados y a todos los que hicieron posible esté evento muchas gracias y que Dios los bendiga hoy mañana y siempre*
- *Mas tiempo Para compartir al ultimo*
- *Están haciendo un excelente servicio*

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2022 SOUTHEAST REGIONAL FORUM – (December 2-4 2022)
Questionnaire Summary

111 participants members of the 2022 SOUTHEAST REGIONAL FORUM completed their evaluation questionnaires. A summary of their responses follows.

1. How did you hear about this Forum?

Area	56 (52.3%)
District	26 (24.3%)
Local Intergroup/Central Office	5 (4.7%)
Home Group	17 (15.9%)
www.aa.org	13 (12.1%)
Friend	16 (15%)
Other	17 (15.9%)

Responses to other:

- Box 459
- Clubhouse
- I've known about them for years.
- Email (2)
- The GSO AA Meeting App
- Our S.E. Regional Trustee passes on the information as well.
- A friend/mentor and I were invited to attend by a past Louisiana delegate recently visiting our Area 67 Assembly.
- Private Social Media Groups
- Have known about forums since 2000.
- Just very familiar with their happening.
- ICYPAA
- Delegate Charles Thomas
- The Meeting App!
- Service sponsor
- News feed in Meeting Guide app

- SE Regional Trustee
- I'm a past trustee so I knew about it

2. Please list any suggestions for future Workshop or Presentation topics:

- I think it is of the upmost importance to have members who are successful in holding hybrid meetings share their experience so that we may implement them in the groups that are struggling to move into the future.
- Incoming GSR orientation
 - Best practices in taking people through the steps.
 - Spirituality, all inclusive?
 - Making service work attractive.
 - Safety.
- Workshop on servant leadership and concept IX — how to put on a workshop, run a meeting, encourage debate while maintaining a sense of unity and equality.
- Tradition and concepts
- I think we need to keep talking about diversity in membership and how we need to change to attract younger alcoholics. Safety in AA is where a lot of our discussion went when the topics was "who is not in the room". How do we allow for a safe and welcoming meeting for all the need to attend.
- Technology in AA
- 12 Tradition
- 12 concepts
- Service manual
- Working with professionals
- Specific topic about how to improve the participation of virtual groups in the service structure.
- How to make business meetings and service positions more attractive and accessible.
- Provide convenient registration from the Meeting App for future events!
- I would enjoy hearing the general manager's whole story.
- Workshop on how the decision process happens-what motions gets accepted to move forward with and which ones gets passed off on within the GSO office from us
 - Concepts
 - 2) Presentation on the processes of GSO from a simple request to a more complicated request. Members at the grass roots of AA would appreciate

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a better understanding of the daily routines of staff members. Kind of a day in the life of....

- An explanation of the different needs filled through Conference Approved literature, service pieces, AA guidelines, and the Grapevine's presentation of the Fellowship's voice.
- Inclusivity, sponsorship, sponsees and service commitments, unity and service, Our 3 legacies
- I think a presentation on how an agenda item is received and how it gets either selected or declined would be helpful to many. Also 30 min What's on Your Mind Sessions are short, it gives the feeling that you don't really want to hear what the fellowship has to say.
- Singleness of purpose
- Unity for online and in person hybrid meetings
- Third Legacy Sponsorship; Why we need It.
- The destruction of AA from the Inside: A loss of our Singleness of Purpose, and Dis-Unity
- General Service 101: this was my first forum, and it was absolutely incredible! Since I am so new to AA there were moments where things (positions titles, references to upside down triangle etc.) that went a little over my head. Could be cool to do an intro to general service workshop for us newbies!
- Possibly have a little more time for the Class A Trustees to explain how they got interested in trying to help AA since they definitely invest a lot of time.
- There was discussion of areas and GSRs and groups but nothing about districts. That might be helpful.
- Tradition One – Unity
- PI/CPC
- Tradition Two – How to find God's Will in service.
- Remote Communities
- How to be more welcoming – Radical Hospitality
- Anonymity in the digital age – Technology and social media – Both Tradition 11 and 12
- How Central Offices and Districts Cooperate
- Virtual Districts – How to incorporate online-only meetings into the service structure.
- Cooperation across fellowships
- Where AA meets the real world – navigating Tax IDs and checking accounts.
- Concept One – How do the groups remain at the top.
- General Service or Service in General
- Service is the secret.

