

## **General Service Board of Alcoholics Anonymous, Inc.**

January 29, 2024, 9:30 a.m.

The trustees of the General Service Board of Alcoholics Anonymous, Inc. held their first quarterly meeting at the Broadway Ballroom of the Westin New York Hotel at Times Square, New York, NY. with interim Chair Mike L., presiding.

Interim Chair Mike L. called the meeting to order, opening with a moment of silence and the Responsibility Declaration.

Present: Cathi C.; Tom H.; Teresa J., Reilly K.; Sister Judith Ann K., CSA, FACHE; Deborah K.; Robert L.; Mike L.; Hon. Kerry M.; Al J. M., M.D; Anadora (Andie) M.; Molly O., Paz P.; Kevin P., MBA, CFA, CPA; Marita R.; Joyce S.; David S.; Ken T.; Irma V.; and Carolyn W..

At the invitation of the Board, the following persons were also present: Eileen A.; Karina C.; Chris C.; Patrick C.; Kelly C., Irene D.; James H.; Racy J.; Paul K.; Beverly J.K., Rainer L., Diana L.; Michelle M.; Pamela P.; Misha Q.; Michael R.; Bob W.; Sandra W.; Trustee Emerita; Michele G., and Jacob D., recording secretary.

Also present as guests of the Board were the delegate chair Mary A., and Conference Committee chairs, Ed A., Jon C., Rio D., Mary E.K., Tomy G., Rebecca H., Pablo H., Eric L., JoAnn M., Christopher M., Suzanne S., Julie S., and Rick W.

Minutes: Following a motion and second, the minutes of the Fourth Quarterly Meeting of the Trustees and Members of the General Service Board of Alcoholics Anonymous, Inc. held on October 30, 2023, were approved as presented.

Chair's Report: Interim Chair Mike L. presented a verbal report and thanked the delegate chairs for their participation in discussions throughout the weekend. The interim chair also thanked the support staff and special workers of the General Service Office (GSO) and Grapevine who had been a tremendous resource and their contributions have been priceless. The interim chair then thanked the executives of the GSO & Grapevine and expressed his gratitude to have the opportunity to work with both executives in their capacity as interim chair.

The interim chair then thanked Class A trustee, Al M., for being able to attend the quarterly Board weekend after his absence; and thanked his daughter Rachel, who had assisted him throughout the weekend. Class A trustee, Al M., expressed his gratitude for A.A. and everyone for their support during the past few months. Al then shared that the relationships he had developed with A.A. throughout the experience had been a blessing. The interim chair expressed that it takes all these elements for the Service Structure to work and although it's filled with challenges, such as workload and late meetings, we are blessed to have a team willing to accept that challenge and make sure that the primary message of A.A. continues.

Communications: Secretary Irma V. reported that the Board received 18 communications since the last board meeting. Copies of the communications were provided to all Board members. The topics of the letters included concerns regarding financial management and transparency in reporting, resignations of board members in 2023, requests for revisions of literature, as well as request to cease and desist, and a request to recognize cultural differences and tailor messaging to ensure members feel included and motivated. Responses to those letters will be forthcoming.

### Corporate Reports:

Alcoholics Anonymous World Services, Inc. (AAWS): Chairperson Cathi C. presented a written report on behalf of the corporation. The chair shared highlights from the meeting

including the new formatting for the AAWS Highlights newsletter and updates from the Internal Audit Committee. The chair then noted that the Board has reviewed and approved the business travel and expense policy and remarked that the committee is also reviewing requests to GSO management, an updated preparedness response for the Archives Disaster Prevention Plan, as well as responsibility/accountability matrices.

The chair then reported that the Technology/ Communication/Services committee is working on streamlining content, and video creation processes, and provided an analytics report that the Board recommended it be forwarded to the Trustees' Public Information Committee. The chair then shared updates from the ad hoc committee on service material, the AAWS Finance committee, as well as an updated publication matrix from the Publishing department. The Board also reviewed the pricing for various pamphlets and reported that the Intellectual Property (IP) ad hoc committee has met twice since the last board meeting and continues to discuss intellectual property requests and other IP matters. The chair then mentioned that the Board had received two pieces of correspondence received and have no recommendations to GSB.

Following a motion and second, the Board accepted the report as presented.

Alcoholics Anonymous Grapevine, Inc.: Chairperson Paz P. presented a written report on behalf of the corporation. The chair provided highlights of their meeting which included goals for the AAGrapevine Board such as increasing information regarding the Grapevine app, as well as participation within the Fellowship with fifteen-point plan currently under development. The chair also reported that the AAGrapevine & La Viña editorial teams have been working on the upcoming magazine issues as well as creating new products that will be launched for 2025 International Convention. The chair mentioned that the Board looks forward to working with the International Convention Coordinator to find ways to collaborate with international audiences and increase their online presence utilizing the website, podcast, and social media channels. The chair also noted that the Grapevine online catalogue is now available allowing the office to update the catalogue without reprinting in an effort to cut costs as well as allowing members to view the most up-to-date items available.

The chair remarked that the strategic cost-cutting measures, included in the 2024 budget proposal, will allow the board to stay within their five-year plan with an emphasis on different methods to upgrade subscriptions and grow revenue while allowing print subscribers to purchase the Grapevine magazine for ten dollars. The chair then expressed that part of the plan is to find ways to improve the finances of La Viña and inform the Fellowship of different cultural backgrounds. The chair then announced that Grapevine has hired a new Controller with an official announcement of the new addition on February 5, 2024, with more information that can be found on their website.

The chair expressed the board's excitement regarding the new Controller stating the importance of the position and thanked the Board's treasurer who went above and beyond in filling the position on an interim basis. The chair remarked the desire for a successful transition and onboarding of the new controller with the assistance of the Board's treasurer, the office, and Your Part-Time Controller (YPTC). The chair also reported that plans are underway for the celebration of the 2025 International Convention as well as the 80<sup>th</sup> anniversary of the Grapevine; and expressed enthusiasm for all of possibilities to celebrate with the Fellowship through the magazines, app and on social media.

Lastly, the chair remarked on the launch of the La Viña app, and that although the launch has taken some time, the feedback has been positive. The chair noted that there have been some challenges regarding the different cultures within the Fellowship that access the app which there are actively working on improvement to identify cultural challenges but stated

2024 will be a year to focus on increasing interaction with and participation from the Fellowship.

Following a motion and second, the Board accepted the report as presented.

#### Reports of Trustees' Committees:

*Trustees' Archives Committee:* Chairperson Reilly K. presented a written report on behalf of the committee.

The chair noted that during their meeting, the committee welcomed the delegate chairperson of the Archives committee, Pablo H., and the chair expressed their gratitude for their participation in the committee meeting. The chair then reported that the committee is looking forward to beginning phase one of their audio-visual project in February. The chair also reported that the committee has reviewed and approved proposed changes to the GSO Archives Deaccession Form and considered 6 permissions requests to access the Archives for research purposes. The chair then noted that the committee is looking for continued discussions regarding three items of new Business at their next meeting.

Following a motion and second, the Board accepted the report of the trustees' Archives Committee.

*Trustees' General Service Conference Committee:* Chairperson Carolyn W. presented a written report on behalf of the committee.

The chair remarked on the committee's great privilege to welcome the delegate chairperson of the Conference Committee on Agenda, Becca H. in addition to Jo Ann M., delegate chair of the Conference Committee on Policy/Admissions; Mary E.K., delegate chair of the Conference Committee on Report & Charter; and Mary A., delegate chairperson of the 74<sup>th</sup> General Service Conference. The chair noted that the committee were grateful for their presence at the meeting as well as the important and valuable input they provided to the committee. The chair then reported highlights from the committee meeting noting that the committee reviewed and agreed to forward the Equitable Distribution of Workload final report to the Conference Committee on Policy/Admissions pending minor edits. The chair also reported that the committee agreed to forward the final report from the Conference Improvements sub-committee to the Conference Committee on Agenda.

The chair noted that the committee received and reviewed the final report from the sub-committee on Inventory and forwarded the portion pertaining to the General Service Board Inventory to the General Service Board. The chair mentioned that the committee will also be forwarding the 2025 Conference Inventory Plan to the Conference Committee on Agenda. The chair then noted that there were discussions regarding the Conference week schedule and that the committee will be considering some late requests. The chair also reported that the committee followed up on a committee consideration from the 2023 Conference Committee on Corrections to balance the assignment of new delegates to a Conference committee to allow for a more even rotation of panels. The chair then mentioned that the committee received a report on the quarterly communications between the chairpersons of the Trustees and General Service Conference committees and agreed to forward that report to the Conference Committee on Agenda.

The chair also reported that a new item, that will be forwarded to the General Service Conference, came up in the committee's discussions with comments and request pertaining to how they may address items that receive a simple majority but not substantial unanimity and noted that there is a prior advisory action stating that they should be considered as suggestions and reported as such. The chair remarked that in the committee's discussions, they considered whether the practice would serve well currently and agreed to forward the

item to the 74<sup>th</sup> General Service Conference. The chair then proceeded to report the committee's recommendations to the General Service Board.

The Board approved a recommendation from the trustees' General Service Conference Committee that the request for the General Secretary and Chair of the General Service Board of Great Britain be approved to attend the 2024 U.S./Canada General Service Conference as observers.

The Board approved a recommendation from the trustees' General Service Conference Committee that the Equitable Distribution of Workload plan for the 2024 General Service Conference be implemented.

Following a motion and second, the Board accepted the report of the trustees' General Service Conference. Committee

*Trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee:* Chairperson Hon. Kerry M. presented a written report on behalf of the committee.

The chair began by thanking the committee's consultants on the military audio project, as well as the committee's co-secretaries; and their respective staff assistants who assisted in the smooth operation of the committee. The chair and committee also welcomed the corresponding conference committee delegate chairpersons, Julie S. of the Conference Committee on Cooperation with the Professional Community (CPC), and Jon C. from the Conference Committee on Treatment & Accessibilities; and expressed gratitude for their participation in the meeting.

The chair then reported highlights from the committee pertaining to the committees' continued focus on CPC exhibits and their return to presenting and participating in local and national conferences after the Covid-19 pandemic. The chair mentioned the collaborative work with trustees' Corrections committee in an effort to identify and target the best conference to make their first presentation since the pandemic.

The chair noted the committee's careful review of their preliminary budget and after their diligent work the committee was able to reduce their budget by 25%. The chair also noted that the committee will be sending three CPC videos, along with the cost associated, to the Conference Committee on CPC to review for any updates and edits to include information regarding Treatment and Accessibilities. The chair then expressed gratitude for the active use of CPC cards by the local CPC committees and expressed their joy to see that the work of the CPC/Treatment & Accessibilities has come to fruition.

The chair then reported on the Military Outreach Project and expressed their appreciation to the co-secretary on Treatment & Accessibilities, who has been very instrumental in assisting other GSO staff in uploading ten of the audio samples from the project onto the aa.org website. The chair noted that there are an additional 12 samples to be edited and posted onto the website, including an interview with an active-duty francophone speaker who has agreed to participate. The chair also noted that a search for an appointed committee member is underway, and that the committee is looking to expand this search to include veterans as well as active-duty military personnel. Lastly the chair reported that after receiving requests from the Fellowship, guidelines on Remote Communities have been developed and is currently in the translation process.

Following a motion and second, the Board accepted the report of the trustees' C.P.C./Treatment and Accessibilities Committee as presented.

*Trustees' Corrections Committee:* Chairperson Andie M. presented a written report on behalf of the committee.

The chair began by thanking the committee for their hard work and expressed appreciation to the delegate chairperson of the Conference Committee on Corrections, Eric L. for their participation in the meeting as well as the work they are doing and remarked on their continued collaboration at the 74<sup>th</sup> General Service Conference. The chair then thanked the committee secretary who recently joined the committee, and thanked the previous committee secretary, who has provided valuable support to the committee as they transitioned between committee secretaries.

The chair then reported highlights from their committee meeting regarding the development of a service piece for the Corrections work kit addressing and providing guidance on online meetings. The chair also noted that as previously mentioned, the committee has been collaborating with the Trustees CPC/Treatment & Accessibilities committee on identifying the various Corrections conferences that would provide the best opportunity to interface with professionals and have the greatest impact on bringing A.A. to more correctional facilities. The chair noted that the committee has recommended to attend this year's American Correctional Association conference being held in Nashville, Tennessee as well as the National Corrections Conference.

The chair mentioned that the committee had received feedback from Corrections chairs of the challenges they were facing with the use of tablets in correctional facilities in terms of the content provided and who would be able to access them. The chair remarked that with the assistance of GSO staff, the committee worked diligently to develop a demonstration of the tablets with providers and international market partners as well as developing a service piece to provide guidance to Corrections chairpersons on how to operate the tablets, depending on which system the correctional facility utilizes.

The chair also reported that the committee has provided a memo to the Grapevine, recommending a call for stories from incarcerated women with long-term sentences. The chair also noted that the committee had discussed an update to the *Carrying the Message Behind the Walls*, digital video disc (DVD). Lastly, the chair reported that the committee has requested that the Conference Committee on Corrections review the service piece for its' relativity in both format and content, as well as other Corrections videos, and provide guidance for next steps.

Following a motion and second, the Board accepted the report of the trustees' Corrections Committee

*Trustees' Finance and Budgetary Committee:* Chairperson Kevin P. presented a written report on behalf of the committee.

The chair began their report by thanking the committee, along with the GSO's Chief Financial Officer, General Manager, Controller, as well as the Publisher of the AAGrapevine for all of their work through the various meetings that took place and expressed their appreciation for the wonderful spirit of collaboration they experienced during those meetings. The chair also thanked the Fellowship as a whole, for their tremendous response to the Gratitude Month communication from the General Manager in November 2023 which exceeded expectations and set record contributions for the year. The chair noted that at a time when literature sales continue to recover from the pandemic, the Fellowship has continued to step up and the chair expressed their gratitude to all for their support in service to the Fellowship of A.A. The chair then thanked the delegate chairperson of the Conference Committee on Finance, Suzanne S., for their participation in the meeting, expressing their enthusiasm for their continued collaboration at the 74<sup>th</sup> General Service Conference, and proceeded to report the committee's recommendations to the General Service Board.

The Board approved a recommendation from the trustees' Finance and Budgetary Committee that the General Service Board authorize the withdrawal of \$1,064,652 from the Reserve Fund, to be allocated as follows:

\$500,000 to the General Service Board to ensure sufficient cash on hand to meet liquidity requirements in the second quarter of 2024, which includes \$1.1 million of Conference expenses. This is in response to the cash on hand deficiency carried over since the end of 2022 that was not fully mitigated by positive cash flow results in 2023 that resulted from the generous commitment to self-support from the Fellowship that exceeded both the previous annual record and 2023 reforecast budget for contributions, close management of expenses, and collections of receivables. This draw plus expected positive cash flow in the first quarter of 2024 will fully fund the expenses expected to be paid in the second quarter of 2024.

\$564,652 to Grapevine to fund year three of the Grapevine 5-year plan covering the period January 1, 2022, to December 31, 2026. This five-year plan, reviewed by the Trustees Finance and Budgetary Committee at its January 2023 meeting, called for capital investment and operating support of approximately \$1.1 million in year 2 (2023) and operating support of approximately \$565k in year 3 (2024), with the expectation that Grapevine operations would be cash flow positive and not require operating support starting in year 4 (2025).

The Board approved a recommendation from the trustees' Finance and Budgetary Committee that General Service Board approve the 2024 AAWS/GSB Budget with Contributions Revenue of \$10,500,000, Gross Margin on Literature Sales of \$9,142,359, Operating Expenses of \$19,025,113, Support for La Viña of \$569,512 and a net income before depreciation of \$47,734. Deducting depreciation of \$1,020,000 and the budgeted distribution from the International Literature Fund of \$30,000, the net budgeted deficit for 2024 is \$1,002,266.

The Board approved a recommendation from the trustees' Finance and Budgetary Committee that the General Service Board approve the 2024 Grapevine (excluding La Viña) budget with Gross Margin on Literature and Subscription sales of \$1,907,115, Operating expenses of \$2,499,287, Expected interest on unearned subscription receipts invested in the Reserve Fund of \$9,600, resulting in a net budgeted deficit of \$582,572.

The Board approved a recommendation from the trustees' Finance and Budgetary Committee that the General Service Board approve the 2024 La Viña Budget Consisting of Gross Margin on Literature and Subscription sales of \$118,861, Expenses of \$688,373, and funding from the General Service Board, per Advisory Action, in the amount of \$569,512, resulting in a net result of \$0.

Following a motion and second, the Board accepted the report of the trustees' Finance and Budgetary Committee as presented.

The interim chair then acknowledged the hard work done by all to navigate the Board during this challenging time noting the additional stress that the process has placed on executives, the financial leadership, staff who support the trustees' committees, and the employees of the affiliate corporations; and thanked them all for the tremendous effort that each individual in that process has provided to aid in navigating the Board during difficult time. The chair then expressed their heartfelt appreciation in witnessing how willing all involved were to share that responsibility, whether they were fiduciaries or not, so that the Board may continue to carry the message of Alcoholics Anonymous.

*Trustees' International Committee:* Chairperson Marita R. presented a written report on behalf of the committee.

The chair expressed their gratitude to the committee for their outstanding work and appreciation for their involvement throughout the year. The chair also thanked the committee's secretary and their staff assistant for their hard work noting that in addition to language barriers, there are cultural nuances that the committee must navigate as they serve the international community, and the efforts of the committee secretary and staff assistant has provided a tremendous amount of support to the committee. The chair also noted the efforts of additional GSO staff such as the Director of International Licensing and their team for their assistance in carrying the message of A.A. around the world.

The chair then reported highlights from their meeting regarding new opportunities to interact with the international community noting that as the Meeting of the Americas (REDELA) is held virtually, the meeting will be including two additional countries who have never participated in the meeting as a direct result of the travel to those countries in 2023.

Following a motion and second, the Board accepted the report of the trustees' International Committee.

*Trustees' International Conventions/Regional Forums Committee:* Chairperson Joyce S. presented a written report on behalf of the committee.

The chair began by thanking the committee's co-secretaries for the wonderful assistance they provided to the committee, as well as the participation of the delegate chairperson, Ed A., of the Conference Committee on International Convention/Regional Forums.

The chair then reported the three items that the committee has agreed to forward to the corresponding Conference committee regarding discussions surrounding an anonymity protected photo and delayed internet broadcast of the Flag Ceremony to be taken at the 2025 International Convention, as well as the production of anonymity protected videos of other highlights at the 2025 International Convention as a way of sharing the spirit and enthusiasm of the convention. The chair also reported that the committee will continue their discussions on hosting virtual sessions on the mobile app and proceeded to report the committee's recommendations to the General Service Board.

The Board approved a recommendation from the trustees' International Conventions/Regional Forums Committee that the 2025 International Convention Pre-Registration fee be increased from \$155.00 to \$160.00 (USD) per attendee and that the Full Registration fee be increased from \$180.00 to \$185.00 (USD) per attendee to correct the deficit budget.

Following a motion and second, the Board accepted the report of the trustees' International Conventions/Regional Forums Committee.

*Trustees' Literature Committee:* Chairperson Irma V. presented a written report on behalf of the committee.

The chair began by expressing their gratitude to the committee for their hard work as well as the committee's interim secretary for their continued support and their diligent reporting. The chair then thanked the delegate chairperson of the Conference Committee on Literature, Tomy G., for their participation and input that aided in guiding the committee's discussions. The chair expressed an appreciation to the nontrustee directors, who each served as chairpersons to a subcommittee, and the appointed committee members for their hard work but who were not able to participate in the meeting during the weekend.

The chair reported on items that the committee has agreed to forward to the 74<sup>th</sup> General Service Conference. The chair noted that the committee has reviewed the suggested revisions to the A.A. Service Manual from all three boards and that a draft of the revised manual will be forwarded to the Conference Committee on Report & Charter. The chair also noted that the committee has agreed to forward the draft manuscript of the Plain Language Big Book (PLBB) to the Conference Committee on Literature with the requested copy editing. The chair then mentioned that the committee also discussed the titles submitted by the Plain Language Big Book subcommittee and after thoughtful consideration, the committee agreed to forward one of the three titles, which will appear on the draft manuscript, to the Conference Committee on Literature for discussion.

The chair then reported that the committee reviewed the logistics and processes surrounding the review of the PLBB by the General Service Conference, including a letter of understanding, which will outline the confidential guidelines relating to the review of the manuscript to ensure A.A.'s legal rights, and registration of the approved final draft of the manuscript with the United States copyright office as well as maintaining the integrity of the literature and ultimately, the most valued asset, A.A. unity. The chair remarked that a requirement of the letter of understanding will be that Conference Committee members as well as the entirety of the 74<sup>th</sup> General Service Conference sign the letter prior to their review and that a proposed reading room be established allowing Conference members an hour and a half between Sunday morning through Thursday morning an opportunity to review the manuscript. The chair then noted that the Conference Committee on Literature will convene on Saturday, April 13 and have an opportunity to review the draft manuscript between 9 a.m. – 5 p.m.

The chair also reported that the committee discussed the feasibility of a workbook to accompany the book *Alcoholics Anonymous* and took no action. The chair also noted that the committee discussed a draft revision of the pamphlet "Questions & Answers on Sponsorship" as well as a progress report on the revision of the pamphlet "Twelve Steps Illustrated" and agreed to forward both items to the Conference Committee on Literature with the understanding that the GSO Publishing department will revise the updated report to reflect the current guidance as provided by the department. The chair then reported on the pamphlet "A.A. for the Native North American" and noted that the project is moving at pace and a progress report will be forthcoming.

The chair then reported on the input from the Fellowship regarding proposed changes to the Founders' Writings noting that the committee has received 1,171 response via online and postal mail and agreed to distribute a subsequent letter to the Fellowship, clarifying the intent of the original letter as well as recognizing and supporting that it was designed to help inform area discussions through the area delegate and the Conference process, and not a survey for wide distribution. The chair then noted that the letters that have been received to date will be distributed to the regional trustees who will share them with their respective area delegates in an effort to inform the sharing that comes for their area.

The chair also reported that the committee reviewed the annual matrix of recovery literature and agreed to forward the matrix to the 2024 Conference Committee on Literature, along with three art samples designed to show the direction of the graphics for the "Too Young?" video project as an addition to the report. The chair then noted that an updated progress report on the fifth edition of *Alcoholics Anonymous* will also be shared providing the number of stories read-to-date with the goal of 150 viable stories to be included from the 2,500 that have been submitted to the committee. The chair also mentioned that progress reports on the fourth edition of *Alcohólicos Anónimos* and the pamphlet "Do You Think You're Different?" will also be shared.



Lastly, the chair noted that a request from the committee was forwarded to the trustees' Nominating committee to reappoint Cesar F. and Gerry R. to serve another one-year term as appointed committee members on the trustees' Literature committee.

Following a motion and second, the Board accepted the report of the trustees' Literature Committee.

*Trustees' Nominating Committee:* Chairperson Tom H. presented a written report on behalf of the committee.

The chair began by recognizing and expressing their appreciation for the delegate chairperson on the Conference Committee on Trustees, Rio D., as well as the Conference committee for their support and engagement with the committee throughout the year. The chair then expressed their gratitude to the committee, the committee secretary, as well as the various staff who support the work of the trustees' committees and different departments of the General Service Office

The chair then reported that the committee received and approved recommendations for the reappointment of Kirk H. to serve another one-year term as an appointed committee member on the trustees' Public Information committee, as well as the reappointment of Cesar F. and Gerry R. to serve another one-year term as appointed committee members on the trustees' Literature committee. The chair then proceeded to report the committee's recommendations to the General Service Board noting a revision to Procedure No. 14 – Selection of Chairperson to the General Service Board in which the trustees' Nominating committee may utilize an outside consultant with referencing who will provide a report to the full Board and be presented virtually for any questions the full board may have prior to the final interviews. The chair remarked that this practice was established this past year with the committee's search for the Chair of the General Service Board. The chair also noted another revision to the procedure which was agreed upon by the committee that would allow the committee and the Board flexibility when searching for a Chairperson of the General Service Board.

The Board approved a recommendation from the trustees' Nominating Committee that the revised Procedure No. 14 – Selection of Chairperson of the General Service Board be adopted.

The Board approved a recommendation from the trustees' Nominating Committee that PAI #77 be considered by the General Service Board.

**PAI 77**

Consider changes to the General Service Board that 3 of the 7 Class A Trustee positions transition to 3 Class B Trustee positions. The General Service Board would be comprised of 21 Trustees, 4 Class A (nonalcoholic) Trustees and 17 Class B (alcoholic) Trustees.

The Board approved a recommendation from the trustees' Nominating Committee that Cesar F. from San Juan Capistrano, California be reappointed for an additional year as appointed committee member for the Trustees' Literature Committee for an additional one-year term starting with the July 2024 General Service Board weekend.

The Board approved a recommendation from the trustees' Nominating Committee that Kirk H. from Las Vegas, Nevada be reappointed for an additional year as appointed committee member for the Trustees' PI Committee for an additional one-year term starting with the July 2024 General Service Board weekend.

The Board approved a recommendation from the trustees' Nominating Committee that Gerry R. from East Helena, Montana be reappointed for an additional year as appointed committee member for the Trustees' Literature Committee for an additional one-year term starting with the July 2024 General Service Board weekend.

The Board approved a recommendation from the trustees' Nominating Committee that the slate of trustees for election at the annual meeting of the members of the General Service Board in April 2024, following presentation at the 2024 General Service Conference for disapproval, if any:

**Class A Trustees\***

Sr. Judith Ann Karam, C.S.A., FACHE  
Dawn Klug  
Hon. Kerry Meyer  
Al J. Mooney, M.D., FAAFP, FASAM  
Anadora (Andie) Moss  
Molly Oliver  
Kevin Prior, MBA, CFA, CPA

**Class B Trustees (See "Note" below)**

Cathi C.  
Tom H.  
Scott H.  
Teresa J.  
Reilly K.  
Deborah K.  
Robert L.  
Paz P.  
Marita R.  
Joyce S.  
David S.  
Ken T.  
Carolyn W.  
West Central Regional Trustee-elect  
Western Canada Regional Trustee-elect

\*nonalcoholic

*Note: West Central Regional, Western Canada Regional trustees to be elected at the April 2024 General Service Conference.*

The Board approved a recommendation from the trustees' Nominating Committee that the following slate of officers of the General Service Board for election at the Second Quarterly Meeting of the General Service Board in April 2024, following presentation at the 2024 General Service Conference for disapproval, if any:

Chairperson:	Scott H.
First Vice-Chairperson:	Deborah K..
Second Vice-Chairperson:	David S.
Treasurer:	Kevin Prior, MBA, CFA, CPA*
Secretary:	Teresa J.
Assistant Treasurer:	Paul Konigstein **
Assistant Secretary:	Racy J. *

\*GSO Employee

\*nonalcoholic

The Board approved a recommendation from the trustees' Nominating Committee that the following slate of Directors of A.A. World Services, Inc., for election in April 2024, following presentation at the 2024 General Service Conference for disapproval, if any:

Vera F.	Carolyn W.
Reilly K.	John W.

Deborah K.  
Clinton M.  
Ken T.

Robert W. \*  
Racy J. \*

\*GSO Employee

The Board approved a recommendation from the trustees' Nominating Committee that the following slate of Directors of the A.A. Grapevine, Inc., for election in April 2024 following presentation at the 2024 General Service Conference for disapproval, if any:

Teddy B.W.  
Morgan B.  
Chris C. \*  
Teresa J.  
Molly Oliver +

Nikki O.  
Paz P.  
Joyce S.  
David S.

\*AA Grapevine Employee

+nonalcoholic

Following a motion and second, the Board accepted the report of the trustees' Nominating Committee.

*Trustees' Public Information Committee:* Chairperson Deborah K. presented a written report on behalf of the committee.

The chair expressed their appreciation and gratitude to the committee secretary for all of their hard work as well as the delegate chair of the Conference Committee on Public Information, Christopher Morton for their participation during the committee meeting. The chair then reported that the committee had agreed to forward to the Conference Committee on Public Information reports surrounding the 2024 Comprehensive Media Plan; A.A.'s public media platforms such as the Meeting Guide app, the aa.org website; Google Ads; and YouTube channel; as well as a report on the development of the GSO podcast.

The chair noted that the committee was provided a report from the AAGrapevine Publisher on the AAGrapevine/La Viña website, marketing, podcast, and app; and agreed to forward the report to the Conference Committee on Public Information. The chair then reported that the committee reviewed a report from the Analytics working group and discussed the potential advantages of a new tool for future reporting whose development would also impact the work of the AAWS Technology/Communications/Services committee as well as the trustees' Public Information committee and agreed to forward the 2023 Analytics Working Group progress report to the Conference Committee on Public Information.

The chair then reported that the committee received and reviewed revisions to Public Information pamphlets, as well as an update on a feasibility study of paid placements of Public Service Announcements (PSAs) and a report on the Mesmerize Point PSA distribution project placing PSAs in pharmacies and private doctors' offices. The chair also reported that the committee discussed the progress of the Membership Survey Convenience Sample Pilot relative to the traditional survey with the analysis of the comparison to be reported to the Conference Committee on Public Information as well as the General Service Board. Lastly, the chair reported that the committee reviewed the progress of the "Young People's" video project currently under development with material collected in 2023 and that the committee is working with a vendor for a new and exciting product that will be shared with the 2024 Conference Committee on Public Information.

Following a motion and second, the Board accepted the report of the trustees' Public Information committee.

*Audit Committee:* Chairperson Kevin P. reported that the committee convened three times and met with the audit firm Binder, Dijker, and Otte (BDO) which was selected by all three audit committees of the Board. The chair reported that work on the audits of the General Service Board, AA World Services, Inc and AA Grapevine, Inc. will begin on February 5, 2024, with the pension audit beginning later in the year, and is expected to conclude by 74<sup>th</sup> General Service Conference.

Following a motion and second, the Board accepted the report of the trustees' Audit committee.

*Retirement Committee:* Chairperson Kevin P. gave a verbal report on behalf of the committee and noted that the committee has convened under their new and expanded Composition, Scope, and Procedure that was approved by the General Service Board as well as the affiliate boards in 2023. The chair reported that the committee reviewed the actuarial and investment reports for the pension plan as well as the post-retirement plan and noted that a formal report will be forthcoming once the meeting reports have been approved. The chair mentioned that the committee will have another meeting in the near future and expressed that both plans are more than one hundred percent funded as investments have done well, and the actuarial assumptions have gone in the right direction. The chair remarked that the actuary does not presume that any contribution will be needed for at least ten years which is a testimony to all of the committee's predecessors who had the foresight to invest in those plans when funds were available to do so.

