



VII. Policy & Admissions - EN

General Service Conference - Conférence des Services généraux -
Conferencia de Servicios Generales

2025-04-28 08:00 - 2025-04-29 12:00 EDT

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2025 Conference Committee on Policy/Admissions

ITEM A: Review GSO General Manager's memo regarding General Service Conference site selection.

Background notes:

2024 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the GSO General Manager's memo regarding General Service Conference site selection. **The committee asked that the General Manager provide a progress report regarding site selection for the 77th and 78th General Service Conference as soon as they are finalized.**

2023 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the GSO General Manager's report regarding General Service Conference site selection. The committee appreciated the detailed analysis of the costs and logistics of holding the Conference at sample facilities in four of the eight regions. The committee is not requesting a site selection report from the General Manager in 2024, recognizing that contracts have been executed with hotels in the New York area for 2024, 2025, and 2026, and that site selection for the 2027 General Service Conference could be impacted by the results of the Location Plus Committee and possible relocation of the General Service Office. The committee is requesting that the trustees' General Service Conference Committee conduct a survey of current General Service Conference members regarding the spiritual implications of holding the Conference outside the New York area. An additional option to explore in the survey could be alternating between holding the Conference in the New York area and the Akron/Cleveland area. The committee looks forward to reviewing the survey results or a progress report at the 74th General Service Conference.

Current Conference Charter excerpt:

9. The General Service Conference Meetings: The Conference will meet yearly in the City of New York, unless otherwise agreed upon. Special meetings may be called should there be a grave emergency. The Conference may also render advisory opinions at any time by a mail or telephone poll in aid of the General Service Board or its related services.

2025 Conference Committee on Policy/Admissions

ITEM B: Review dates for the 2029 General Service Conference.

Background notes:

2024 Committee Consideration of the Conference Committee on Policy/Admissions:

The committee reviewed the dates for the 2028 General Service Conference. In order to provide additional flexibility to the General Service Office management in contracting the most cost-effective and appropriate venues for the General Service Conference, the committee agreed to select these proposed dates for the 78th General Service Conference, as follows (in order of preference): April 23-29, 2028; May 7-13, 2028; April 2-8, 2028. The committee noted that these proposed Conference dates are the best choices available for avoiding conflicts with significant holidays. The committee asked that all Conference members be notified of the final dates for the 77th and 78th General Service Conference as soon as they are finalized by GSO management.

Background:

1. List of past GSC dates
2. 2029 calendar with holidays and observances

List of Conference Dates from 1993 to 2024

April 18 – 24, 1993	April 18 – 24, 2021
April 17 – 23, 1994	April 24 – 30, 2022
April 30 – May 6, 1995	April 23 – 29, 2023
April 21 – 27, 1996	April 14 - 20, 2024
April 13 – 19, 1997	
April 19 – 25, 1998	
April 18 – 24, 1999	
April 30 – May 6, 2000	
April 22 – 28, 2001	
April 21 – 27, 2002	
April 27 – May 3, 2003	
April 18 – 24, 2004	
April 17 – 23, 2005	
April 23 – 29, 2006	
April 22 – 28, 2007	
April 27 – May 3, 2008	
April 26 – May 2, 2009	
April 18 – 24, 2010	
May 1 – 7, 2011	
April 22 – 28, 2012	
April 21 – 27, 2013	
April 27 – May 3, 2014	
April 19 – 25, 2015	
April 17 – 23, 2016	
April 23 – 29, 2017	
April 22 – 28, 2018	
May 19 – 25, 2019	
May 16 – 19, 2020	

2029

United States

January

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February

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25	26	27	28			

March

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April

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29	30					

May

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27	28	29	30	31		

June

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24	25	26	27	28	29	30

July

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22	23	24	25	26	27	28
29	30	31				

August

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September

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23	24	25	26	27	28	29
30						

October

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28	29	30	31			

November

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18	19	20	21	22	23	24
25	26	27	28	29	30	

December

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						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

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2029 Holidays and Observances

Mar 17	St. Patrick's Day
Mar 25	Palm Sunday
Mar 30	Good Friday
Mar 30	Pesach First Night Sedar
Mar 31	Pesach Second Night Sedar
Apr 1	Easter Sunday
Apr 7	Last Day Pesach
Apr 11-12	Yom HaShoah
Apr 23-24	Eid al-Adha
May 13	Mother's Day
May 19-21	Shavuot
May 28	Memorial Day

2025 Conference Committee on Policy/Admissions

ITEM C: Discuss Equitable Distribution of Workload (EDW) progress report and draft plan.

Background notes:

From the *February 2025 trustees' General Service Conference committee meeting*:

The committee reviewed and discussed proposed distribution plan and recommended to the General Service Board that the Equitable Distribution of Workload plan be implemented for the 2025 General Service Conference. The committee noted that standing items and ongoing work mostly impacted the committee's capacity to address new topics related to their committee scope. The committee agreed to forward the EDW plan to the 2025 Conference Committee on Policy and Admissions.

The committee reviewed and discussed the proposal for simpler methods to simplify the workload of conference committees and agreed to forward the report "Changes to Simplify Workload and Suggestions for future Conferences" to balance committee workloads to the 2025 Conference Committee on Policy and Admissions. The committee expressed their gratitude for the work of the EDW subcommittee.

Excerpts from the November 2024 trustees' General Service Conference committee meeting:

The committee reviewed and accepted a progress report from the EDW subcommittee, including a short-term distribution plan of agenda items to the 75th GSC, and a draft EDW operational plan from the Subcommittee on EDW. The committee noted the following next steps will be addressed to implement the Equitable Distribution Plan:

November 2024 – January 2025

- Distribute new PAIs to Conference Committees
- To continue discussion of possible long-term changes for future Equitable Distribution of Workload.
- Submit an EDW distribution plan to the TCGSC for consideration and recommendation to the GSB at their January 2025 meeting.

The committee expressed their gratitude to the EDW Subcommittee for their work on implementing a short-term EDW process for the 75th GSC and developing a draft EDW Operations procedure. The committee **agreed to forward** to the 2025 Conference

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Committee on Policy and Admissions the EDW subcommittee progress report and draft plan.

2024 Advisory Action recommended from the 2024 Conference Committee on Policy/Admissions:

The Equitable Distribution of Workload (EDW) process be adopted and implemented.

Excerpts from the 2024 Conference Committee on Policy/Admissions:

Committee Consideration:

- Regarding the Equitable Distribution of Workload (EDW) process, the committee requested that the trustees' Committee on the General Service Conference and Conference Coordinator develop a finalized operational procedure and implementation plan. The committee requested that a progress update be brought to the 2025 Conference Committee on Policy/Admissions on the finalized EDW implementation.

Background:

1. Progress Report from Subcommittee on Equitable Distribution of Workload (EDW)
2. Plan for the 2025 GSC to distribute new agenda items to Conference Committees
3. Draft EDW procedure
4. EDW Plan

2024 Trustees General Service Conference Committee
 Subcommittee on Equitable Distribution of Work (EDW)
 Progress Report
 and
 Short-term EDW plan for the 2025 General Service Conference

November 2, 2024

Marita H. (chair); Tom H., Andie M., and Diana L. (secretary)

Scope: The EDW subcommittee will focus on a short-term approach to implement an EDW process by the 2025 General Service Conference (GSC). The committee will look at several suggestions from the 2024 Conference Committee on Policy and Admissions that might be discussed as a starting point to explore ways to balance the workload of Conference Committees wherever possible.

Advisory Action: The Equitable Distribution of Workload (EDW) process be adopted and implemented.

2024 Policy and Admissions Committee Considerations: 1. Regarding the Equitable Distribution of Workload (EDW) process, the committee requested that the trustees' Committee on the General Service Conference and Conference Coordinator develop a finalized operational procedure and implementation plan. The committee requested that a progress update be brought to the 2025 Conference Committee on Policy/Admissions on the finalized EDW implementation. 2. Consider simpler methods of balancing the Conference Workload.