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- Home group and District service – why is it important? Agenda item process
- Self-support
- Accessibilities – What does it mean to have an accessible group? How to start a committee
- Grapevine
- Leadership in AA/Servant Leadership
- Roberts Rules of Order-DCM'S Friend,
- How to Chair Your District Business Meeting
- Working Across Boundaries- Getting Better Connected as a Whole
- Need a better GSR workshop. Need to explain the role of the GSR and why it is important.
- The Second Step
- The Third Step
- The Twelfth Step
- Can you show how an agenda item gets on the agenda and gets voted on? Then show how the agenda item gets implemented by the trustees 'committees. It would show the same information that y'all presented, but it would be a case-based approach following one agenda item. This perspective would be helpful to average AA's because it's new information to most of us.
- We need to continue discussing the lack of diversity in Alcoholics Anonymous compared to the demographics of our population, especially with African Americans.
Misinformation and disinformation from outside of AA on issues such as race, gender, health, and safety are making it more difficult to have an informed group conscience inside of AA.
Being proactive at embracing new technology.
All future Regional Forums changing to virtual instead of in-person.
- Continue to offer opportunities to discuss and learn more about online groups and online group participation in the General Service structure
Consider specific workshops for various general service positions such as registrar.
- More input on why GSR position is important.
- I would like a breakdown of how contributions are disseminated.
- Grow young membership through outreach...
- Communication
- Something specific to archives would be good, though I know there is a special archives conference. Information on the workflows of GSO and how the different boards interact with one another. Also, some additional clarification of Grapevine and AAWS and how the finances between the two mixes if any.

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- Getting more people involved at the district/area levels - How do you do it in yours?

Comments:

- Timers during the workshops. I enjoyed the weekend very much.
- The workshop was held more like an open discussion meeting where the topic lead introduced the workshop as a topic and people shared their experience. it would be better to have the workshop lead actually bring more to the table than just an introduction of topic. I don't think attending an open discussion meeting where the topic is Gratitude can be called a gratitude workshop.
- -warning telling people who are sick to stay in their rooms. To many people visibly sick and coughing. Use of the email list to let us know people got very sick including GSO / GV employees. Advising us we might have been exposed.
- Unfortunately, I had to miss the Forum due to the untimely death of my dad, so I will not be able to complete the rest of the survey.
- Make sure coffee equipment is up to standards & working properly. Also check with hotel on electrical outlet loads.
- During the workshop I suggest having more information presented by the presenter and less comments from the attendees. I think it's important to have both, but the workshops I attended had primarily attendee comments.
- Suggest registration option available on the Meeting App!
- Sure, wish It was not so cold in the main meeting room. I had to miss some presentations due to the discomfort. Will be better prepared, hopefully, in the future.
- The public members attending should have had access to the lower rate at the hotel. We must always remember the triangle and who is at the top. It was very expensive for our group, district to attend this forum. And was certainly out of reach financially for most of our members.
- Have the people that will be called on sitting near mics.....and do they really need time to think about their answer.....lol.
- I found the topics to be informative a good mixture of familiar and new upcoming issues. on attendee in the in person, online, where from here was thrilled that “they” were wanting to hear from us on these issues. i am confident in two years you will know the heartbeat and what we need to talk about
- Please drop the skits!
- I thought the Peanut Butter and Jelly was too corny. I know you had good intentions, but I thought it took away from a great forum.

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- A lot of acronyms were used which was very confusing to people in AA. Even at 5 years in AA, I had to stop listening to figure out what acronyms were standing for.
- I believe the forum was a hu7ge success. This was my 1st. I learned a lot about GSO and their many moving parts.
- More sharing opportunities to share solutions & ideas to solve some common issues faced in the fellowship in our region. I think more people would speak given the opportunity. However, I wouldn't cut any of the presentations or speakers currently scheduled, so tough. If in a better area with more food/snack options close by, breaks could be shorter and/or less frequent. It's very well organized.
- ALWAYS have the staff/trustees sitting next to mics so they will be there to answer questions.
- The General manager's "Peanut Butter and Jelly" thing was condescending.
- One morning or afternoon social activity ala the ice cream social

3. At future Forums would you like to see:

	More	Less	Just Right
Presentations	24 (26.1%)	10 (10.9%)	58 (63%)
Workshops	47 (49.0%)	5 (5.2%)	44 (45.8%)
Sharing Sessions	35 (36.1%)	13 (13.4%)	49 (50.5%)

Times Answered: 103 (92.8%)

Times Skipped: 8 (7.2%)

4. What was effective and what improvements might be made to

Presentations

- More time for sharing/ Q&A after every presentation
- Fewer or briefer presentations
- I enjoyed the presentations although overheads were often difficult to read. Possibly, have hard copy handouts of overheads.
- Maybe fewer GV presentations. The forum was very GV heavy.