The chair also reported that the committee has begun discussing the defined contributions plans and noted that although the defined benefits plans are frozen, the defined contributions will be where assets will continue to grow in the future. The chair noted that the committee will be working with the GSO Human Resources director and plan trustee, in order for the committee to provide oversight. The chair then remarked that the committee has also reviewed the rebalance of the portfolio to its target and that the committee plans to meet again before the 74<sup>th</sup> General Service Conference.

Following a motion and second, the Board accepted the report of the trustees' Retirement committee.

*Report of General Sharing Session:* Deborah K. presented a written report of the General Sharing Session and the discussion on Leadership. The chair then expressed their appreciation to the staff support person for their hard work in ensuring that the sharing sessions are well captured. The chair then reported the importance of recognizing how the spiritual principles of Alcoholics Anonymous pervades the business sessions and all of the work done by the service structure; and the importance of taking a pause during the business being done during the weekend to recognize those principles in action as they guide the work of the Board. The chair then expressed their gratitude to the Board for allowing the opportunity to reflect on how those principles fill the spaces in between meetings.

Following a motion and second, the Board accepted the General Sharing Session. report as presented.

*Trustees' Planning and Sharing Session:* The trustees met on Sunday, January 28, 2024, at 2:30 p.m. Included in the session were reports from the chairs and officers of AAWS and AA Grapevine, the General Manager of GSO, the Grapevine Publisher, the treasurer of the General Service Board, and ad hoc committees of the Board. The interim chair thanked all in attendance for their participation in the robust discussion. The interim chair then reported that there had been discussions surrounding correspondence that's received from the Fellowship that is addressed to more than one body, whether it's the General Service

Board, AA World Services, Inc., AAGrapevine, Inc., and that all parties addressed in the correspondence are included in the receipt and subsequent response to the member who submitted the piece of correspondence. The interim chair then noted that through close work with the board chairpersons and executives at the GSO and Grapevine offices, all parties can stay connected through that process.

The interim chair then reported that during the session, through Third Legacy proceedings, the Board had also selected the slate of officers for their next rotation at the conclusion of the 74<sup>th</sup> General Service Conference and expressed gratitude to all of the members who made themselves available to serve.

*Reports of Trustees' Activities:* Trustees submitted written reports of their activities since their January meeting. A summary of the reports is filed with the minutes.

## **NEW BUSINESS**

The Board approved a recommendation from the trustees' Participation of Online Groups ad hoc committee report forwarded to Policy/Admissions.

There being no further business, interim chair Mike L. thanked all for their hard work including Conference committee chairs, staff, and staff support and concluded the session with the Declaration of Unity.

Following a motion and second, the main session of the First Quarterly meeting of the General Service Board came to a close.

After a brief recess, the General Service Board reconvened and moved into executive session at 11:22 a.m. The executive session ended, and the meeting was adjourned at 1:08 p.m.

Trustees' activities since their October 2023 meeting:

**Cathi C.**

November 1	Meeting with East Central Regional Delegates
November 2	Conference Inventory Planning Committee (CIPC) Meeting
November 6	AAWS Finance Interim Meeting
November 7	Intergroup/Central Office Association Quarterly Meeting GM & AAWS Chair Weekly Meeting
November 9	Board Chairs/GM/GV Publisher Meeting
November 13	ECR Forum Working Agenda Meeting
November 14	CIPC Working Agenda Meeting GM & AAWS Chair Weekly Meeting CIPC Meeting
November 15	General Service Conference Sharing Session
November 17 – 19	East Central Regional Forum, Independence OH
November 20	Trustees' GSC Committee Interim Meeting
November 21	AAWS Finance and Board Budget Discussion
November 22	GM Review Planning with previous AAWS Chair
November 27	Inventory Subcommittee Working Agenda Meeting Inventory Subcommittee Meeting
November 28	GM & AAWS Chair Weekly Meeting
December 1	AAWS Strategic Planning Prep with GM
December 4	AAWS Finance and Board Budget Discussion CIPC Meeting
December 5	GM & AAWS Chair Weekly Meeting
December 6	Meeting with East Central Regional Delegates Liquidity Update Meeting with CFO, GM, GSB Treasurer
December 7 – 8	AAWS Strategic Planning and Board Meeting
December 11	GSB Inventory Subcommittee Meeting with facilitator CIPC Meeting
December 12	Liquidity Update Meeting with CFO, GM, GSB & AAWS Treasurers GM & AAWS Chair Weekly Meeting
December 14	Trustees' Finance Committee Interim Meeting
December 14	Meeting with ECR CDPP co-chair
December 15	TFC Finance Strategy Subcommittee Meeting CIPC Meeting
December 16	Indiana State Convention Meeting
December 20	Meeting with TCGSC Chair
December 21	Compensation Committee Meeting CIPC Meeting
December 27	Meeting with TCGSC Chair
December 29	Meeting with Conference Coordinator
January 3, 2024	GM & AAWS Chair Weekly Meeting Meeting with East Central Regional Delegates
January 8	AAWS Nominating Committee Meeting
January 9	AAWS Self-Support Subcommittee Meeting Intergroup/Central Office Association Quarterly Meeting GM & AAWS Chair Weekly Meeting Inventory Subcommittee Meeting
January 10	TFC Finance Strategy Subcommittee Meeting
January 11	Trustees' Audit Committee Meeting with Auditors Board Chairs/GM/GV Publisher Meeting
January 12	Trustees' GSC Committee Interim Meeting
January 15	AAWS Finance and Board Budget Discussion

January 16	GM & AAWS Chair Weekly Meeting
January 17	TFC Interim Meeting
January 18	ECR CDPP Ad Hoc Committee Meeting
January 22	ECR CDPP Panel Planning Meeting
January 23	Employee Retirement Committee Meeting
	GM & AAWS Chair Weekly Meeting
	AAWS Compensation Committee Meeting
January 25	AAWS Board Meeting
January 26	General Service Board Inventory
January 26 – 29	General Service Board Weekend, New York, NY

**Tom H.**

November 1	EDW Subcommittee Meeting (virtual)
	AAGV Board Huddle (virtual)
November 2	Board Inventory Subcommittee (virtual)
November 5	Chair of CCT Meeting (virtual)
November 6	GSO Desk Assignment for TNC Meeting (virtual)
November 7	TNC Procedures Review Committee Meeting (virtual)
	AAGV 2025 International Subcommittee Meeting (virtual)
	SEDGT Steering Committee Meeting (virtual)
November 9	AAGV Nominating & Governance Committee Meeting (virtual)
November 10 – 12	Area 27 Louisiana Assembly, Baton Rouge, LA
November 13 (virtual)	GSB Centennial Commemoration Ad Hoc Committee Meeting
November 14	GSB Location Plus Ad Hoc Committee Meeting (virtual)
	Conference Inventory Planning Subcommittee Meeting (virtual)
November 15	Conference Members Meeting with GSB (virtual)
November 17 – 19	SSAASA 7, Orlando, FL
November 20	Interim TGSCC Meeting (virtual)
November 27	AAWS Self-Support Committee (virtual)
	Board Inventory Subcommittee (virtual)
November 28	EDW Subcommittee Meeting (virtual)
November 29	GSO Desk Assignment for TNC Meeting (virtual)
November 30	4th Quarter Meeting with SE Delegates & Alternate Delegates (virtual)
December 4	Conference Inventory Planning Subcommittee Meeting (virtual)
December 6	Conference Committee Assignments Meeting (virtual)
December 9	AAGV Board Planning Meeting (virtual)
December 11	Board Inventory Subcommittee (virtual)
	Conference Inventory Planning Subcommittee Meeting (virtual)
December 12	TNC Procedures Review Committee Meeting (virtual)
December 13	GSB Location Plus Ad Hoc Committee Meeting (virtual)
December 14	Interim Trustees Finance and Budget Committee Meeting (virtual)
December 15	Conference Inventory Planning Subcommittee Meeting (virtual)
December 18	GSO Desk Assignment for TNC Meeting (virtual)
	TNC Meeting (virtual)
December 21	Conference Inventory Planning Subcommittee Meeting (virtual)
December 27	TNC Procedures Review Committee Meeting (virtual)
	Conference Inventory Planning Subcommittee Meeting (virtual)
December 28	TNC Class A Resume Scoring Meeting (virtual)
January 2, 2024	GSO Desk Assignment for TNC Meeting (virtual)
January 9	AAWS Self-Support Committee (virtual)
	Conference Inventory Planning Subcommittee Meeting (virtual)
	TNC Class A Interviews (virtual)

January 10	GSB Location Plus Ad Hoc Committee Meeting (virtual) EDW Subcommittee Meeting (virtual) TNC Class A/Emeriti Subcommittee Meeting (virtual)
January 11	TNC Class A Interviews (virtual)
January 12	AAGV Continuous Communication w GV/LV Area Chairs Meeting (virtual) Interim TGSCC Meeting (virtual)
January 16	GSO Desk Assignment for TGSCC Meeting (virtual)
January 17	Interim Trustees Finance and Budget Committee Meeting (virtual)
January 18	Chair of CCT Meeting (virtual)
January 19	TGSCC Delegate Chairs & Vice Chair Orientation Meeting (virtual)
January 22	GSB Location Plus Ad Hoc Committee Meeting (virtual)
January 23	GSO Retirement Committee Meeting (virtual)
January 25	AAGV Corporate Board Meeting, New York, NY
January 26	GSB Board Inventory, New York, NY
January 26 – 29	General Service Board Weekend, New York, NY

**Teresa J.**

November 10	GSB PLBB Subcommittee & Conference Improvement joint mtg
November 13	GSB PLBB Subcommittee mtg
November 14	GSB Location Plus Ad Hoc Committee mtg
November 15	Conference Sharing Session
November 17 – 18	Iran International A.A. Convention (speaker)
November 30	Regional Report & Sharing Session
December 2	Area 46 Area Assembly (Roswell, NM)
December 7	Regional mtg w/ Panel 74 Delegates and Alts
December 8	Iran AA Meeting (Speaker)
December 9	GV Board Strategic Planning mtg (guest participant)
December 13	GSB Location Plus Ad Hoc Committee mtg
December 14	GSB PLBB Subcommittee mtg GSB Trustees Finance Committee mtg
December 15	GSB Finance Strategy Subcommittee mtg
December 17	Mtg w/ AAWS treasurer for training in budget procedures
December 21	GSO's virtual1728 AA mtg
January 2, 2024	Regional P73s welcome P74s
January 10	GSB Location Plus Ad Hoc Committee mtg GSB Finance Strategy Subcommittee mtg
January 17	GSB PLBB Subcommittee mtg GSB Trustees Finance Committee mtg
January 19	Conference Committee Chairs Orientation
January 22	GSB Location Plus Subcommittee mtg
January 26 – 29	General Service Board Weekend, New York, NY

**Reilly K.**

November 6	A.A.W.S. Finance Meeting
November 7	Nominating Procedures Review Meeting
November 9-12	Area 07 Facilitate Area Elections, Placerville, CA (in person)
November 13	A.A.W.S. Internal Audit Committee
November 15	Participation in Online Groups
November 16 – 20	Area 05 Facilitate Area Elections, Fairbanks, AK (in person)
November 21	A.A.W.S. Board Meeting
November 30	Questions from Area 07 Discussion Discussion with Area Planning Committee



December 1	Chair/Secretary meeting of Archives Committee
December 4	A.A.W.S. Finance Committee
December 7	A.A.W.S. Strategic Plan Meeting all day (virtual)
December 8	A.A.W.S. Board Meeting all day (virtual)
December 12	Nominating Procedures Review Meeting
December 13	Area 08 Planning Meeting
December 14	Trustees Finance Interim Meeting Participation in Online Groups
December 18	Trustees Nominating Committee Meeting
December 20	Area 05 Chair Meeting on Step 12
December 21	A.A.W.S. Compensation Committee Meeting
January 2, 2024	Area 08 Planning Meeting
January 4	Participation in Online Groups Pacific Region Delegates Meeting
January 8	A.A.W.S. Nominating Committee Meeting
January 9	Interview Class A Candidates
January 11	A.A.W.S. Pre-Audit Meeting Trustees Class A Search PRAASA Planning
January 13	Various Planning Conversations (teleconference)
January 14	PRAASA Delegate Advisory Board Meeting
January 15	Distribute PDAB Updates A.A.W.S. Finance Interim Meeting
January 17	Trustees Finance Interim Meeting
January 18	1728 Meeting
January 19	Conference Committee Orientation
January 22	Area 08 Planning Meeting
January 23	Retirement Committee Meeting Compensation Committee Meeting
January 25	A.A.W.S. Board Meeting
January 26 – 30	General Service Board Weekend (in person)

**Sister Judith Ann K.**

November 7	International Trip Consultation
November 15	Conference Sharing Session
November 19 – 21	East Central Regional Forum
December 5	OnBoard Office Consultation
December 14	Trustee Finance Committee Interim Meeting
December 18	Trustees Nominating Committee Meeting
December 21	Compensation Committee Meeting
December 28	Trustees Nominating Meeting
January 9, 2024	Trustees Nominating Committee (TNC) – Class A Interviews
January 10	TNC Subcommittee on Trustee Emeriti/Class A
January 11	TNC Class A Interviews Compensation Committee
January 17	Trustees Finance Committee Interim Meeting
January 19	2024 Conference Committee Delegates Orientation
January 26 – 29	General Service Board Weekend, New York, NY

**Deborah K.**

November 2	Meeting with Public Information (PI)
November 6	AAWS Interim Finance Meeting

November 8	Service Material Meeting
November 13	Conn Virtual Service Manual Meeting
November 15	GSC Sharing Session
November 20	AAWS Technology/Communication/Services (TCS) Planning Service Material Meeting
November 21	AAWS Interim Meeting
November 27	Service Material Meeting
November 30	Southeast Quarterly Meeting
December 1	Analytics Meeting Meeting with AAWS Chair Final Conference Report gathering
December 4	AAWS Interim Finance Meeting
December 6	Membership Survey Meeting
December 7	AAWS Strategic Planning & Executive Session
December 8	AAWS Corporate board meeting
December 18	Service Material Meeting Trustees' Nominating Committee (TNC) meeting
December 29	TNC meeting
January 4, 2024	Review Committee Service Material Meeting
January 5	Analytics Workgroup PI Planning meeting
January 8	TCS Planning meeting
January 9	TNC Class A Interviews
January 10	TNC Trustee Emeriti Subcommittee
January 11	TNC Class A Interviews PI Prep meeting
January 15	AAWS Interim Finance Meeting
January 17	Interim Trustees Finance Budgetary
January 19	Delegate Chair Orientation
January 25	AAWS Corporate Board
January 26 – 29	General Service Board Weekend, New York, NY

**Robert L.**

November 7	International Trip Consultation Trip (TCT)
November 15	Ad Hoc Committee Meeting Group Online Sharing session with delegates
November 16 – 19	East Central Regional Forum
November 20	International Bimonthly Meeting
December 5	International Trip Consultation Trip
December 6 – 7	Template to fill Ad Hoc Committee Meeting Group Online
December 9	Area 87 (South-West Québec) meeting
December 12	Interim Trustees' IC-RF Committee meeting
December 13	Correction Committee Meeting REDELA monthly meeting
December 14	Trustee finance committee Ad Hoc Committee Meeting Group Online
December 18	International Bimonthly Meeting
December 21	1728 virtual meeting
January 4, 2024	Ad Hoc Committee Meeting Group Online
January 7	Answering the 23 questions in the Board's inventory.
January 9	Completing the questionnaire for the General Manager
January 10	REDELA monthly meeting

January 11	Writing presentation on LEADERSHIP for sharing session.
January 15	Manual service's study meeting (zoom)
January 16	Writing presentation on REDELA for 74th Conference
January 17	Interim TFC meeting
January 18	1726 virtual meeting
January 19	2024 Conference Committee Chairs Orientation
January 22	Correction Committee Meeting
January 23	Studying/Reading the 23 questions in the Board's inventory.
January 26 – 29	General Service Board Weekend, New York, NY

**Mike L.**

November 7	Trustees' Nominating Committee - virtual International Trip Consultation Team Meeting - virtual
November 9	Board Chairs & Execs Meeting - virtual
November 10 – 12	National Corrections Conference – Oklahoma City, OK
November 13	East Central Regional Forum Working Agenda Meeting - virtual
November 14	Location Plus Ad Hoc Committee - virtual
November 15	Conference Sharing Session - virtual
November 17 – 19	East Central Regional Forum – Independence, OH
November 20	Trustees' General Service Conference Committee Interim Meeting - virtual
December 1	Board Chair & GM Call - virtual
December 2	Area 52, District 1- Williston, North Dakota - speaker
December 5	International Trip consultation Team Meeting - virtual
December 7	Board Chairs & Execs Meeting - virtual
December 8	AAWS Planning Meeting - virtual
December 9	AAGV Strategic Planning Meeting - virtual
December 12	Trustees' Nominating Committee - virtual
December 13	Location Plus Ad Hoc Committee Meeting - virtual
December 14	Trustees' Finance Committee Interim Meeting - virtual
December 18	Trustees' Nominating Committee – virtual Service Manual Study – virtual presenter
December 21	Virtual 1728 Meeting Compensation Committee Meeting – virtual
December 27	Trustees' Nominating Committee – virtual
December 28	Trustees' Nominating Committee – virtual
January 2, 2024	International Trip Consultation Team Meeting - virtual
January 4	GSB Policy Ad Hoc Committee Meeting - virtual Board Chairs & Execs Meeting – virtual
January 5 – 7	Area 14 Assembly – Howey-in-the-Hills, FL - speaker
January 10	Location Plus Ad Hoc Committee Meeting - virtual Trustees' Nominating Committee – virtual
January 11	Trustees' Audit Committee – virtual
January 12	Trustees' General Service Conference Committee Interim Meeting - virtual
January 17	Plain Language Big Book Subcommittee Meeting - virtual Trustees' Finance Committee Interim Meeting – virtual
January 19	2024 Conference Committee Chairs Orientation - virtual
January 22	Location Plus Ad Hoc Committee Meeting – virtual Tablet Demonstration for Corrections - virtual
January 23	Retirement Committee Meeting – virtual Compensation Committee Meeting – virtual
January 24	General Service Board Weekend Final Review - virtual

January 25 – 29      General Service Board Weekend – New York, NY

**Kerry M.**

**Note:** *Extensive correspondence exchanged throughout the quarter, regarding CPC and EPGSA presentations*

November 7              WC Regional delegate meeting  
November 10 – 12      EPGSA – Lancaster, PA  
November 12            WCR SA planning meeting (virtual)  
November 13            Ad hoc Centennial Committee - (virtual)  
November 15            Ad Hoc POGs meeting  
November 17            CPC planning meeting  
November 18 – 19      CPC/PI National Conference presentation  
December 10            WCR SA planning (virtual)  
December 11            WCR delegates meeting (virtual)  
December 14            Ad hoc POGs meeting (virtual)  
January 2024           Submitted Board Inventory answers.  
January 4                Ad hoc POGs meeting (virtual)  
                                 Ad hoc Policy meeting (virtual) (also prep in advance)  
January 9                Conference Subcommittee interim meeting (virtual)  
January 14               WCR SA planning meeting (virtual)  
January 19               Conference committee chairs orientation (virtual)  
January 21               WCR delegates meeting (virtual)  
January 26 – 29        General Service Board Weekend, New York, NY

**Andie M.**

November 10 – 12      National Corrections Conference, Oklahoma City – Speaker  
November 13            Centennial Ad Hoc Committee  
December 28            Review of Resumes and Scoring, Nominating Committee  
December 29            Review of Resumes and Scoring, Nominating Committee  
January 4 – 8, 2024    American Correctional Association, meetings related to tablet experiences in correctional facilities.  
January 9                Corrections Sub Committee on Conferences  
                                 TNC Class A Interviews  
January 10               TNC Subcommittee, Emeriti  
January 11               TNC– Class A Interviews  
January 19               GSC Report Review (multi group) – Speaker  
January 22               Tablet Distribution Presentation  
January 26 – 29        General Service Board Weekend, New York, NY

**Molly O.**

**Note:** *2023 Fourth Quarter Trustee Activities omitted from the 2023 Q4 meeting report are included*

June 24                 AAGV Director's Orientation  
July 7                    Mtgs. General Sharing and 1728  
July 26 – 30            GSB Quarterly Board meeting  
August 17               General Service Board Sharing Session  
                                 1728 Meeting  
September 9            AAGV board meeting  
September 14           GV nominating interview  
September 26           AAGV strategy meeting  
October 26              GSB interviews

October 27	AAGV Quarterly Meeting/Strategic Planning
October 28	General Service Board Quarterly Board meetings
November 5	International Cuba Speech
November 15	General Service Board Sharing Session
November 21	AAGV strategy meeting
December 9	AAGV Strategic Planning meeting Grapevine nominations committee
January 8, 2024	AAGV strategy meeting
January 9	Meeting with GSB chair
January 18	AAGV strategy meeting
January 24	Travel Day - GSB Quarterly Board weekend
January 25	AAGV Board meeting
January 26 – 29	General Service Board Weekend, New York, NY

**Paz P.**

*\* recurring meeting throughout the quarter*

November 1	Grapevine Board huddle
November 2	GV Conference Chair virtual meeting
November 3	GV Publisher weekly meeting *
November 9	Biweekly Meeting of Board Chairs, General Manager & GV Publisher * GV Nominating and Governance Committee
November 10	TABB Subcommittee & Conference Improvements Subcommittee
November 10 – 12	Milwaukee State Convention
November 14	Location Plus Ad Hoc Committee. November Meeting
November 15	Conference Sharing Session
November 20	Trustees GSC Interim Meeting
November 21	GV Publisher weekly meeting *
November 25 – 27	Baltimore General Service Forum
November 29	Conference Improvement Subcommittee
December 2	General Service Forum
December 6 subcommittee	Agenda and Background review - Conference Improvements
December 7 *	Biweekly Meeting of Board Chairs, General Manager and GV Publisher  Finance GV Committee - Review Draft Budget for GV/LV
December 8	GV Publisher weekly meeting *
December 9	AAGV Strategic Planning Meeting
December 13	Location Plus December 2023 Meeting
December 14	Interim TFC Meeting
December 15	Finance Strategy Subcommittee- 1st Meeting Conference Improvement Subcommittee
December 18	GV Publisher weekly meeting *
December 21	Compensation Committee Meeting
January 10, 2024	Location Plus January 2024 Meeting Monthly meeting of the Finance Strategy Subcommittee
January 11	Trustees Audit Committee Meeting - Pre-Audit Presentation
January 12	Interim TGSCC January Meeting
January 18	GVAC Workshop Conference Improvements Subcommittee
January 19	2024 Conference Committee Chairs Orientation Meet with Cresa Pre-January GSB GV Publisher weekly meeting *

January 22 Meet with Cresa Pre-January GSB  
January 23 AAWS Compensation Committee Follow Up  
Retirement Committee Meeting  
January 25 – 29 General Service Board Weekend

**Kevin P.**

November 8 Meeting of ICRF Subcommittee  
November 17 – 19 East Central Regional Forum, Independence, Ohio  
November 22 Meeting of ICRF Subcommittee  
December 5 Meeting with Conference Finance Committee  
December 6 Meeting of ICRF Subcommittee  
December 12 Interim Trustees ICRF Meeting  
December 14 Interim Trustees Finance Committee Meeting  
December 15 Meeting of Finance Strategy Subcommittee  
January 3, 2024 Meeting of ICRF Subcommittee  
January 10 Meeting of ICRF Subcommittee  
Meeting of Finance Strategy Subcommittee  
January 11 Meeting of Trustees Audit Committee  
January 17 Meeting of ICRF Subcommittee  
Interim Trustees Finance Committee Meeting  
Interim Trustees ICRF Meeting  
January 19 Meeting of Employees Retirement Committee  
January 25 – 29 General Service Board Weekend, New York, NY

**Marita R.**

November 3 PI Comprehensive Media Plan Meeting - virtual  
November 7 International Trip Consultation Team - virtual  
November 9 – 12 Area 59 Eastern PA Assembly – Lancaster, PA  
November 13 Symposium for Public Information Mexico Structure - virtual  
November 14 Location + Committee - virtual  
OnBoard training for World Service Meeting - virtual  
November 15 REDELA Meeting - virtual  
CPC Conference Meeting - virtual  
Full Conference Meeting - virtual  
November 17 – 19 Area 10 Colorado Assembly - Denver  
November 29 CPC booth National Convention – Las Vegas, NV 8am – 4pm  
December 4 Trustees-at-Large (TALs) meeting with Staff member - virtual  
December 5 International Trip Consultation Team - virtual  
December 13 Location + Committee - virtual  
REDELA meeting - virtual  
December 14 Trustees' Finance Committee, observer - virtual  
December 18 TALs with staff member - virtual  
December 28 National Healthcare Coalition wrap-up meeting – Las Vegas  
January 10, 2024 Location + Committee – virtual  
January 11 Trustees' Audit Committee - virtual  
January 17 REDELA Meeting - virtual  
January 19 2024 Conf Conn Chairs Orientation – virtual  
January 25 – 29 General Service Board Weekend, New York, NY

**Joyce S.**

November 1 Grapevine Board Huddle Virtual

November 5	Area 86 Assembly
November 9	Virtual meeting with Region Forums Staff Member, Eileen Grapevine Nominating Committee virtual meeting
November 15	Virtual meeting with POG ad-hoc committee Conference sharing session
November 27	Regional CERASSA committee meeting
December 3	Remote Communities
December 9	Grapevine strategic planning meeting
December 12	ICRF Committee Meeting
December 14	Virtual meeting with POG ad-hoc committee
December 21	Compensation Committee Meeting
January 4, 2024	Virtual meeting with POG ad-hoc committee Grapevine strategic planning meeting
January 13	Area 83 ACM
January 14	Eastern Canada Delegates' Orientation committee meeting
January 17	Virtual Meeting with ICRF Staff Secretaries Interim TFC Meeting
January 18	Grapevine Reps workshop Telephone call Area 82 Delegate
January 19	Conference Committee Chair Orientation
January 22	Regional CERASSA committee meeting
January 23	Compensation Committee Meeting
January 25 – 29	General Service Board Weekend

**David S.**

November 1	Meet with Publisher and AAGV Board Chair Grapevine Board Huddle
November 9	Grapevine Finance Update with Interim Controller and Publisher Grapevine Nominating Committee meeting
November 13	Centennial Commemoration Ad Hoc Committee Meeting
November 15	Conference Sharing Session
November 16	East Central Regional Forum
November 17	East Central Regional Forum Trustee's PI Committee Meeting - Analytics Working Group
November 18	East Central Regional Forum
November 19	East Central Regional Forum
November 20	Grapevine Finance Update with Interim Controller and Publisher
November 21	GV App Reporting with AAGV Publisher Meet with Prospective Strategy Facilitator
November 28	Grapevine Finance Update with Interim Controller and Publisher
November 30	Grapevine Budget and Cash Review with Interim Controller & Publisher
December 3	Review GV and LV Budgets with AAGV Publisher
December 4	Review AAGV October Draft Financials with Publisher & Interim Controller
December 5	AAGV Meeting with PSA (Fulfillment partner)
December 6	Budget Review with AAGV Publisher
December 7	Grapevine Finance Update with Interim Controller and Publisher AAGV Finance Committee - review draft Budget
December 8	Trustee's PI Committee Meeting - Analytics Working Group
December 9	AAGV Strategic Planning Meeting
December 11	Grapevine / La Viña - Fellowship Engagement Meeting
December 12	Interview prospective AAGV Controller Candidate
December 13	Review Draft AAGV Rolling Cash Forecast with Interim Controller & Publisher

December 14	Review Draft AAGV Rolling Cash Forecast with Interim Controller & Publisher
	Grapevine Finance Update with Interim Controller and Publisher
	Trustee's Finance Committee Meeting
December 15	Trustee's PI Committee Meeting - Analytics Working Group
	Trustee's Finance Strategy Sub-Committee Meeting
December 19	Review Draft AAGV Rolling Cash Forecast with Interim Controller & Publisher
December 29	Trustee's PI Committee Meeting - Analytics Working Group
January 4, 2024	Grapevine Finance Update with Interim Controller and Publisher
	GSB Policy Ad Hoc Committee
	Grapevine Strategic Outreach Team Meeting
January 5	Trustee's PI Committee Meeting - Analytics Working Group
January 11	Finance Strategy Subcommittee Meeting
	Trustee's Audit Committee Meeting
January 16	Grapevine Budget Review with Interim Controller and Publisher
January 17	Interim Trustee's Finance Committee Meeting
January 18	Grapevine Finance Update with Interim Controller and Publisher
	Grapevine Strategic Outreach Team Meeting
January 18	Grapevine Area Chair Workshop
January 19	Conference Committee Chairs Orientation
January 20	Keynote Speaker for Area 48 Orientation Day
January 25	Grapevine Quarterly Board Meeting
January 26 – 29	General Service Board Weekend, New York, NY

**Ken T.**

November 3-5	Area 48 Convention, Utica, NY
November 7	TNC Procedures committee, Virtual
November 10 – 12	MA State Convention, Sturbridge, MA
November 15	POG Ad Hoc Committee Meeting, Virtual
November 19	NERD monthly meeting, Virtual
December 12	TNC Procedures committee, Virtual
December 17	NERD monthly meeting, Virtual
December 18	TNC class A meeting, Virtual
December 27	TNC - Procedures Subcommittee, Virtual
December 28	TNC - 2024 Class A Search, Virtual
January 4, 2024	POG Ad Hoc Committee Meeting, Virtual
January 9	TNC - Class A Interviews, Virtual
January 11	TNC - Class A Interviews, Virtual
January 17	Group Biz meeting, Virtual
January 21	NERD Monthly Meeting, Virtual
January 25	AAWS Board, New York
January 26	GSB Inventory, New York
January 26 – 29	General Service Board Weekend