The EDW subcommittee met two times during August 2024 and September 2024 by videoconference and focused on the following:

Overview and Timeline of Subcommittee: Based on its scope, the subcommittee agreed to the following overview and timeline of their work:

Date	Actions
August 2024	(Meeting I) <ul style="list-style-type: none"> • Reviewed the EDW pilot report, forms, Sandbox chart, survey results from Conference Members, the 2024 Advisory Actions and Committee Considerations. • Discussed of possible short-term recommendations for 75th GSC and long-term recommendations for future GSCs. • Requested feedback from committee secretaries and employees on their experiences with EDW pilot and to share any suggestions for improvements.

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September 2024	(Meeting II) <ul style="list-style-type: none"> • Discussed the feedback from committee secretary and employees. • Continued discussion on short recommendations. • Developed a progress report and draft operational plan (See attached).
Next Steps November 2024	(Meeting III, November 5, 2024) <ul style="list-style-type: none"> • To review and distribute new PAIs forwarded to the 2025 GSC. • To discuss progress report and EDW Plan for January 2025 General Service Board (GSB) Weekend.
Next Steps November 2024	(To be determined) <ul style="list-style-type: none"> • To continue discussion of possible long-term changes for future Equitable Distribution of Workflow.
Next Steps December 2024	(Meeting IV, December 11, 2024) <ul style="list-style-type: none"> • To finalize January Progress Report • To finalize EDW Distribution plan.
Next Steps January GSB Meeting	<ul style="list-style-type: none"> • To submit an EDW distribution plan to the TCGSC for consideration and recommendation to the GSB.

Overview of the EDW pilot and findings: The previous EDW subcommittee chair summarized the final report of the EDW pilot, recommendations by the subcommittee, and considerations on how new items were distributed to new Conference Committees. The subcommittee discussed the EDW Survey results of Conference Members from the 2023 GSC. The subcommittee noted the improvements made during the pilot plan including how joint committee meetings would be conducted, and the simplification of forms and processes.

The subcommittee affirmed the stated goal of the 3-year EDW Pilot was to “ensure that the Conference committees receive an equitable distribution of agenda items that require a depth and substance of discussion.” The subcommittee also noted that the EDW pilot was developed in response to many comments and requests over the years pertaining to the imbalance of conference committee workloads.

Reviewed Employee surveys: The subcommittee agreed to ask committee secretaries for experiences and impacts of the EDW pilot and input on any operational improvement. In their review, the subcommittee noted several suggestions including: streamlining communication about ongoing projects, including Staff on EDW committee, considering subject matter expertise

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of secretaries who are AA members, or non-AA members who are well versed in the subject; including distribution to secondary committees, and removing the CAR form. The subcommittee appreciated the feedback and agreed to consider some ideas into short-term and long-term plan discussions.

Sand Box Tool: The subcommittee reviewed the “Sand Box” tool which contained ongoing work projects and standing agenda items and agreed to indicate any returning EDW items in future work to distribute new PAIs forwarded to the 2025 GSC.

Short-term EDW plan for the 2025 GSC: The subcommittee identified the following short-term recommendations to the trustees’ GSC committee to implement an EDW plan for the 2025 General Service Conference (GSC):

- Use trustees’ or Board committee reports instead of Conference Agenda Routing (CAR) forms
- Consider committee secretary experience-expertise in addition to the committee.
- Consider distributing newly forwarded items to secondary Conference Committees.
- EDW updates for quarterly calls: Have a centralized document, which allows Trustees’ Committee Secretaries to leave or retrieve updates about the status of EDW items. This would be shared with the trustee chairs who provide quarterly updates with their corresponding Conference Committee Chairs.
- Wherever possible, be thoughtful about distributing EDW items that seem to have the potential to be long term ongoing projects.
- Newly forwarded PAIs on a related topic of a previous item that the Conference Committee took no action on, or Advisory Actions resulting from Floor Actions based on EDW items could be distributed to another committee.

List of Long-Term changes to explore : The subcommittee agreed to continue a discussion about long-term changes to future EDW plans at their November 2024 meeting, noting that the list of the following ideas would be added to:

- The routing of Advisory Actions resulting from Floor Actions based on EDW items.
- The subcommittee noted that there may be reasons in the evolution of a topic that a trustees’ chairperson request to retain it with a corresponding conference committee.
- EDW for continuing work.
- Explore options for the receiving trustees’ committee (based on EDW) instead of the original trustees’ committee.
- To support the evolution, consider reassigning ongoing EDW items to a new Committee based on the need of completing the project. Is there an established process for trustees’ committees to transfer work to another trustees’ committee?

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- Discuss future Composition of EDW committee.
- Discern between standing agenda items and ongoing projects, not that the number of standing items and ongoing projects will vary between committees.

Trustees' General Service Conference Committee
Subcommittee on Equitable Distribution of Workload
Changes to Simplify Workload and Suggestions for future Conferences

Ways to refine the committee workflow, specifically addressing the management and transfer of standing items and evolving projects across committees.

With the primary aim to enhance efficiency, avoid overburdening certain committees, and ensure that items are directed to the most appropriate committees for their ongoing development.

Long-Term changes made to simplify committee workload

- Removed the Conference Routing Form (CAR) Form as a reporting mechanism in the EDW process and instead relied on the trustee's and Board committee reports.
- Moved a standing agenda item about another committee that has been reviewed by one committee. E.g. Moving the Grapevine analytics, a standing agenda item on the Public Information Committee, to the Grapevine/LaViña Committee.
- A suggestion to adjustment the Conference schedule to give more committee time to handle additional workload was shared with the Improvements Subcommittee.
- To easily access EDW updates for quarterly calls, Trustees' Committee Secretaries could leave or retrieve updates about the status of EDW items. This would be shared with the trustee chairs who provide quarterly updates with their corresponding Conference Committee Chairs.
- Distributing newly forwarded PAIs on topics related to a previous item that the Conference Committee took no action on, to another committee.
- Distributing Advisory Actions resulting from Floor Actions based on EDW items to another committee.
- To support the evolution, consider reassigning ongoing EDW items to a new Committee based on the need of completing the project.
- Streamline the Kit and Workbook discussions by encouraging Delegates to review

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of Kit and Workbooks before the conference and bring notes. Additionally, encourage delegates engaging area committees for help in providing feedback on possible changes.

- EDW distributions strived to consider experimental or long-term proposals and current committee workload.

Future considerations category

While the EDW process has proven successful in its core goals, further refinements are needed to ensure that workload is balanced. As committees maintain flexibility to adapt as projects develop, projects can be distributed to committees with the bandwidth to handle them. A more agile framework could foster greater cooperation between trustees' committees and conference committees, ultimately improving the overall conference objective. With input from the General Service Board Chair and the trustees' General Service Conference Chair, the subcommittee explored future considerations and proposed the following:

- The topic of replacing time in the Conference Schedule used for presentations and workshop discussions to give more time to handle Committee Workloads.
- For long term references, cross-reference Advisory actions or considerations in the committee report and final conference report. E.g. include a footnote in the advisory action section indicating which trustees' committee forwarded the item to the Conference. Include the advisory action section under the originating conference committee with a note of the EDW committee that brought the recommendation to the floor. For example: The Advisory Action on the Transgender Alcoholic Pamphlet was recommended by the Corrections committee and originally received by the Literature Committee.
- **Shifting Standing Items Between Committees:** The discussion began with the potential redistribution of standing items between the PI and CPC committees. PI currently manages 16 standing items, which limit their ability to handle new business. In contrast, CPC has fewer standing items. The thought was to explore transferring some standing items from PI to CPC, ensuring a better distribution of workload.
- **Make the EDW process more fluid for ongoing projects.** Based on the project's aim, developmental stage, explore how projects could potentially move across Conference committees without always needing to return to their originating committee until resolved. While returning ongoing EDW work to the same committee

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supports continuity, it can limit a committee's ability to handle new agenda items. **Committee Communication** is essential for maintaining clear work continuity between committees and trustees.