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- Great work
- Too lengthy but good info for the most part.
- Slides need much more contrast. For example, you could not distinguish the regions in the U.S. & Canada map.
I could not see most of Kevin's slides at all.
- Shorter finance, share finite details only when asked.
There were 3 different grapevine presentations, so I'd cut 2 of those. Maybe Coree & Chris could have presented together to save time and open more opportunities for sharing.
- I loved people's presentations. Very personal
- Time needs to be considered. Many of the presentations ran late.
- Hopefully they will be in the final report. I did ask specific presenters for copies of theirs
- More prepared. No one wanted to read the power points, which is good! but most read there talk. Ask them to slow down when speaking. The interpreter had a hard time keeping up. And people with hearing aids had a difficult time understanding what was said.
- Ask attendees to be quiet during the presentations. Overall, well done.
- Great
- I really enjoyed the presentation made at the beginning of Saturday of 15 minutes by each delegate. I really enjoyed the presentation made by Maurita. My suggestion might be that the treasury presentation might be on the Sunday morning so that there is more time for an additional workshop on Saturday.
- the presentation room was freezing cold.
- More about the history
- More time provided for questions/sharing sessions after a presentation!
- I appreciated the whole agenda was on time and the presenters kept to the topic.
- Power points could use a bit more vibrant colors (charts & graphs) in order to see them better, other than that excellent information.
- Keeping a healthy balance between the presentation lengths and member opportunity to ask questions seems most important.
- I enjoyed the presentations from all participants, was informative. Each one stayed within their timed segments; I personally had not experienced that before.
- I like the skit. Keep it up.
- Presentations were great all around.
- They were good.
- There was a noticeable duplication of information between the presentations "Your Corporate Boards - AA Grapevine & La Vina" and the "AA Grapevine & La Vina Presentation". It was almost like seeing the same presentation twice, just by

different presenters. The class A trustees' presentation was done very well - the personal aspect was appreciated.

- I'd like to hear more from our GSO staff. While the new to forum folks are fun to hear, the reason I attend Regional Forums is to be updated specifically as to what we are seeing at GSO.

Those are my favorite parts of Forums. I get to listen to new GSRs at Assemblies and Regional Service events. Forums for me have always been about being caught up to speed with what's happening at our Service Center!

- Loved the financial, literature and international reports, Chris, Kevin and Margarite were wonderful.
- I found these to be very well done. It was wonderful to hear and actually feel how the Class A's love us as much as we love us.
- I truly enjoyed the entire forum and thank you for that.
- They were all really good.
- I am interested in all that presentations that I saw and thought they were very good. Finance and Grapevine are my passions but am interested in the work of the Trustee at large since it covers the world basically.
- These I enjoy the most and learn the most of concerning the goings on at GSO.
- None. appreciated the easy availability of notes, slides, etc.
- Maybe on the Friday there could be some type of meal, be it sandwiches, pizza, etc. and do short 10 presentations from GSO. State are good, but for me, I'm more interested in who can assist me in what I am trying to do in my district. Then on Saturday all that presentation time can go into workshops and share sessions. I believe it would also a family atmosphere when sitting at the tables. No Ice Cream Party, will help with my area.
- Having visuals was very effective. Without visuals, much of the presentations were too detailed for newer people in service to follow along with.
- They were great!
- Effective - humor & crowd engagement during treasurer report
- I would like to see the presentations not be afraid to talk about God.
- The speakers were effective and helpful. The volume levels were good. A lot of things went right. Interesting information was presented.
- Longer sharing sessions after each presentation!
- recordings should be provided.
- Have presenters offer their contact information at each presentation in case we have questions afterward. It's not always possible to get "face time" with them at the forum.
- Should be shorter.
- Presentations were very informative.

- Only saw one, I volunteered.
- More effective graphics/PowerPoints. They were all very good don't get me wrong, just wanted to stress the importance of those to help make things easier to understand.
- The presentations by the Class A trustees and the office personnel were informative and interesting. I thought I knew a lot but I learned so much.
- The only thing that I can suggest, would be to have shorter and more presentations and a question/answer time after.

Workshops

- Timers
- fewer, so there are more opportunities for participation.
- I would have liked to be able to attend different workshops, but most were scheduled at the same times so i was forced to choose.
- The workshops I attended involved the sharing of experience and opinion. Informative.
- I was a little disappointed in the workshops that I attended, because I expected the person chairing the workshop to make some type of a presentation rather than basically saying OK let's hear what you've got to say on these three things or whatever the topic was. I specifically attended the workshop on GSR hoping to get some input or pointers since I will be a new incoming GSR but basically it was just other people sharing their thoughts. It was OK but I had a different expectation and I mentioned in the workshop what my expectation was based on the topic. also, someone else made a comment in the GSR workshop and I felt like it was not even acknowledged. It was very dismissive to me which was a little disappointing the moderator didn't even say thank you, will take it under consideration, or ask for comments or feedback about what this person said.
- Workshops are more like sharing sessions.
- Great topics; possibly stagger so not all at once?
- Questions not answered. Lack of accountability by dodging answering questions. Too many problems a big surprise to the department heads. Seemed like politicians answering questions rather than trusted servants answering to those that fund the corporation that pays them.
- More direction or guidance for facilitators. The 1130 3-legacy sponsorship workshop facilitator did a great job with intro & questions for group but took 15 minutes of 45-minute session. I'd cut intro to 10 minutes & extend sessions to 50 minutes. 630 pm session no intro, no guidance for GSR session so didn't learn anything.