**Irma V.**

**Note:** All meetings below are videoconference meetings unless otherwise indicated

November 1	EDW Subcommittee Meeting
November 2	TCGSC Conference Inventory Planning Committee Meeting
November 8	IC/RF Subcommittee Meeting on Regional Forums
November 13	Plain Language Big Book Subcommittee Meeting
November 14	General Service Board Location Plus Ad Hoc Committee Meeting



November 15	TGSCC Conference Inventory Planning Committee Meeting
November 18	Conference Sharing Session
November 20	Western Canada Regional Forum Committee Meeting
November 22	TGSCC Conference Committee Interim Meeting
November 27	IC/RF Subcommittee Meeting on Regional Forums
November 28	TGSCC Conference Committee Interim Meeting
November 29	EDW Subcommittee Meeting
December 4	TLC Subcommittee Chair (Phone Meeting)
December 6	TGSCC Conference Inventory Planning Committee Meeting
December 11	IC/RF Subcommittee Meeting on Regional Forums
December 12	Conference Inventory Planning Committee Meeting
December 14	IC/RF Interim Trustees Committee Meeting
	Plain Language Big Book Subcommittee Meeting
	Trustees Finance Committee
December 27	TGSCC Conference Inventory Planning Committee Meeting
January 3, 2024	IC/RF Subcommittee Meeting on Regional Forums
January 4	GSB Policy Review Committee
January 7	Inventory Survey
January 9	TGSCC Inventory Planning Committee Meeting
January 10	Locations Plus Ad Hoc Committee Meeting
	IC/RF Subcommittee Meeting on Regional Forums
	EDW Subcommittee Meeting
January 11	A.A. for the Native North American Pamphlet working group
January 12	Interim Trustees' GSCC Committee Meeting
January 17	Interim Trustees' Finance Committee Meeting
	Plain Language Big Book Subcommittee Meeting
January 19	2024 Conference Committee Chair Orientation
	Presentation 2023 IC/RF Conference Committee Final Report
January 22	Locations Plus Ad Hoc Committee Meeting
January 25	A.A.W.S. Board Meeting as an observer (New York)
	Archives-research at GSO
January 26 – 29	General Service Board Inventory (New York)

**Carolyn W.**

*\* all meetings held virtually except where noted as in person*

November 1	GSB – TCGSC EDW Subcommittee
November 2	GSB – TCGSC Inventory Planning Working Group
November 6	GSB – TCGSC Chair meet with Secretary
	AAWS – Interim Finance Meeting
November 7	GSB – Location Plus Chair meet with GM and Vendor
	AAWS – IGCO Quarterly Meeting
November 8	GSB – TCICRF Subcommittee
November 10	GSB – TCGSC meet with TABB subcommittee
November 13	GSB – Centennial Ad Hoc Committee
November 14	GSB – Location Plus Chair meet with GM and Vendor
	GSB – Location Plus Ad Hoc Committee
	AAWS – IAC
	GSB – TCGSC Inventory Planning Working Group
November 15	AAWS – Finance Chair meet with Secretary
	GSB – POG Ad Hoc
	GSC – Conference Sharing Session

November 17 – 19	East Central Regional Forum – In person (not assigned, at my own expense)
November 20	GSB – TCGSC Interim Meeting
November 21	AAWS – Board Meeting/Finance Committee
November 22	GSB – TCICRF Subcommittee
November 27	GSB – TCGSC Inventory Subcommittee AAWS – Finance Self Support Subcommittee
November 28	GSB – Location Plus Chair meet with GM and Vendor GSB – TCGSC EDW Subcommittee
November 29	GSB – TCGSC Improvements Subcommittee
December 4	AAWS – Interim Finance Committee GSB – TCGSC Inventory Planning Working Group
December 5	GSB – Location Plus Chair meet with GM and Vendor
December 6	GSB – TCICRF Subcommittee GSB – Location Plus Chair meet with Secretary GSB – TCGSC Panel 74 Committee Assignments
December 7 – 8	AAWS – Virtual Board Meeting and Strategic Planning
December 11	GSB – TCGSC Inventory Subcommittee GSB – TCGSC Inventory Planning Working Group
December 12	GSB – Location Plus Chair meet with GM and Vendor AAWS – Treasurer meet with Chairs/Treasurers GSB – TCICRF Interim Meeting
December 13	GSB – Location Plus Ad Hoc Committee
December 14	GSB – Trustees Finance Committee Interim Meeting GSB – POG Ad Hoc
December 15	GSB – TFBC Finance Strategy Subcommittee GSB – TCGSC Improvements Subcommittee GSB – TCGSC Inventory Planning Working Group
December 19	GSB – Location Plus Chair meet with GM and Vendor
December 21	GSB – Compensation Committee GSB – TCGSC Inventory Planning Working Group
December 27	GSB – TCGSC Inventory Planning Working Group
December 28	GSB – TCGSC Chair meet with Secretary AAWS – IAC
December 29	AAWS – Treasurer meet with AAGV Treasurer
January 3, 2024	GSB – TCICRF Subcommittee
January 4	GSB – POG Ad Hoc
January 5 – 6	Area 79 Quarterly (In person)
January 9	AAWS – Finance Self Support Subcommittee GSB – Location Plus Chair meet with Secretary GSB – TCGSC Inventory Subcommittee
January 10	GSB – Location Plus Ad Hoc Committee GSB – TCICRF Subcommittee GSB – TFBC Finance Strategy Subcommittee GSB – TCGSC EDW Subcommittee
January 11	AAWS – Treasurer meet with GM and CFO re: Budget GSB – Audit Committee
January 12	AAWS – Finance Chair meet with Secretary GSB – TCGSC Interim Meeting
January 15	AAWS – Interim AAWS Meeting/Finance Committee
January 16	GSB – Location Plus Chair meet with GM and Vendor GSB – TCGSC Chair meet with GSB Chair, GM and DSS
January 17	GSB – TCICRF Subcommittee GSB – Trustees Finance Committee Interim Meeting

AAWS – Treasurer meet with TMG, TCICRF Chair and GSB  
Treasurer 2025 IC budget update discussion  
January 18 GSB – TCGSC Chair meet with Secretary  
GSB – TCGSC Improvements Subcommittee  
January 19 GSC – Delegate Chairs Orientation  
January 22 GSB – Location Plus Ad Hoc Committee  
January 23 GSB – Location Plus Chair meet with GM and Vendor  
GSB – Compensation Committee  
January 25 AAWS – Board Meeting (in person)  
January 26 GSB – Inventory (in person)  
January 26 – 29 General Service Board Inventory (New York)

## **General Service Board of Alcoholics Anonymous, Inc.**

October 30, 2023, 9:30 a.m.

The trustees of the General Service Board of Alcoholics Anonymous, Inc. held their third quarterly meeting at the Westin New York Hotel at Times Square, New York, NY. with interim Chair Mike L., presiding.

Interim Chair Mike L. called the meeting to order, opening with a moment of silence and the Serenity prayer.

Present: Cathi C.; Tom H.; Teresa J., Reilly K.; Sister Judith Ann K., CSA, FACHE; Deborah K.; Robert L.; Mike L.; Hon. Kerry M.; Anadora (Andie) M.; Paz P.; Kevin P., MBA, CFA, CPA; Marita R.; Joyce S.; David S.; Ken T.; Irma V.; and Carolyn W.

At the invitation of the Board, the following persons were also present: Eileen A.; Karina C.; Chris C.; Patrick C.; Kelly C., Irene D.; James H.; Racy J.; Paul K.; Diana L.; Michelle M.; Pamela P.; Misha Q.; Michael R.; Bob W.; Sandra W.; Trustee Emeriti: Leonard B., Michele G., Andree L., interpreter; and Jacob D., recording secretary.

Minutes: Following a motion and second, the minutes of the Third Quarterly Meeting of the Trustees and Members of the General Service Board of Alcoholics Anonymous, Inc. held on July 31, 2023, were approved as amended to reflect the quarterly activities of Western Canada regional trustee Irma V. and Class A trustee Andie M.

Chair's Report: Interim Chair Mike L. expressed his amazement and gratitude at the continued efforts from all the trustees, directors, GSO staff and other volunteers, despite the outside challenges, as we continue to refine our processes in utilizing new technology such as the Onboard digital resource platform and move forward.

The interim chair then reported that on Thursday, October 26, 2023, the General Service Board interviewed finalists for the vacant chair position. After the interviews, the Board met in an executive session for deliberation. Following the third legacy procedure, the interim chair announced that the General Service Board is delighted to recommend that Scott H., past trustee at large Canada, be added to the slate of officers as chairperson of the General Service Board for disapproval, if any, at the 74th General Service Conference.

The interim chair acknowledged the tremendous work done by the Trustees' Nominating Committee as well as the support staff that aided in the process. The chair noted that all finalists were very well qualified for the role and appreciated their dedication to service. The interim chair expressed their enthusiasm with the Board moving forward with their recommendation to the Conference and will send a communication to the US/Canada conference structure to inform them of the recommendation.

Communications: Secretary Irma V. reported that the Board received eight communications since the last board meeting. Copies of the communications were provided to all Board members. The topics of the letters included concerns regarding the resignation of our past Board chair; concerns over financial management; addressing revisions of literature as well as requests to cease and desist on a few of those revisions; and unity and trust. Responses to submitters are ready to be distributed at the request of the Board, with thanks for expressing their concerns.

### Corporate Reports:

Alcoholics Anonymous World Services, Inc. (AAWS): Chairperson Cathi C. presented a written report on behalf of the corporation. The chair noted minor edits, such as the inclusion of the new AAWS Director, Racy Joseph and welcomed them to the AAWS Board. The chair

thanked all for their assistance throughout the weekend with the inaugural application of the OnBoard platform.

The AAWS chair then brought forward a recommendation by the AAWS Board regarding the 2022 Proposed Agenda Item (PAI) #9, which reads:

PAI 9 – Consider revising the pamphlet "Twelve Concepts Illustrated" under Warranty One by changing the use of the words "donation" and "contribution." To read as follows:

*"So long as we refuse to take outside donations and limit contributions from individual members, "we shall not become wealthy in any perilous sense."*

The chair reported that the committee discussed that AAWS considered the original PAI submitted last year. The pamphlet was revised as follows:

*"So long as we refuse to take outside contributions and limit contributions from individual members, "we shall not become wealthy in any perilous sense" (the 2006 Advisory Action recommended that The word "donation" be replaced with the word "contribution" in AAWS literature as it comes up for reprint.)*

However, the submitter believes that the wording should be as noted in the proposal. The committee agreed that forwarding this item to the 74th General Service Conference might be helpful, given that sentiment within the Fellowship may have shifted since the 2006 Advisory Action.

Following a motion and second, the Board approved a recommendation from AAWS to forward this item to the 74th General Service Conference.

Following a motion and second, the Board accepted the report as presented.

Alcoholics Anonymous Grapevine, Inc.: Chairperson Paz P. presented a written report on behalf of the corporation. The chair provided highlights of their meeting which included updates to the Grapevine/LaViña Financial Report, the search for a new AA Grapevine non-trustee director, and the AA Grapevine app.

The chair reported that after reviewing thirty-seven resumes, the GV Trustee Nominating and Governance Committee interviewed seven candidates, and with feedback from the full Board, the AA Grapevine Board has chosen a candidate for the role of non-trustee director.

The chair also reported that since the release of the AA Grapevine app on September 1, there have been approximately 17,000 downloads with over 2,300 subscriptions, and currently, the AA Grapevine App sits at number 32 on the Apple Top 200 Newspaper and Magazine App Charts.

The chair mentioned that AA Grapevine directors have been receiving requests from members of the Fellowship, during interactions at local assemblies and virtual meetings, whom, as the holidays are approaching, inquire if Grapevine can facilitate a gift certificate for the Grapevine/La Viña apps. The chair noted that Grapevine Publisher has been working on the matter and advised that a release date will be revealed soon.

The chair then welcomed the new Digital Editor, Julia D., whose years of experience will assist in creating a more robust experience for users of the app; and reported that as the Board continues their search for a new Controller, the Board will be utilizing the efforts of the AAGV Treasurer in conjunction with Your Part-Time Controller (YPTC) to review their Finances until such time as a new Controller is found. The chair also noted that AA

Grapevine will be extending their traditional offering of free shipping throughout the months of November and December to support the yearly sales of books and cash flow.

The chair also reported that the AA Grapevine Board discussed PAIs 51, 60, 62, 81, and 90; all of which are related to changing the word “people” to “men and women” in the Preamble. The Board decided to take no action on these proposed items with more details in their written report.

Following a motion and second, the Board accepted the report as presented.

#### Reports of Trustees' Committees:

*Trustees' Archives Committee:* Chairperson Reilly K. presented a written report on behalf of the committee.

The chair noted that during their meeting, the committee approved the department report from the committee secretary and, after approving the 2024 preliminary budget, agreed to forward the item to the Trustees Finance & Budgetary Committee. The chair also mentioned that the committee received a report by the GSO Communication Services Department regarding the Audiovisual Preservation Survey with great appreciation and has directed the Archivist to proceed with the first part of Phase 1 of the implementation strategy and provide status updates at the following quarterly meeting. The chair then reported that the committee has approved two permissions for research requests and has accepted the sample of digital photographs with the approved placement of the watermark and copyright text.

Following a motion and second, the Board accepted the report of the trustees' Archives Committee.

*Trustees' General Service Conference Committee:* Chairperson Carolyn W. presented a written report on behalf of the committee.

The chair reported highlights from the committee meeting regarding their review of the 2024 Conference budget and the incorporation of cost savings as suggested in the progress report from the Conference Improvement Subcommittee. The chair also noted that the committee reviewed several proposed agenda items and agreed to forward PAI #10 – a request to revise procedures for electing delegate chairperson and committee chairpersons – to the 2024 General Service Conference.

The chair also mentioned updates on the work of the Conference Improvement, Inventory, and Equitable Distribution of Work (EDW) subcommittees including a recent request to the EDW subcommittee from the TAB subcommittee chair regarding ways to accommodate more time at Conference for members to review the Plain Language Big Book during the Conference week. In this effort, the committee has requested the Conference Improvement subcommittee to work with the TAB subcommittee to propose some solutions to that request.

The committee has also continued their discussion that began in January 2023 regarding the General Service Conference Banquet with a focus on guiding principles and fiscal responsibility.

The Board approved a recommendation from the trustees' General Service Conference Committee that the GSB adopt the Inventory plan, questions, and materials.

Following a motion and second, the Board accepted the report of the trustees' Committee on the General Service Conference.

*Trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee:* Chairperson Hon. Kerry M. presented a written report on behalf of the committee.

The chair reported that the committee reviewed all three proposed agenda items and after consultation with conference committee members, had decided not to forward any of the PAIs to the 74th General Service Conference. The committee also reviewed and approved the preliminary budget with careful consideration of the incurring cost of exhibitor space at CPC events and provided a recommendation to the Board to slightly expand its Scope.

The Board approved a recommendation from the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee that the language in the Scope be changed as follows to add a new scope #8, changing the total amount from 10 to 11 items:

The committee is responsible for:

8. Review requests by CPC/Treatment/Accessibilities and Remote Committees for new literature translations for members and potential members in the U.S./Canada. The committee may, on a case-by-case basis, forward translation requests to the trustees' International Committee for consideration, keeping in mind expressed needs and costs.

Following a motion and second, the Board accepted the report of the trustees' C.P.C./Treatment and Accessibilities Committee as amended.

*Trustees' Corrections Committee:* Chairperson Andie M. presented a written report on behalf of the committee.

The chair noted highlights from their committee meeting including the development of a working group to investigate and prioritize recommendations for productive interaction with professionals at Corrections Conferences and collaboration with the CPC committee.

The Board approved a recommendation from the trustees' Corrections Committee that under the Scope item #2 of the Composition, Scope and Procedure which currently reads:

2. Developing materials to assist A.A. members in prison Twelfth Step work. These materials include suggestions for cooperating with prison administrators and corrections personnel in order to hold A.A. meetings in facilities, for "sponsoring" A.A. prison groups, and for providing prerelease sponsorship information.

be changed to:

2. Developing materials to assist A.A. members in Twelfth Step work in all correctional settings. These materials include suggestions for cooperating with correctional administrators and personnel in order to hold A.A. meetings in facilities, for "sponsoring" A.A. groups in all correctional settings, and for providing prerelease sponsorship information.

And that the last paragraph of the Scope which currently reads:

All these activities draw upon and are enhanced by the shared experience of local institutions, committees and individual prison Twelfth Step workers.

be changed to:

All these activities draw upon and are enhanced by shared experience provided by members volunteering in local institutions, committees and correctional facilities.

Following a motion and second, the Board accepted the report of the trustees' Corrections Committee

*Trustees' Finance and Budgetary Committee:* Chairperson Kevin P. presented a written report on behalf of the committee.

The Board approved a recommendation from the trustees' Finance and Budgetary Committee to communicate the financial status plan to the Fellowship with the intention to move the discussion of a Reserve Fund withdrawal to January 2024.

The Board approved a recommendation from the trustees' Finance and Budgetary Committee that the GSB 990 be filed.

The Board approved a recommendation from the trustees' Finance and Budgetary Committee to forward a request to the Conference Committee on Grapevine/La Viña to explore the services provided by AA Grapevine and how it should be funded.

Following a motion and second, the Board accepted the report of the trustees' Finance and Budgetary Committee as amended.

*Trustees' International Committee:* Chairperson Marita R. presented a written report on behalf of the committee.

The chair noted the robust financial support from other service structures this quarter for the International Literature Fund and the World Service Meeting. It was also mentioned that the committee had engaged in a sharing session of their experiences while traveling and interacting with the international community.

The chair also reported on the committee discussion surrounding the PAI received and expressed appreciation and thanks to the submitter; however, the committee voted to take no action.

The Board approved a recommendation from the trustees' International Committee that a Scope #10 be added to the committee Composition, Scope, and Procedure which reads:

10. Offering suggestions to A.A. Word Services Board for new translations based on the expressed needs and costs and on a case-by-case basis; particularly if there is not a services structure to support the project. Some requests for World languages may originate from the U.S./Canada structure. These requests can be included in suggestions from the committee.

Following a motion and second, the Board accepted the report of the trustees' International Committee.

*Trustees' International Conventions/Regional Forums Committee:* Chairperson Joyce S. presented a written report on behalf of the committee.

The Board approved a recommendation from the trustees' International Conventions/Regional Forums Committee that Indianapolis, Indiana be the site of the Alcoholics Anonymous 2035 International Convention.



The Board approved a recommendation from the trustees' International Conventions/Regional Forums Committee that the 2025 International Convention Pre-Registration fee be \$155.00 (USD) per attendee and that the Full Registration fee be \$180.00 (USD) per attendee.

Following a motion and second, the Board accepted the report of the trustees' International Conventions/Regional Forums Committee.

*Trustees' Literature Committee:* Chairperson Irma V. presented a written report on behalf of the committee.

The chair reported highlights from the committee meeting and their discussions surrounding the preliminary budget as it pertains to the pamphlet "AA for the Black and African American Alcoholic".

The chair noted the careful review and discussion regarding the 57 PAIs received by the committee and agreed to forward several items to the 2024 Conference Committee on Literature, including a draft pamphlet with requested revisions to the "A.A. for the Native North American" pamphlet and "AA for the Black and African American Alcoholic" pamphlet, progress reports on other A.A. literature such as the Twelve Steps Illustrated Video Animation Format, the fifth edition of the Big Book, and the "Do you think you're different?" pamphlet plus others. PAI's being forwarded include PAI 30 to develop a pamphlet entitled "Experience, Strength, and Hope: A.A. for the Transgender Alcoholic; PAI 43 to develop a pamphlet on A.A. and the Unhoused Person that specifically addresses alcoholism, what A.A. is and is not; and includes personal stories from A.A. members who have experienced homelessness; PAI 74 a request to consider developing a pamphlet for Asian and Asian American Alcoholics with stories of experience, strength, and hope from other Asian and Asian Americans.

Following a motion and second, the Board accepted the report of the trustees' Literature Committee.

*Trustees' Nominating Committee:* Chairperson Tom H. presented a written report on behalf of the committee.

The chair noted that the committee reviewed and approved the preliminary budget, approved all ACM requests received by the committee, and the development of two subcommittees concerning the Trustee Emeriti and Class A Trustees, and the review of Nominating procedures.

The Board approved a recommendation from the trustees' Nominating Committee that Nikki O. serve as Nontrustee Director on the AA Grapevine Corporate Board following the April 2024 General Service Conference, to succeed Cindy F.

The Board approved a recommendation from the trustees' Nominating Committee that Ken T., Northeast Regional Trustee serve as Trustee Director for two years on the A.A. World Services Corporate Board, following the April 2024 General Service Conference, to succeed Cathi C.

The Board approved a recommendation from the trustees' Nominating Committee that Teresa J., Southwest Regional Trustee serve as Trustee Director for two years on the AA Grapevine Corporate Board, following the April 2024 General Service Conference, to succeed Tom H.

Following a motion and second, the Board accepted the report of the trustees' Nominating Committee.

*Trustees' Public Information Committee:* Chairperson Deborah K. presented a written report on behalf of the committee.

The chair provided highlights from their meeting surrounding updates to the GSO podcast that is expected to launch in the first quarter of 2024, approval of reports on the various platforms including, but not limited to, YouTube, the AA website, and the Meeting Guide app. The committee will be forwarding a draft proposal for an Instagram account to the 2024 Conference Committee on Public Information as well as a report on the relevance and usefulness of current Video and audio Public Service Announcements.

The chair also reported that in November/December, for the first time ever, the Fellowship will have access to the findings from the 2022 AA Membership Survey in print and digitally on aa.org. The chair expressed excitement over the discussion surrounding the study of a convenience sample that was recently launched to compare the survey methodology. The chair then provided brief updates on the progress of the Comprehensive Media Plan.

Following a motion and second, the Board accepted the report of the trustees' Public Information committee.

*Audit Committee:* Chairperson Kevin P. reported that the committee convened and had one recommendation brought forward to the General Service Board.

The Board approved a recommendation from the trustees' Audit Committee to approve Binder, Dijker, and Otte (BDO) as the audit firm starting in 2023.

Following a motion and second, the Board accepted the report of the trustees' Audit committee.

*Retirement Committee:* Chairperson Kevin P. gave a verbal report on behalf of the committee and has not met since their last meeting.

*Report of General Sharing Session:* Deborah K. presented a written report of the General Sharing Session and robust discussion on mutual trust. Following a motion and second, the Board accepted the General Sharing Session. report as presented.

*Trustees' Planning and Sharing Session:* The trustees met on Sunday, October 29, 2023, at 3:00 p.m. The General Service Board Treasurer gave an update on quarterly financials, followed by a selection of new auditors and a discussion on travel-related expenses. The Board discussed reports by the corporate board chairs and the General Manager, followed by reports from each of the four General Service Board Ad-Hoc Committees. The Board then carefully reviewed and thoroughly discussed twelve Proposed Agenda Items assigned to the General Service Board.

The Board accepted the report on the Trustees' Planning and Sharing Session.

*Reports of Trustees' Activities:* Trustees submitted written reports of their activities since their January meeting. A summary of the reports is filed with the minutes.

New Business – (trustees' planning and sharing session)

## **1. Discussion of PAI's forwarded directly to the General Service Board**

- i. PAI 04 Request for an independent forensic audit of the General Service Board and of A.A.W.S. for the years 2019 – present.

The General Service Board took no action to forward this item to the General Service Conference. The Board noted that the General Service Board, A.A.W.S., and AA Grapevine Board currently utilize outside auditors annually and have an audit committee of the General Service Board.

- ii. PAI 09 Relocate the GSO office to a city with a lower cost of living standard.

The General Service Board took no action to forward this item to the General Service Conference. The Board noted that there is currently a GSB "Location Plus Ad Hoc" on this topic.

- iii. PAI 19 Expand Area boundaries to include languages and online groups.

The General Service Board took no action to forward this item to the General Service Conference. The Board noted that there is currently a GSB Ad Hoc on "Participation of Online Groups" and is an ongoing discussion. This will be a topic of discussion at the 2024 General Service Conference

- iv. PAI 69 Add online areas to each region.

The General Service Board took no action to forward this item to the General Service Conference. The Board noted that there is currently a GSB Ad Hoc on "Participation of Online Groups" and is an ongoing discussion. This will be a topic of discussion at the 2024 General Service Conference.

- v. PAI 80 Suspend the search and election of a new GSB Chair.

The General service Board took no action to forward this item to the General Service Conference. The Board noted that a report regarding the GSB inventory will be presented to the 2024 General Service Conference.

- vi. PAI 87 Share unedited GSB weekend minutes.

The General Service Board took no action to forward this item to the General Service Conference. However, this idea will be brought to the GSB Policy Ad Hoc. The Board noted that there may be confidentiality concerns. Currently, the GSB General Sharing Session minutes are available in the Quarterly Report.

- vii. PAI 88 Add an additional area to cover online groups.

The General Service Board took no action to forward this item to the General Service Conference. The Board noted that there is currently a GSB Ad Hoc on "Participation of Online Groups" and is an ongoing discussion. This will be a topic of discussion at the 2024 General Service Conference.

- viii. PAI 92 Conduct a detailed SWOT analysis on A.A.W.S. structure.

The General Service Board took no action to forward this item to the General Service Conference. The Board noted that the A.A.W.S. and

AA Grapevine Boards regularly conduct a SWOT Analysis in addition to a broader review of all business/service practices. This review will continue to be handled through Strategic Planning.

- ix. PAI 93 Request for an independent forensic audit of AAWS and AAGV for the years 2015 – present.

The General Service Board took no action to forward this item to the General Service Conference. The Board noted that the General Service Board, A.A.W.S., and AA Grapevine Board currently utilize outside auditors annually and have an audit committee of the General Service Board.

- x. PAI 97 Relocate the GSO office to a city with a lower cost of living standard.

The General Service Board took no action to forward this item to the General Service Conference. The Board noted that there is currently a GSB “Location Plus Ad Hoc” researching this topic.

- xi. PAI 98 Publish GSO General Manager’s Report regarding site selection from the Location Plus Committee

The Board took no action to forward this item to the General Service Conference. The Board noted that the General Manager’s Report was included in the 2023 Policy and Admissions Committee background.

- xii. PAI 103 Review La Viña cost effectiveness.

The General Service Board agreed to forward this item to the 74th General Service Conference Grapevine Committee. The Board noted the importance of wider sharing regarding the value of La Viña.

## **2. GSB Ad Hoc Committees**

- i. Following a motion and second, the Board accepted a written report from the Participation of Online Groups in the General Service Structure ad hoc committee as presented by chairperson Joyce S.
- ii. Following a motion and second, the Board accepted a written report from the Location Plus ad hoc committee as presented by chairperson Carolyn W.
- iii. Following a motion and second, the Board accepted a written report from the Centennial Commemoration ad hoc committee as presented by chairperson Tom H.
- iv. Following a motion and second, the Board accepted a verbal report from the Policy ad hoc committee as presented by chairperson Kerry M.

## **New Business**

In regard to the AA Grapevine Forecast it was then noted by a member of the Trustees’ Finance Committee that during their meeting, concerns were expressed by the Grapevine Publisher over some financial difficulties that Grapevine/LaViña currently faces. The chair of the committee reported that after substantial discussion by the committee regarding the liquidity of the Reserve Fund and options for funding outside of

drawing from the fund, and after achieving a group conscience, the committee agreed to distribute a communication from the GSO General Manager's office to the Fellowship for support and to allow the Fellowship to respond. The chair also noted that a draw from the reserve in 2024 will be likely, however, it will be a far more informed decision after hearing back from the Fellowship.

The Grapevine/LaViña Publisher, in accordance with their responsibility for the financial well-being of the corporation then reported on the current financial status of the Grapevine/LaViña. The Publisher expressed concern about the printing of the December/January issue of Grapevine and the January/February issue of La Viña and payment to other vendors for services rendered.

The interim chair conveyed their gratitude and support, as a member of the board and interim chair, for the sharing provided by the Grapevine/LaViña Publisher. The interim chair noted that there has been a similar experience with the AAWS board and similar action will be taken to ensure that the AA Grapevine can continue their work in service to the Fellowship.

### **3. Location Plus Ad Hoc Committee Report**

At the request of the chair of the Location Plus Ad Hoc Committee, below please find an interim report from the October 29, Trustees Planning & Sharing Session.

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#### **General Service Board (GSB) Location Plus Ad Hoc Committee Interim Report October 2023**

Current Committee: Carolyn W. (chair); Irma V. (vice chair); Tom H.; Teresa J.; Mike L., (interim GSB chair, ex officio); Paz P., Marita R.; and Michelle M., (non-voting secretary). Additionally, Bob W. (GM GSO) and Chris C. (Publisher GV) are invited to participate as non-voting members, and as vital resources in the committee's work.

This ad hoc committee began its work in January 2022 and met times that year. Since this ad hoc committee reported to the 73rd General Service Conference in April 2023, the committee has met 10 times and delivered a progress report to the GSB in July 2023.

#### ***Summary of discussion and actions beginning August through September 26***

August 10 – Ad hoc meeting with vendor. Vendor shared information on their progress to date, and of the extensive location screening data compiled for local and tri-state submarkets and long-distance alternatives. The vendor presented a list of eleven long-distance locations with their recommendations for the committee's consideration, whereby the committee agreed on a short list of five long-distance locations. The committee also reviewed a draft Request For Information (RFI) provided by the vendor. This RFI to be issued by the consulting team to Lead Development Organizations (EDOs) to proceed in gathering a more focused and detailed analysis of the short-list of long-distance locations. The RFI project to be carried out in a strictly confidential manner under a code name whereby Alcoholics Anonymous will not be identified.

August 17 – At this meeting, the committee reviewed and accepted the Composition, Scope, and Procedure, approved by the General Service Board last August. The chair apprised the committee of the weekly virtual meetings with the General Manager and vendor noting that in the coming weeks, this group will examine human resources statistics for the purpose of quantifying relocation costs and the vendor team to work on making recommendations on utilization of space. At the request of the vendor the committee discussed pros and cons of urban and suburban relocation options and agreed to direct the vendor to explore either of

the two options, provided that the choice location balances the ability for accessible transportation. In addition, an attractive location that factors in quality-of-life benefits and consideration of cost-of-living expenses. The chair also shared that the vendor convened with management and Human Resources and discussed matters around workforce planning, for example, hybrid schedules and assessed space needs.

There was also discussion on the wealth of data pertaining to the relocation analysis in relation to reporting to the Fellowship and in making recommendations to the GSB.