- **Routing Advisory Actions from Floor Actions:** Another point of discussion was the routing of advisory actions resulting from floor actions, could they be routed differently from the committee who received the original EDW item. E.g. While the EDW item to develop a pamphlet for carrying the message to Asian, Asian American Alcoholics, Grapevine/LaViña took no action. However, item became an Advisory Action from a Floor Action originated by Conference instead of a Committee recommendation and was returned back to the Literature Committee. This has implications for streamlining the process and ensuring workloads can stay balanced.
- **Consideration of Committee Workload and Project Ownership:** The committee recognized that standing agenda items could evolve over time and could be beneficial to another committee. This transfer should be explored with or without going through the EDW process. One example was the handling of Grapevine analytics. While PI had traditionally managed this project, more was revealed that it might be the appropriate time for the Grapevine committee to review them. The EDW process included this adjustment but felt this could be achieved in the future outside of the EDW process.
- **Staff Workload** should be considered when making long-term adjustments to simplify Committee workload. Currently the originating Staff are responsible for preparing and handing off work to the receiving EDW committee, ensuring a smooth transition of tasks.
- **Process vs Policies and Flexibility vs Rigidity:** An ongoing challenge of the EDW process is the balance between flexibility to handle new items vs rigidity of by other processes or a policy. A more principle-based approach was suggested, where the focus would be on the purpose of the work, rather than its specific committee assignment.
- **Overview of Process and EDW Allocation Approval:** These decisions typically involve various levels of review, including the trustees' conference committee before being presented to the full board.
- **EDW Plan recommendations and Oversight**
 - Committee members expressed an interest in having greater input with the EDW Plan, especially when implementing larger or more radical proposals.

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- It was noted that, while smaller initiatives could be handled with simpler approval processes, bigger changes require broader engagement. The importance of transparency and communication within the board regarding significant decisions was emphasized.

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Equitable Distribution of Workload (EDW) Procedure Plan

1. EDW subcommittee chair meets with TGSCC chair and EDW secretary to establish a timeline of work.
2. Before the first meeting, the EDW secretary compiles Conference Member feedback on EDW provided by the Subcommittee on Conference Improvements, updates the Sandbox tool with all ongoing work and standing items from all Conference Committees. The EDW secretary establishes a centralized document for Trustees' Committee Secretaries to update and retrieve EDW item statuses, enhancing communication and supporting quarterly updates between trustee chairs and Conference Committee Chairs.
3. At the first meeting, the EDW subcommittee reviews the Sandbox chart, and the scope set by the TGSCC.
4. Before the November EDW subcommittee meeting, the EDW secretary compiles copies of the trustee's committee reports from the October General Service Board (GSB) Meeting. The EDW secretary updates the Sandbox tool (New Items tab) with all the Proposed Agenda Items (PAIs) that a trustee's committee agreed to forward to the GSC.
5. At the November meeting, the EDW subcommittee utilizes the updated Sandbox tool to distribute the new items to conference committees to support an equitable distribution of workload, with the following considerations:
 - a. Consider committee secretary experience-expertise in addition to the committee.
 - b. Consider distributing newly forwarded items to secondary Conference Committees.
 - c. Wherever possible, be thoughtful about distributing EDW items that could have the potential to be long term ongoing projects.
 - d. If a previous item that the Conference Committee took no action or Advisory Actions resulting from Floor Actions based on EDW items, a newly forwarded PAI could be distributed to another committee.
6. At their December meeting, the EDW subcommittee finalizes their January Progress Report and an EDW Distribution plan.
7. Before the January GSB meeting, the EDW subcommittee submits an EDW distribution plan to the TCGSC for consideration and recommendation to the GSB.
8. The EDW secretary forwards the EDW Plan, if approved, to the Conference Coordinator to update the final Conference agenda.

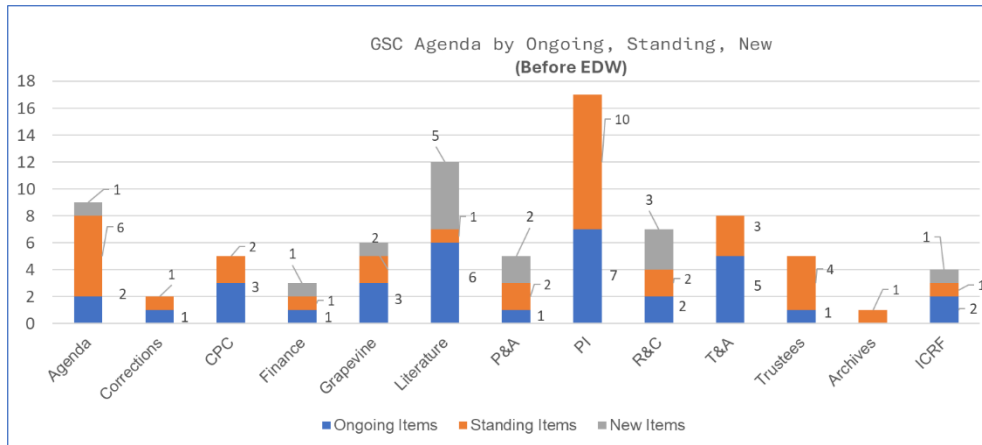
Trustees' General Service Conference Committee
Subcommittee on Equitable Distribution of Workload
EDW Plan
2025

Subcommittee: Marita Rhinehart, Chair with Tom H., Andie Moss, and Diana L., Secretary

With input from the trustees' General Service Conference Chair, the Equitable Distribution of Workload subcommittee met on November 5, 2025, and considered 85 agenda items that are on the 75th General Service Conference in the following categories:

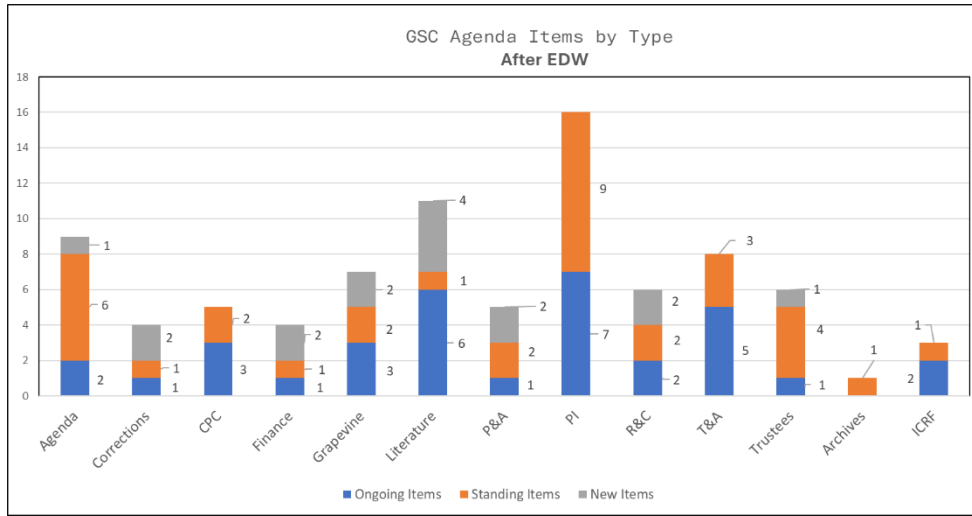
- Ongoing –
- Standing –
- New –

Charts before and after EDW show the distribution to other committees.



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Distribution of agenda items through the EDW Process resulting in five new items and one standing item to other conference committees as noted in the tables below.