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- The 11:00 am workshop with Chris and the 7:30 pm evening session regarding the AA Grapevine seemed repetitive. I was a little disappointed in that for I could have picked a different workshop to go to at 11:00 had I known the Ap discussion was going to be in the evening session. I know the morning was totally devoted to the Ap, but I think more information should have been presented about the inner workings of the GV.
- More structure to the format. Maybe 3 breakout sessions instead of two. How about a workshop: Bridging the gap between an old timer and a newcomer. The importance of a home group. How the 7th tradition impacts the whole of AA.
- The leader should start us with 10 minutes of a well-researched topic. Some did.
- I really enjoyed the workshop on three legacy sponsorship I attended. I really liked the workshop/sharing session presented by Cushing on barriers in AA.
- I enjoyed these.
- Would like to see more of a round table style so we can see everybody's face and not their backs.
- More time provided for questions/sharing sessions after a workshop!
- Need a timekeeper for each person-one person took a lot of time complaining in the workshop i went to
- I think that the number of workshops served to divide the attendance at the Forum, and that by having fewer events taking place during shared timeslots, we could more effectively unify members by allowing them to participate in collective discussion.
- They were fine.
- There were 2, 1 hour time slots with 5 workshops. Having to choose which 2 workshops, out of 10 workshops which was most of importance or maybe most educational, was tough. There were 4 that would have been nice to attend.
- Some workshops were just an open mic hour. The facilitator did say anything but ask people to come share on the topic. Others had material to present and discuss which was much better.
- The workshops were good, but the topics were not the best.
- Enjoyed the two workshops that I went to, however they were more like sharing sessions than actual workshops. They were good and introduced a lot of different perspectives, however, neither workshop presented a foundation of information to start from. they both just stated the title of the workshop and asked us to consider a question and then opened it up to the participants to share.
- The topics are of importance but would prefer they were less directed from specific Areas, and more suggestions coming from our GSO staff in each respective area of service.
For example, if GSO Corrections Desk is receiving calls for specifics from

Prisons, the workshop could be hosted by GSO staff explaining the requests and we could brainstorm on how better to serve those facilities...

- Went to unity type workshops and I have never been more worried about the future of AA than after attending those. The dwindling away of singleness of purpose is scary.
- I prefer more interactive workshops.
- I enjoyed it all I thought they did a wonderful job and found it very informative.
- They were all very informative.
- I went to GSR workshop, and it was not really a workshop to me but rather a sharing session.
- Good to hear the input of all
- Get the presenters to use mics that were available.
- The more the merrier. More issue related than statistical data delivery.
- GSR workshop needed more recently rotated GSRs explaining the role of the GSR and why it is important. The workshop was set for brand new GSRs, yet they didn't get the info they needed.
- I think maybe having fewer workshops with more participation in a panel form might be helpful however I didn't enjoy just being able to share with everyone else on the floor.
- Improvement- longer time slot
- In the GSR workshop for new GSR's it would have been helpful to have someone with experience scheduled to be there. We were literally all new and had questions.
- Workshop topics that include God.
- Longer sharing sessions after each workshop!
- The chairpersons for the workshops need to have more guidance for the newcomers. Eg the GSR one could have used some basic framework
Bullets that need to be covered or perhaps a handout folks can take away with them a 1 pager GSR toolkit link in case they had not received it Also perhaps it seemed folks were having at it alone ? Commentary on having a service sponsor to guide the way and help.
- Not every workshop seemed to have a presenter who understood his or her topic. Consider making sure those who present are able to answer the questions that are likely to arise.
- More important
- Lacked structure.
- Offering different time slots for workshops so that an individual can attend more than just 2 at a forum.

- Workshops that encourage participants to work together seem to be the most effective.
- These were fast and interesting. I also learned from how others are doing things in their areas.
- I would've liked to be able to go to more of the workshops, so if there could be a way to schedule them at different times so that more can be attended. *(or see below) *

Sharing Sessions

- They're great.
- being aware that time is short, adjust them so there are more opportunities to hear from the Fellowship.
- Some of the sharing sessions seemed to have people in them who hijacked the entire workshop. Time limits are important so perhaps a spiritual timekeeper might be suggested to those hosting the workshops.
- I was impressed with the questions and comments of attendees. A lot of good information from my fellows.
- I really enjoyed sharing sessions and the Q&A sessions.
- Keep that timer so people have time limit to share!
- These were nice but the timer bells being used constantly would have helped.
- Loved Cushing's interaction session and would like more opportunities to share ideas with each other, go to the mic, learn from each other, hear more from the participants.
- First time in the SE. some similarities, some differences.....go figure!!
- Maybe only allow people to share only once during each sharing session. Sometimes the same folks got up twice, and sometimes the same folks got up at every sharing session.
- Keep reminding folks to talk into the mic.
- Keep true to the two minutes.
- Well managed.
- Did not feel like there was enough time for sharing after the presentation by Cushing. Might make that into a larger time space.
- n/a
- I think that more information could be given out in advance that would allow people to be prepared. So GSR's could go to their homegroups and ask for suggestions, etc. I did not get a schedule with workshops and presentations until 1 day before the event. publishing that information sooner would have allowed me to plan for the weekend better.