September 20 – Ad hoc meeting with vendor. Vendor team led the discussion on their interim report titled “Consolidated Task Two and Task Three Findings and Preliminary Stay versus Go Results.” The report included an Executive Summary, a recap of their methodology and criteria, sections summarizing relocation impacts, financial analysis, key findings, a scorecard summary, and other significant information. The vendor noted that a final report comprising of their conclusions and guidance will be provided in their Master Report, targeted to be delivered to the committee by October 27, 2023. The vendor also reviewed the goals of the meeting, summarized as follows:

- Review the working draft of relocation findings and comparisons of the alternate scenarios and locations (Tasks 2 and 3)
- Identify remaining scenarios and locations to carry forth into the final stages of the study (Task 4)
- Preview elements for further investigation
- Review next steps and timeline for delivery of Master Report

A section of the report reviewed in detail included the relocation analysis and synopsis of trade-offs based on two scenarios for the base case: (1) partial renovation upon lease renewal of 475 and (2) based on full renovation of 475. It was shared that variables around office usage affect the baseline data and everything is analyzed in reference to the baseline. To continue the financial analysis, the vendor sought input from the committee regarding the extent of the renovations at 475. To aid in informing the vendor’s work, the committee chair called for a meeting of the committee within the next week to discuss the vendor’s query around the extent of office renovation. Next steps outlined by vendor –

- Investigate the remaining long-distance location alternatives.
- Refine the relocation analysis and assumptions.
- Add the split scenario data to the next presentation (retain a core group in NYC and relocate the remainder to another location).
- Refine and update the financial model as appropriate.

The committee validated the short list of proposed long-distance locations and directed the vendor to further explore suburban and downtown options in three cities for comparative analysis. The short-distance location category is to be kept for base-case (475 Riverside) comparative based on renovation costs.

September 26 – The committee engaged in a high-level discussion around the extent of renovations at base location (475 Riverside) - requested by the vendor for financial analysis. It was the sense of the committee that minimum work to consolidate the two Floors (Suite 8 and Floor 11) be examined in a “Phase 1” approach to accommodate a functional and workable workspace with possible future improvements /renovations be considered when finances are more feasible.

Concerning procurement of lease renewal information from current landlord and potential landlords, the committee unanimously approved the following motion:

**The Location Plus Ad Hoc Committee agreed to engage Cresa vendor to act as our representative in the lease negotiations with all potential landlords.**

September 26 – Email update to committee from ad hoc chair on meeting with vendor and general manager following September 26 committee meeting.

**1) Information needed for baseline projections**

- **renovations if we stay at Riverside:** a conservative approach with cost controls in mind, consider 2 phases, and a feasible, workable, desirable office space at the lowest possible cost (note that these same principles will be applied to estimates for other locations too, but will have the greatest impact on the location rankings in relation to riverside)
- **landlord inputs (now) and lease negotiations (future):** committee chair advised of the request for documentation of the representation agreement for review, and intent to proceed if the terms are satisfactory (we have the terms but have not yet formalized into an Agreement). Committee chair requested receipt of the Agreement for committee input and approval prior to forwarding it to management for execution.

**2) Split location options**

Vendor will include a slide that summarizes some of the options and data previously discussed to formalize that in the next presentation.

**3) Option to retain 8th floor.**

In discussing the potential scale renovations and the impacts of the cost projections it came up that robust renos on the 11th floor might make keeping the 8th floor with no renos on either floor more cost-effective than consolidating. If that is the case, the vendor will include that in the scenarios,

**Next Steps:**

October 10 – Joint Meeting of the Location Plus Ad Hoc Committee and AAWS board to discuss vendor engagement for transaction management.

October 23 – Ad hoc meeting with vendor. Delivery of Master Report, vendor to present findings and recommendations to the ad hoc committee.

From the Q4 General Service Board Meeting: At the Q4 GSB meeting, the Location Plus Ad Hoc Committee provided in-depth reporting from the vendor to the General Service Board who expressed that they are satisfied with the work completed to date. This reporting is confidential according to our contract with the vendor and will be summarized in the report to the General Service Conference. The vendor is gathering more information for us so we can make a fully informed decision, The work is proceeding as expected, and we are looking forward to having more information to share soon. Your patience with this part of this process, where confidentiality is essential to ensuring the best possible outcome for Alcoholics Anonymous, is appreciated.

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There being no further business, interim chair, Mike L. thanked all for their hard work. After a brief recess, the General Service Board reconvened and moved into executive session at 11:13 a.m. The executive session ended at 12:52 pm, and the meeting was adjourned at 12:53 pm.





Trustees' activities since their July 2023 meeting:

**Cathi C.**

August 2 Monthly meeting with East Central Regional Delegates – virtual  
August 3 GM/GV Publisher/Board Chairs meeting – virtual  
August 4 TCGSC interim meeting – virtual  
August 7 Board & Conference Communication Platform executive stakeholders meeting – virtual  
August 8 Regional trustees' meetup – virtual  
August 11 – 13 Michigan State Convention, Mt. Pleasant, MI  
August 14 ECR/CDPP ad hoc committee sharing session – virtual  
August 16 Q3 Conference sharing session – virtual  
August 17 ECR/CDPP officers meeting – virtual  
August 18 AAWS Service Manual Subcommittee meeting – virtual  
August 18 – 20 Illinois State Conference, Naperville, IL  
August 22 ECR/CDPP ad hoc committee sharing session – virtual  
August 23 TCGSC Inventory subcommittee agenda planning – virtual  
TCGSC Inventory subcommittee meeting – virtual  
August 29 On Board AAWS Board test meeting – virtual  
August 31 BCPP executive stakeholders meeting – virtual  
September 1 AAWS Nominating Committee Regional Trustee interviews – virtual  
September 6 Monthly meeting with East Central Regional Delegates – virtual  
September 8 AAWS strategic planning – virtual  
September 13 TCGSC Inventory Subcommittee meeting – virtual  
AAWS Board executive session – virtual  
September 14 GSB/AAWS/AAGV Board Treasurers meeting – virtual  
AAWS Finance Committee meeting - virtual  
September 15 – 17 Area 23 Service Weekend, Madison, IN  
September 18 GM/AAWS Chair meeting – virtual  
September 20 GSB Audit Committee meeting – virtual  
September 22 Trustees' Finance Committee interim meeting – virtual  
September 25 GM/AAWS Chair meeting – virtual  
September 27 TCGSC Inventory Subcommittee agenda planning – virtual  
GM/GV Publisher/Board Chairs meeting – virtual  
September 27 On Board training – virtual  
September 28 TCGSC Inventory Subcommittee meeting – virtual  
Regional trustees' meetup – virtual  
October 3 GSO All Employee Huddle – virtual  
GM/AAWS Chair meeting – virtual  
On Board training – virtual  
Monthly meeting with East Central Regional Delegates – virtual  
October 5 GSB/AAWS/AAGV Treasurers meeting – v virtual  
October 10 GSO All Employee Huddle – virtual  
GSB Location Plus ad hoc/AAWS Board meeting – virtual  
October 11 Meet w/GSB Inventory facilitator candidate – virtual  
October 12 – 15 ICOAA Seminar – Cincinnati, OH  
October 16 GM/AAWS Chair meeting – virtual  
Trustees' Finance Committee interim meeting – virtual  
October 17 AAWS Finance Committee meeting – virtual  
October 19 AAWS Finance Committee meeting – virtual  
October 20 – 22 Area 75 Fall Conference, Wisconsin Dells, WI  
October 26 – 30 General Service Board Weekend

**Tom H.**

August 1 virtual	Meeting with Chair of the Conference Committee on Trustees (CCT) –
August 4 virtual	Trustees General Service Conference Committee (TGSCC) Meeting –
August 7 virtual	Meeting with Staff Assignment on Trustees Nominating Committee (TNC) –
August 10 virtual	Meeting with vendor for GSB Location Plus Ad Hoc Committee –
August 14 virtual	Meeting with Staff Assignment on Trustees Nominating Committee –
August 15	Meeting with Trustees Nominating Committee – virtual
August 16	GSB Meeting with Conference Members – virtual
August 17	Meeting with GSB Location Plus Ad Hoc Committee – virtual
August 21 virtual	Meeting with Staff Assignment on Trustees Nominating Committee –
	Meeting with TNC Subcommittee on Emeriti/Class A – virtual
August 23	Meeting with TGSCC Inventory Subcommittee – virtual
August 28	Facilitator for Puerto Rico Meeting Inventory – virtual
August 30 virtual	3rd Quarter Southeast Delegates and Alternate Delegates Meeting –
September 1 – 4	63rd International Conference by Young People in AA (ICYPAA) – San Francisco, CA
September 5	Meeting with TGSCC Equitable Distribution of Workload (EDW) Subcommittee – virtual
September 6	TNC Meeting with consultant for Board Chair search – virtual
September 9	AAGV Board Meeting – virtual
September 13	Meeting with TGSCC Inventory Subcommittee – virtual
September 14 virtual	Meeting with Staff Assignment on Trustees Nominating Committee –
	Meeting with TNC Subcommittee on Procedures Review – virtual
September 15 – 17	Area 16 Georgia State Service Assembly – Dublin, GA
September 18 virtual	Meeting with Staff Assignment on Trustees Nominating Committee –
September 19	Meeting with TGSCC EDW Subcommittee – virtual
September 20	Meeting with GSB Location Plus Ad Hoc Committee – virtual
September 22	Interim Finance Committee Meeting – virtual
September 24	Southern States of Alcoholics Anonymous Service Assembly (SSAASA) Steering Committee Meeting – virtual
September 26	Meeting with GSB Location Plus Ad Hoc Committee – virtual Mtg. w/ AAGV Publisher on AAGV 2025 International Convention Subcommittee – virtual
September 27	OnBoard Training – virtual
September 28 virtual	Meeting with Staff Assignment on Trustees Nominating Committee –
	Meeting with Regional Trustees – virtual
Sept. 29 – Oct. 1	Southwest Regional Forum, El Paso, TX
October 2	Meeting with TGSCC EDW Subcommittee – virtual
October 5 virtual	Meeting with Southeast Region Past and Present Delegates/Trustees –
October 9 virtual	Meeting with Staff Assignment on Trustees Nominating Committee –
October 10	Meeting with TNC Subcommittee on Procedures Review – virtual AAGV Nominating and Governance Committee Non-Trustee Director (NTD) Resume Review – virtual
	Meeting with GSB Location Plus Ad Hoc Committee – virtual
October 13 – 15	Area 71 Virginia Assembly – Roanoke, VA

October 16 virtual	Meeting with Staff Assignment on Trustees Nominating Committee –  Meeting with TGSCC EDW Subcommittee – virtual Feedback Call with the Conference Committee on Trustees – virtual Interim Finance Committee Meeting – virtual
October 18 – 20 October 20 virtual	AAGV NTD Interviews – virtual Meeting with Chair of the Conference Committee on Trustees (CCT) –
October 22 October 23 virtual	SSAASA Steering Committee Meeting – virtual Meeting with vendor for GSB Location Plus Ad Hoc Committee –
October 26 October 27 October 27 – 30	Board Chair Preparation Meeting – virtual Board Chair Interviews – GSO, Manhattan, NY AAGV Quarterly Meeting – GSO, Manhattan, NY General Service Board Weekend

**Teresa J.**

August 4 – 6 August 10 August 12 August 16 August 17	Area 46 – New Mexico, Area Assembly, Albuquerque, NM Location Plus subcommittee meeting (virtual) Albuquerque Central Office Nite Phones Q3 Conference Member’s Sharing Session (virtual) Location Plus subcommittee meeting (virtual) Q3 Southwest Region Delegates Sharing Session (virtual)
August 20 August 26 September 1 September 6 September 9 September 12 September 14 September 15 September 20	Plain Language BB workshop (virtual) Area 46 Delegate Report, Albuquerque, NM A.A.W.S. Nominating Committee meeting (virtual) Area 38 – E. Missouri, Delegate/DCM Sharing Session (virtual) Albuquerque Central Office Nite Phones Plain Language BB subcommittee (virtual) AA Grapevine Nominating Committee meeting (virtual) Iran GSB meeting with Trustee-at-Large US (virtual) Location Plus subcommittee meeting (virtual) Trustees’ Literature Committee (virtual)
September 22 September 25 September 26 September 28 Sept. 29 – Oct. 1 October 3 October 10	Trustees’ Finance Committee (virtual) Southwest Regional Forum Working Agenda Meeting (virtual) Location Plus subcommittee meeting (virtual) Sharing with Regional Trustees (virtual) Southwest Regional Forum, El Paso, TX OnBoard training (virtual) Location Plus / A.A.W.S. joint meeting (virtual) Plain Language BB subcommittee (virtual)
October 12 Oct. 13 – 15 October 16 October 19 Oct. 20 – 22 October 23 October 26 October 27 October 27 – 30	Trustees’ Literature Committee (virtual) Southeast Texas Area 67 (SETA) Area Assembly, Houston, TX Trustees’ Finance Committee (virtual) GSO’s Virtual 1728 Meeting Southwest Texas Area 68 (SWTA) Area Assembly, Temple, TX Location Plus subcommittee meeting (virtual) Final Interviews of potential new GSB chairpersons Observe A.A. World Service, Inc. Board Meeting General Service Board Weekend

**Reilly K.**

August 3 August 3	Internal Audit Committee Pacific Regional Forum meeting
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August 7	Database Stakeholders Meeting
August 8	Meeting with Regionals
August 9	Meeting with Area 08 Chair
August 10	Report to Regional Delegates
August 11 – 13	Area 03 Assembly in Flagstaff
August 15	Trustees Nominating Committee
August 16	Full Conference Meeting
August 22	Internal Audit Review
August 26	District 22 Area 93 Convention
August 27 – 31	District 52 50 <sup>th</sup> Celebration Workshops
September 1	Regional Interviews
September 8	A.A.W.S. Strategic Plan
September 13	A.A.W.S. Meeting
September 14	Nominating Procedure Meeting
September 15 – 17	Area 58 Elections
September 19	Internal Audit Meeting
September 20	Audit Committee Meeting
September 21	1728 Meeting GSO
September 22 – 24	Area 08 Elections
September 29	Meeting with Regionals
September 30	Interview with Podcast
October 3 – 4	A.A.W.S. Data Training
October 5 – 9	Area 18 Elections
October 10	Nominating Procedures
	Joint A.A.W.S. GSB Meeting
October 11	Pension Committee
October 12	Compensation Committee
October 15	Finance Committee
October 16	A.A.W.S. Financial Meeting
October 19	1728 Meeting GSO
	Internal Audit Meeting
October 19	AWS Financial Meeting
October 20 – 22	Area 92 Elections
October 27 – 30	General Service Board Weekend

**Sister Judith Ann K.**

August 15	TNC – How to Use Consultant for GSB Chair Search (Zoom)
August 16	2023 Q3 Conference Member Sharing (Zoom)
August 21	TNC Subcommittee Meeting – Class A and Trustee Emeriti (Zoom)
August 22 – 28	Peru VII National Convention – In person
September 20	Audit Committee Meeting – (Zoom)
September 22	Interim Trustee Finance Meeting – (Zoom)
October 11	Audit Meeting – Pension Audit Review – (Zoom)
October 12	Compensation Committee Meeting – (Zoom)
October 16	Interim Trustees Finance Committee continuation – (Zoom)
October 18	On Board Training
October 23	TNC Committee Meeting – (Zoom)
October 25	GSB Chair Interviews
October 26 – 30	General Service Board Weekend

**Deborah K.**

August 31	CCPI - virtual
September 1	Analytics Workgroup Meeting
	AAWS Regional Interviews

September 6	GSB Search Comm
September 8	AAWS Strategic Planning
September 13	AAWS Executive Session
September 26	TCS Planning
September 29	PI Survey Meeting
Sept 29 – Oct. 1	Southwest Regional Forum
October 5	Google Ads Discussion
October 6	Analytics Workgroup
	Analytics Meeting: LG
	Service Material subcommittee
October 17	AAWS Finance Strategy
October 23	Chair Interview Preparation Meeting
October 26	GSB Trustees' Nominating Committee
October 27	AAWS Corporate Board Meeting
October 28 – 31	General Service Board Weekend, New York, NY

**Robert L.**

August 1	Trustee-at-large Bi-Monthly meeting
August 2 – 3	PowerPoint for presentation Missoula Regional Forum
August 11	Adoption draft survey of Online group Ad Hoc Committee
August 16	Sharing session
August 17	TAL meeting
	Kick-off REDELA
	MSCA Area 09 Service workshop
August 25 – 28	West Central Regional Forum (Missoula, MA)
September 5	CSC-AA National Meeting (Correction)
	Trip Consultation Team (TCT)
September 11	TAL bi-monthly meeting
September 19	Emergency REDELA's meeting
September 20	GSO's virtual 1728 meeting
September 21	REDELA meeting
September 26	TAL + General Manager (Country sponsorship REDELA)
September 27	Onboard formation
September 28	REDELA meeting
October 2	Manual service's study meeting (zoom)
October 6	Visit GSO Colombia
October 7	PRE-REDELA event (Presentation)
October 8 – 12	REDELA (2 presentations + Highlights)
October 19	Writing REDELA's report
October 20	Writing an article for all (4) Québec Areas' Newsletter
October 22	PowerPoint presentation - East Central REGIONAL FORUM
October 23	TAL Bi-monthly meeting & Trips
October 25 – 30	General Service Board Weekend

**Mike L.**

August 1	Meeting with Debtors Anonymous Board Members – Virtual
August 3	Board Chairs & Executives Meeting – Virtual
	Sharing Session Planning Meeting with Delegate Chair - phone
August 4	ASL WCRF Meeting – Virtual
	Board Chair & GM Meeting – Virtual
	August 2023 Interim TGSCC Meeting – Virtual
August 7	WCRF Q&A – Meeting - Virtual
August 8	Interview with Grapevine - Phone
August 8	Meeting with Regional Trustees – Virtual

August 10	Meeting with GSB Treasurer – Virtual Location Plus Meeting - Virtual
August 13	Call with AAGV Chair – Phone
August 15	Quarterly Report Meeting – Virtual Trustees’ Nominating Committee – Virtual
August 16	2023 Q3 Conference Member Sharing Session – Virtual
August 17	Location Plus Meeting – Virtual
August 19	Meeting with GSB Treasurer – Virtual
August 21	WCRF Working Agenda Meeting – Virtual
August 24 – 27	West Central Regional Forum – Missoula, MT
August 31	Board Chairs & Executives Meeting – Virtual
September 1	Board Chair & GM Meeting - Virtual
September 6	Meeting with Consultant – Virtual
September 7	CMP Subcommittee Meeting – Virtual
September 9	AAGV Planning Meeting – Virtual
September 11	Meeting with GSB Treasurer – Virtual
September 13	AAWS Executive Session - Virtual
September 14	Board Chairs & Executives Meeting – Virtual Financial Discussion Meeting - Virtual Trustees’ Nominating Committee Procedures Subcommittee – Virtual
September 20	Location Plus Meeting – Virtual Audit Committee Meeting – Virtual
September 21	Virtual 1728 Meeting
September 22	Interim Trustees’ Finance Committee Meeting - Virtual
September 25	SWRF Working Agenda Meeting – Virtual
September 26	Location Plus Meeting – Virtual
September 27	Board Chairs & Executives Meeting – Virtual Addison Group – Virtual – Presenter
Sept. 28 – Oct. 1	Southwest Regional Forum – El Paso, TX
October 3	All-Employee Huddle – Virtual Meeting with AAWS Chair – Phone Board Weekend Planning Meeting – Phone GSB Policy Subcommittee Meeting – Virtual
October 4	Board Chair & GM Meeting – Virtual
October 5	Meeting with AAGV Chair, Treasurer, & Publisher - Virtual
October 6 – 8	Area 4 Assembly – Speaker – Russellville, AR
October 10	Trustees’ Nominating Procedures Subcommittee – Virtual All-Employee Huddle – Virtual Location Plus Meeting – Virtual
October 11	Audit Committee Meeting – Virtual
October 12	On Board Training – Virtual Board Chairs & Executives Meeting – Virtual Compensation Committee Meeting - Virtual Trustees’ Literature Committee Meeting – Virtual
October 13	Meeting with Trustee Emerita – Phone 73rd GSC Final Report Meeting – Virtual – Presenter
October 14	Area 41 – District 29 Workshop – Lincoln, NE - Presenter
October 16	Interim Trustees’ Finance Committee Meeting – Virtual
October 20 – 22	Area 51 Fall Assembly – Raliegh, NC – Speaker
October 23	Location Plus Meeting – Virtual Trustees’ Nominating Meeting – Virtual
October 24	Board Chair & GM Meeting – Virtual
October 25 – 30	General Service Board Weekend – New York, NY

**Kerry M.**

August 7	Prep for WCR Forum
August 10	Met with WCR delegates
August 13	WCR service assembly prep meeting
August 16	Met with Conference T/A Chair
	Conference meeting
August 21	WCR Forum practice/planning
August 24 – 27	WCR Forum
August 25	CPC event in Missoula, MT
September 1	Military Outreach subcommittee meeting
September 10	Regional Service Assembly meeting
September 25	Corrections subcommittee meeting
	WCR delegates meeting
Sept 28	Regional Trustees meeting
Sept. 29 – Oct. 1	Southwest Regional Forum
October 2	Began weekly Service Manual / Concepts class
October 3	Policy Committee
October 4	OnBoard training
October 8	Area 35 elections – St. Cloud, MN
	WCR Service Assembly planning meeting
October 23	WCR Delegates meeting
October 25 – 30	General Service Board Weekend

**Andie M.**

August 1	Study Group Service Guide
August 9	Coordination with Corrections sub committee
August 15	Nominating Committee
August 21	Nominating Sub Committee
August 27	Coordination with National Corrections Conference
September 25	Corrections Sub Committee
	CSC – Canadian Corrections
September 27	On Board Training
October 23	Coordination with Chair Corrections Conference Committee
October 27 – 30	General Service Board Weekend

**Paz P.**

August 3	Meet with Publisher AAGV
	AAWS Chair, GV Chair, AAWS General Manager & GV Publisher mtg.
August 4	Trustees' General Service Conference Committee meeting
August 7	Board and Conference Communication Platform project meeting
	Meet with LV Editor
August 10	Location Plus Committee meeting
August 16	2023 Q3 Conference Members Sharing session
August 17	Location Plus Committee meeting
August 21	Meet with Publisher AAGV
August 28	Conference Committee on Improvements meeting
August 29	OnBoard Executive Stakeholders meeting
August 30	Meet with Publisher AAGV
August 31	Board and Conference Communication Platform project meeting
	AAWS Chair, GV Chair, AAWS General Manager & GV Publisher mtg.
September 1	50th US & Canada Hispanic Convention
September 7	Meet with Publisher AAGV
September 9	AAGVB Planning meeting
September 14	Meet with Publisher AAGV*

Meet with GSB Treasurer  
 Conference Committee on Improvements meeting  
 AAWS Chair, GV Chair, AAWS General Manager & GV Publisher mtg.  
 September 15 Meet with AAGV Finance meeting  
 September 19 Meet with AAGV Treasurer  
 September 20 Location Plus Committee meeting  
 Audit Committee Meeting  
 September 21 Meet with Publisher AAGV  
 September 22 Interim Trustees' Finance Committee meeting  
 September 25 Conference Improvements Committee meeting  
 September 27 AAWS Chair, GV Chair, AAWS General Manager & GV Publisher mtg  
 September 28 Southwest Regional Forum – El Paso, TX  
 October 4 AAGV Publisher, Treasurer and Chair meeting  
 OnBoard Executive Stakeholders meeting  
 October 5 AAGV and AAWS Treasurers meeting  
 Meet with Publisher AAGV  
 October 7 Chair Area 09 Mid-Southern CA, Assembly Elections  
 October 10 Conference Improvements Committee meeting  
 GSO All Employee Huddle meeting  
 AAGV Strategic meeting  
 October 11 Location Plus Ad hoc and AAWS Joint meeting  
 Audit Committee Meeting  
 October 12 Meet with Publisher AAGV  
 OnBoard Executive Stakeholders meeting  
 AAWS Chair, GV Chair, AAWS General Manager & GV Publisher mtg.  
 October 16 AAGV La Viña Editor meeting  
 Trustees Finances Committee meeting  
 October 17 Onboard Training  
 October 18 AAGV NTD Interviews  
 October 19 AAGV NTD interviews  
 October 20 AAGV NTD interviews  
 Conference Improvements Committee meeting  
 Meet with Publisher AAGV  
 October 22 AAGV Finances meeting  
 October 23 Location Plus Committee meeting  
 October 27 – 30 General Service Board Weekend

**Kevin P.**

August 2 Discussion with CFO on Interim Financial Reporting  
 August 7 Discussion with CFO and AAWS Treasurer on Quarterly Financial Reporting to Conference  
 August 8 Post July Board weekend discussion with Conference Finance Chairperson  
 August 16 Sharing Session with all Conference Members  
 August 25 – 27 West Central Regional Forum, Missoula Montana  
 September 11 Conference Finance Committee Interim Meeting  
 September 13 AAWS Executive Session discussion  
 ICRF Subcommittee on Regional Forums  
 September 14 Sharing Session with Area 14 (North Florida)  
 Special Meeting with Executives and treasurers of AAWS and GV  
 September 20 Trustees Audit Committee Meeting  
 September 22 Interim Meeting – Trustees Finance and Budgetary Committee  
 September 27 ICRF Subcommittee on Regional Forums  
 Sept. 29 – Oct. 1 Southwest Regional Forum, El Paso Texas  
 October 4 Delegate/Alt Delegate Roundup Area 38 (Eastern Missouri)  
 October 5 Special Session with Southeast Regional Trusted Servants



October 10	Special Meeting with Executives and treasurers of AAWS and GV
October 10	Conference Finance Committee Meeting
October 11	Trustees Audit Committee Meeting
October 16	Interim Meeting – Trustees Finance and Budgetary Committee
October 26	GSB Chairperson interviews – New York, NY
October 27	AAWS and AAGV Corporate Board meetings, New York, NY
October 27 – 30	General Service Board Weekend, New York, NY

**Marita R.**

August 1	Monthly Trip Consultation Team
August 10	Location Plus Committee
August 14	REDELA internal kick off meeting
August 16	3rd Quarter Conference Wide Virtual Meeting
August 17	Location Plus
	REDELA Monthly Meeting
	Virtual Presentation with Robert for Area 09
August 21	REDELA Fund Committee Meeting
	TAL talk with NYC Intergroup
August 22	Travel to Peru Day
August 23	Visit the office in Lima and travel to Conv City
August 25 – 27	Peru Convention
August 28 – 29	Travel Home
September 4	Meeting with Area 42 IT guy for presentation
September 5	Trip Consultation Team
September 7	Comprehensive Media Plan
September 8 – 10	Area 42 Assembly TAL Presentation
September 13	Phone Mtg with SWRT pre-Iran Board Mtg
September 15	Meeting with Iran Board
September 18	REDELA Fund Meeting
September 19	REDELA Agenda Review
September 20	Location Plus Committee
September 21	REDELA Meeting
September 22	Interim Trustees Finance Committee Meeting
September 26	TALS and Bob with Irene
September 28	REDELA Meeting
Sept. 29 – Oct. 1	Southwest Regional Forum
October 4	Travel to Colombia
October 05	Arrive Medellin
October 6	Visit to GSO
October 7	Pre-REDELA Mtg with locals
October 8 – 12	REDELA Mtg
October 13	Travel Home from REDELA
October 18	On-Board Meeting
October 20 – 22	TX Election Assembly - Austin, TX
October 23	Location Plus Meeting
October 25	Fly to NYC
October 26	Board Chair Interviews
October 27	AAGV Board Meeting
October 28 – 31	General Service Board Weekend, New York

**Joyce S.**

September 5	AAGV Regional Trustee Interview - Teresa Jacks
	AAGV Regional Trustee Interview - Ken Taylor
September 7	TLC – Subcommittee “Do You Think You’re Different” pamphlet

September 9	AAGVB Planning Meeting
September 20	TLC Interim Meeting
September 21	GVAC Workshop
September 25	CERAASA Steering committee
September 28	Meeting with regional trustees
Sept. 29 – Oct. 1	Area 85 Assembly
October 3	OnBoard training
October 5	DYTYD Subcommittee
October 10	NTD Resumes review
	GV Strategic Planning
October 12	Compensation Committee Meeting
	TLC Interim Meeting
October 18 – 20	AAGV NTD Interviews
October 20	AAGV Nominating
October 23	IC/RF Board Preparation
October 27	AAGV Quarterly Meeting/Strategic Planning
October 27 – 30	General Service Board Weekend

**David S.**

August 2	Meet with Publisher and Controller on AAGV Finance (Virtual)
August 4	Meet with Publisher and Controller on AAGV Finance (Virtual)
August 9	Meet with Publisher and Controller on AAGV Finance (Virtual)
August 11	Meet with Publisher and Controller on AAGV Finance (Virtual)
August 14	Meet with GSB Treasurer (Virtual)
August 16	AA Grapevine Finance Committee Meeting (Virtual)
August 16	Q3 Conference Members Sharing Session (Virtual)
August 19	Meet with GSB Treasurer (Virtual)
August 21	Meet with Publisher and Controller on AAGV Finance (Virtual)
August 23	Meet with Publisher and Controller on AAGV Finance (Virtual)
September 1	Meet with Publisher and Controller on AAGV Finance (Virtual)
	PI Committee -- Analytics Working Group
September 7	Meet with Publisher and Controller on AAGV Finance (Virtual)
September 8	PI Committee -- Analytics Working Group
September 9	AAGV Planning Day (Virtual)
September 14	Meet with Publisher and Controller on AAGV Finance (Virtual)
	AAGV Finance review - AAGV Chair, Publisher, and Controller (Virtual)
	Cash Flow Discussion with AAWS and GSB Finance Committee members and staff (Virtual)
	Meet with GSB Treasurer (Virtual)
	AAGV Regional Trustee Interviews with AAGV Nominating Committee (Virtual)
September 15	PI Committee -- Analytics Working Group
September 19	Check-In with AAGV Board Chair
September 20	GSB Audit Committee Meeting (Virtual)
September 21	GVAC Workshop (Virtual)
September 22	PI Committee – Analytics Working Group
	GSB – Trustee's Finance Committee Meeting (Virtual)
September 23	Area 48 Voting Assembly
September 27	Check in with Trustees PI Committee Chair (Virtual)
October 3	GSB Policy Committee Meeting (Virtual)
October 4	Review La Vina Finances with Chair and Publisher (Virtual)
October 5	Corporate Treasurer's Meeting (Virtual)
	Google Ads Discussion - Chair PI Committee and Communication Services Dept Head (Virtual)
October 6	PI Committee -- Analytics Working Group
October 9	Meet with Publisher and Interim Controller on AAGV Finance (Virtual)