Agenda items	EDW Distribution to new Conference Committees
10 New	5 New
1 Standing	1 Standing

Details of the distribution is listed below:

Preliminary Agenda	Committee	EDW Process
Consider the request to suspend oral presentations of all Area Service Highlights and continue printing highlights in the final report. (PAIs 20 and 32)	Agenda	Agenda
Consider request that the terms “Indian and Eskimo” be removed from the February 19th entry in <i>Daily Reflections</i> . (PAI 11)	Literature	Corrections
Consider request that the Twelve Concepts for World Service and essays on the Twelve Concepts for World Service be included in the current publication, <i>Twelve Steps and Twelve Traditions</i> . (PAI 23)	Literature	Literature

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Consider the request to include the version of A.A. <i>Comes of Age</i> , Lasker Award text in the book, <i>Alcoholics Anonymous</i> . (PAI 24 and 63)	Literature	Trustees'
Consider request to update Appendix IV in the book <i>Alcoholics Anonymous</i> to include other awards and commendations received by AA since 1951. (PAI 65)	Literature	Corrections
Consider request to update the book <i>Living Sober</i> . PAI PAIs 34, 64, 106, 90, 92, 121,122)	Literature	Literature
Consider a request to remove the phrase, "A group may also decline to hear reports from a GSR at all" from page 10 in the A.A. Service Manual. (PAI 72)	Report and Charter	Finance
Consider a request to remove the word "woman" from the Concept IV essay. (PAI 75,124)	Report and Charter	Report and Charter
Consider a request to expand Article Three in the Conference Charter to protect the co-Founders' writings. (PAIs 81,15, 26 and 109)	Report and Charter	Report and Charter
Consider that all Sovereign States flags be a part of the Flag Ceremony at an International Convention. (PAI 10)	ICRF	ICRF
The committee agreed to forward a suggestion to the 2025 Conference Committee on Public Information that a new video PSA be developed. (New item)	PI	PI
AAGV Analytics	PI	Grapevine/ La Viña
The committee reviewed and agreed to forward to the 2025 Conference Committee on Finance the request to reaffirm the 1975 Advisory Action that delegate, in reports to their areas, place more emphasis on group support. Delegates should emphasize to the groups the effect that inflation has	Finance	Finance

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had on the contribution dollar and the necessity for adjusting contributions accordingly to support services provided by the General Service Board. (New item)		
Discuss the process of Simple Majority Items.	Policy and Admissions	Policy and Admissions
Revision of Pamphlet P-52 - Grapevine and La Vina our meetings in print and other media.(PAI 79)	Grapevine/ LaViña	Grapevine/ La Viña

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2025 Conference Committee on Policy and Admissions

ITEM D: Discuss the process of Simple Majority Items.

Background notes:

Excerpts from the trustees' General Service Conference Committee July 2024, meeting:

The committee noted that Simple Majority items follow a process where they are forwarded to a trustees' Committee as a consideration and **agreed to forward** the 2024 Conference Committee on Report and Charter committee consideration and background to the 2025 Conference Committee on Policy and Admissions.

2024 Advisory Action Conference Committee on Report and Charter

The committee reviewed the current format for reporting on simple majority items in the Conference Final Report. The committee recommended that the items that receive simple majority be included in the Final Conference Report under the heading "Recommendations that achieved Simple Majority – These items did not receive the two-thirds majority required to pass as a Conference Advisory Action."

Background:

1. 2024 Trustees' General Service Conference Committee Background – 74th GSC – Reporting of Simple Majority Items
2. Literature references to simple majority vote
3. Examples of strong suggestions
4. Conference Assignment Process: Simple Majority Recommendation

Note: Pages 1-8 reflect background documents provided to the trustees' General Service Conference Committee at their July 27, 2024 meeting.

74th GSC - Reporting of Simple Majority Items

Background

Rarely, Conference Agenda Items have components which fall under the purview of more than one Conference Committee. At the 74th General Service Conference there was an agenda item that fell into this category.

"Discuss Reporting of Simple Majority Items" has content and a process component that falls under the purviews of the Report and Charter and Policy and Admissions committees respectfully.

In addition to reporting content within Final Report, Simple Majority items follow a process where they are forwarded to a trustees' Committee as a consideration. The 2024 trustees' General Service Conference Committee felt it would be useful to revisit the reporting of Simple Majority Items and agreed to forward it to the 2024 Conference Committee on Report and Charter.

To avoid potentially opposing recommendations during the General Service Conference, one agenda item is not shared simultaneously.

The 2024 Conference Committee on Report and Charter addressed the content component to correct the language that could be used in the 2024 Final Report describing how Simple Majority Items are different from other failed recommendations that did not reach substantial unanimity.

Now, the 2024 Report and Charter Conference Committee requests to forward this agenda item to the 2025 Conference Committee on Policy and Admissions since within it is their purview to address the policy component.

The Conference background materials are attached.

Attachments:

1. Memo from 2024 Conference Committee on Report and Charter
2. Background to forward to the 2025 Conference Committee on Policy and Admissions.

MEMORANDUM

June 7, 2024

To: David R, A.A.W.S. Publishing Director
Diana Lewis, secretary, Trustees' Committee on the General Service Conference

From: Karina C, GSO Staff, Group Services Assignment/ Secretary, Conference
Committee on Report and Charter

Re: 74th GSC - Reporting of Simple Majority Items

The 2024 Conference Committee on Report and Charter considered the following agenda item:

Discuss the reporting of Simple Majority Items. 2024 Report and Charter

Committee Consideration:

- ❖ The committee noted that there may be policy implications associated with Simple Majority items and suggested this question be referred to the Conference Committee on Policy and Admissions for further consideration.

Please let me know if I can provide any additional information.

cc: Scott H, General Service Board, chair Bob W, General Manager
Jacob D, Administrative Coordinator to the General Manager Pamela P,
Executive Assistant to the General Manager Brittnae B, Publishing
Administrative Specialist

2024 Conference Committee on Report and Charter

ITEM C: Discuss the reporting of Simple Majority Items.

Background notes:

Excerpts from the January 27, 2024 meeting:

“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 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.”

Secretary’s Notes:

The idea of a simple majority vote of the Conference being a strong suggestion to the General Service Board does not appear in the Conference Charter. Bill references this idea in Concept V saying “More often they [the GSB] go along with a simple majority of

the Delegates, especially when prompt action on less critical matters is clearly needed. But the choice is always theirs whether to veto a simple majority or to act with it. Here again is a recognition of the constructive value of a trusted minority.” (The A.A. Service Manual/Twelve Concepts, p. 22)

This idea is reiterated in two places in the Service Manual, in the introduction “A.A.’s Legacy of Service” (p. 11), in the section on the General Service Conference (p. 57). The idea is also expressed in the introduction to the Conference Charter in Alcoholics Anonymous Comes of Age (p. 295).

We do not have history of whether or how this was implemented before 1986.

There is limited information about how the General Service Board handled these “strong suggestions.”

The first appearances of this situation were two “strong suggestions” recorded in the 1989 Final Conference Report. The last was recorded in 1995. It has not been a practice for many years to record the count on each vote at the General Service Conference.

In the 2022 Final Report a note was included below the section “Recommendations Passed by Simple Majority that stated: “There were no recommendations passed on a simple majority vote that did not receive two-thirds vote necessary to become a Conference Advisory Action.”

Background:

1. Communication – Conference Members and A.A. members
2. Additional Sharing from trustees’ General Service Conference Committee

Memo

To: 2024 Conference Committee on Report and Charter

From: 2023-2024 Trustees' General Service Conference Committee Re:
Additional Sharing on the reporting of Simple Majority Items

Background Notes:

At their January 27, 2024 meeting, the chair of the trustees' General Service Conference Committee 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 McC., chair 2024 Conference Committee on Policy and Admissions; Mary E., chair 2024 Conference Committee on Report and Charter; and Mary A., Conference Delegate chair.

The committee asked the staff secretary to forward the following additional sharing on the topic of Simple Majority, and invited the delegate committee chairs to participate:

Additional Sharing:

- On page 48 of the 2023 Final Report it lists three sections.
 - Recommendations Passed by Simple Majority
 - Recommendations Not Resulting in Conference Action
 - Floor Actions Not Resulting in Conference Advisory Actions.
- Questions and concerns have been received that using the wording “**passed**” in conjunction with a recommendation that did not pass but received a simple majority may cause confusion. Particularly if this section has no editor’s note to clarify.
- There is also concern as to whether the Group Conscience as reflected in an Advisory Action resulting from substantial unanimity can in turn be fully respected if simple majority items are noted distinctly in the Final Report.
- The Conference Report communicates the Group Conscience from the General Service Conference.

- Does the 1986 Advisory Action still have a place? What is the intention of an item that did not pass but received simple majority being posed to the Board as a suggestion, suggest for the Board to do with that item? Does this bypass the Conference process? If the General Service Board decides to take action or not take action on an item that did not pass, what would be the parameters on delegated authority?
- Is it really a suggestion?
- The recommendation actually failed by a Simple Majority.
- What category does this fall into? It is not really the same sense as a Committee Consideration or should it be treated as a Conference consideration to the Board?
- The wording, “Strong suggestion” may contradict the group conscience of the Conference and defeat the discussion on the floor.
- A first step might be for clearer language in the Final Report. A second step might be to look at this overall topic from a policy level.