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- More sharing sessions for fellowship and GSO interactions!
- I enjoyed most of them. I really enjoyed hearing other delegates from other regions having the same thoughts as our area. Made my "WE" a lot bigger.
- The sharing sessions were very well done. I always appreciate that there is a dedicated time reserved for first time attendees to share. The last session however, ended up being entirely filled through the ask-it basket. There were a lot of questions, and I think it's important that they were shared and answered. However, if it's possible to handle some questions through the ask-it basket in earlier sharing sessions, that could help preserve opportunities for questions from the floor during the Sunday sessions.
- I was surprised how little time there was for the sharing session. I guess my expectations of a forum was different.
- These were filled with suggestions, comments, experience and questions. Learned to look at some topics from a different angle and for that am thankful.
- On the last day, less sharing time from 1st time attendees and more ask it basket answers.
- N/A
- I was impressed with the integrity of the shares and the love and respect that was felt in the room.
- Important. Yes. But to beat dead horses? I've heard plenty these past few years on Preamble, Big book translation, inclusivity... And some folks just like to hear themselves talk? Seems like the same ones always at the microphone.
- The sharing sessions were nothing but people advocating for allowing people with mental problems to change the program. All of us old white guys as it was shared many times in a pejorative way have happy and joyful life's and love nothing more than carrying the message are pushed out of Alcoholics Anonymous we are doomed to go the way of the Washingtonians.
- more time for sharing at the end of each presentation, maybe expand the sessions or shorten the presentation to allow for feedback from the fellowship.
- Maybe add more focus to these. Comments were all over the place and often not relevant to why we were there.
- That's at the audience participation did a great job of asking amazing questions that I hadn't thought of yet
- They were all great.
- I thought they were kind of short. If a person is given 2 minutes at mic and takes 1 minute for person answering to be selected and get to the mic. Then takes another 2 minutes to answer, that is 5 minutes and only allows 6 questions in a 30-minute sharing session. I thought they were too short. I was also disappointed

to see the person go to the mic that was on a walker (disability) that got overlooked by the Regional Trustee. I thought AA was trying to help people with disabilities?

- Good to hear the input of all.
- no comment
- Love them, I found out so much. One thing I did pay particular attention to, is that other Areas knew things that I did not know through my area, that was disappointing. That is one of the reasons, I feel working across boundaries will keep us better informed.
I didn't know there was SSAASSA, now I want to be there.
- Less fluff answers from GSO and GSB. We are not asleep. Telling the forum body that "God perhaps didn't want those delegates to participate at the conference" when asked about the 2022 conference was INSANE. And completely insulting to the groups. Also, someone showed up wearing an antifa shirt and certain board/staff were seen mingling. This was a bad example.
- Some of the time for sharing was stolen from presentations. Maybe keeping better time during presentations or even allotting more time for sharing later.
- effective - 3 mics positioned throughout the room, rotating questions.
- Extend time.
- Longer sharing sessions for fellowship to interact with GSO staff and presenters!
- It was helpful that the moderators had a good idea of who to bring to the mic for specific questions.
- To hear from the groups
- The sharing sessions were interesting and helped me to see different points of view.
- Ask it basket being read more than just 1 time during the forum to get more questions answered rather than having to wait until the final report to get most.
- If by "sharing sessions" we're talking about What's On Your Mind and Ask It Basket, more time should be devoted to this crucial interaction. If a Presentation or Workshop runs overtime, it should not diminish the amount of time for What's On Your Mind and the Ask It Basket.
- The sharing sessions were all pretty good. Only thing that could really be improved is somehow allowing the GSO representatives to more quickly answer questions or give feedback when called upon to do so. Maybe give them mics that can be turned off or on to allow them to answer without having to walk to the closest microphone.
- I actually liked the way these were spread through the forum - at first it seemed like too little time was allocated but once we were rolling, the timing seemed excellent.

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- After each presentation, have a short sharing session or question and answer time.