October 10	Non-Trustee Director Candidate Review - AAGV Nominating Committee (Virtual) AAGV Strategic Planning Committee (Virtual)
October 11	Meet with Digital Marketing Agency in regards to PI work (Virtual) Audit Committee - Pension Audit Review (Virtual)
October 12	Meet with Publisher and Interim Controller on AAGV Finance (Virtual)
October 13	PI Committee -- Analytics Working Group Meet with Publisher and Interim Controller on AAGV Finance (Virtual)
October 16	Interim Trustee's Finance Committee Meeting (Virtual)
October 17	Meet with Publisher, YPTC and Interim Controller on AAGV Finance (Virtual)
October 18	AAGV Inc. Non-Trustee Director Interviews (Virtual)
October 19	AAGV Inc. Non-Trustee Director Interviews (Virtual)
October 19	Meet with Publisher and Interim Controller on AAGV Finance (Virtual)
October 20	Corporate Treasurer's Meeting (Virtual) AAGV Inc. Non-Trustee Director Interviews (Virtual) AAGV Strategic Planning Workshop Preparation (Virtual)
October 23	GSB Board Chair Interview Preparation Meeting (Virtual)
October 25	Work with AAGV Publisher on 2024 Draft Budget
October 26	Interview GSB Board Chair Candidates
October 27	AAGV Quarterly Board Meeting
October 27 – 30	General Service Board Weekend

**Ken T.**

- \* NE Regional Delegates Meeting, 3rd Sunday (Virtual)
- \* NE Regional Alternate Delegates Meeting, 2<sup>nd</sup> Tuesday (Virtual)
- \* Trustees PI Analytics Working Group, Every Friday (Virtual)

August 15	Trustees Nominating Committee (Virtual)
August 16	GSB/Conference Meeting (Virtual)
September 1	AAWS Nominating (Virtual) Trustees PI Analytics Working Group (weekly) (Virtual)
September 10	Area 30 Assembly, Boston, MA
September 14	TNC, IAC Subcommittee (Virtual)
September 16	Area 59 District Workshop, Leesport, PA
September 28	Regional Trustees Meeting (Virtual)
October 4	OnBoard Training (Virtual)
October 10	Trustees Nominating Committee (Virtual)
October 14	Area 31 Inventory, Springfield, MA
October 21	Area 44 Assembly, Parsippany, NJ
October 27 – 30	General Service Board Weekend

**Irma V.**

\*All meetings below are Video Conference meetings unless otherwise indicated

August 4	Trustees General Service Conference Committee Interim Meeting Meeting with ACM AA for the Native North American Pamphlet
August 8	Interviews -AA for the Native North American Pamphlet working group
August 9	Interviews -AA for the Native North American Pamphlet working group
August 10	Interviews- AA for the Native North American Pamphlet working group Meeting with Trustees Literature Committee Staff Secretary
August 13	Meeting- Western Canada Regional
August 14	Interviews- AA for the Native North American Pamphlet working group
August 15	Special Meeting 73rd Conference Members Update and Q & A
August 17	Meeting -GSB Location Plus Ad Hoc Committee
August 21 – 23	2035 IC Site Selection visitation- New Orleans

August 23 – 25	Meeting Ad Hoc Inventory Committee 2035 IC Site Selection visitation- Indianapolis
August 27 – 29	2035 IC Site Selection visitation- Phoenix
August 31	Meeting BCCP Executive Stakeholders
September 5	Meeting- Correction Services of Canada (CSC)
September 6	Meeting-EDW Subcommittee
September 8 – 10	Area 79 Fall Assembly
September 12	Meeting-Plain Language Big Book Subcommittee
September 13	Meeting with 2024 Western Canada Forum Welcome Committee
Chair	
	Meeting-Subcommittee Regional Forums
	Meeting-GSB Inventory Working Group
September 14	Meeting- AA for the Native North American working group
September 15 – 17	Area 78 Election Assembly- Red Deer Alberta
September 19	Meeting- EDW Subcommittee
September 20	GSB Location Plus Ad Hoc Committee INTERIM Meeting Trustees' Literature Committee
September 21	1728 Meeting
September 22	Interim Meeting Trustees' Finance Committee
September 26	Meeting GSB Location Plus Ad Hoc Committee
September 27	Meeting- Regional Forums Subcommittee
September 28	Meeting-GSB Inventory Working Group
October 2	Meeting EDW Subcommittee Meeting- Policy Review Ad Hoc Committee
October 8	Western Canada Regional Meeting
October 10	Meeting- GSB Location Plus Ad Hoc Committee Meeting=Plain Language Big Book Subcommittee
October 12	Meeting-Trustees Literature Committee Interim Meeting
October 13 – 15	Area 80 Election Assembly
October 16	Meeting- Trustees Finance Committee Interim Meeting
October 17	74th Conference Feedback Conference Literature Committee
October 20 – 22	Area 91 Fall Assembly-Prince Albert, Saskatchewan
October 23	Meeting-GSB Location Plus Ad Hoc Committee
October 26	GSB Special Meeting, New York, NY
October 27	AA World Service, Inc., Board Meeting as an observer (New York, NY)
	Meeting with Trustees Literature Committee Staff Secretary
	Archives research (New York, NY)
October 27 – 30	General Service Board Weekend (New York, NY)

**Carolyn W.**

August 1	GSB – meeting with location plus vendor and GM (virtual)
August 3	AAWS – IAC (virtual)
August 4	GSB – TCGSC (virtual)
August 8	GSB – meeting with location plus vendor and GM (virtual) GSB – TCGSC Chair meeting with Report & Charter Chair (virtual) GSB – TCGSC Chair meeting with Policy & Admissions Chair (virtual)
August 10	GSB – meeting with location plus vendor and GM (virtual) GSB – TCGSC Chair meeting with Conference Committee on Agenda Chair
(virtual)	
	GSB – TCGSC Chair meeting with Delegate Chair (virtual)
August 15	GSB – meeting with location plus vendor and GM (virtual)
August 16	GSC – Meeting of all Conference members
August 17	GSB – Location Plus ad hoc committee meeting (virtual)

August 18	AAWS – Service Manual revisions review and submission (virtual)
August 22	GSB – meeting with location plus vendor and GM (virtual) AAWS – IAC (virtual)
August 23	GSB – TCGSC Inventory Subcommittee (virtual)
August 25 – 27	GSB – West Central Regional Forum (in person)
August 28	GSB – TCGSC Improvements Subcommittee (virtual)
August 29	GSB – meeting with location plus vendor and GM (virtual)
September 1	GSB – meeting with location plus vendor GM and HR (virtual) AAWS – nominating committee (virtual)
September 5	GSB – meeting with location plus vendor and GM (virtual) GSB – TCGSC EDW Subcommittee (virtual)
September 6	AAWS – Finance Self Support Subcommittee (virtual)
September 9	AAWS – Board Strategic Planning (virtual)
September 12	GSB – meeting with location plus vendor and GM (virtual)
September 13	GSB – ICRF Forums subcommittee (virtual) GSB – TCGSC Inventory Subcommittee (virtual) AAWS Board Executive Session (virtual)
September 14	GSB – TCGSC Improvements Subcommittee (virtual) AAWS – Finance Cash Flow Discussion
September 18	TCGSC – meet with Staff Secretary regarding PAI distribution
September 19	GSB – meeting with location plus vendor and GM (virtual) GSB – TCGSC EDW Subcommittee (virtual) AAWS – IAC (virtual)
September 20	GSB – Location plus committee meet with vendor (virtual) GSB – Audit committee (virtual)
September 22	GSB – Finance Committee interim meeting (virtual)
September 25	GSB – TCGSC Improvements Subcommittee (virtual)
September 26	GSB – Location plus committee meet with vendor (virtual)
September 27	GSB – ICRF Forums subcommittee (virtual)
September 28	GSB – TCGSC Inventory Subcommittee (virtual)
Sept. 29 – Oct. 1	GSB – Southwest Regional Forum (in person) – not assigned not funded
October 2	GSB – TCGSC EDW Subcommittee (virtual)
October 3	GSB – TCGSC Chair meeting with Staff Secretary (virtual) GSB – meeting with location plus vendor and GM (virtual)
October 5	AAWS – Treasurer meeting with chairs and treasurers of GSB- AAWS-
	AAGV (virtual)
	GSB – TCGSC Chair PAI feedback call with Conference Committee
	on
	Agenda (virtual)
	GSB/AAWS – SE Region Meeting (virtual)
October 9	GSB – TCGSC Chair PAI feedback call with Conference Committee on
	Policy/ Admissions (virtual)
October 10	GSB – meeting with location plus vendor and GM (virtual) AAWS – Meet with Finance Committee Secretary re: agenda and background (virtual)
	GSB -location plus ad hoc and AAWS Board joint meeting (virtual)
October 12 – 15	AAWS – ICGOAA Seminar Cincinnati OH/Florence KY (in person) GSB – Compensation committee (virtual)
October 16	AAWS – Review of 2025 IC budget with Talley Mgmt in preparation for AAWS meeting (virtual) GSB – TCGSC EDW Subcommittee (virtual) GSB – Finance Committee interim meeting (virtual)
October 17	GSB – meeting with location plus vendor and GM (virtual)

		GSB- TCGSC meeting with Staff Secretary to review agenda for next mtg
(virtual)		
		GSB – TCGSC Chair meeting with Chair of Conference Committee on Agenda (virtual)
		AAWS – AAWS Board Finance strategy and planning meeting (virtual)
October 18		GSB – TCGSC Chair PAI feedback call with Report & Charter committee
(virtual)		
October 19		AAWS – IAC (virtual)
		AAWS –Budget 1.0 discussion (virtual)
		GSB – TCGSC Chair pre board meeting with Delegate Chair (virtual)
October 20		AAWS – IP ad hoc (virtual)
		AAWS – Treasurer meeting with chairs and treasurers, GSB-AAWS- AAGV (virtual)
October 23		GSB -location plus committee meet with vendor (virtual)
		GSB – TCGSC Chair PAI feedback call with Conference Committee
	on	
		Policy & Admissions #2 (virtual)
October 26		GSB – Board Chair Interviews (in person)
October 27		AAWS Board Meeting (in person)
October 27 – 30		General Service Board Weekend

# AAWS HIGHLIGHTS

Meeting of the AAWS, Inc., Board of Directors

Thursday, January 25, 2024

## Business of the Board

### AAWS Internal Audit Committee

- **The Business Travel and Expense** -The committee reviewed and discussed the proposed Business Expense policy and *recommended* approval from the AAWS Board.
- **Review the IAC requests to G.S.O. management and or other A.A.W.S. Board Chair(s).** - The committee reviewed the Archives Disaster Prevention Preparedness Response Plan and noted that it was recently updated to reflect to staff information changes. The Business Continuity Disaster Recovery (BCP) Plan, which was written in 2022, will be reviewed and updated. As a part of cybersecurity training, a tabletop exercise was facilitated.
- **Review of Director's Responsibility Assignment Matrix (RACI)** -The committee reviewed the Director's RACI and discussed digital reporting of audited financial statements and the possibility of posting them on aa.org. The committee agreed to link to the Final Conference Report, which includes the financial statements on AA.org.

### AAWS Technology/Communications/Services Committee

- **Streamlining the content/video creation process** -The committee discussed strategies aimed at streamlining video content creation for faster digital content development.
  - **Analytics Working Group Progress** - The committee discussed the Analytics Working Group report and *recommended* that it be forwarded to the Trustees PI Committee.
  - **Update on Data Integrity Project** -The committee continues to meet and have been focusing on determining how groups and meetings are defined. The committee plans to meet with area Registrars in the beginning of March where this will be a key topic.
  - **Quarterly Contribution Statements for Districts/Groups** -The team has worked on redesigning the quarterly contribution statement and received an estimate of the cost to remediate the existing quarterly contribution statements.
  - **Services Subcommittee Report** -The subcommittee is identifying what services that need to be under the purview of the TCS Committee and updating reporting criteria. They are also looking into measurable outcomes that define what we are doing well and where we can improve.
- Update on Services Unit** -The services unit compiled a list of outdated versions of material in digital service kits and requested the board's input on developing a process and timeline for updates.
- **Update on Service Material Ad Hoc** - A report was presented addressing concerns and recommendations for managing service material workflow and format.
  - The committee *recommended* to the AAWS Board that the following reports be forwarded to their respective trustee's committees for review:

*2023 fourth-quarter report on LinkedIn – Website - Meeting Guide App – YouTube - Google Ads - Online Business Listings - and Podcast*

**AAWS Finance Committee**

- **2024 Budget Approval** – Ther committee recommended that the proposed budget version 6.0 be approved by the AAWS Board.
- **Accounts Receivable Policy** -The committee reviewed changes to the draft Accounts Receivable Policy and provided feedback for additional adjustments to be brought back to the next committee meeting.
- **Employee Retention tax credit** -Details were provided to clarify the Employee Retention Tax Credit, with further information slated for presentation at the March meeting.
- **Cost estimates for PAI's** -Estimated costs for agenda items forwarded to the 74th GSC will be provided by the background deadline, with a more comprehensive report anticipated in June.
- **Possibilities of allocations and/or project-based reporting (PAI)**  
-Item deferred to next meeting.
- **Routine reporting from Finance department and Timing of Q4 Reporting** -The committee discussed the timelines for reporting expenses and agreed that, as Fourth Quarter expense results are preliminary and likely to change, the merits of including them in 4<sup>th</sup> Quarter reporting require further discussion. Fourth Quarter expenses. The committee requested that this discussion continue in the Trustees Finance Committee.
- **AAWS/GSB 2023 Preliminary Financial Report** -The CFO presented a preliminary report on the 2023 financial results, outlining contributions, literature sales, and total revenue.
- **Self-Support Committee** - Subcommittee Chair, John W., updated the committee on their recent discussions, including QR codes and infographics for contribution encouragement.
- **Quarterly Contribution Report Q4 2023** -The report module is undergoing revisions which will be implemented shortly before statements are released.
- **ILF and WSM Q4 2023 Fund** -The committee reviewed the International and World Service Meeting Funds and recommended to the AAWS Board that they be forwarded to the Trustees International Committee.

**AAWS Publishing Committee**

- **Updated Pamphlet Matrix** -The committee reviewed and considered list price increases for a selection of pamphlets to achieve break-even parity pricing.
- **Review of the Semi-Annual report on TL activity.** -The committee reviewed the semiannual Licensing and Translation Activity Report for 2023. The committee discussed language availability, pending translations, and accurate reporting.
- **Editorial Project Tracking and Backorders.** -The committee reviewed the tracking report



and highlighted notable advancement in the print production process. Backorders have been greatly reduced to a small amount, most of which are awaiting retranslation.

- **Digital Sales** -The committee reviewed the report on digital sales which includes updates on digital sales, discussions on corrections-related issues, and challenges in digital promotions.

#### AAWS Nominating Committee

- **General Service Trustee and Non-Trustee Director Positions for AAWS.** -A progress report was given on the non-trustee director search process and procedures to fill two vacancies that will occur following the 2025 General Service Conference.

#### Intellectual Properties Ad Hoc Committee

- The committee met twice since the last board meeting to discuss intellectual property issues, engagement with the General Service Board, tracking trends, and permissions for using copyrighted materials.

#### AAWS Board Meeting

- **Board Correspondence** - The AAWS Board reviewed correspondence received since the last AAWS meeting.
- **Approval Of Consent Items** - The AAWS Board approved the reprint request reports for November and December. The finance report was not available for approval as year end closing is still underway.
- **Recommendations** -
  - Nominating  
**Recommendations: None**
  - Publishing  
**Recommendations: None**
  - Technology/Communication Services  
**Recommendations:**
    1. *The TCS committee recommended to the AAWS Board that the Analytics Working Group Progress report be forwarded by AAWS to the trustees' Committee on Public Information.*
    2. *The TCS committee recommended to the AAWS Board that the 2023 fourth-quarter report on LinkedIn be forwarded by AAWS to the trustees' Committee on Cooperation with the Professional Community.*
    3. *The TCS committee recommended to the AAWS Board that the 2023 fourth quarter reports on Website, Meeting Guide App, YouTube, Google Ads, Online Business Listings, and Podcast be forwarded by AAWS to the trustees' Committee on Public Information.*

- Finance

**Recommendations:**

1. ***The AAWS Finance Committee recommended to the AAWS Board to approve the 6.0 version of the 2024 Budget and forward it to the Trustees Finance & Budgetary Committee.***
2. ***The AAWS Finance Committee recommended to the AAWS Board that the International Literature Fund activity report ending December 31, 2023, be forwarded to the trustees' International Committee.***
3. ***The AAWS Finance committee recommended to the AAWS Board that the World Service Meeting Fund activity report ending December 31, 2023, be forwarded to the trustees' International Committee***

- Internal Audit

**Recommendation:**

1. ***The IAC recommended to the AAWS Board to approve the revised Business Travel and Expense Policy as amended and add the date the board adopted the revision to the document.***

- Intellectual Property – Ad Hoc Committee

**Recommendations: None**

# AAWS HIGHLIGHTS

Meeting of the AAWS, Inc., Board of Directors  
Thursday, January 25, 2024

## What's Happening at GSO

Department reports for the January meeting were limited to specific requests of the AAWS Board.

### General Manager

Bob W., GM provided an update on recent developments and activities that have taken place at the General Service Office. He highlighted the positive office culture, camaraderie, and holiday celebrations, and stressed the importance of work-life balance. Bob also reported that the Publishing Department has made significant progress in addressing backlogs and is close to completing the first translation of the Big Book in Haitian Creole. He discussed the upcoming period leading up to the conference, which includes various General Service Conference gatherings and consortiums. Bob also shared his recent travel experience to Area 15 South Florida and emphasized the value of in-person connections with the fellowship.

## A Few Department Highlights

### Language Services

Stephanie B., Director of Language Services, presented a comprehensive report on the department's activities and challenges. She highlighted the team's efforts in managing a high volume of translation and editing requests, especially for conference-related materials. Stephanie, and discussed their range of services. She emphasized the importance of having clear policies and procedures, sharing examples of the challenges they face in the translation process. Stephanie also talked about the team's use of technology, including translation memory software, and presented data on the department's workflow estimate. She explained that the high volume of work was partly due to catching up on past projects and discussed the challenges faced during the translation of conference background materials. Stephanie shared various tools and guidelines that they created to streamline processes and improve efficiency, such as translation guidelines, document guidelines, request forms, and project trackers. She concluded her presentation by suggesting that language services' processes and timelines be communicated through different channels, including director and trustee orientation, publications, and memos. Stephanie also requested to be included in the early conception of projects involving French and Spanish, consideration for publishing reviews in new timelines, and the use of track changes when amending existing documents. The presentation included a robust question and answer session.

### Legal, Licensing and Intellectual Property Department

#### Intellectual Property & Copyright

Development of policies, processes and procedures is well underway. Many years of experience has been collated and is being reviewed and assessed with the AAWS Board subcommittee on Intellectual Property. This will allow for more guidance and consistency with responses to inquiries as well as meaningful reporting to the AAWS Board.

#### International Licensing – Translations

Development of policies, processes and procedures are also well underway. New legal forms that encompass all license classifications are nearing completion which are an integral part of streamlining the renewal process.

#### Legal

In collaboration with Technology Services, repository options are being explored to serve as a central storage point for all contracts and legal documents.

### ***Finance Department***

#### Accounts Receivable

The Finance Department drafted a new accounts receivable policy which was approved by the AAWS Board at its last meeting on January 25th.

#### Service Standards

The finance department will be kicking off the process of developing and implementing service standards in mid-February. This will include setting response time standards, deadlines and timelines and general customer service standards.

### ***Technology Services***

The department director is leading the Data Integrity Working Group which is comprised of representatives from Operations, Staff Services, Finance and Technology Services, meets weekly to discuss data quality issues that impact GSO's ability to serve and support the Fellowship. These issues range from incorrect information, gaps in current processes that impact the quality of the information or communication, or processes related to using correct data/information. The Working Group will, as appropriate, define and drive data clean-up initiatives, refine processes to close gaps, and/or correct processes to use correct data or information. Currently they have been clarifying meetings and groups and how they can best be differentiated and reported upon correctly.

### ***Communication Services***

The department director is leading a Newsletter Working Group to evaluate effectiveness of all GSO newsletters.

They meet monthly and are comprised of representatives from Operations, Staff Services and Publishing, meet monthly and focus on the effectiveness of GSO newsletters including redesign and content considerations and proper distribution.

They are currently finalizing the details and rollout of the Box 459 Reader Survey in consideration of a redesign.

### ***Publishing***

#### Backorders & Other items Out of Distribution

The goal to eliminate backorders and items out of distribution is nearly complete.

Of the 85 items initially identified to date:

70 have been approved to print/are back in stock.

15 are actively in the revision, update, translation, or reprint process and will be printed in the coming weeks.

### ***Staff Services***

Planning for the implementation of support and service standards for Staff Assistants is underway with Staff Services Management and the Human Resources Director. The rollout is expected to being in February and March. It will be followed by skill development training sessions to ensure maximum development potential.

*Next Meetings:*

March 7, 2024  
March 8, 2024

Strategic Planning  
AAWS Board Meeting including reports from all GSO departments.

# **AAGRAPEVINE**

**A.A. Grapevine, Inc.**

Report to the General Service Board

Monday, January 29, 2024

**Paz Preciado, Chair**

**Board of Directors:** Teddy B.W. (NTD), Morgan B. (NTD), Chris C. (Publisher), Cindy F. (NTD), Tom H. (GSB Trustee), Molly O. (Class A Trustee), Paz P. (GSB Trustee), Joyce S. (GSB Trustee), David S. (GSB Trustee).

The AA Grapevine Board of Directors has met twice since the October 27, quarterly meeting. A Strategic Planning session and a Planning meeting on December 9, 2023. The Finance and Budget committee met on December 7, 2023.

**Overview:** The board aimed to increase app information, fellowship participation, and subscriptions through strategic planning and app attraction initiatives. GV and LV Editorial teams are busy with new products and upcoming magazine issues. Did you know we have a new online catalog? Websites, podcast, and social media channels are all contributing to an increased online presence. Strategic cost-cutting measures are included in our 2024 budget proposal. The emphasis on product diversification and subscription upgrades fuels revenue growth. La Viña remains a focus for financial improvement strategies and important part of the strategic plan implementation. A new controller has been hired; an official announcement to the fellowship will be made on February 5, 2024. Finally, preparations for the Grapevine's 80th anniversary are underway. Stay tuned for more information!

**Strategic Planning:** The AAGVB met half a day on Saturday, December 9, 2023. As a follow up to the October strategic planning session, the AAGV board and staff worked with Tony B., creativity and strategy expert, 32+ years in AA fellowship, for a one-day idea generation session. The primary goal of the session was to increase penetration of the fellowship to drive higher app subscription levels for AAGV/LV. Tactics included creating clear roles, goals and task accountability for both board members and staff as well as AAGV/LV representatives. The facilitator focused on how to reach groups and members to attract subscribers and what we need to do differently for the Hispanic community. Using a graphic timeline, the group prioritized action steps. AAGV publisher created an action plan and assigned staff and board. A team meeting with the committee chair and publisher will take place in February. A report back to the full board will take place at the March Planning meeting.

**Board Meeting:**

During its December 9, 2023, half a day Planning meeting, the board was updated by the Publisher on the following: Discussion around the app launch downloads, subscriptions and

revenue received to date. The board discussed whether the apps should be offered worldwide and what that would entail, with no action taken. The Publisher will develop and assign attraction efforts based on the ideas generated at the strategic planning session.

The board received activity reports from office operations, Grapevine and La Viña editorial, production, digital communications, digital engagement, and customer relations.

### **AA Grapevine, Inc. Financial Report**

**January 25, 2024**

**To: The AA Grapevine Board of Directors**  
**From: Chris C., Publisher and David S., Treasurer**  
**Subject: The 2024 Grapevine, Inc. Budget**

We have prepared this budget with help from Francina H.B. from YPTC, with input from the Grapevine and La Viña staffs, and in consultation with the Trustees Finance Committee.

This budget significantly lowers the shortfall for Grapevine (nearly \$300k improvement vs. 2023 July Forecast) and La Viña (nearly \$200k improvement). It also provides for the resources to expand the sales of our magazine subscriptions, app subscriptions, books, audio books and other products.

Highlights of this year's budget include the following:

**Cut back on travel:** We limit the reimbursement of travel costs to AA events to one staff member and one director. Directors can go to any event they choose, of course, but only the director assigned to the event will be reimbursed by Grapevine. In addition, all Planning Meetings for 2024 will be virtual at a savings of roughly \$50k.

**Subscription price increase:** in 2023 the standard one-year price for a Grapevine subscription was \$28.97, La Viña \$14.45. As of January 1, 2024 we increased the Grapevine price to \$36.00 and are currently weighing a price increase on La Vina as well.

**Efforts to increase subscriptions to "GV Complete."** An announcement going out this week to print-only subscribers to upgrade from print to GV complete for just \$10. More of these efforts planned for this year. Complete subs have a much higher margin than print only subs.

**Expanded book publishing program.** Three new products this year, Prayer and Meditation audio book in February, Our Twelve Steps in April, Emotional Sobriety audio book in September. Increased promotion of backlist titles as well.

**Hold steady on staff size.** Current staff to take on Janet's duties upon retirement, additional Digital Engagement Editor starts second half of year.

**Reductions in freelance help.** Actual 2023 costs were reviewed charge by charge. More of work able to be done by staff. New podcast to be shelved for this year.

**Adjusted staff costs for La Viña.** Reduced staff salary allocations to La Viña because Editor and Assistant Editor have settled in and taken charge. We continue working on long-term plans to get La Viña loss to pre-pandemic levels by increasing print and complete subscriptions and lowering costs.

<b>Grapevine</b>	<b>FY 2023 Actual DRAFT</b>	<b>FY 2023 Forecast</b>	<b>Variance Actual vs. Forecast</b>	<b>FY 2022 Actual</b>	<b>Variance 2023 vs. 2022</b>
<b>Circulation*</b>					
GV Magazine (all formats)	54,569	50,556	4,013	59,070	(4,501)
GV App	843	1,500	(657)	-	843
<b>Total Circulation</b>	<b>55,412</b>	<b>52,056</b>	<b>3,356</b>	<b>59,070</b>	<b>(3,658)</b>
<b>Revenue*</b>					
GV Magazine	1,474,940	1,331,000	143,940	1,510,596	(35,656)
GV Complete	123,631	150,000	(26,369)	136,271	(12,640)
GV ePub	22,782	45,000	(22,218)	58,023	(35,241)
GV App	25,461	54,000	(28,539)	-	25,461
Back Issues	68,571	60,000	8,571	58,018	10,553
<b>Total Circulation Revenue</b>	<b>\$ 1,715,384</b>	<b>\$ 1,640,000</b>	<b>\$ 75,384</b>	<b>\$ 1,762,908</b>	<b>\$ (47,524)</b>
<b>COGS - Magazine &amp; App</b>	<b>\$ 1,062,789</b>	<b>\$ 1,088,875</b>	<b>(26,086)</b>	<b>\$ 979,604</b>	<b>\$ 83,185</b>
<b>Gross Margin Magazine &amp; App</b>	<b>\$ 652,595</b>	<b>\$ 551,125</b>	<b>101,470</b>	<b>783,304</b>	<b>\$ (130,709)</b>
<b>Content-Related Revenue</b>	<b>\$ 847,594</b>	<b>\$ 872,000</b>	<b>\$ (24,406)</b>	<b>\$ 883,952</b>	<b>\$ (36,358)</b>
<b>COGS Books &amp; Content</b>	<b>\$ 269,320</b>	<b>\$ 234,730</b>	<b>34,590</b>	<b>\$ 243,528</b>	<b>\$ 25,792</b>
<b>Gross Margin Books &amp; Content</b>	<b>\$ 578,274</b>	<b>\$ 637,270</b>	<b>(58,996)</b>	<b>\$ 640,424</b>	<b>\$ (62,150)</b>
<b>Total Revenue</b>	<b>\$ 2,562,978</b>	<b>\$ 2,512,000</b>	<b>\$ 50,978</b>	<b>\$ 2,646,860</b>	<b>\$ (83,882)</b>
<b>Total Gross Margin</b>	<b>\$ 1,230,869</b>	<b>\$ 1,188,395</b>	<b>\$ 42,474</b>	<b>\$ 1,423,728</b>	<b>\$ (192,859)</b>
* Note: all stats and revenues are pre-audit figures as of 1.22.23, subject to change					

<b>La Vina</b>	<b>FY 2023 Actual DRAFT</b>	<b>FY 2023 Forecast</b>	<b>Variance Actual vs. Forecast</b>	<b>FY 2022 Actual</b>	<b>Variance 2023 vs. 2022</b>
<b>Circulation*</b>					
LV Magazine (All Formats)	6,392	6,732	(340)	6,415	(23)
LV App	92	-	92	-	92
<b>Total Circulation</b>	<b>6,484</b>	<b>6,732</b>	<b>(248)</b>	<b>6,415</b>	<b>69</b>
<b>Revenue*</b>					
LV Magazine	86,523	91,000	(4,477)	86,979	(456)
LV Complete	3,912	4,250	(338)	720	3,192
LV ePub	479	750	(271)	688	(209)
LV App	1,359	-	1,359	-	1,359
Back Issues	15,589	13,000	2,589	7,764	7,825
<b>Total Circulation Revenue</b>	<b>\$ 107,862</b>	<b>\$ 109,000</b>	<b>\$ (1,138)</b>	<b>\$ 96,151</b>	<b>\$ 11,711</b>
<b>COGS - Magazine &amp; App</b>	<b>\$ 63,189</b>	<b>\$ 80,230</b>	<b>\$ (17,041)</b>	<b>\$ 75,694</b>	<b>\$ (12,505)</b>
<b>Gross Margin Magazine &amp; App</b>	<b>\$ 44,673</b>	<b>\$ 28,770</b>	<b>\$ 15,903</b>	<b>\$ 20,457</b>	<b>\$ 24,216</b>
<b>Content-Related Revenue</b>	<b>\$ 139,494</b>	<b>\$ 100,755</b>	<b>\$ 38,739</b>	<b>\$ 59,710</b>	<b>\$ 32,397</b>
<b>COGS Books &amp; Content</b>	<b>\$ 39,852</b>	<b>\$ 18,831</b>	<b>\$ 21,021</b>	<b>\$ 2,686</b>	<b>\$ 37,166</b>
<b>Gross Margin Books &amp; Content</b>	<b>\$ 99,643</b>	<b>\$ 81,924</b>	<b>\$ 17,719</b>	<b>\$ 57,024</b>	<b>\$ 42,619</b>
<b>Total Revenue</b>	<b>\$ 247,356</b>	<b>\$ 209,755</b>	<b>\$ 37,601</b>	<b>\$ 155,861</b>	<b>\$ 91,495</b>
<b>Total Gross Margin</b>	<b>\$ 144,316</b>	<b>\$ 110,694</b>	<b>\$ 33,622</b>	<b>\$ 77,481</b>	<b>\$ 66,835</b>
* Note: all stats and revenues are pre-audit figures as of 1.22.23, subject to change					

### Print Magazine Circulation Stats for 2023 \*

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg
<b>Mag Circulation - Month</b>													
GV	52,134	103,588	3,369	52,101	54,456	52,612	56,575	53,133	57,149	54,590	58,018	57,108	54,569
LV		4,856		7,287		6,555		6,681		5,772		7,200	6,392
<b>Mag Circulation - YTD Average</b>													
GV	52,134	77,861	53,030	52,798	53,130	53,043	53,548	53,496	53,902	53,971	54,339	54,569	
LV		4,856	4,856	6,072	6,072	6,233	6,233	6,345	6,345	6,230	6,230	6,392	

\* Note: Does NOT include Back Issues or App revenues and units

\* As of 1.24.24 DRAFT ONLY

\* GV / LV Complete units are included above, but are not broken out separately



## **Board Committee Activity:**

### **Finance and Budget:**

The chair reported the AAGV Finance committee met on December 7, 2023. They reviewed and approved the October 2023 YTD Financial Statements for Grapevine and La Viña and reviewed the working 2024 Budget for GV and LV. On December 9, 2023, the board was presented with the October 2023 YTD financial results for Grapevine and La Viña and approved them and reviewed the working 2024 Budget for GV and LV. On January 25, the board was presented with the November 2023 YTD financial results for Grapevine and La Viña, the 2024 Budget including the rolling cash flow forecast. In addition, the Board reviewed draft revenue results for FY 2023 for Grapevine and La Viña.