Correspondence from GSB member to TGSCC Chair and committee

Caorlyn W. – Chair of Trustees Conference Committee General Service Board

October 7, 2023

Dear Carolyn and Member of the Trustees Conference Committee,

One of the delegates from the West Central Region raised a question about the Final Conference Report: Why do we have a category called “Recommendations Passed by Simple Majority”? (see Table of Contents and page 48 of the 2023 Final Report) That title seems misleading because the consideration did not “pass”.

Will you please consider a different description for reporting the Committee Consideration(s) that failed to pass by substantial unanimity, but did gain a simple majority of the votes?

Thank you in advance for your time to consider this issue.

Sincerely,
Kerry Meyer - Class A Trustee

Correspondence from Conference Committee on Agenda Chair to TGSCC Chair

On Sat, Oct 28, 2023 at 09:01 AM

Hello Trustees Committee on Conference. Please see below for some feedback, consistent with what else I have heard from the fellowship. Since this came from the delegate chair of our corresponding conference committee (agenda) I thought I would pass this on to help inform our discussion today.

-----Original Message-----

From: Delegate 73 Sent: Friday, October 27, 2023 9:04 PM

Subject: Final conference report (simple majority) Carolyn,

I am assuming you are already at Board weekend and this is probably too late but just in case.... We talked about the final conference report listing agenda items that passed with simple majority and the confusion it causes. It is very confusing even as a delegate. The first reaction was that those items were passed even though they did not pass by substantial unanimity at the conference. It felt like the vote we held at the beginning of the conference did not mean anything which was very disappointing. It also felt like the work we did on these items wasn't important since it showed up in the final report that they passed. I feel like I didn't get a clear answer about this either until I talked to you about it, thank you for that! I am assuming a member that actually reads the final report would automatically think that item passed. I hope in the future this can be more clear or not included in the final report at all.

Have a great Board weekend! I look forward to hearing about it when we meet. In love and

service,
Becca H.

References to a Simple Majority Vote of the General Service Conference Being a Strong Suggestion to the General Service Board

Current Conference Charter [No mention of simple majority in Conference Charter]

It will be understood, as a matter of tradition, that a two-thirds vote of Conference members voting shall be considered binding upon the General Service Board and its related corporate services, provided the total vote constitutes at least a Conference quorum. But no such vote ought to impair the legal rights of the General Service Board and the service corporations to conduct routine business and make ordinary contracts relating thereto. (*The A.A. Service Manual 2024-2025*, p. 123)

The A.A. Service Manual 2024-2025

All matters of policy (Conference Advisory Actions) require substantial unanimity, that is, a two-thirds majority. Before a vote is taken, plenty of time is allotted for full discussion, including questions about the background of a recommendation and the committee's reasons for coming to its conclusions. (Chapter Six, "The Annual General Service Conference," P. 41)

But when these delegates met in conference, what would they do? We thought they would want to have real authority. So, in the charter drawn for the Conference itself, it was provided that the delegates could issue flat directions to the trustees on a two-thirds vote. And even a simple majority vote would constitute a mighty strong suggestion. (Appendix A, "A.A.'s Legacy of Service," p. 103)

Concept V Essay

This same kind of consideration for the minority position can be found in the Charter provision that no Conference vote can be considered binding on the Trustees of the General Service Board unless it equals two-thirds of a Conference quorum. This gives the Trustees a power of veto in cases where the majority is not great. By reason of this provision the Trustees, if they wish, can insist on further debate and so check any tendency to haste or emotionalism. In practice the Trustees seldom exercise this option. More often they go along with a simple majority of the Delegates, especially when prompt action on less critical matters is clearly needed. But the choice is always theirs whether to veto a simple majority or to act with it. Here again is a recognition of the constructive value of a trusted minority. If to such a generous recognition of minority privileges we now add the traditional Rights of "Appeal" and "Petition," I believe we shall have granted to all minorities, whether of groups or of individuals, the means of discharging their world service duties confidently harmoniously and well. (p. C-17)

Concept XII Essay

In passing it should be noted that the Conference will sometimes have to decide, with respect to a particular question, what the requirements of substantial unanimity are going to be — whether a two-thirds, three-quarters, or even a greater majority, will be required to settle a particular question. Such an advance agreement can, of course, be had on a simple majority vote. (p. C-54, also see entire essay section on Warranty 4 Essay, p. C-53)

Alcoholics Anonymous Comes of Age

Traditionally, though not legally, a two-thirds vote of a quorum of the Conference will be considered binding upon the trustees or any element of the board's corporate services. But a simple majority vote of the Conference will be a suggestion only to the General Service Board. (p. 295)

Here is a history of votes of the General Service Conference from 1989 to 2024 that achieved a majority, but not a 2/3 substantial unanimity, and were “strong suggestions” to the General Service Board.

- 1. In 1989, the first “strong suggestion” was about the text of a treatment film. The second “strong suggestion” in 1989 was to separate the sections describing trustees-at-large and general service trustees. While Archives was not able to track how these “strong suggestions” were dealt with, we do know that the second was not adopted. The Service Manual reflecting actions of the 1989 Conference did not include the change from the “strong suggestion.”**

Excerpt from 1989 Final Conference Report – Treatment Facilities:

“Note: Although the following item did not receive the necessary two-thirds vote to become a Conference recommendation, it did receive a substantial majority and is therefore a strong suggestion for the board’s consideration:

‘Suggested that in the proposed film for treatment facilities the Louis B. segment of the script be deleted because of implied endorsement of Narcotics Anonymous.’

Excerpt from 1989 Final Conference Report – Trustees:

“Note: Although the following item did not receive the necessary two-thirds vote to become a Conference recommendation, it did receive a substantial majority and its therefore a strong suggestion for the Board’s consideration.

The following revised text be approved for substitution and inclusion in The A.A. Service Manual:

THERE ARE...

TWO TRUSTEES-AT-LARGE

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The trustees-at-large (2) serve as members of the trustees' International Committee and other trustees' committees or as directors of the corporate boards. They may fill in for regional trustees, as needed and/or requested.

The trustees-at-large, one from the U.S. and one from Canada, serve as the World Service Meeting delegates representing the U.S. and Canada. World Service Meeting delegates participate in two World Service Meetings which are held once every two years, the meeting place alternating between New York City and a location outside the U.S. and Canada. World Service Meeting delegates should have the same qualifications as any trustees, and also have time both to attend the World Service Meetings and to present and carry out any decisions reached at these meetings.

The trustees-at-large are requested to attend all regional forums in their own country and be available on a rotational basis to participate on forum programs.

The trustees-at-large are also available for other A.A. service activities as requested by areas or regions and additional activities as may be requested by the board of trustees.

THERE ARE...

FOUR GENERAL SERVICE TRUSTEES

General service trustees are active on one or more of the service corporate boards and must be available, not only every quarter, but any week and, sometimes, any day, for the solution of problems on which G.S.O. or Grapevine staff members need help.

Because of this requirement, all general service trustees originally came from New York City or its commuting area and were sometimes known as "in-town trustees." The current practice of selecting general service trustees for both the A.A.W.S. and Grapevine corporate boards will continue, but these positions are no longer restricted to residents of New York City or its vicinity.

While there are no "specialists" in A.A. – only recovered drunks, it has been possible to choose, for general service trusteeships, men and women with the kind of business or professional acumen that is particularly applicable to the problems

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at hand, whether their backgrounds are in publishing, public relations, or administration. This brings up the question of what qualifications count most in the selection of a trustee...”