5. Please indicate whether this was your first Forum:

Yes 60 (56.6%) No 46 (43.4%)

6. Please select your current service position:

G.S.R.	21 (20.4%)
D.C.M.	11 (10.7%)
Area Officer	4 (3.9%)
Area Committee Chairperson	8 (7.8%)
A.A. Group Member	19 (18.4%)
Non-Trustee Director	0 (0%)
Delegate	10 (9.7%)
Past Delegate	14 (13.6%)
Trustee	0 (0%)
Past Trustee	2 (1.9%)
Friend of A.A.	0 (0%)
Other	14 (13.6%)

Responses to Other:

- Secretary of home group and incoming treasurer for my district.
- Outgoing Home Group Treasurer & Outgoing alkathon Chair
- District Web Chair, Area 1 Web Coordinator
- H&I Corrections Representative.
- District PI/CPC committee chair
- Currently serving as Alternative Delegate

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- Alternate Delegate
- Intergroup treasurer
- incoming GSR
- District Chairperson
- 3 Legacies (District 20, Area 27) Alt. GSR, Incoming District 20 (Area 27) Events Chair
- Also Alt. DCM
- Alt-GSR
- Area 27, District 7 PI/CPC Chair
- District Officer
- Alternate GSR
- Currently serving as Alt Delegate.
- H&I correctional representative.
- Area workshop chair
- Alt GSR a with my sponsee who the GSR was. We have a great district that provides a GSR.
- Alternate District Chairperson
- Area Secretary
- Alt DCM
- District Chairperson
- Archivist

7. Did you pre-register online?

Yes 90 (82.6%) No 19 (17,4%)

8. Please list any suggestion to improve the online pre-registration process.

- I was very impressed with how quick on-site registration was.
- It was simple and straightforward.
- Great!
- for me, the registration process was quite effective. Maybe communicate more about it. It is very important to inform [people].
Make the schedule more available (and sooner)

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- Needs to be easier to find the link for registration at AA.org. There should be an active link on the AA.org homepage for each of the 4 forums to register. Also, maybe some info about the hotel block and how it can sell out. My mistake and I ended up in another hotel but it never occurred to me that the block would sell out as quickly as it did.
- Link it on aa.org. I looked several times on aa.org for serf info and could only find the sample program. If there was a link to serf site, that would have helped.
- Done well. Loved that the flyer information was released early!
- Allowing a longer window of time in order to register online.
- finding information for the forum was like going through a maze. Make it easier.
- Provide convenient registration from the Meeting App for future events!
- Had no problem.
- Pre-registration process was easy to understand and to complete.
- Only suggestion would be, keep it like it is.
- I had no trouble with my registration online. It was smooth.
- None
- I thought I preregistered but didn't.... Also, I got a call from the committee prior to serve Ice-cream. So, I had made the attempt to preregister but didn't. Not sure what went wrong.
- Push the invite to the Meeting Guide App
- Thought it was very smooth worked well.
- Yes, but still had to register at The Hotel
- I thought it worked well and the badges were available when I walked up.
- none. I always register so i can get report even if I don't come.
- None
- Last names were printed on the badges. Is that really necessary? The first name was printed twice. Please take a look at the badge layout
- Suggest registration option available on the Meeting App!
- Will do that in the future.
- Emphasis on doing it before
- no issues, but it would have been nice to see the agenda ahead of time.
- Offer the agenda EARLIER.
- Very good
- No issues
- Having an agenda sent out when you register would be helpful for those who are planning flights and travel time so that they can know when sessions start and end on the first day and last day. I signed up to get notified when the registration was open, but I didn't get that notification.
- Registered online at the event.

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- The online pre-registration process was pretty fast and easy. Not sure if there is a way to improve it any.
- Get the information out sooner.
- additional areas to request special handicapped needs.

9. Is there anything you saw at the Forum that you think should be discontinued?

- No (8)
- No-all great!
- Almost total lack of snack food for very long days. Yea water cold so no tea
- Inclusion workshop
- None
- I know you were trying to keep the atmosphere light, but I thought that the Peanut butter and Jelly skit was too corny.
- N/A
- N/A.
- N/A
- First time attendee sharing.
- No, not really.
- I feel more time should be given to the Delegate Presentations and less time to the Treasurer's Report.
- Wasn't a fan of the "skit" (Bob and Linda) ~ seemed to be dummifying down the importance of our Structure and what their jobs actually are.
Maybe fun for them? But it felt a little insincere and dismissive to those of us who attend in hopes of catching some real truths about their positions, what the struggles are, and what kinds of things they see as solutions.
- skits
- The Peanut Butter and Jelly routine.
- You don't so I am a more kind of person more.
- The displaying of literature, if it's not there for us to have. I'm not saying grab handfuls, but...giving to Area to hand out does not always trickle down to us.
- There were so many sick people there. The host committee should have sent something out asking people that ARE sick to stay home.
- Presentation from the podium pushing outside agendas.
- Even though providing information is very important, I suggest you provide more opportunities to hear from the Fellowship.

- It was awesome
Definitely something I have promoted and talked about since participating.
- It is unfortunate but in-person should be discontinued.
- People stop with so many presentations.
- No, all of the content was informative and appropriate.
- I think the late-night eating activities would have been better scheduled mid-afternoon. For example, an ice cream social at 9:30 PM CST is 10:30PM EST - way past my bedtime and a bad time to consume ice cream. I think socializing over food is better done as a break in the middle of the day rather than late at night.