**Nominating and Governance:** The chair reported no activity since October 2023.

**Ad hoc Director’s Handbook:** The chair reported, the ad hoc committee met on December 6 and January 23. The Table of Contents for the updated handbook was approved and content owners assigned a section. The committee be creating new content for all sections. The size of the handbook will be reduced to approximately 25 pages by adding links. The document will live on the Onboard platform for easy access. The plan is that the draft will be completed by the March Planning meeting for review by two board members. The final handbook should be available for the next rotation.

**Ad hoc Personnel Handbook:** A revised draft from Human Resources will be reviewed by the Dir. of Operations and Publisher and returned to HR if edits are required. Once that process is completed, the draft will be turned over to the committee for their review and recommendation to the full board.

**Ad hoc 2025 Convention:** The committee met on November 7. The committee discussed GV. LV location possibilities at the Convention, souvenir item as well as other “asks” to be present to the Convention desk. Subsequent meetings had to be rescheduled due to scheduling conflicts. GV Publisher will notify the committee of an upcoming meeting as soon as possible.

**Editorial Advisory Board:** The GVEAB met on January 11, 2024. GVEAB currently recruiting for a Canadian and Central US member. LVEAB met on November 15, 2023.

**Management report:** The Publisher reported the following:

### **GV LV App**

- Downloads GV = 26,623; New in-app subscriptions = 5,305 (iOS 4,745, Android 560)
- Downloads LV = 1,061; New in-app subscriptions = 143 (iOS 117, Android 26)
- Past month GV iOS use: 20,505 sessions on 3,072 devices
- App user ratings: Google Play 4.8/5; Apple 4.1/5
- Current position on Apple top 200 Magazine and Newspaper apps: 34 — just behind Boston Globe but ahead of Bon Appetit, The San Francisco Chronical and Vanity Fair
- Total app sales to top \$100,000 by end of January. GV Inc. revenue to date \$66,455

- App attraction efforts: A 13-point plan coming out of our last strategic planning meeting issued to staff and board. Teams developing action plans.
- Delayed La Viña reimbursements from GSB put GV in a cash crunch October through December. We managed with a close watch on payables and receivables. Now issuing weekly cash reports for review by publisher, treasurer, and finance staff. Grapevine Finance confirms GSB La Viña reimbursement Q2 payment of \$233,766 on December 8, and Q3 payment of \$211,755 on January 8.
- New Controller hired and will start on February 5, 2024. YPTC will continue to serve us for four to six weeks to help with transition and audit.
- Director of Operations: Janet Bryan is retiring as of April 29, 2024. Transition plans are in the works.
- January special offer out to “print only” subscribers to upgrade to “complete” for only \$10.
- Upcoming new products: *Prayer and Meditation* audio book, February 15; *Our Twelve Steps*, April 2.
- Podcast: Over 726,000 downloads, continues to grow with this month’s listenership up 11% over previous month; Instagram: Grapevine 11,500 followers, La Viña 1,565 followers; YouTube: 12,400 subscribers, 239 videos with 181,874 views. The podcast is now available on YouTube. Grapevine Channel subscribers and any YouTube user who watches AA related content will get exposure to the podcast on their feeds.
- New YouTube playlist “*Blessed*” released in January with RSS feed for Podcast.
- Grapevine and La Viña News appearing monthly on the Meeting Guide App.
- App stories to be in Grapevine and La Viña magazines, Grapevine and La Viña News and on the podcast.
- GV/LV staff attend monthly All Employee huddle with GSO.
- A Grapevine Area Chair Workshop was held on January 18 to inform Area servants about the new apps and answer questions.
- Digital Engagement Editor broadening outreach to GVR/RLV network.
- Director of Operations revising the Business Continuation Plan.
- Customer Relations Coordinator and new fulfillment house Customer Service relationship has been productive.
- Online store updates ongoing.
- New online only 2024 catalogue released (*postcard with QR code available*).
- Carry the Message certificates processed in 2023: 1,633.

**Grapevine Editorial:** The senior editor reported the following:

- Recent Grapevine magazines released:
  - NOV—Gratitude (featuring an interview with Michelle in Archives)
  - DEC—Remote Communities & Holiday Stories (interview with Mike L.)
  - JAN—Emotional Sobriety (Regional Forums announcement) - out now
- Grapevine magazines currently in production and on schedule:
  - FEB—Getting Through Tough Times—done, printing.
  - MARCH—Spanish Speaking AA Members’ La Viña stories (interview with Paz P.)—final proofing
  - APRIL—Favorite Big Book Stories (Big Book 85<sup>th</sup> Anniv!)—proofing

MAY—How the Steps Changed My Life (Release of brand-new Step Book!)—stories edited, art meeting soon.

JUNE—Happy 80<sup>th</sup> Grapevine! - Special Issue—editing stories

JULY—Annual Prison Issue—selecting stories.

- *Our Twelve Steps*—New Spring Book—a brand-new collection of stories from AA members about the joys and challenges of working the program's Twelve Steps of recovery—on schedule—due out April 2024.
- Working with new Digital Engagement Editor to create content for the new app.
- Early work on special June 2024 GV issue—Grapevine's 80<sup>th</sup> Anniversary!!!
- Podcast – working with hosts to connect with interview subjects from current stories in magazine and important GV & LV information.
- Publishing more AA News and interviews with Class A & B Trustees and important AA announcements (working closely with GSO staff desks).
- Early work being done on *Emotional Sobriety* audiobook (*possible Fall 2024*)
- Early work is being done on 2025 International Convention product.

**La Viña Editorial Report:** The La Viña editor reported the following:

- Recent La Viña magazine released:
  - NOV/DEC Alegría (The joy of living)
  - JAN/FEB 2024: Nuevos (Newcomers edition)
- La Viña magazines currently in production and on schedule:
  - MARCH/APRIL: Short stories —Proof 2.
  - MAY/JUNE: Relapse — Copy editing.
  - JULY/AUGUST: Prisons— Selecting stories.
- Stories — 150 new batch of stories received in December only.
- 2025 Editorial Calendar ready and in the website.
- LV informational workshop — last Thursday of the month at 3 pm. We share updates and give presentations of our products. Increasing engagement with Trusted Servants and spreading the word about the App.
- Daily quote: SMS service cancelled. Members can find it in the La Viña App.
- La Viña App: The LV editorial team has developed written and audiovisual materials, in Spanish, focused on the needs expressed in the Hispanic community. Video tutorials to download and use for La Viña application, as well as PowerPoint presentations with the tools and resources that are available to all AA members.
- Working with Digital Engagement Editor, updating and creating content for the app.

The board received activity reports from operations, production, digital communications, digital engagement, and customer relations.

**Web Report:** The Digital Publishing manager reported monthly web traffic in the 4th quarter for GV averaged 292,916 new visitors; 41,000 returning visitors and 598,610 page views. Due to an upgrade to Google Analytics 4, the numbers for LV were not correct and therefore not included in 4<sup>th</sup> quarter reporting.

In addition to **approving** the Planning meeting minutes of September 9, 2023, the Board took the following actions at its meeting on December 9, 2023:

- Approved the October 31, 2023, Grapevine financial report.
- Approved the October 31, 2023, La Viña financial report.

In addition to approving the October 27, 2023, quarterly minutes and the Grapevine and La Viña Treasurer reports, the AAGV, Inc. board of directors took the following actions at its quarterly meeting on January 25, 2024:

- Approved 2024 proposed budget for AAGV, Inc.
- Approved 2024 AAGV, Inc. board meeting calendar.

**Travel**

Nov. 10 - 12	National Corrections Conference	Oklahoma City, OK
Nov. 17 - 19	East Central Regional Forum	Independence, OH
Nov. 17 - 19	Southern States AA Service Assembly	Orlando, FL
Jan. 20	Northeast New York Service Orientation	Hudson, NY

###

## Trustees' Archives Committee

Sunday, January 28, 2024

The trustees' Archives Committee met at the Westin New York Hotel at Times Square on Sunday, January 28, 2024, at 8:30 a.m.

Present: Reilly K., chair; Morgan B., Cathi C., Al M., Paz P., Joyce S., and Michelle M., secretary.

Also present: César F., William G., Pablo H., Dawn K., Kerry M., Gerry R., and Julie S.

Chair's remarks: The chair welcomed all committee members and guests, especially Pablo H., chair of the 2024 Conference Committee on Archives.

Meeting report: The report of the October 29, 2023, meeting was approved.

Archives report: The archivist's report was read and accepted. The report included updates of projects undertaken by GSO Archives staff between the period November 2023 through January 2024. The Archivist also provided a high-level overview of department projects to be accomplished in the coming year.

GSO Archives Audiovisual Preservation Project: "Part A" of Phase 1 of the Audiovisual Preservation Project, which was approved at the committee's October 2023 meeting to commence in January 2024, has been delayed due to extenuating circumstances and is now scheduled to commence in February 2024. "Part A" encompasses the conducting of an inventory of media materials not digitized nor cataloged.

GSO Archives Deaccession Form: The committee reviewed proposed changes to the GSO Archives Deaccession Form that was initially approved in 2009. Following discussion, the committee accepted the changes to the GSO Archives Deaccession Form.

### Permission requests:

Prior to this meeting and through electronic mail, the committee approved the following request that is in accordance with GSO Archives policies:

Tom Adams requested to access archival materials relating to Bill's correspondence with Father Dowling, Sister Francis, correspondence about depression, spiritual growth and his long-time friend, Mark W. In addition, correspondence from the Captain Jack S. manuscript Collection.

The following research requests were discussed and approved by the committee:

- Request from David R. to obtain a copy of an audio recording, for limited use, of Pat C.'s talk at the 1960 International Convention.
- Request from Matthew C. to obtain a copy of an audio recording, for limited use, of Bill W.'s presentation at the 1960 General Service Conference on an "Era of Change."
- Request from Leo D. to access biographical materials related to Bill W.

- Request from Michael H. to access archival correspondence on the history of A.A. in Kentucky.
- Research request from Heath H. to access archival correspondence on the subjects of Spirituality and early Group Problems.

The committee reviewed and discussed a request from Calvin G. and Thomas H. of Altimeter Films to access materials listed on their application form. The committee took action on the requested items as follows:

1. The committee approved the request to access correspondence between Bill W. and his business partner, Hank P., in relation to the founding of their company “Honor Dealers” and Works Publishing company, held in the Classified Collection. The approval is in accordance with GSO Archives Classified Policy.
2. The committee denied the request for photographs of Bill W., in accordance with GSO Archives Posthumous Anonymity Policy.
3. The committee approved the request for correspondence with Hollywood producers Hal W. and Charles J. These materials are held in the Alcoholic Foundation collection and open to access.
4. Request to access correspondence relating to the author of the book “Lost Weekend” was approved in accordance with GSO Archives Policies.

#### New business:

The GSO Archives Department introduced three new items for committee consideration as follows:

- Review and update the Archives Deed of Gift Form.
- Discuss recently processed unpublished, manuscript collections in conjunction with classifying these materials within Archives Classification system.
- Reexamine Archives Classification schema with the intent to update the categories as applicable.

The committee requested that the GSO Archivist add these items and any relevant background for discussion at the July 2024 meeting.

The meeting was adjourned at 9:50 a.m.

###

**Trustees' General Service Conference Committee**  
Saturday, January 27, 2024

The trustees' General Service Conference Committee met at the Westin New York Hotel at Times Square on Saturday, January 27, 2024, at 3:30 p.m.

Present: Carolyn W., chair; Cathi C., Vera F., Tom H., Mike L. (GSB Interim Chair), Paz P., Irma V., John W., Bob W. (General Manager), and Diana L., secretary.

Also present: Mary A., Ed A., Teddy B.W., Clément B., Stéphanie B.R., Karina C., Patrick C., Kelley C., Jon C., Rio D., Mary E.K., William G., Rebecca H., James H., Teresa J, Beverly J.K., Reilly K., Deborah K., JoAnn M., Christopher M., Pamela P., Gerry R., Eduardo R., Suzanne S., Julie S., Clorinda V., and Rick W.

Chair's remarks: The chair welcomed all in attendance with a special welcome to Conference committee delegate chairs and the 2024 Conference Committee on Agenda chair: Rebecca H. The chair expressed gratitude to be joined by JoAnn M., chair 2024 Conference Committee on Policy and Admissions; Mary E.K., chair 2024 Conference Committee on Report and Charter; and Mary A., Conference Delegate chair.

Report: The committee approved the August 4, 2023, October 28, 2023, November 20, 2023, and January 12, 2024, meeting reports with minor edits.

At their January 12, 2024, meeting, the committee recommended to the General Service Board that the request for the General Secretary and Chair of the General Service Board of Great Britain to attend the 2024 U.S./Canada General Service Conference as observers be approved.

Staff report: The staff report was accepted.

Subcommittee on Equitable Distribution of Workload (EDW): The committee reviewed and accepted a final report (including a distribution plan of agenda items and survey results) from the Subcommittee on EDW. The subcommittee chair noted their activities focused on a final report that summarized each pilot year's work, summarized survey results of Conference members, and presented considerations and recommendations from the three-year pilot for the 2024 Policy and Admissions Conference Committee to consider at the 74th General Service Conference.

The committee expressed their gratitude and appreciation for the comprehensive final report and **agreed to forward** the EDW final report to the 2024 Conference Committee on Policy and Admissions, pending minor edits.

The committee recommended to the General Service Board that the Equitable Distribution of Workload plan be implemented for the 2024 General Service Conference.

Subcommittee on Conference Improvements: The committee reviewed and accepted a final report from the Subcommittee on Conference Improvements. The committee noted activities focused on improvement opportunities based on the 73rd General Service

Conference evaluations, and efforts to control costs. The committee noted improvements to daily workflow and end times to improve the Conference Week Schedule and that the 2024 General Service Conference evaluation questionnaires will include opportunities for Conference members to provide feedback on the schedule. The committee noted the cost savings of approximately \$112,000 to the Conference Week Schedule. The committee also reviewed the new format of the 2023 Conference evaluation summary, noting the streamlined version and agreed to include a cost savings summary to give greater context to some of items in the summary that were being changed.

The committee **agreed to forward** the Subcommittee on Conference Improvements final report to the 2024 Conference Committee on Agenda.

Subcommittee on Inventory: At their January 12, 2024, meeting, the committee reviewed and accepted the final report from the Inventory Subcommittee. The committee expressed their gratitude to the Inventory Subcommittee for their work on the GSB Inventory and the plan for a conference inventory to take place at the 75<sup>th</sup> GSC.

The committee **agreed to forward** the 2025 Conference Inventory Plan to the 2024 Conference Committee on Agenda.

The committee noted that a summary of activities related to the GSB inventory will be included in the GSB Board report at the 74th GSC. The committee expressed their gratitude for the work of the Inventory subcommittee and accepted the report.

2024 Conference Week Schedule: The committee reviewed a 2024 Conference Week Schedule draft, and requested consideration of when during the week the sharing session on the topic of the writings of the co-founders is scheduled during the conference week based on concerns expressed about this being scheduled to occur after the committees begin their deliberations.

Rebalancing first-year and second-year delegates on Conference committees: The committee reviewed a proposed plan that balances the assignment of new delegates to a Conference committee to allow for a more even rotation of panels on each committee in response to consideration from the 2023 Conference Committee on Corrections. The committee agreed to adopt the plan to commence with the Conference Committee Selection of panel 75 delegates and looks forward to an update from the Conference Coordinator at the October 2025 meeting.

Delegate Chairs feedback on quarterly communications: The committee reviewed a feedback report of Delegate Chairs on their quarterly communications with trustee chairs. The committee requested a clarification to address questions about the purpose of the October feedback call be included in the handout "Information and Suggestions for Conference Committee Chairpersons." The committee **agreed to forward** the feedback report of the Delegate Chairs on the quarterly communications report to the 2024 Conference Committee on Agenda.

Conference actions with Simple Majority but failed to have substantial unanimity: The committee thoughtfully discussed concerns raised by Conference members and A.A.



members about the section in the Final Conference Report, "Recommendations Passed by Simple Majority." The committee noted that this section comes from a 1986 Report and Charter Advisory Action, "If a committee recommendation does not receive the two-thirds vote required to become a Conference Advisory Action, but has a majority of votes, it automatically becomes a suggestion and will be duly noted in the Conference Report."

The committee discussed the ambiguity of the Conference Group Conscience when a recommendation that fails by a Simple Majority is automatically forwarded to a Trustees' Committee as a consideration and felt that this could unintentionally foster disunity within the Fellowship. The committee noted how the Final Conference Report is used to clearly communicate the Group Conscience from the General Service Conference, and raised concerns that the Simple Majority section could lead to misunderstandings and confusion.

The committee felt that sentiment within the Fellowship may have shifted since the 1986 Advisory Action and **agreed to forward** a request to the 2024 Conference Committee on Report and Charter to discuss if the practice of communicating items that failed to achieve substantial unanimity as suggestions is still desirable, and if the Conference would like to continue the reporting of these items separately from other items to that did not carry from a General Service Conference. The staff secretary will include additional sharing from the committee as background to aid a discussion about this topic.

Site selection memo from the General Manager: The committee reviewed a memo from the general manager on the status of Site Selection for the 2027 General Service Conference. The committee also reviewed the background forwarded to the 2023 Conference Committee on Policy and Admissions, which included sample information about the General Service Conference potentially meeting outside of New York City. The committee **agreed to forward** the memo update from the General Manager on Site Selection status to the 2024 Conference Committee on Policy and Admissions.

General Service Conference Banquet: The committee continued their discussion of the General Service Conference Sunday banquet. The committee received an update from the General Manager on suggested changes to the invite list, noting their focus on fiscal responsibility and concerns that the number of attendees at Sunday's GSB A.A. banquet could limit the potential hotel venues.

The committee noted that feedback will be sought through the evaluation form from Conference members at the 74th General Service Conference on replacing the banquet dinner with coffee and dessert and looks forward to reviewing the evaluations at their July 2024 meeting.

Conference Communications Plan: The committee received an update from the staff secretary about the revised Conference Communications Plan that resets timelines for Conference members receiving key communications. The committee recognized the communications timelines and sequence had shifted due to COVID-19 and the EDW pilot. The committee agreed that a review of the plan annually at the July meeting of the TCGSC would be beneficial. The committee also noted the importance of the communications about the Conference agenda items as follows: preliminary list of agenda items provided to all conference members following the Q4 GSB meeting, a final list of agenda items to follow

after the Q1 GSB meeting, and the list of all PAIs not forwarded to Conference including comments regarding why they were not forwarded to follow.

Conference Committee Meetings: The committee discussed additional Conference Committee meetings, noting that secretaries attend, as do interpreters, when needed. The committee noted the frequency of Conference committee meetings has increased and raised concerns about budget, staffing resources, and escalating demands on Delegates. The committee also discussed concerns about responsibility to the Conference as a whole how these additional meetings are reported back to the General Service Conference.

The committee requested that a delegate chair orientation occur prior to the assignment of new delegates to conference committees and that this topic be included. The committee agreed that the development of best practices is needed and requested information on how vendors and office resources are used to support Conference committees be brought to their July 2024 meeting.

74th General Service Conference Contingency Plan: The committee reviewed the proposed contingency Plan for 74th GSC and expressed support for the plan to ensure Conference members, who cannot be physically in the main session room, are able to participate in a discussion and a vote through a “fourth floor microphone,” via videoconference meeting space and felt this was sufficient. The committee requested that the contingency Plan be forwarded to the general manager and the General Service Board interim chair who will co-chair the 74<sup>th</sup> General Service Conference.

The meeting adjourned at 5:28 p.m.

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## **RECOMMENDATIONS**

The committee recommended to the General Service Board that the request for the General Secretary and Chair of the General Service Board of Great Britain be approved to attend the 2024 U.S./Canada General Service Conference as observers.

The committee recommended to the General Service Board that the Equitable Distribution of Workload plan be implemented for the 2024 General Service Conference.

**Trustees' Cooperation with the Professional Community/  
Treatment/Accessibilities Committee**  
Sunday, January 28, 2024

The trustees' Cooperation with the Professional Community/Treatment/Accessibilities Committee met at the Westin New York Hotel at Times Square on Sunday, January 28, 2024, at 11:00 a.m.

Present: Kerry M., chair; Teddy B.W., Morgan B., Reilly K., Al M., Marita R., Gerry C., Thomas P.; and co-secretaries Kelley C. and Michael R.

Also present: Patrick C., Jon C., William G., Julie G., Dawn K., Andie M., Samantha N., Molly O., Gerry R., Julie S., Joyce S., Julisa S., and Misha Q.

Chair's remarks: The chair warmly welcomed all committee members and guests, especially Jon C., chair of the 2024 Conference Committee on Treatment and Accessibilities and Julie S., chair of the 2024 Conference Committee on Cooperation with the Professional Community.

Report: The committee approved the October 28, 2023, meeting report with a minor edit.

**Part II – Cooperation with the Professional Community (CPC)**

Staff Report: The committee accepted the staff report as presented. The secretary shared that the CPC Service Cards are live on our aa.org website and are being downloaded by local committees.

Review of 2024 Budget: The committee reviewed the revised 2024 trustees' Cooperation with the Professional Community committee budget noting 25% reductions in projected expenditures for national exhibits, and travel, and agreed to forward the revised 2024 budget to the trustees' Finance and Budgetary committee.

Review effectiveness of CPC videos on aa.org: The committee reviewed the update on a proposal to revise the three CPC videos on aa.org. The committee requested that the term "pre-professionals" be replaced with "para-professionals" to ensure that we are including those who work alongside the professionals in supporting roles, members of the professional staff, offices, etc. along with students, and other future professionals as part of the target audience. The committee noted the estimated production costs appear reasonable.

The committee agreed to forward to the 2024 Conference Committee on CPC the proposal to revise all three CPC videos.

CPC Exhibits Update: The committee discussed a CPC Exhibits updated report, reflecting that four events are scheduled in the first quarter of 2024. At the request of the AAWS Board, the remainder of the 2024 exhibit calendar is under review to reduce costs and to focus on identifying effective expenditures. The committee agreed on the concept of attending professional events as presenters or workshop leaders to inform professionals

more effectively about our program of recovery and Traditions. Short-term goals are to focus on presenting to corrections professionals in the second half of 2024 in a coordinated effort with the trustees' Corrections Committee.

The committee suggested that the staff secretary develop presentation materials that include graphics without narrative as a template that can be adapted to present to other professional groups. The committee looks forward to a progress report at the July 2024 meeting.

Review progress report on LinkedIn: The committee reviewed the AAWS LinkedIn page progress report and Q3 2023 analytics. The committee received an update from the GSO Communications Project Coordinator that the department has explored resources that will expand our account's reach, using the tools LinkedIn offers, mindful of our A.A. Traditions and how we present our message to professionals.

The committee noted in Q3 the LinkedIn page increased by 1000 followers. The department is meeting the minimum cadence of two posts per month. The committee looks forward to a progress report at the July 2024 meeting.

Update on development of a pamphlet for Mental Health Professionals: The committee reviewed the update on the development of the pamphlet for mental health professionals, noting a working title, and the effort across the multiple departments to move this closer to publication. The committee looks forward to a progress report or draft pamphlet at the July 2024 meeting.

Review updates to CPC Committee Kit and Workbook: The committee received an update on the CPC Kit and Workbook, noting that the revisions submitted by the 2023 Conference Committee on CPC have been forwarded to AAWS Publishing and are in the process of being translated into French and Spanish. The committee looks forward to a progress report at the July 2024 meeting.

New Business: The committee reviewed the F-2 "Information on Alcoholics Anonymous" and discussed if it is a relevant and effective piece for professionals. The committee noted that the overall appearance of the one-pager seemed cluttered and inconsistent; and suggested that consideration be given to adding graphics and developing a more modern appearance. The committee also noted that other A.A. Conference-approved literature has similar messaging, and that consideration should be given to whether the piece should be repurposed or retired. The committee agreed to continue discussions at the July 2024 meeting and asked the staff secretary to provide samples of F-2 revised to reflect their suggestions to help inform the discussion.

### **Part III – Treatment**

Staff Report: The committee accepted the staff report as presented.

### **Part IV – Accessibilities**

Staff Report: The committee accepted the staff report as presented.

Military Outreach Project: The committee accepted the progress report on the Military Outreach Project. The staff secretary is developing a timeline workflow to edit and post the remaining twelve interviews to aa.org. The committee looks forward to a progress report at the July 2024 meeting.

ACM Search Status Report: The committee was provided with an update on the search for two appointed committee members (ACMs). Discussion was deferred to the Executive Session.

New Business:

Quebec Sign Language (LSQ) Announcement Video to LSQ-Translated pamphlet "Access to A.A.: Members Share on Overcoming Barriers" (P-83): The committee expressed support for the creation of a press release and LSQ video announcement to communicate the existence of this translated pamphlet on our website to the Fellowship.

The meeting adjourned at 12:16pm.

### **Executive Session**

Following the regular business, the committee went into Executive Session to discuss the ACM selection process. The committee approved the direction of the search and looks forward to an update report at the July 2024 meeting.

The Executive Session adjourned at 12:28pm.

###

## **Trustees' Corrections Committee**

January 27, 2024

The trustees' Corrections Committee met at the Westin New York Hotel at Times Square on Saturday, January 27, 2024, at 3:30 p.m.

Present: Andie M., chair; Teddy B.W., Cindy F., Robert L., Clint M., Kerry M., and Rainer L., secretary.

Also present: Eileen A., Chris C., Gerry C., Debra G., Pablo H., Eric L., Al M., Molly O., David R., Sandra W., and Andree L. (interpreter).

Chairperson's remarks: The chair welcomed all committee members and guests, especially Eric L., chair of the 2024 Conference Committee on Corrections.

Meeting Report: The committee approved the October 29, 2023, and December 13, 2023, meeting reports.

Staff Report: The staff report was accepted. The staff secretary highlighted an audio format completion rate on Corrections tablets that is 200-300% higher than the completion rate of e-books.

Service Piece on Facilitating Online Meetings in Correctional Settings: The committee discussed the following drafted service material: a piece for the Fellowship sharing collected experience, a letter from a Corrections professional to a facility administrator, and a letter from a Class A Trustee explaining the benefits of online meetings in Corrections institutions. The committee provided additional edits to the staff secretary with the understanding that the finalized service pieces will be included in the Corrections Kit.

Report from Corrections Working Group on Professional Conference Attendance: The working group met on January 9<sup>th</sup> to determine the most cost effective and productive corrections conferences to consider for presentations and possible sponsorship of a booth providing literature to the attendees. (The working group has collaborated with the staff secretary and the chair of the CPC Committee.) There will be one additional meeting before the Conference to establish remaining items of cost determination, attendance, and consistency across rotations; the group does not foresee a need to be reconstituted in July.

The Trustees' Committee discussed the report from the working group and suggested the American Correctional Association meeting in August 2024 in Nashville, Tennessee as a high priority to consider. This major professional conference attracts both United States and Canadian attendees.

Tablet Distribution: What We Know, What We Need to Know, and How Can We Help: The committee reviewed a December snapshot of user interface across the Edovo, Securus, and Orijin platforms, as well as a recap from the January 22, 2024, tablet demonstration provided by Market Partners International. The committee discussed how to effectively communicate to the Fellowship through the development of service material and an FAQ. The staff secretary was asked to develop questions for a survey through the National

Warden's Association around facility-level availability of AAWS and A.A. Grapevine literature.

Update on memo to AAGV: A memo was sent to AAGV on behalf of the trustees' Corrections Committee. AAGV agreed to run a call for stories in the July 2024 prison issue with a focus on women with long-term, extended sentences. It was also noted that stories from persons in custody can be considered for inclusion in other issues throughout the year. The staff secretary will include a call for stories in the next Corrections Activity Update. The Trustees' Corrections Committee requested an update at the July 2024 meeting.