- 2. A second 1993 recommendation that got a majority vote but not 2/3 was about Grapevine special items. A similar recommendation got a majority vote but not 2/3 in 1994. In the 1995 Final Conference Report, the notes for the A.A. Grapevine Budget noted the “strong suggestion” and shared that the Grapevine Board had voted to go ahead with production of the 1996 Wall Calendar and Pocket Planner.**

Excerpt from 1993 Final Conference Report – Grapevine:

“Strong suggestion of the Conference (recommendation where the vote was less than 2/3 but more than ½ in favor):

- That, because the Wall Calendars and Pocket Planners do not seem to adhere to the Grapevine’s primary purpose, these items be phased out after production and distribution of the 1994 Calendar and Pocket Planner; the committee also recognized that since the Grapevine should be self-supporting through magazine income, the financial impact of this loss must be made up by increased subscriptions, and urged all delegates to work toward this end.”*

Excerpt from 1994 Final Conference Report – Grapevine:

“Strong suggestion of the Conference (recommendation where the vote was less than 2/3 but more than ½ in favor):

- That, because the Wall Calendars and Pocket Planners do not seem to adhere to the Grapevine’s primary purpose, and these items be discontinued after production and distribution of the 1995 edition of the Calendar and Pocket Planner. Based on recent experience, the financial impact on the 1995 budget could be an estimated net loss of \$35,000 to \$40,000.”*

Excerpt from 1995 Final Conference Report:

“In October, the board voted to go ahead with production of the 1996 Wall Calendar and Pocket Planner. The topic had been raised at the June planning committee meeting, immediately after the Conference’s second ‘strong suggestion’ in a row,

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and the board's vote, like that of Conference members, was split. By October, it was clear that circulation had not risen over the course of the year, and directors voted unanimously to continue production of these two items."

- 3. In 1993, a recommendation that got a majority vote but not 2/3 concerned limiting the length of service of chairs of trustees' committees. This was addressed in the Report to the Conference of the trustees' committee on Nominating in the following year's Final Conference Report. They implemented the suggestion, except for the Finance Committee.**

Excerpt from 1993 Final Conference Report – Trustees:

"Strong suggestion of the Conference (recommendation where the vote was less than 2/3 but more than 1/2 in favor):

- Due to importance the committees places on the principle of rotation and – in order to apply this principle to all levels of service – the committee recommended that no trustee should serve as chairperson of the same trustees' committee for more than two years during his/her term of service on the General Service Board."*

Excerpt from 1994 Final Conference Report – Trustees' Nominating Committee Report:

"The Conference Committee recommended that no trustee should serve as a chairperson of the same trustees' committee for more than two years during his/her term of service on the General Service Board. (This recommendation received less than 2/3 of the Conference votes, but with more than 1/2 in favor, it was considered a strong suggestion of the Conference.)

The Nominating Committee concluded that implementing this suggestion should not cause a problem with any trustees' committee except the Finance and Budgetary Committee where it could result in the possible loss of management control and audit issues – besides the loss of continuity. Therefore, after much deliberation and further discussion with the chair of the Conference Committee, it was the sense of the committee that the strong suggestion from the Conference Committee not apply to the chairmanship of the trustees' Finance and Budgetary Committee."

4. The fourth recorded votes that received majority but not 2/3 were noted in the 1995 Final Conference Report, and there were three of them. One was about the principles to be used for traveling C.P.C. exhibits. One was about reaffirming a 1986 Advisory Action regarding floor actions introduced in the waning hours of the Conference. The third was about reaffirming a 1987 Advisory Action declining to create of a Conference Archives Committee.

Excerpt from 1995 Conference Final Report

“Strong suggestion of the Conference (recommendation where the vote was less than 2/3 but more than 1/2 in favor):

- *After reviewing the history of the guidelines for traveling C.P.C. exhibits, the committee suggested that the trustees’ C.P.C. Committee continue to follow these principles:*
 - a) *The C.P.C. exhibit continue to be sent, upon invitation and within budgetary constraints, to such national conventions of professional organizations that may be reasonably presumed to have a significant concern with alcoholics.*
 - b) *The list of exhibits at professional conventions be reviewed by the trustees’ C.P.C. Committee at least twice a year.*
 - c) *Local committees be encouraged to exhibit at local or regional professional conventions, and that such exhibits be supported at the most appropriate local level, i.e., district, intergroup, area.*
 - d) *The C.P.C. staff person continue to facilitate such requests, bearing in mind the principles of attraction, cooperation and self-support.”*

“Strong suggestions of the Conference (recommendation where the vote was less than 2/3, but more than 1/2 in favor):

- *The Conference reaffirm the 1986 recommendations regarding floor actions: ‘With regard to proposing Floor Actions in the final hours of the Conference the 1968 recommendation, which was as follows, be reaffirmed:*

‘That when questions of importance for the Conference could not be sent to the areas in advance, consideration be given to an oral presentation early

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in the Conference sessions, with discussions and voting to be taken at a later date during the Conference.'

And that the 1986 recommendation, as follows, be reaffirmed:

'That when matters of great significance having a long term effect on the Fellowship or of substantial expense are presented to the floor in the waning hour of the Conference, such matters be referred to the appropriate committee at the next Conference in order for the group conscience to be as informed as possible.'

- *The 1987 Conference Action be reaffirmed as follows:*

'While the committee recognizes the need for and encourages the development of area Archives and Archives committees, with the resulting benefit to General Service and the Fellowship as a whole, a Conference Archives Committee should not be formed at this time because the needs of local Archives committees are being well served by the trustees' Archives Committee and the General Service Office Archivist.'

- 5. In 2021, three recommendations passed by simple majority. One concerns the invitation of Appointed Committee Members to the 71st General Service Conference. Another concerns floor action procedures and a third concerns setting quarterly virtual meetings between the GSB and the GSC members.**

"Recommendations Passed by Simple Majority

These recommendations passed on a simple majority vote but did not achieve the two-thirds vote to become a Conference Advisory Action.

POLICY/ADMISSIONS

- *That the General Service Conference invite Appointed Committee Members from trustees' committees to attend the 71st General Service Conference, except sessions designated for delegates or trustees only, on a one-year trial basis, as non-Conference members to share points of information. (Note: This agenda item was considered using the Conference Polling process.)*

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• *That the procedure for floor actions which is currently as follows:
When a floor action is to be heard, its maker will be given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference decline to consider the floor action. A motion to decline to hear a floor action:*

- » *Must be made without comment*
- » *Requires a second*
- » *Is not debatable*
- » *Requires a two-thirds majority*

Be changed to:

When a floor action is to be heard, its maker will be given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference consider the floor action.

A motion to hear a floor action:

- » *Must be made without comment*
- » *Requires a second*
- » *Is not debatable*
- » *Requires a simple majority*

TRUSTEES

• *The General Service Conference charge the General Service Board with the setup of quarterly virtual meetings of Conference Members, to begin following the October 2021 General Service Board Weekend. These meetings would follow several weeks after each Quarterly Board Meeting, to allow Conference Members the opportunity to request additional information, ask clarifying questions, and to secure a greater sense of transparency.”*

Conference Assignment Process: Simple Majority Recommendations

This process is how we will resume the 1986 Advisory Action regarding reporting of a simple majority vote by the full Conference.

1986 Committee on 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.

In 2019 the trustees General Service Conference Committee asked the secretary to document an assignment process that details resumption of the 1986 Advisory Action regarding reporting of a simple majority vote by the full Conference and work with Publishing to have reporting in the 70th G.S.C. *Final Report*. There were no recommendations that fell into this category from the 69th G.S.C.

The process when we do have recommendations that do not pass by a Conference but receive a simple majority vote total:

1. Conference Coordinator communicates via memorandum the return of a G.S.C. simple majority Conference committee recommendations to the chair/secretary of the appropriate trustees' Committee, Corporate Board at the July Board weekend. The Trustees committees would be well served by knowing the vote count on these simple majority items that come to them to consider.
 - a. When sending the item to the appropriate trustee's committee or board, we provide context on the process of why they are receiving these recommendations to consider. We will use a standard opening statement in the memorandum that introduces the item as one that is being moved to the committee (or board) as it was passed by simple majority, in accordance with the 1986 advisory action. It is important that we all use the same text for consistency and for future research.

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2. Trustees' Committee or corporate board will review and discuss the G.S.C. simple majority and determine to take action or take no action with a rationale statement and document the outcome in the trustee's Committee or Board report.

Archival examples on past Simple Majority Items and how they were acted on between 1986 to 2022.

Historical information on prior handling of these simple majority items that were called "strong suggestions" in our past Conference Final Reports.

There is limited information about how the General Service Board (via a trustees' Committee) handled these "strong suggestions." Historical examples of how this was recorded will be provided with the memorandum to the trustees' Committee or Board.