10. Do you have any further thoughts or comments?

- Held some place with easier access to food.
- My only suggestion or thought for future forums is if the host committee would perhaps assimilate a list of local restaurants nearby to help those people from out of town with meal options.
- Plan to try to attend in the future!
- I think it was well run for the most part. I think the presenters were lovely except for their refusal and sometimes inability to answer questions squarely.
- Forum assembly room was bitter cold. Cold is better than hot but it was bad. Maybe discussion with the hotel when negotiating, about room temps? Can they assure 66–68 degrees?
Food was not allowed in the hospitality room, which I understand, but then hotel's small dining facility was inadequate and slow. And there was nowhere to go outside without a car. It seems like hotel ought to have some obligation to provide reasonable food options when it prohibits outside food.

Loved the forum; loved seeing friends — old and new!

Thanks for putting on such great outreach.

- No
- How lovely this local community had a great relationship w the hotel!! Great that coffee and ice cream was by donation instead of over-priced like most hotels!
- I regret NOT signing up to volunteer
There was for me, a sincere sense of humility, respect, and gratitude by all of the presenters, which made (all) them so much more approachable.
Tom H, our SE Regional Trustee graciously ran a tight ship and kept us on schedule.

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Bob W, GSO General Mgr. was incredibly transparent and a delight to listen to. Linda Chezem, GSB and the other Class A Trustees allowed me to find a deeper gratitude for "the friends of AA"

Many thanks to ALL that were involved to bring this event to us <https://na-admin.eventscloud.com/images/button.php?font=&style=&text=Done>

- Overall, it was a wonderful weekend and I loved meeting new people, the GSO Staff and the Trustees. After 21 years of General Service, I always learn something new!
- Remind presenters to stick to their time allotments.
- Have the staff sitting up front together. Move the microphones to the front sides of the stage so you can see who is speaking. During the ask it basket time have the panel on the stage platform ready to answer and time their answers to two minutes or less.

Loved meeting and sharing with all of you.

It made me laugh that someone thought the old timers talk too long, when in fact it really is the newcomers, under 30 years, that seem to think they know more than anyone else who don't shut up. Lol

- I truly appreciated the planning and efforts put into the conference. It was an extremely enjoyable experience. One note is to have more "stretch" breaks. There was a lot of time spent sitting and listening.
- This was a wonderful experience, and I learned a lot.
- Have the local hosting people better identified in case forum attendees have questions about suggestions for food to eat, etc. in the local area.
- This was an outstanding forum over the topics covered and the detailed information that was provided to everyone in attendance!
- A suggestion of having a speaker in the coffee room so the volunteer in their can hear the forum as well

I had a hard time understanding the questions sometimes by the people (comprehension on the spot not the best)

- I believe it was a good blend of workshops, presentations, and sharing sessions.
- Just many thoughts of gratitude for the considerate example and efforts of the people doing the work of offering us such an informative and spiritual weekend.
- As a first timer, was not sure what to expect. My overall take-away was this, a platform of sharing our experiences with each other, and discussion of how to better carry the message to the ones outside of the rooms of A.A.

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- Very small comment - There wasn't any communication about meal planning/food, and the hotel wasn't close to many food options. Maybe hosting committee could have snacks in hospitality room but I also understand the hotel may not have allowed it. There were attendees that hadn't planned well enough for their food budget because some assumed some food would be provided. Otherwise, the whole forum was really great.
- Please start and end sessions on time so other sessions like sharing sessions are not affected. It was not my first time, but I knew many first timers that had questions and were frustrated that the sharing sessions were cut short due to other sessions running late. My favorite session is usually the A.A. Around the World, but I was disappointed the data maps were not updated as well as the basic information about how many GSO's there are, how many countries A.A. is currently in etc. were inaccurate. SMF-165 is current and perhaps the Trustee at Large could update the slides, so the information matches. It's "A" Class Act - Class A Trustees were very enjoyable to hear their personal stories in addition to their knowledge with their current service positions. The skit for the International Convention was very funny! Since returning home I have heard of 5 people just from my Area that have tested positive for COVID. Is there any type of notice that will go out letting people know that people tested positive or do members have to rely on those that are sick to notify people? I realize there are legal restrictions with disclosing medical information and names but perhaps just saying what workshops they attended could be given to the attendees.
- Overall, the best forum I have ever attended. I was very pleased with some of the answers and at least the attempted answers to some of the questions. Much more respectful than the last forum, which was almost a complete joke with that at times. I feel good overall about the core of the current GSO Staff right now based on what I saw and heard.
- I would like to thank the individuals that put the Forum together, it was well done overall. The only real hard observation I have is about the hotel. The restaurant was not prepared or staffed for the business that entered their doors. Also, the breakfast times listed in the app were not the correct times the buffet was actually opened. I'm not sure what communication took place between the organizers of the Forum and the hotel regarding these areas.
- Maybe putting friendlier folks out on the registration and welcome tables? Not sure if that was the host committee or GSO staff, but it wasn't as warm and inviting as some other Forums.
- I would like to see more displays. My first Forum was in Knoxville TN and It seemed to be more to see. I also remember Tampa having more workshops... so many it was hard to choose.
- Thank you to everyone involved.