Review "Carrying the Message Behind These Walls" DVD for content and format: The committee reviewed the Corrections video "Carrying the Message Behind These Walls" for relevance and usefulness. The Trustees' Committee on Corrections recognized wider efforts to review DVD formatting through relevant committees. The committee noted that the video addresses multiple audiences over an extended duration; and that shorter, targeted presentations could be more effective. The committee considered that the videos "A New Freedom" and "A.A. For Legal and Corrections Professionals" address topics and audiences which overlap with the "Carrying the Message Behind These Walls" video. The committee **agreed to forward** to the 2024 Conference Committee on Corrections a suggestion that the video "Carrying the Message Behind These Walls" be reviewed for relevance, effectiveness and intended audience.

The meeting was adjourned at 5:16 p.m.

###

**Trustees' Finance and Budgetary Committee**  
Sunday, January 28, 2024

The Trustees' Finance and Budgetary Committee met at the Westin New York Hotel at Times Square on Sunday, January 28, 2024, at 11 a.m.

Committee Members Present: Kevin P., chair; Chris C. (GV Publisher) Cathi C., Judith Ann K., Teresa J., Mike L. (Interim GSB Chair), Clinton M., Paz P., David S., Carolyn W., Bob W. (General Manager).

Also present: Mary A., Eileen A., Ed A., Rio D., Mary E.K., Ward E., Vera F., Cesar F., Cindy F., Tomy G., Michele G., Rebecca H., Pablo H., Tom H., Kirk H., James H., Beverly J.K., Racy J., Deborah K., Paul K., Robert L., Eric L., JoAnn M., Christopher M., Rosa R., David R., Steven S., Suzanne S., Ken T., Clorinda V., Irma V., Rick W., John W., Sandra W. and Zenaida M., secretary.

Chair's remarks: Kevin P. opened the meeting with a moment of silence and the Serenity Prayer. He welcomed the 2024 Conference Finance chair and the guests in the gallery, especially those attending their first trustees' Finance and Budgetary Committee meeting.

Report: The reports of the October 29, 2023, December 14, 2023, and January 17 Committee meetings were approved.

AAWS/GSB 2023 Preliminary Financial Report: The committee reviewed the GSO unaudited financial results for December 31, 2023. As in prior years, Paul K., CFO, reported only unaudited 2023 revenue information. Unaudited 2023 financial statements including expenses are scheduled to be completed the week of February 5, 2024, and will be distributed to all Board members at that time.

Gross literature sales for 2023 are \$14,489,002 (93% of budget). This is \$1,092,998 lower than the budgeted amount of \$15,582,000. Cost of goods sold for 2023 was \$7,297,877, making the Literature Gross Margin \$7,191,125 (90% of budget). This is \$758,875 lower than the budgeted amount of \$7,950,000.

Contributions for 2023 are \$10,872,239 (104% of budget). This is \$372,239 more than the budgeted amount of \$10,500,000. December 2022 contributions were \$1,712,195. This is a record-breaking year for Contributions.

Total revenue for 2023 was \$18,515,501 (99% of budget), This is \$275,819 less than the budgeted amount of \$18,791,320.

The GSO financial report was accepted by the committee.

AAWS/GSB 2024 Budget Presentation: Carolyn stated that work started in September 2023 with some financial strategic planning and documenting a timeline to tell a story of the budget process and how we got here. Included in the background is a budget that shows the different phases of the budget process starting from the first iteration and cuts made along the way. An itemized list of reductions and deferred projects are included as well.



Paul reported that the budget is an iterative process and explained how that works. In budget 6.0 total operating revenue is \$19,642,359. Operating expense before depreciation and before GSB support of La Viña is \$19,025,113 after a change to the Regional Forums budget made by the Trustees' International Convention and Regional Forums Committee this weekend. GSB support of La Viña is projected to be \$569,512. The bottom line is a surplus of a little less than \$50,000.

Gross Literature Sales are \$16.817M and this is based on unit sales remaining the same as 2023, however the dollars increased to reflect sales for the entire year after the literature price increase in April 2023. This doesn't include the selling of any new items. That will be addressed at the time of the reforecast in July if needed.

Contributions are being budgeted as flat at \$10.5M.

The Trustees' Finance and Budgetary Committee **recommended** that the General Service Board approve the 2024 AAWS/GSB Budget with Contributions Revenue of \$10,500,000, Gross Margin on Literature Sales of \$8,492,759, Operating Expenses of \$19,025,113, Support for La Viña of \$569,512 and a net income before depreciation of \$47,734. Deducting depreciation of \$1,020,000 and the budgeted distribution from the International Literature Fund of \$30,000, the net budgeted deficit for 2024 is \$1,002,266.

Review 2023 Reserve Fund: As of December 31, 2023, the reserve fund balance net of Grapevine subscription liability is \$12,630,862 which is 7.3 months of 2023 GSO/GV operating expenses.

The Reserve Fund report was accepted by the committee.

Grapevine 2023 Preliminary Financial Report including La Viña: David S. presented the unaudited year end results for the period ending December 31, 2023. Only revenue was reported. Total circulation of the Grapevine magazine and app was 55,412. This compared with a budget of 52,056 and 2022 actual of 59,070.

Total revenue for the year was \$2,562,978 which is \$50,978 more than budgeted and \$83,882 less than the \$2,646,860 achieved in 2022.

Total gross margin for the year was \$1,230,869 which is \$42,474 more than budgeted and \$192,859 less than the \$1,4523,728 achieved in 2022.

The Grapevine financial report was accepted by the committee.

La Viña results: For the unaudited results for December 31, 2023, total circulation for La Viña was 6,484 compared to 6,732 budgeted and 6,415 in December 2022. Total revenue sales from the magazine and app were \$247,356 compared with a budget of \$209,755. Total gross margin was \$144,316 compared with a budget of \$110,694.

The Trustees' Finance and Budgetary Committee, based upon updated subscription data, approved the adjustment in the calculated amount of the subscription liability to be held in

the Reserve Fund from \$573,012 to \$540,000, allowing for \$33,012 in excess funds to be withdrawn from the Reserve Fund and provided to Grapevine. The Funding percentage of this liability at 34% did not change.

The La Viña financial report was accepted by the committee.

Grapevine and La Viña 2024 Budget Presentation: David S. reported on the GV budget process. This budget significantly lowers the shortfall for Grapevine and La Viña. It also provides the resources to expand the sales of magazine subscriptions, app subscriptions, books, audio books and other products. Highlights of this year's budget include the following: Cut back on travel, subscription price increase and efforts to increase subscriptions to "GV Complete." There are three new products this year, Prayer and Meditation audio book in February, Our Twelve Steps in April, Emotional Sobriety audio book in September. Current staff is to take on Director of Operations duties upon retirement, and an additional Digital Engagement Editor would start in the second half of year. Reductions include less freelance help and more work to be done in-house.

Work continues on long-term plans to get La Viña loss to pre-pandemic levels by increasing print and complete subscriptions and lowering costs.

The Trustees' Finance and Budgetary Committee **recommended** that the General Service Board approve the 2024 Grapevine (excluding La Viña) budget with Gross Margin on Literature and Subscription sales of \$1,907,115, Operating expenses of \$2,499,287, Expected interest on unearned subscription receipts invested in the Reserve Fund of \$9,600, resulting in a net budgeted deficit of \$582,572.

The Trustees' Finance and Budgetary Committee **recommended** that the General Service Board approve the 2024 La Viña Budget consisting of Gross Margin on Literature and Subscription sales of \$118,861, Expenses of \$688,373, and funding from the General Service Board, per Advisory Action, in the amount of \$569,512, resulting in a net result of \$0.

Carolyn reported to the committee from the AAWS perspective. She stated they were monitoring cash position on a weekly basis and if there were an imminent need, they would've been able to group together for a meeting and take any needed actions. She stated that they really wanted to complete their efforts in expense reductions, finish the work of the 2024 budget process and cash flow projections, and allow time for the Fellowship to respond to the need before determining the amount that may be needed for a Reserve Fund withdrawal.

Liquidity Update: The chair reported that the budgets for the three boards have been discussed and AAWS/GSB is budgeted to be cash flow positive, however GV/LV is not. The Grapevine shortfall is expected and was highlighted in the five-year plan when investing in the app. The five-year plan also showed the need for more reserve fund withdrawal to continue to support the app for years 1, 2, and 3 of the plan. The cash position for AAWS and GSB is better now than it has been in months. However, there is still a backlog in paying vendors. Kevin listed the different obligations coming up such as Conference costs in April. Kevin provided an Excel sheet showing the budgets, which have all been updated

to reflect the changes of the different Trustees' committees, cash flow projections and a roll forward of the Reserve Fund. A reserve fund drawdown will be necessary to convert to the digital age with Grapevine and to emerge from Covid with AAWS.

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The Trustees' Finance and Budgetary Committee recommended that the General Service Board authorize the withdrawal of \$1,064,652 from the Reserve Fund, to be allocated as follows:

\$500,000 to the General Service Board to ensure sufficient cash on hand to meet liquidity requirements in the second quarter of 2024, which includes \$1.1 million of Conference expenses. This is in response to the cash on hand deficiency carried over since the end of 2022 that was not fully mitigated by positive cash flow results in 2023 that resulted from the generous commitment to self-support from the Fellowship that exceeded both the previous annual record and 2023 reforecast budget for contributions, close management of expenses, and collections of receivables. This draw plus expected positive cash flow in the first quarter of 2024 will fully fund the expenses expected to be paid in the second quarter of 2024.

\$564,652 to Grapevine to fund year three of the Grapevine 5-year plan covering the period January 1, 2022 to December 31, 2026. This five-year plan, reviewed by the Trustees' Finance and Budgetary Committee at its January 2023 meeting, called for capital investment and operating support of approximately \$1.1 million in year 2 (2023) and operating support of approximately \$565k in year 3 (2024), with the expectation that Grapevine operations would be cash flow positive and not require operating support starting in year 4 (2025).

AAWS report on self-support subcommittee: John W. reported that the subcommittee requested that the address for Canadian currency contributions be clearly stated since many members are confused. A communication went out to the Fellowship to clarify the mailing address information to members. This now needs to be updated on the website. The staff secretary will work with Communication Services to update the website. When it comes to recurring contributions, contribution acknowledgements were discussed. In addition to the monthly acknowledgements sent, the subcommittee suggested that the year-end acknowledgements be slightly different and if possible, could state cumulative totals. The SMF-203 7th Tradition fact sheet has been distributed at Regional Forums and appreciated by the Fellowship. The committee secretary and other subcommittee members are collecting material that can be used for the next revision. The subcommittee asked that this piece be updated on a more regular (yearly) basis to share with the Fellowship current examples of how 7th Tradition contributions are being used. The committee discussed the need for a discussion with the Communication Services Department to discuss creating

A.A. specific QR code for 7th Tradition contributions. A separate ad-hoc committee was formed to create some infographics to show how our 7th Tradition dollars are being used and out into publication like the SMF-203.

Suzanne S. inquired about quarterly contribution reports to delegates and DCMs and how they have not received those reports, Paul explained that these reports were suspended during the Pandemic and returned in 2022 to delegates only. In 2023 these reports were sent to delegates and DCMs. There were several issues that arose, the biggest one being that inactive groups were included in the final percentage of groups contributing and giving a skewed number. Resolving those issues has delayed the report for the 4th quarter but the 3rd quarter have gone out. Fourth-quarter reports will be delayed as we are working with our third-party vendor to correct the issues before they are sent out.

The committee accepted the report of the subcommittee.

Report from TFC Subcommittee on financial strategy: Teresa J. reported that this subcommittee has met twice since its inception. It has worked on scope and intercompany finances. The scope of this subcommittee is to define the flow and impact of AAWS/GSB/GV intercompany payments, to compile information about the current efforts and future opportunities for cost containment/revenue enhancements and lastly to discuss fiscal opportunities with an ultimate eye toward sustaining services and strengthening the Reserve Fund and reviewing the investment policy of the Reserve Fund. Teresa thanked Carolyn and David for coming up with a schedule of Payment between the Grapevine, GSB and AAWS, which is something we have not seen before.

The committee accepted the report of the subcommittee.

Proposed Quarterly Financial Report to Fellowship Q4: The committee had a robust discussion on this item. Kevin explained that the 4th quarter financial report will have the revenue numbers but there is always the potential of an audit adjustment. Expenses are still being worked on and can change when the audit is finalized. Kevin is in favor of providing a revenue-based report and then when the final audit report comes out, it will be released at the Conference. The committee decided that they will provide a Revenue based Financial Report with the budget draft and an explanation document detailing the budget process and the reductions made during said process. A final report including expenses will be provided at the Conference.

The meeting adjourned at 12:58 p.m.

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### **Recommendations:**

The Trustees Finance and Budgetary Committee recommended that the General Service Board Authorize the withdrawal of \$1,064,652 from the Reserve Fund, to be allocated as follows:

\$500,000 to the General Service Board to ensure sufficient cash on hand to meet liquidity requirements in the second quarter of 2024, which includes \$1.1 million of Conference expenses. This is in response to the cash on hand deficiency carried over since the end of 2022 that was not fully mitigated by positive cash flow results in 2023 that resulted from the generous commitment to self-support from the Fellowship that exceeded both the previous annual record and 2023 reforecast budget for contributions, close management of expenses, and collections of receivables. This draw plus expected positive cash flow in the first quarter of 2024 will fully fund the expenses expected to be paid in the second quarter of 2024.

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The Trustees' Finance and Budgetary Committee recommended that the General Service Board approve the 2024 AAWS/GSB Budget with Contributions Revenue of \$10,500,000, Gross Margin on Literature Sales of \$9,142,359, Operating Expenses of \$19,025,113, Support for La Viña of \$569,512 and a net income before depreciation of \$47,734. Deducting depreciation of \$1,020,000 and the budgeted distribution from the International Literature Fund of \$30,000, the net budgeted deficit for 2024 is \$1,002,266.

The Trustees' Finance and Budgetary Committee recommended that the General Service Board approve the 2024 Grapevine (excluding La Viña) budget with Gross Margin on Literature and Subscription sales of \$1,907,115, Operating expenses of \$2,499,287, Expected interest on unearned subscription receipts invested in the Reserve Fund of \$9,600, resulting in a net budgeted deficit of \$582,572.

The Trustees' Finance and Budgetary Committee recommended that the General Service Board approve the 2024 La Viña Budget Consisting of Gross Margin on Literature and Subscription sales of \$118,861, Expenses of \$688,373, and funding from the General Service Board, per Advisory Action, in the amount of \$569,512, resulting in a net result of \$0.

**Trustees' International Committee**  
Sunday, January 28, 2024

The trustees' International Committee met at the Westin New York Hotel at Times Square on Sunday, January 28, 2024, at 8:30 a.m.

Present: Marita R., chair; Vera F., Cindy F., Tom H., Robert L., Mike L. (GSB Interim Chair), Molly O., David S., Bob W. (General Manager), and Irene D., secretary.

Also present: Eileen A., Ed A., Teddy B.W., Patrick C., Jon C., Gerry C., Rio D., Mary E.K., Rebecca H., Pablo H., Beverly J.K., Racy J., Sister Judith Ann K., Paul K., Eric L., Christoher M., Andree L. (interpreter), Rainer L., JoAnn M. Rosa R., David R., Ken T., Suzanne S., Carolyn W., Rick W., and John W.

Chair's remarks: The chair welcomed all committee members and delegate chairs' attending the meeting.

Report: The committee approved the report of the October 29, 2023, meeting as presented.

Staff report: The staff report was accepted as presented.

Licensing and Translations Activity Report: The committee accepted the AAWS literature Translations and Licensing report regarding A.A. literature licensing and translations activity.

International Literature Fund and World Service Meeting Fund reports: The committee accepted reports on the International Literature Fund and World Service Meeting Fund and observed that recent Seventh Tradition contributions to both funds reflect the awareness of countries of the need to assist each other to assure access to the A.A. message and support the World Service Meeting. The committee noted the effectiveness of suggestions from the 27<sup>th</sup> World Service Meeting, Policy, Admission and Finance committee to encourage countries that are able to contribute funds to the World Service Meeting Fund.

International Trips: The committee received reports on the following international trips, followed by questions and discussion:

International event reports:

Date	Event	Attendees
October 6-13, 2023	Meeting of the Americas (REDELA) Medellin, Colombia	Marita R., Robert L., Bob W., Irene D., Hernán M. (Interpreter)
October 20-22, 2023	European Service Meeting, York, England	Bob W., Irene D.
November 8-11, 2023	V International Meeting on “Lifestyles v/s toxic Habits,” Guantanamo City, Cuba	Molly O. (Virtual) Irene D. (In Person)

Tentative international trips:

Date	Event	Attendees
March 22-24, 2024	2 <sup>nd</sup> Virtual International AA Hispanic Convention (Virtual)	Robert L.
March 28-30, 2024	41 <sup>st</sup> AA Central America Convention San Salvador, El Salvador	Robert L., Irene D., Amalia C. (Interpreter)
July 12-14, 2024	AA National Meeting, Kaposvár, Hungary	Deborah K., Robert L., Irene D.
August 16-18, 2024	AA Poland 50 <sup>th</sup> Anniversary, Poznań, Poland	Marita R., Scott H.

Discuss International Data Map project: The committee discussed the International Data Map project and agreed that due to current financial constraints the project and its budget be deferred to 2025. The committee recognized the significance of having information on global A.A. activity available for countries seeking to sponsor countries without A.A. presence. The committee noted the ongoing update of worldwide A.A. contact information at the International desk.

Virtual trip reports: The committee asked the secretary to create a dedicated report form for virtual event participation.

The meeting adjourned at 9:28 AM.

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**Trustees' International Conventions/Regional Forums Committee**  
Saturday, January 27, 2024

The trustees' International Conventions/Regional Forums (IC/RF) Committee met at the Westin New York Hotel at Times Square on Saturday, January 27, 2024, at 11:00 a.m.

Present: Joyce S., chairperson; Cindy F., Robert L., Mike L. (Interim GSB Chair), Kevin P., Carolyn W., Irma V., Bob W. (General Manager), and Eileen A. and Patrick C., co-secretaries.

Also present: Teddy B.W., Clément B., Stephanie B.R., Chris C., Gerry C., Jon C., Ward E., Michelle G., Debra G., Rebecca H., James H., Beverly J.K., Reilly K., Sister Judith Ann K., Andree L. (interpreter), Eric L., Mike L., Clint M., Kerry M., Molly O., Pamela P., Maria R. (Talley Management), Eduardo R., David R., Suzanne S., David S., Gregg T. (Talley Management), Rick W. and Sandra W.

Chairperson's remarks: The chairperson warmly welcomed all committee members and guests, especially Ed A., chair of the 2024 Conference Committee on International Conventions/Regional Forums.

Meeting report: The committee approved the October 28, 2023, and December 12, 2023, meeting reports.

**Part II—Regional Forums**

Staff Report – Regional Forums: The staff report was accepted as presented.

Discuss evaluation questionnaire summaries from 2023 Southwest and East Central Regional Forums: The committee reviewed the summary of the evaluation questionnaires for the 2023 Southwest and East Central Regional Forums. Common feedback across the forums included appreciation for additional sharing sessions and requests for presentations on current topics.

Report and Recommendations from IC/RF Subcommittee: The subcommittee recommended that the subcommittee be reconstituted in July to continue the work identified in the scope. The committee suggested that the following work be included:

- Provide bullet points identifying the content that each presentation should cover to avoid duplication.
- Consider the length of each session and the placement on the program.
- Ask the trustees' ICRF Committee to consider if any of the Regional Forum content would be better delivered virtually and subsequently forward the discussion to the 75<sup>th</sup> GSC Committee on ICRF for consideration and feedback.
- Consider all possible cost-saving options.



Review the 2024 Board/Staff Scheduled Assignments: The committee received and accepted the revised schedule reflecting a reduced Board/Staff Attendance.

The staff secretary presented a revised Regional Forum budget for consideration. The committee accepted the revised budget and **agreed to forward** it to the Trustees' Finance and Budgetary Committee.

### **Part III—International Conventions**

Staff report: The committee accepted the staff report as presented.

International Convention (IC) Budget review and adjustments: The committee secretary shared that the Alcoholics Anonymous World Services, Inc. Board forwarded a revised 2025 International Convention budget reflecting an increase in overhead costs from \$150,000 to \$522,165 and resulting in a deficit budget. AAWS requested the trustees' Committee on International Convention-Regional Forums revisit the previously approved registration fees set at the October 2023 GSB meeting to address the deficit.

After thoughtful discussion the committee recommended to the General Service Board that the 2025 International Convention Pre-Registration fee be increased from \$155.00 to \$160.00 (USD) per attendee and that the Full Registration fee be increased from \$180.00 to \$185.00 (USD) per attendee to correct the deficit budget.

2025 International Convention Consultant Q4 update: Gregg T., International Convention consultant, provided a comprehensive overview of recent activities in the planning process for the 2025 International Convention. Salient points included:

Review Talley Management Group (TMG) report on a digital option, providing anonymity-protected, encrypted, digital access to the three Big Meetings: TMG provided a report on the development of a video product, anonymity-protected, encrypted, digital access of the three Big Meetings. The product is planned to initially be available to purchase by members through the Convention registration process.

The total cost of production is \$58,000 including the anonymity protection editing and the hosting on A.A.'s Vimeo Channel at \$2.00 per viewing and a \$6,000 cost of converting the sale of the product to the A.A. Web Store at some point post-Convention. The committee's discussed the following suggestions:

1. Adding a participatory virtual program session like "A.A. Around the World" as part of the purchase of a three Big Meetings product.
2. Making audio recordings available for purchase of the main sessions, separate from the three Big Meetings.
3. Consider having non-anonymity protected video recording from the 2025 International Convention for archival purposes.

The committee requested the staff secretary to set up an interim meeting by February 7, 2024, to continue the discussion of these ideas. The committee is requesting information regarding sales and projections of the options and how these ideas can be completed for the interim meeting.

Discuss Site Selection Guidelines for 2040 International Convention: The committee reviewed and discussed updates to the goals and objectives in the site selection guidelines for the 2040 International Convention. The committee accepted the site selection guidelines with suggested edits.

2030 International Convention Consultant Selection process: The committee reviewed and discussed updates to include in the 2030 International Convention Consultant Selection process. The committee suggested that the next bidder's question and answer day should provide guidelines to participants of when and what to share at this event, to allow for an equal experience for all bidders. The committee requested the staff secretary to complete a final pass of Convention consultant's vendors to ensure it includes any new strong players in the field. The request for information be improved to ensure AAWS gains the information needed to select those to bid. GSO should consider whether a non-disclosure agreement should be signed by these vendors. The committee accepted the site selection guidelines with suggested edits.

2025 International Convention Souvenir Book: The committee reviewed and accepted an update on the 2025 International Convention Souvenir Book, presented by David R., GSO publishing director. Publishing is going to reach out to members who can provide sharing and stories from the Vancouver area regarding the growth of A.A. in that region. Further discussion is also needed by the committee about the option of a souvenir bag and Stadium guidelines (i.e., stadium entrance restrictions), and report back to the committee at a future meeting for additional discussion.

## New Business

Discuss an anonymity-protected photograph of the flag ceremony to be taken at the 2025 International Convention: The committee **agreed to forward** to the 2024 Conference Committee on International Conventions/Regional Forums discussion of an anonymity-protected photo of the flag ceremony to be taken at the 2025 International Convention.

Discuss a broadcast of an encrypted, anonymity-protected, delayed Internet broadcast of the Convention Flag Ceremony: The committee **agreed to forward** to the 2024 Conference Committee on International Conventions/Regional Forums the discussion of an anonymity-protected, delayed Internet broadcast of the Convention Flag Ceremony for the 2025 International Convention.

Discuss producing anonymity-protected video footage with highlights of the 2025 International Convention: The committee **agreed to forward** to the 2024 Conference Committee on International Conventions/Regional Forums the discussion of the production of anonymity-protected videos of other highlights of the Convention as a way of sharing the spirit and enthusiasm of the 2025 International Convention with A.A.

members.

Review tentative program titles for 2025 International Convention: The committee reviewed and accepted a tentative list of Program titles for the 2025 International Convention with minor revisions.

Review sample for 2025 International Convention stationery: The committee reviewed a sample of the 2025 International Convention stationery and agreed on option number two of the envelope presented. It was noted that the stationery will be used by the General Service Office beginning in March 2024

Discuss Housing/Registration Business Rules for 2025 International Convention: The committee reviewed and accepted a housing/registration business rule for 2025 International Convention with minor revisions to add a date for compassionate allowance of time for cancellations as well as allow a two-room maximum per registrant to manage control over our room block.

Discuss IC 2025 Mobile App Requirements related to messaging and anonymity: The committee discussed the International Convention 2025 Mobile App requirements related to messaging and anonymity. The secretary shared that technology and functionality of mobile devices have advanced significantly since 2015 and 2020, so it's important that we clarify specific requirements for the 2025IC App.

The following questions were submitted by Technology Services for consideration:

- Is it a specific requirement that we do not allow participants to do this in the 2025IC app? Please note that it will not be possible to turn off picture taking, social media access/sharing, and other current mobile device functionality external to the app on the device itself.
- Should the 2025IC app allow, at a minimum, for location tracking to be optional as with most modern-day applications; however, 2025IC app will not be able to turn off location tracking on the mobile device itself – only the device owner can do that with the native device settings – and attendees will be able to leverage other mobile device functionality that uses this location information.
- What level of sharing should be possible in the 2025IC app? For example, should attendees be able to share a link to, or screenshot of, session information via text, email, etc.? Should the app restrict the ability to take a screenshot?

The committee will continue discussion at the interim meeting on February 7, 2024.  
The meeting was adjourned at 1:15 p.m.

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**Recommendations – Trustees' ICRF Committee**

The committee **recommended** to the General Service Board that the 2025 International Convention Pre-Registration fee be increased from \$155.00 to \$160.00 (USD) per attendee and that the Full Registration fee be increased from \$180.00 to \$185.00 (USD) per attendee to correct the deficit budget.

**Trustees' Literature Committee**  
Saturday, January 27, 2024

The trustees' Literature Committee met at the Westin New York Hotel at Times Square on Saturday, January 27, 2024, at 8:30 a.m.

Present: Irma V., chair; Gerry R. (ACM), Vera F., César F. (ACM), Teresa J., Clinton M., Joyce S., John W., Bob W. (General Manager) and Sandra W., interim secretary.

Also present: Mary A., Eileen A., Clément B., Stéphanie B.R., Karina C., Kelley C., Jon C., Jasmine D., Irene D., Charlie D., Mary E.K., Ward E., Cindy F., Tomy G., William G., Rebecca H., Pablo H., Racy J., Eric L., Ranier L., Diana L., Joan M., Kerry M., Christopher M., Tom P., Paz P., Misha Q., Marita R., Michael R., David R., Eduardo R.S., Suzanne S., Julie S., Julissa S., Ames S., Rick W.

Chair's remarks: The chair opened the meeting with the Serenity Prayer and welcomed all committee members with a special welcome to Tomy Gamble, 2024 Conference Committee on Literature Delegate Chair.

The chair reported that memos were forwarded to the trustees' Nominating Committee requesting one-year extensions (July 2024-July 2025) for ACMs Gerry Robinson and César Flores.

October 28, 2023, meeting report: The October 28, 2023, meeting report was approved with requested revision.

The A.A. Service Manual: It was reported by the secretary to the 2024 Conference Committee on Report and Charter that suggested revisions from all three boards have been included in the draft of *The A.A. Service Manual* and will be forwarded to the 2024 Conference Committee on Report and Charter.

Staff report: The staff report was accepted. It was noted that in addition to serving as secretary to the trustees' and Conference committees on literature, the assignment is currently supporting the work of six subcommittees or working groups. With assistance from the staff assistant on the assignment, welcome letters and service material are regularly sent to local literature chairpersons at a steady clip.

Plain language Big Book draft manuscript: The committee reviewed the draft manuscript and requested additional copyediting by the Publishing Department. The committee **agreed to forward** to the 2024 Conference Committee on Literature the Plain Language Big Book with the requested copyediting.

The committee also discussed the suggested titles submitted by the Plain Language Big Book subcommittee. After thoughtful discussion, the committee agreed upon one of the three titles which will appear on the draft manuscript that is being forwarded to the 2024 Conference Committee on Literature.

Process/logistics regarding Conference review of the plain language Big Book: The committee discussed the draft logistics and timeline submitted by the Plain Language Big Book subcommittee. The committee also reviewed the draft “letter of understanding” outlining the confidentiality guidelines related to review of the manuscript (to ensure A.A.’s legal rights in the registration of the approved final draft of the manuscript with the U.S. Copyright Office, maintain the integrity of A.A. literature and ultimately our most valued asset which is A.A. unity).

After thoughtful discussion, the committee approved the letter of understanding and agreed on the following timeline and logistics:

#### Pre-Conference

- a. March – Joint meeting will be held via online platform wherein the agreed upon review process and logistics will be presented and discussed with the Conference Committee on Literature members.
- b. Prior to April 13: Conference Committee on Literature members sign letter of understanding, agreeing to adhere to confidentiality guidelines.
- c. Saturday, April 13: Conference Committee on Literature members will convene in the hotel from 9am – 5pm. This will allow a focused review and discussion of the draft manuscript which will be provided at that time for this purpose. After discussion and review, the committee will either be prepared to submit a recommendation or a committee consideration to the General Service Conference.

#### Conference Week

- a. Sunday, April 14: Conference members sign a letter of understanding, agreeing to confidentiality guidelines, as a condition to review the manuscript.
- b. Reading Room will be set up and Conference members will have the opportunity to review the manuscript in their allotted time. The reading room will be open Sunday through Thursday, 7am – 8:30 am each day.

Feasibility of a workbook to accompany *Alcoholics Anonymous*: The committee discussed a proposal to develop a workbook to accompany the book *Alcoholics Anonymous* to “facilitate Big Book learning” and took no action. The committee noted that it may be premature to consider a workbook at this time, given the fact that the plain language Big Book currently under development is designed to facilitate understanding of the book *Alcoholics Anonymous*.

“Questions and Answers on Sponsorship”: The committee reviewed the draft pamphlet “Questions and Answers on Sponsorship” revised as suggested by the 2023 Conference Committee on Treatment and Accessibilities and **agreed to forward** to the 2024 Conference Committee on Literature.