The first appearances of this situation were two "strong suggestions" recorded in the 1989 Final Conference Report. The last was recorded in 1995. It has not been a practice for many years to record the count on each vote at the General Service Conference.

Every time a Conference Coordinator is required to complete a memorandum to move a simple majority item to a trustee's Committee or Corporate board, we will use the following simple examples of the outcome:

1. *1993 Final Conference Report – Conference Committee on Trustees*
 - a. Details the simple majority reporting
2. *1994 Final Conference Report – Trustees' Nominating Committee Report*
 - a. Details the action taken by the trustees' Committee
3. *2021 Final Conference Report- Conference Committee on Trustees*
 - a. The General Service Conference charge the General Service Board with the setup of quarterly virtual meetings of Conference Members, to begin following the October 2021 General Service Board Weekend. These meetings would follow several weeks after each Quarterly Board Meeting, to allow Conference Members the opportunity to request additional information, ask clarifying questions, and to secure a greater sense of transparency.

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b. *Action detailed in 2022 Final Conference report – Trustees Nominating Committee:* The committee reviewed a memo from the Conference coordinator communicating that a committee recommendation that passed by a simple majority would be forwarded to the corresponding trustees' committee as a suggestion. The committee considered a simple majority suggestion that the GSB set up quarterly virtual meetings of Conference members, discussed the feasibility of quarterly videoconference gatherings, noted how U.S./Canada service structure communicates and participates in a year-round process, and took no action. The committee expressed concern about competing with opportunities to communicate between a region and area during General Service Conference committee meetings, Regional Forums, and special events held by service areas or regions. The TNC chairperson also forwarded notes from the 2021 Conference Committee on Trustees that provided feedback about the committee taking no action on their additional considerations. Regarding the request for action related to selecting regional trustees, the committee took no action, noting the current language in the GSB bylaws on filling unexpected trustee vacancies, and felt that a discussion by regional trustees and area delegates is consistent with the GSB bylaws. The committee considered the request for action related to "Virtual meetings to improve communication with Conference members," and took no action, noting that GSB members are invited to address specific questions at meetings between regional trustees and delegates.

4. *2021 Final Conference Report- Conference Committee on Policy & Admissions*

- a. That the General Service Conference invite Appointed Committee Members from trustees' committees to attend the 71st General Service Conference, except sessions designated for delegates or trustees only, on a one-year trial basis, as non-Conference members to share points of information. (Note: This agenda item was considered using the Conference Polling process.)
- b. *Action detailed in 2022 Final Conference report – Trustees GSC Committee*
The committee discussed the 71st GSC item, which did not become an advisory action but gained simple majority, for the General Service Conference to invite appointed committee members from trustees' committees to attend the 71st General Service Conference, except sessions designated for delegates or trustees only, on a one-year trial basis, as non-Conference members to share points of information and took no action. The committee agreed that if the attendance of appointed committee

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members at the Conference on a trial basis is valued then the item may be proposed for a future Conference agenda.

5. *2021 Final Conference Report- Conference Committee on Policy & Admissions*

- a. That the procedure for floor actions which is currently as follows: When a floor action is to be heard, its maker will be given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference decline to consider the floor action. A motion to decline to hear a floor action:
- » Must be made without comment
 - » Requires a second
 - » Is not debatable
 - » Requires a two-thirds majority

Be changed to:

When a floor action is to be heard, its maker will be given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference consider the floor action.

A motion to hear a floor action:

- » Must be made without comment
 - » Requires a second
 - » Is not debatable
 - » Requires a simple majority
- b. *Action detailed in 2022 Final Conference report – Trustees GSC Committee*
The committee discussed the 71st GSC item, which did not become an advisory action but gained simple majority, to revise the floor action process and took no action. The committee expressed appreciation for the Conference process and noted that the item received simple majority but not substantial unanimity.

2025 Conference Committee on Policy/Admissions

ITEM E: Consider request that a Super Majority of voting members be required to change or amend Founders Literature (PAI#36)

Background notes:

Excerpts from the trustees' General Service Conference Committee November 2024 meeting:

The committee reviewed a request to make changes to substantial unanimity when there are changes to the Founders' Writing and agreed to forward to the 2025 Conference Committee on Policy and Admissions and include PAIs 93, and 96 as additional background.

Background:

1. PAI 36 – Consider request that a Super Majority of voting members be required to change or amend Founders Literature
2. PAI 93 – Substantial unanimity to make changes to literature
3. PAI 96 – Protection of Founders Literature from changes
4. History of Advisory Actions Related to changes to the book, *Alcoholics Anonymous*, *Twelve Steps Twelve Traditions* book, and the Concept Eleven Essay.

<p>(1) Submit a clear and concisely worded motion. #PAI 36</p> <p>We propose that an Advisory Action be issued that requires that any future motion voted on by the General Service Conference that would change or amend the Founders Literature (as described in Section 4 below) would require a Super Majority (three-quarters of the voting members) to pass.</p>
<p>(2) What problem does this proposed item address?</p> <p>There is a feeling that the 2021 GSB and GSC did not consider the turmoil that would be created amongst the AA groups when they approved the two changes to the book Twelve Steps and Twelve Traditions. Much of the Fellowship believes that the Founders Literature is historical in nature and should not be changed or amended. Requiring a super majority to pass any future changes to the Founders Literature would ensure that the changes are extremely well supported and necessary.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p><u>Note:</u> While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p> <p>This Proposed Agenda Item is submitted by the Meeting Makers Make It Group of Geneva, Illinois. District 61, Northern Illinois Area 20.</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p> <p>Founders Literature is described as the first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forwards, "The Doctors Opinion", "Dr. Bob's Nightmare" and the Appendices of the book Alcoholics Anonymous, plus the book Twelve Steps and Twelve Traditions.</p>
<p>(5) What are the intended/expected outcomes if this proposed item is approved?</p>

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CONFIDENTIAL: 75th General Service Conference Background

The two changes that were made to the book Twelve Steps and Twelve Traditions by the 2021 GSC caused much discord amongst the fellowship. While the two changes themselves were not inappropriate, our Group feels that the GSB showed a disregard for “the Fellowship’s feeling that Bill’s writings be retained as originally published” by submitting the agenda items to the 71st GSC. And the GSC showed poor judgement by voting on the proposed agenda items during the Covid period when obtaining collective input from the groups was difficult. Trust between the Fellowship and the GSB and GSC has been affected by their actions to approve the two changes. We think our PAI would heal that discord and restore some trust by letting the Groups know that the threshold to make future changes to the Founders Literature is now higher and changes would only be made if they are well supported throughout AA.

(6) Provide a primary contact for the submission.

James L

(7) Final comments:

Thank you for your consideration.

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NOTE: PAI #93 along with PAI #96 are being forwarded as additional background documents for PAI #36

<p>(1) Submit a clear and concisely worded motion. PAI #93</p> <p>Move to create a policy where the worldwide membership of Alcoholics Anonymous reaches substantial unanimity on any changes to the Twelve Steps and Twelve Traditions and portions of the Big Book of Alcoholics Anonymous including, but not limited to: the first 164 pages, the Preface, the Forwards, “The Doctor’s Opinion,” “Dr. Bob’s Nightmare,” and the Appendix “Spiritual Experience.”</p>
<p>(2) What problem does this proposed item address?</p> <p>Alcoholics Anonymous World Services, Inc. (AAWS) should have a policy protecting the original writings by the founders of AA.</p>
<p>(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).</p> <p>Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.</p> <p>Panel 64 Delegate, Cheryl V</p>
<p>(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:</p>

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See attached

(5) What are the intended/expected outcomes if this proposed item is approved?

This policy should take into consideration that, according to aa.org, “Today, an A.A. presence can be found in approximately 180 nations worldwide, with membership estimated at over two million. There are more than 123,000 A.A. groups around the world and A.A.’s literature has been translated into over 100 languages.” This implies that these two books are translated into multiple languages, for multiple nations. These countries, outside the U.S. and Canada, license our books, which allows them to print and distribute within their countries, which includes the translated versions. It is not the intent of this motion to prevent updating translations, nor the stories included in the books, but to provide guidance to AAWS, the Trustees, and the Delegates to honor the words as written by the founders of AA.