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- A little bit later start time on Saturday would have been helpful. Also having more workshop times and less competition. I was torn between several.
- Fantastic. Everyone in General Service should go to this!
- If anything at all it would be having food with the fellowship and not having to go elsewhere
- Thank you for allowing to meet our Trustees and get to know them as well as, meeting more of our fellowship.
- As a newcomer I left the forum feeling so inspired and uplifted. To be in a room full of hundreds (maybe thousands) of years of sobriety was overwhelming in the best way! I learned so much about what has gone on behind the scenes for years and years and years to ensure that that first room I walked into 6.5 months ago was there to receive me and help me start this beautiful journey into recovery. Thank you all so much! The gratitude is abundant, and I will be back!
- No. It was an excellent event.
- Overall, this was a great experience and hope I am able to attend the next 1 then I will be able to critique them more. Me and my roommate had a blast!! Thanks for putting this on. Could we do this every year and do away with SSAASA?
- More hotel rooms available in the block
Written guidelines or tips to share with the host/volunteer committee and better, more clear communication.
- Please have water available in the meeting rooms.
- Thank you to Board to staff and to Area 27 for an awesome event

I will mention. while I'm very use to cold rooms and they to come prepared, it seemed abnormally cold in the ball room.

- The fact that GSO/GSB has not sent any letter out to all attendees who registered regarding the positive covid cases since the forum is deplorable. It also speaks to the lack of effort we should expect at the next conference if Covid hits again.

Encourage people who are sick to stay home.

The main room temperature was too cold to endure. After requesting the temp be changed multiple times and no changes were made this was disappointing.

- The forum went smoothly and very informative.
- GSO Staff and Trustees were fabulous!!
- No. I was thrilled to be there. What a gift!

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- It takes a lot to put one of these on
Thank you for all the time and service
Looking for the link with the presentations so we can share that.
- I tested positive for covid along with my partner and my sponsor. This is the first time we have ever tested positive for covid, and we contracted it at the Southeast Regional Forum. All three of us will be missing more work now on top of taking time off for the Forum.

I hope we can explore ways to use technology to connect with our members at GSO instead of face-to-face. Maybe small virtual breakout sessions could provide more open conversations.

It was difficult to catch any members of GSO for 1-on-1 conversations because they were always busy. A virtual session would ensure that time was scheduled in advance.

- I always appreciate the generosity of those who participate in regional forums. I come away feeling more connected to those with whom I serve.
- No
- Want to thank GSO staff for the hard work everyone put in. Thank you, Nick P
- I suggest having a wider range of topics and more time to get to know each other and more time to discuss AA in smaller groups.
- The hospitality room was very disappointing at this forum. Since I was told that this area decided to forgo their state convention and put all funds into hosting this forum, I have to say I was disappointed with the lack of water and snacks provided, hopefully that can be addressed a little better at future forums. For our assemblies we provide a hospitality room through the weekend, and we have different districts sponsor different time slots to provide beverages, lunch, dinner or snacks, it works out really well.
- Would be nice if there was time to see some culture - maybe optional field trip for camaraderie.
- More "down time" would be my request. One of the best things about this type of gathering is the chance to meet and talk to people I don't yet know and catch up with people I rarely see.
- You
- I will definitely go to another SE Forum in the future, even if it is not right in my backyard. It was informative and helped me as a member of AA to better understand how GSO works and that they do listen to our concerns.
- This forum was in a food desert. Those of us who flew to the conference and had no transportation had little choice of where to eat. It would have been nice if

local groups had provided refreshments other than coffee in the "hospitality room". It was hard to actually believe we were in the south with the lack of home baked goodies.

It would have been nice if some sort of excursion into the city had been planned for those of us who had never been to New Orleans.

Maybe a visit to a speaker meeting in the city following the evening session so we could get a taste of the local AA. I would have preferred that over an ice cream social. Three days and two nights in an airport hotel was informative but I may never get to NOLA again and I actually did not get there this time.

- ** the ability to purchase recordings of the presentations, workshops, etc.
- 2. have a way to make a room request for someone with a special need (i.e., room close to the elevator) for the handicapped. The hotel didn't adhere to the request on the reservation, in my case. My room was almost the furthest room from the elevator (which required a lot of walking)
- 3. have a larger area for the hospitality, so there was room to hang out between sessions and not have to go all the way back to the room.
- it would be great to have more than coffee in the hospitality room. some cookies or candy or other snacks. I wouldn't mind putting a little extra contribution in the basket to make this happen or even signing up to volunteer in the hospitality room to keep everything stocked if the host committee wants to pass signup sheets.
- Very grateful for the effort to organize such a forum.

[Back to Agenda](#)