“Twelve Steps Illustrated”: The committee reviewed the progress report on the revision to the pamphlet “Twelve Steps Illustrated” and **agreed to forward** to the 2024 Conference Committee on Literature with the understanding that the Publishing Department will revise the updated report to reflect the current guidance requested by the Publishing Department.

“A.A. for the Native North American”: The committee discussed the progress to date on the revision to the pamphlet “A.A. for the Native North American.” The project is moving along apace with a limited increase of submitted stories. Given that the original deadline of December 31, 2023, has passed, the committee agreed to extend the deadline to April 30, 2024 to give time for further story submissions. The staff secretary will revise the call out for stories with the new deadline and distribute accordingly.

Fellowship input regarding changes to co-founders’ writings: The staff secretary provided an update to the committee. As of January 25, a total of 1,171 responses have been received via online and postal mail. The breakdown by region:

Online (region/area unknown)	263
East Central	80
West Central	15
Western Canada	6
Eastern Canada	13
Southeast	264
Northeast	154
Pacific	247
Southwest	94
International*	35*

\* Received a response explaining that the correspondence was directed to members in the U.S./Canada structure

It was noted that approximately 2/3rds of the responses came from individual members, with the remaining representing sharing from group, district, or Area discussions.

The committee discussed and agreed to develop and distribute another letter to be sent to the Fellowship to clarify the intent of the original letter (e.g., designed to help inform area discussions – through Conference process/delegates, not a survey). The committee also discussed and agreed to distribute to the Regional Trustees the sharing received to date so that they can distribute to the respective Area delegates.

Matrix of recovery literature: The committee reviewed the annual matrix of recovery literature and **agreed to forward** to the 2024 Conference Committee on Literature.

“Too Young? video project”: The committee reviewed three art samples designed to show the direction of the graphics for the “Too Young?” video project. The committee discussed that the designs should stay clear from stereotypes and that obtaining feedback from young people (the targeted audience) may be beneficial. The committee **agreed to forward** to the 2024 Conference on Literature the art samples as an addition to the update report.

Fifth Edition, *Alcoholics Anonymous*: The Fifth Edition *Alcoholics Anonymous* subcommittee chair advised that the office is working on updating the tracking sheet to

correctly reflect the current status of stories received, stories read, and stories remaining to be processed. It was also reported that the goal is to have 150 viable stories.

Fourth Edition, *Alcohólicos Anónimos*: The Fourth Edition, *Alcohólicos Anónimos* working group chair advised that the project is moving along apace with the working group meeting monthly.

“Do You Think You’re Different?”: The “Do You Think You’re Different?” subcommittee chair advised that the project continues to move along apace. It was requested to have a future discussion on outreach to the underserved members. For example, focused methods like online writing workshops. It was also discussed that consideration should be given to revamping the “call out for stories” announcements to make them less dense, and more reader friendly.

The meeting was adjourned at 10:51 a.m.

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**Trustees Nominating Committee**  
Saturday, January 27, 2024

The trustees' Nominating Committee met at Westin at Times Square Hotel in New York City on Saturday, January 27, 2024 at 8:30 a.m.

Present were: Tom H., chairperson, Reilly K., Judith Ann K., Deborah K., Mike L., Andie M., Ken T., and James H., secretary

Also present: Ed A., Rio D. (chairperson 2024 Conference Committee on Trustees), Deb G., Robert L., Carolyn W., Bob W.

Chair's remarks: The chair warmly welcomed the committee members and guests, especially Rio D., chairperson of the 2024 Conference Committee on Trustees.

Meeting report: The committee approved the October 28, 2023 meeting report.

Staff report: The staff report was accepted.

Status of Appointed Committee Members: The committee reviewed an update on the status of appointed committee members serving on trustees' committees of the General Service Board for the year 2024-2025.

The committee approved the recommendation from the trustees' committee on Public Information that Kirk H., Las Vegas, Nevada be appointed for an additional one-year term to serve as an Appointed Committee Member beginning with the July 2024 General Service Board weekend.

The committee approved the recommendation from the trustees' committee on Literature that Gerry R., East Helena, Montana be appointed for an additional one-year term to serve as an Appointed Committee Member beginning with the July 2024 General Service Board weekend.

The committee approved the recommendation from the from the trustees' committee on Literature that Cesar F., San Juan Capistrano, California be appointed for an additional one-year term to serve as an Appointed Committee Member beginning with the July 2024 General Service Board weekend.

Calendar of Events: The committee reviewed and accepted the Calendar of Events of the trustees' Nominating Committee through the 2024 General Service Conference.

Trustee Emeriti: The subcommittee met multiple times since October, continuing their diligent work to develop guidelines and a role description for Trustee Emeriti. The subcommittee will continue work on this vital project.

Review Procedure No. 14 – Selection of Chairperson of the General Service Board:

The committee reviewed and discussed the subcommittee's proposed revision to Procedure No. 14.

Current version:

**PROCEDURE No. 14**  
**PROCEDURE FOR SELECTION OF**  
**CHAIRPERSON OF THE GENERAL SERVICE BOARD**

1. The trustees' Nominating Committee (TNC) serves as the search committee for the position of Chair of the General Service Board.
2. TNC conducts interviews of an agreed upon number of candidates from which two or three candidates are forwarded to the General Service Board (G.S.B.) for interviews.
3. The full G.S.B. interviews the two or three candidates received from the TNC in an Executive Session.
4. After the interviews, the G.S.B. members have the opportunity to discuss the candidates prior to voting.
5. A motion to end discussion and move onto a vote needs a second and then a simple majority.
6. When ready to vote, the final selection is made by Third Legacy Procedure.

It is suggested that the trustees' Nominating Committee conduct their agreed upon interviews during the Summer Quarterly Board meeting during an Executive Session of their committee. Following the interviews, they select a minimum of two or a maximum of three candidates to forward to the General Service Board for interviews at the Fall Quarterly Board meeting. These candidates are then interviewed and a chairperson selected during an Executive Session of the General Service Board on Sunday of the Fall Quarterly Board weekend. The report of this process and the new Chair's name would be reported at the next General Service Board meeting following this Executive Session.

Revised version:

**PROCEDURE No. 14**  
**SELECTION OF CHAIRPERSON**  
**OF THE GENERAL SERVICE**  
**BOARD**

1. The trustees' Nominating Committee (TNC) serves as the search committee for the position of Chair of the General Service Board.
2. TNC conducts interviews of an agreed upon number of candidates from which two or three candidates are forwarded to the General Service Board (GSB) for interviews.
3. TNC may utilize an outside consultant with referencing who will provide a report to the full Board and be presented virtually for any questions the full board may have prior to the final interviews.
4. The full GSB interviews the two or three candidates received from the TNC in an Executive Session.
5. After the interviews, the GSB members have the opportunity to discuss the candidates prior to voting.
6. A motion to end discussion and move onto a vote needs a second and then a simple majority.
7. When ready to vote, the final selection is made by Third Legacy Procedure.

Suggested timeline: While circumstances may necessitate a different schedule and the use of remote interviewing, it is suggested that the TNC conduct their agreed-upon interviews during the Summer Quarterly Board meeting in an Executive Session of their committee. Following the interviews, TNC will select a minimum of two or a maximum of three candidates to forward to the General Service Board for interviews at the Fall Quarterly Board meeting. These candidates are then interviewed by the full Board and a Chairperson is selected in an Executive Session of the GSB during the Fall Quarterly Board weekend. Reporting of this process and the new Chair's name is then provided at the General Service Board meeting on the Monday of the Fall Quarterly Board weekend.

Review slates of General Service Board, Officers, AAWS, and Grapevine boards: The committee reviewed the slates submitted and agreed to recommend each slate as presented to the General Service Board for approval.

The 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 2024, following presentation at the 2024 General Service Conference for disapproval, if any:

Class A Trustees<sup>+</sup>

Sr. Judith Ann Karam, C.S.A.  
Dawn Klug  
Hon. Kerry Meyer  
Al J. Mooney, M.D., FAAFP, FASAM  
Anadora (Andie) Moss  
Molly Oliver  
Kevin Prior, MBA, CFA, CPA

Class B Trustees (See "Note" below)

Cathi C.  
Tom H.  
Scott H.  
Teresa J.  
Reilly K.  
Deborah K.  
Robert L.  
Paz P.  
Marita R.  
Joyce S.  
David S.  
Ken T.  
Carolyn W.  
West Central Regional Trustee-elect  
Western Canada Regional Trustee-elect

+ nonalcoholic

Note – The West Central and Western Canada Regional Trustees to be elected at the April 2024 Conference.

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 2024, following presentation at the 2024 General Service Conference for disapproval, if any

Chairperson:	Scott H.
First Vice-Chairperson:	Deborah K.
Second Vice-Chairperson:	David S.
Treasurer:	Kevin Prior <sup>+</sup> , MBA, CFA, CPA
Secretary:	Teresa J.
Assistant Treasurer:	Paul Konigstein <sup>**</sup>
Assistant Secretary:	Racy J.*

\*GSO employees

<sup>+</sup>nonalcoholic

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 2024, following presentation at the 2024 General Service Conference for disapproval, if any:

Vera F.	Carolyn W.
Reilly K.	John W.
Deborah K.	Bob W.*
Clinton M.	Racy J.*
Ken T.	

\*GSO employees

The committee reviewed and recommended to the General Service Board the following slate of Directors of AA Grapevine, Inc., for election in April 2024 following presentation at the 2024 General Service Conference for disapproval, if any:

Teddy B.-W.	Nikki O.
Morgan B.	Molly Oliver <sup>+</sup>
Chris C.*	Paz P.
Teresa J.	Joyce S.
	David S.

\*GV employee

+nonalcoholic

The committee adjourned at 10:30 a.m.

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### **Executive Session:**

Resumes of candidates for election as regional trustees: The committee reviewed all candidates submitted for West Central and Western Canada regional trustees and found all candidates eligible for election in April 2024.

Review slates of General Service Board, Officers, AAWS, and Grapevine boards: The committee reviewed the slates submitted and agreed to forward each slate as presented to the General Service Board for approval.

PAI #77: The proposal was submitted for consideration by the 74<sup>th</sup> General Service Conference. The proposal reads:

*Consider changes to the General Service Board that 3 of the 7 Class A Trustee positions transition to 3 Class B Trustee positions. The General Service Board would be comprised of 21 Trustees, 4 Class A (nonalcoholic) Trustees and 17 Class B (alcoholic) Trustees.*

On page 117 of the A.A. Service Manual combined with the Twelve Concepts for World Service by Bill W.:

The Charter and Bylaws of the General Service Board, or any amendments thereto, should always be subject to the approval of the General Service Conference by a two-thirds vote of all its members.<sup>11</sup>

The #11 footnote on page 118: The approval of the Bylaws by the Conference is a matter of tradition, rather than a legal requirement.

The committee recommended to the General Service Board that PAI #77 be considered by the General Service Board.

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**Recommendations:**

The committee recommended to the General Service Board that the revised Procedure No. 14 – Selection of Chairperson of the General Service Board be adopted.

The committee recommended to the General Service Board that PAI #77 be considered by the General Service Board.

The 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 2024, following presentation at the 2024 General Service Conference for disapproval, if any:

Class A Trustees<sup>†</sup>

Sr. Judith Ann Karam, C.S.A.  
Dawn Klug  
Hon. Kerry Meyer  
Al J. Mooney, M.D., FAAFP, FASAM  
Anadora (Andie) Moss  
Molly Oliver  
Kevin Prior, MBA, CFA, CPA

Class B Trustees (See “Note” below)

Cathi C.  
Tom H.  
Scott H.  
Teresa J.  
Reilly K.  
Deborah K.  
Robert L.  
Paz P.  
Marita R.  
Joyce S.  
David S.  
Ken T.  
Carolyn W.  
West Central Regional Trustee-elect  
Western Canada Regional Trustee-elect  
*Note: West Central, and Western Canada, Regional trustees to be elected at April 2024 Conference*

<sup>†</sup>nonalcoholic

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 2024, following presentation at the 2024 General Service Conference for disapproval, if any

Chairperson:	Scott H.
First Vice-Chairperson:	Deborah K.
Second Vice-Chairperson:	David S.
Treasurer:	Kevin Prior <sup>+</sup> , MBA, CFA, CPA
Secretary:	Teresa J.
Assistant Treasurer:	Paul Konigstein <sup>**</sup>
Assistant Secretary:	Racy J.*

\*GSO employees

<sup>+</sup>nonalcoholic

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 2024, following presentation at the 2024 General Service Conference for disapproval, if any:

Vera F.	Carolyn W.
Reilly K.	John W.
Deborah K.	Bob W.*
Clinton M.	Racy J.*
Ken T.	

\*G.S.O. employees

The committee reviewed and recommended to the General Service Board the following slate of Directors of AA Grapevine, Inc., for election in April 2024 following presentation at the 2024 General Service Conference for disapproval, if any:

Teddy B.-W.	Nikki O.
Morgan B.	Molly Oliver <sup>+</sup>
Chris C.*	Paz P.
Teresa J.	Joyce S.
	David S.

\*GV employee

<sup>+</sup>nonalcoholic

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**Trustees' Public Information Committee**  
Saturday, January 27, 2024

The trustees' Public Information Committee met at the Westin New York at Times Square on Saturday, January 27, 2024, at 11 a.m.

Present: Deborah K., chair; Morgan B., Kirk H., Marita R., David S., Ken T., John W. and Misha Q., staff secretary.

Also present: Mary A., Karina C., Chris C., Cathi C., Kelley C., Rio D., Mary E.K., Tomy G., William G., Tracey G., Julie G., Debra G., Pablo H., Tom H., Teresa J., Racy J., Dawn K., JoAnn M., Kerry M., Molly O., Thomas P., Michael R., Gerry R., Julie S., Julisa S., Ames S., and Clorinda V.

Chair's remarks: The chair welcomed all committee members and guests, including the 2024 Conference Committee on Public Information chair, Christopher M.

The chair expressed gratitude for all the GSO departments that support the work of Public Information.

Report: The committee approved the October 28, 2023, meeting report.

Staff report: The committee accepted the staff report.

Comprehensive Media Plan: The committee **agreed to forward** to the 2024 Conference Committee on Public Information the *2024 Comprehensive Media Plan*, which had been reviewed by the trustee's Public Information committee prior to this meeting through electronic mail.

Public Information media platforms: The committee **agreed to forward** to the 2024 Conference Committee on Public Information the following reports, which had been reviewed by the trustee's Public Information Committee prior to this meeting through electronic mail:

- 2023 Meeting Guide App report
- 2023 Meeting Guide analytics report
- 2023 aa.org Website Yearly Summary report
- 2023 aa.org Website Analytics Report
- 2023 Online Business Profiles Yearly Summary report
- 2023 GSO Podcast progress report
- 2023 Google Ads report
- 2023 Analytics Working Group report

Development of a GSO podcast: The committee reviewed and accepted a quarterly update report on the GSO Podcast. The committee noted the importance of delivering a podcast in the spirit of the 2021 Advisory Action. The committee looks forward to a progress report at the July 2024 meeting.

AAWS YouTube Channel report: The committee reviewed and accepted a quarterly update report on the AAWS YouTube Channel.

The committee also discussed the Additional Committee Consideration from the 2023 Conference Committee on Public Information, which suggested the trustees' Public Information Committee consider ways to better use the YouTube channel for public information.

The committee offered a number of suggestions for the YouTube channel, which the staff secretary will share with the Communication Services Department.

The committee looks forward to a progress report at the July 2024 meeting.

Google Ads report: The committee reviewed and accepted the fourth quarter Google Ads report. The committee noted that additional professional guidance may be needed to improve GSO's participation in the Google Ads for nonprofits program. The committee looks forward to a progress report at the July 2024 meeting.

AAWS Meeting Guide App report: The committee reviewed and accepted the fourth quarter Meeting Guide app report. The committee looks forward to a progress report at the July 2024 meeting.

Quarterly report on GSO's A.A. Website: The committee reviewed and accepted the GSO 2023 fourth quarter GSO A.A. Website report.

It was noted that the large increase in website traffic from Q3 to Q4 was largely a result of reporting problems in Q3.

The committee highlighted the following from the report:

- The most frequently visited pages on aa.org are Daily Reflections and "Have a problem with alcohol?"
- The committee noted that this affirms the importance of effective "carry the message" tools for those who have yet to find us.
- In addition, it is clear that large numbers of A.A. members appreciate the opportunity to make a daily connection with the A.A. message.

The committee looks forward to a progress report in July 2024.

Quarterly report on AAWS Online Business Profiles: The committee reviewed and accepted the GSO 2023 fourth quarter AAWS Online Business Profiles report. The committee looks forward to a progress report at the July 2024 meeting.

AAGV/La Viña Website, Marketing, Podcast and App report: The committee reviewed the AA Grapevine/ La Viña Website, Marketing, Podcast and App report.

The AA Grapevine Publisher offered a verbal report on the progress of the AA Grapevine and La Viña apps, the Grapevine Instagram channel, the Grapevine YouTube channel, and the AA Grapevine podcast.

The committee **agreed to forward** to the 2024 Conference Committee on Public Information the AA Grapevine and La Viña Website, Marketing, Podcast and App reports.

The committee looks forward to a progress report in July 2024.

Working group on Analytics Reporting: The committee reviewed the Working Group on Analytics report. There was a discussion of the potential advantages of a new tool, including the ease of creating regular basic reports in three languages.

The committee **agreed to forward** the 2023 Analytics Working Group progress report to the Conference Committee on Public Information. The committee looks forward to a progress report at the July 2024 meeting.

#### Public Information pamphlets:

Speaking at Non-A.A. Meetings: The committee **agreed to forward** to the 2024 Conference Committee on Public Information “*Speaking at Non-A.A. Meetings*” (with a new working title), which had been previously reviewed by the trustee’s Public Information committee.

“A.A. at a Glance”: The committee reviewed the draft flyer “A.A. at a Glance” and **agreed to forward** it to the Conference Committee on Public Information.

“A Message to Teenagers”: The committee discussed a progress report on the flyer “A Message to Teenagers.”

The committee offered suggestions for additional revisions and redesign of the graphics and text, which the staff secretary will forward to the Publishing Department. The committee requested that if further clarification is needed by the Publishing Department that they communicate this with the trustees’ PI Committee so that an interim meeting could be scheduled.

The committee **agreed to forward** to the 2024 Conference Committee on Public Information the progress report on “A Message to Teenagers.” The committee looks forward to a draft or a progress report at the July 2024 meeting.

Addressing anonymity on social media: The committee reviewed the progress report on the draft questionnaire addressing anonymity on social media and made some editorial suggestions. The staff secretary will update the questionnaire before it is made available to PI trusted servants and Conference members.

The committee looks forward to a progress report at the July 2024 meeting.

## Public Service Announcements (PSAs):

Feasibility study on paid placement of PSA videos on streaming platforms: The committee discussed the progress report on the feasibility of paid placement of PSA videos on streaming platforms.

The committee affirmed their perspective that no charge broadcast media airing of PSAs should be a priority.

A request was made for the staff secretary to research whether our former PSA distribution vendor could provide current reporting on continued broadcast of GSO's PSAs.

The committee suggested that the staff secretary continue to encourage PI Chairs to work with local broadcasters to have PSAs aired in their communities.

The committee **agreed to forward** to the 2024 Conference Committee on Public Information the Progress Report on Feasibility of placing PSAs on streaming platforms. The committee looks forward to a progress report at the July 2024 meeting.

Progress report on the Mesmerize Point PSA distribution project: The committee **agreed to forward** to the 2024 Conference Committee on Public Information the report on Mesmerize Point video PSA distribution in pharmacies and medical facilities.

The committee looks forward to a progress report at the July 2024 meeting.

Membership Survey Pilot using Convenience Samples: The committee reviewed and accepted a progress report on the Membership Survey Convenience Sample Pilot. The committee asked the staff secretary to consult with survey methodologist Dr. Cooper to identify ways of structuring future surveys that would avoid data collection challenges identified with this project.

The committee discussed the Fellowship responses to the survey and the impact of communications to general service structure trusted servants on engagement.

The committee looks forward to a progress report at the July 2024 meeting.

Young People's Video Project: The committee reviewed the progress report on the GSO Young People's Video Project. The project continues to accept video submissions.

The staff secretary reported that two of the video interviews conducted at the 2023 ICYPAA convention have been selected and the post-production work by the external vendor has begun.

The committee discussed the scripts of the two interviews and expressed enthusiasm for the direction of the project. The committee requested that the staff secretary convene an interim meeting when the video production has been completed and is ready for review.

PI Kit and Workbook: The staff secretary reported that work to update the PI Workbook is ongoing. The committee looks forward to a progress report at the July 2024 meeting.

New Business: There was no new business.

The meeting adjourned at 1:07 p.m.

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### **Executive Session**

Following the regular business, the committee went into Executive Session.

The Executive Session adjourned at 1:10 p.m.

**General Service Board  
General Sharing Session  
January 27, 2024  
“Leadership”**

The topic of the Winter Quarterly General Sharing Session was “Leadership.” Robert L., Trustee-at-Large Canada, and Vera F., AAWS Nontrustee Director, presented.

Robert began by saying “The leadership I am going to talk about is not just for servants engaged in the general service structure, but also for those people who actively contribute to carrying the message to the suffering alcoholic.” He referenced page 106 of the Twelve Steps and Twelve Traditions, “Here we turn outward toward our fellow alcoholics who are still in distress. Here we experience the kind of giving that asks no reward.”

He shared how his sponsor, for example, was a leader. “His peace, his quiet smile, his ability to be attentive, his compassion and benevolence attracted me to him and to follow in his footsteps.” Robert noted that we need to remember the idea of attraction rather than promotion. Leadership is based on a kind of joyous humility, which “amounts to a clear recognition of what and who we really are, followed by a sincere attempt to become what we could be” (pg. 58, Twelve Steps and Twelve Traditions). He shared, “I became a journalist, a writer rather than an electrician or an accountant, for example. I have less difficulty using my pen than screwing in a light bulb in a lamp; and for me two and two can make twenty-two instead of four.”

Robert then noted how Concepts III and IX remind us that a good leader will be able to listen attentively and sometimes be flexible to change some or all their ideas, or, sometimes, stand their ground without becoming angry or arrogant. There are few better ways of getting to know ourselves and forging true patience than through virulent adversity. In service, as in life, the pursuit of emotional sobriety and personal growth boils down to the precept that “It is a spiritual axiom that every time we are disturbed, no matter what the cause, there is something wrong with us” (pg. 90 Twelve Steps and Twelve Traditions). There is no leadership without sponsorship.

He then reflected on Bill W.’s essay on Concept IX (on page C32), “What the sponsor does and says, how well he estimates the reactions of his prospects, how well he times and makes his presentation, how well he handles criticisms, and how well he leads his prospect on by personal spiritual example — these qualities of leadership can make all the difference, often the difference between life and death.”

Robert ended by sharing how “(Bill) was the first Trustee-at-large when he visited Norway, England and many other countries which now have well-established general service structures. Perhaps the finest example of his vision is that which led him to write the Concepts, so that the Fellowship would survive him. This foresight has ensured nothing less than the future of the Fellowship. I hope all of us do the same in unity.”

Vera shared on the topic of “servant leadership.” She began by noting, “In reading the history of the General Sharing Session, I learned that the topic was covered in the January 1978 General Service Board Sharing Session. Robert Greenleaf, a great friend of A.A.,

founded the 'Service Leader Movement,' which holds the ideal of replacing self-interest with service to others. Servant leadership is all about the people you serve, which directly aligns with the spiritual principles of Alcoholics Anonymous."

She noted that in Tradition Two, Bill wrote: "Our leaders are but trusted servants. They do not govern." Tradition Two reminds us there is only one authority. Nonalcoholics might read those words and wonder: "Where does A.A. get its direction?" "Who runs it?" "How does anything get done around here?" Tradition Two answers this question. No one gives spiritual advice, judges anyone else's conduct, or issues orders. We work together using the principle of cooperation versus control. We work together in unity recognizing the ultimate authority, a loving Higher Power that resides in our group conscience.

Vera then shifted to her personal experience with these principles. "As a nontrustee director on AAWS Corporate board I serve at the pleasure of the General Service Board and the members of A.A. And it is through delegated authority and responsibility that I can work on behalf of the members of Alcoholics Anonymous. I am not the boss, and I realized that I didn't have to be the boss. My job was to help move the work forward. I felt a great sense of relief after that realization."

However, she shared that it signified a greater understanding of her fundamental responsibilities, "In essence, I consulted widely on new and important matters. I didn't pass the buck. And once I had sufficient general backing, I freely made decisions and put them into action within the framework of my defined authority and responsibility. That experience was another lesson in: It's okay not to have the answer, but what's not okay is not making the effort."

Vera reflected how preparation increases confidence, as well as efficiency, with the time it takes for this process to unfold. Striving for this is indispensable at all levels. Bill talked a great deal about the GSRs, the future leadership and building blocks of our structure. It takes a homegroup to make a Delegate.

She added a quote from the essay "Leadership in A.A.: Ever a Vital Need": "We have an abundance of men and women whose dedication, stability, vision, and special skills make them capable of dealing with every possible service assignment. We have only to seek folks out and trust them to serve us." Vera noted how "Throughout my time in A.A, I have been sought out, and trusted to serve. Those 'loving invitations' to participate have been and continue to be instrumental in a process of development and spiritual growth, both for me and for Alcoholics Anonymous."

She closed by saying, "Leadership in A.A. has required me to listen, to reserve judgement, put aside my agenda, my way of doing things for a new way, a new perspective, and a new experience. It has also given me multiple opportunities to learn how to make decisions and deal with criticism. Through sponsorship and sharing with other alcoholics, and participation in the committees I get to be a part of, I am invested in the future leadership of A.A. and in the future of A.A."

After the presentations, Deb K., moderator, invited sharing on the topic from those in attendance.

One delegate shared how to him leadership is exemplified in the people he sponsors that take the initiative to be helpful, even if they need help themselves to learn how to carry the message. He reflected how his own early recovery was wrought with self-sabotage as a defense mechanism and appreciated those that saw past it to help him stay.

A General Service Trustee shared how his own experience in corporate environments was that of a top-down leadership structure. In A.A. it's the opposite, we talk to people based on our own stories, and of how we are alike, make mistakes, and share a common humanity in our disease. He shared how leading is also knowing when to listen to the group conscience, and different points of view, with the intention of learning and developing a perspective.

A General Service Trustee shared how in his professional experience he learned that leadership is the ability to influence a diverse group to reach a common goal. That process is sometimes messy, such as the battles that the Alcoholic Foundation had in the early years and how those carried over, but how those differences are essential to our functioning. Our role is to make sure A.A. is here for the next generation that needs it. For that reason, leadership exists at every level of our service structure with the guidance of spiritual principles.

A nontrustee director shared how she realized it was her last board weekend and was thinking about the impact that rotation has on our leadership. It is a way for new ideas and perspectives to come in, that add value to the Fellowship. She spoke about the impact that her service and now rotation will have on her.

A staff member shared how to her humility is the gift to begin again and to take things one day at a time. Being an example means so much. Where she got sober, there was a speaker who talked about how what you do speaks so much louder than what you say. She feels that in her practice she will ask her Higher Power to use the best of her. She had thought initially that would help her to be her best, according to what she wants, but she has found that sometimes the best of her in a situation is showing her humanity, showing her strengths, and showing her weaknesses. She really had to embrace that, even when it seemed daunting. Although she doesn't always appear as she thinks she should, she knows she is showing up to the best of her ability in the right way. As a staff member, she is constantly reminded of the display of experiences from so many different areas and regions and the spirit of rotation.

A delegate shared how leadership looks a lot different than he thought it would. Being one of the oldest members of his home group, he was careful to sit back and let new members rise and not diminish their growth. He shared how he had noticed that in other groups he went to, the old timers are stuck in their ways and won't listen to new ideas and were power drivers.

A delegate shared how when she was a few months sober her sponsor and a few women enveloped her and got her involved in area service. She watched as those women got up on the dais; they were the delegate, alternate delegate, and area chair. She was smitten with their love and example of leadership. God tries his best not to call the qualified, but to qualify the called; she laughed how she had gotten here by making bad decisions! Now she



is in a room with some of the finest human beings. Many times, it's by making mistakes that we learn and grow.

A delegate shared how he loves to talk about leadership. He said there were two ways to look at it:

Leadership as being a way of life, which is less about what is on a resume, than about inspiring people. He reminisced on the farewell talks given by outgoing General Service Trustees at the end of Conference last year.”.

The second way is to look at how we select our qualified leaders. He shared that the further down the triangle, he felt the more two dimensional the characters become. It was important to notice the difference of who someone is “on paper” versus seeing them interacting with others at an assembly. He encouraged more initial review, asking prospective trusted servants, “What’s their vision for A.A.?”

A delegate shared how he learned a lot in the beginning from both good and bad leadership. He remembered when the GSR was not able to report back, so he tried to do better when, later on, he became GSR of his group.

A delegate shared her service journey had not been intentional, even from the beginning, as she had been mandated to attend meetings. Looking back, she reflected on how service had gotten her through many losses in life. “I got out of bed because I had service commitments and sponsees. One must freely give back to A.A. what is graciously received.”

A Regional Trustee shared about the principle that good leaders eat last. He had learned that in the fire service, where he served for 30 years. He gave an example of a time he was on duty working on putting out a fire; that even in high pressure situations good leadership means practicing taking all the blame and none of the credit. The idea is to empower those around us to stand on their own two feet. This requires engagement, interacting with a new person, and taking the time to help the next person. He shared how those practices help to inspire others to be of service and gave the example of a past GSO employee who inspired him with his example.

A delegate shared how he thought he had all the answers when he first got here. His Higher Power sought fit to put him in a position to sit in the corner and listen to everybody else talk. It taught him a lot, especially as he got more involved in general service. It was hard at first dealing with imposter syndrome, until he got another learning experience. Watching leadership in action during COVID showed him the importance of showing up when needed and rising to the occasion with compassion. “We take the next right step.”

Finally, the moderator closed the sharing session and remarked how Vera had initially talked about the group conscience, and how it was a beautiful place to end the session around leadership. “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.” She noted how Tradition Two shows up in seven of our Concept essays; that it is so important to keep in mind that the best source of leadership is the one we hear in the group conscience, that’s where we can really have our confidence.