(6) Provide a primary contact for the submission.

Panel 64 Delegate, Cheryl V

(7) Final comments:

This motion was presented at the Northern Illinois Area 20 Fall Assembly. While it achieved simple majority, it did not receive the substantial unanimity required to be supported by NIA. It is being presented for consideration by Panel 64 past Delegate without Assembly support. This motion was presented at the Northern Illinois Area 20 Fall Assembly. While it achieved simple majority, it did not receive the substantial unanimity required to be supported by NIA. It is being presented for consideration by Panel 64 past Delegate without Assembly support.

**Additional Background for Motion to the General Service Board
regarding Founders Literature**

BACKGROUND:

Conference Advisory Actions/Literature

1986: “As the preface to the Big Book clearly states that the text was written in 1939 and that it has not been changed, no further explanation regarding out-of-date phrases and/or gender-oriented pronouns or chapter titles is necessary.”

1993: “Because of strong sentiment against changes in the first 164 pages of the Big Book, the request to rewrite the first three chapters of the Big Book not be implemented.”

1995: “The first 164 pages of the Big Book, *Alcoholics Anonymous*, the Preface, the Forwards, “The Doctor’s Opinion,” “Dr. Bob’s Nightmare” and the Appendices remain as is.” (This Advisory Action was reaffirmed in 1997, 1998, 1999, 2000 and 2001)

2002: “The text in the book, *Twelve Steps and Twelve Traditions*, written by Bill Wilson, remain as is, recognizing the Fellowship’s feeling that Bill’s writings be retained as originally published.”

Summary of Agenda items and actions 2020 through 2023

There were two 2020 Agenda items, one to “form a study committee to audit the first 164 pages of the Big Book with the purpose of identifying changes that can be made to make the Big Book more reflective of the A.A. membership composition.” This request came from one District, although it is unclear if it was from a single person or if there was any voting at the District level. In addition, there was an agenda item to revise the Twelve Steps and Twelve Traditions to make changes to two pages in the book. The background regarding page 117 comes from a member of one group who made the request in July by letter, then a 2nd letter in December. This second letter states that the motion did not receive a 2/3 majority from the Area. The background for the second change, on page 66, is a letter from one Area and a Group within the Area. The Area did have the support of substantial unanimity.

These agenda items were sent back to the Trustees Literature Committee. The same background material was used for the 2021 Conference. Regarding the first item, the Conference Report states: “The committee considered a request to audit the first 164 pages of the book, *Alcoholics Anonymous*, for necessary revisions and took no action. The committee agreed that the first 164 pages of *Alcoholics Anonymous* should remain

unchanged.” The Agenda items for the two pages of the *Twelve Steps and Twelve Traditions* were approved.

This topic of the *Twelve Steps and Twelve Traditions* was again brought up in 2022 by an Agenda item which had several requests to rescind the changes, along with a request to preserve the Big Book and 12 & 12. The Conference Report on this item states: “The committee discussed the changes to the text of the book *Twelve Steps and Twelve Traditions* resulting from advisory actions of the 71st General Service Conference and took no action. The committee noted that there does not appear to be a consensus on the changes among A.A. members at the local level.”

In 2023 the Finance Committee had an Agenda item “Discuss new proposed agenda items (PAI’s) regarding the book *Twelve Steps and Twelve Traditions*.” This item had 92 pages of background and resulted in Conference Report under Committee Considerations: “The committee considered a request to discuss proposed agenda items related to changes to the book *Twelve Steps and Twelve Traditions*. The committee suggested that the Trustees’ Literature Committee seek input from the Fellowship (including but not limited to Area delegate feedback) regarding any possible future changes to literature written by A.A.’s founders. The committee requested that a progress report be brought back to the 2024 Conference Committee on Finance. (Mindful of budgetary restraints, the committee suggests financial prudence when determining how best to obtain Fellowship sharing.)

Questions to be considered might include:

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

NOTE: PAI #96 along with PAI #93 are being forwarded as additional background documents for PAI #36

(1) Submit a clear and concisely worded motion. PAI #96

In consideration of the intent of recent Advisory Actions to protect from change the Founders Literature (described below), and the Fellowship's feelings that Founders Literature be retained as originally published, it is resolved that in the future, the English language versions of the Founders Literature shall not be changed or amended by the GSC except by first asking the consent of the AA groups of the US and Canada. Those groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any Conference action be taken to change or amend the English language versions of the Founders Literature, there must first be received in writing within the time allotted, the consent of at least three-quarters of those known groups in the US and Canada who respond to such proposal.

(2) What problem does this proposed item address?

While many of the Fellowship feel that the Founders Literature should be retained as originally published, this proposal will provide a mechanism to make changes if future generations believe there is a need to do so, while at the same time ensuring that AA groups have direct input into the approval process of the changes. Note that this PAI does not request the reversal of the two changes made to the book Twelve Steps and Twelve Traditions in 2021. Our feeling is that time will be the arbiter of the wisdom of those changes

(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).

Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.

This PAI is submitted and supported by (46) AA Groups from Area 20, Northern Illinois Area. The names of the groups are listed in Section 4.

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

CONFIDENTIAL: 75th General Service Conference Background

Founders Literature is described as the first 164 pages of the Big Book Forwards, "The Doctors Opinion", "Dr. Bob's Nightmare" and the Appendix Twelve Traditions.

The AA Groups submitting this PAI are:

District: Meeting:

- 11 Clean Air Group Saturday 10:00am MAC
- 11 Friday Morning Serenity Seekers
- 11 How and Why, Island Lake Wednesday 7pm
- 11 Men's Suggested Step Study Group
- 11 Open Discussion 11:00 am Sunday MAC
- 11 Sunday Night Beginners Card Topic
- 11 Supper Club.
- 40 Men's Group
- 40 Nuts & Cakes
- 40 Satisfied Customers
- 40 Wednesday Night St. Luke
- 40 Women's Choice Friday 10:00AM Group Glen Ellyn, Il
- 40 Women's Group Hope
- 41 Thank God Womens Group
- 42 District 42
- 42 Dr Bob's
- 42 Grateful That It Works.
- 42 Life is Good
- 42 One-Day-at-a-Time
- 42 Thank God Womens Group
- 42 We Are Group
- 43 Living Sober Beginners Meeting (Saturday 6pm Naperville)
- 61 Boat house open group
- 61 Bridge to shore group
- 61 Day Trippers
- 61 Early Birds. Saturday 0900am
- 61 for fun and for free
- 61 Friday serenity group
- 61 Grapevine
- 61 Living Sober
- 61 Meeting Makers Make It. Wednesday 0700pm
- 61 Monday Nights Women's Meeting, Batavia Club
- 61 Prayer and Meditation Group
- 61 Step by Step Group

CONFIDENTIAL: 75th General Service Conference Background

- 61 The Gathering Meeting
- 61 Thurs. 7p Women's Group
- 61 Thursday Big Book 4th Step
- 61 We are not Saints. Thursday 0500pm Geneva
- 61 Women's Happy, Joyous & Free Group
- 90 Henry County Group (Kewanee)
- 90 The Geneseo Group
- 91 Knox County group
- 91 Monmouth Barn Group
- 91 Oquawka New Group
- 91 Primary Purpose Group - Galesburg, IL
- 91 Weinberg Group

(5) What are the intended/expected outcomes if this proposed item is approved?

The two changes that were made to the book Twelve Steps and Twelve Traditions by the 2021 GSC caused much discord amongst the fellowship for several reasons. While the two changes themselves were not inappropriate, our groups feel that the GSB showed a disregard for “the Fellowship’s feeling that Bill’s writings be retained as originally published” by submitting the agenda items to the 71st GSC. And the GSC showed poor judgment by voting on the proposed agenda items during the COVID period when many groups felt that they were not given an opportunity to express their opinion on the action. Trust between the Fellowship and the GSB and GSC has been affected by the changes. We think our PAI would heal that discord by letting the groups know that the threshold to make future changes to the Founders Literature is high and that they would have direct input before any additional changes are made to Founders Literature. We know of groups who say they are going to discontinue contributing to GSB because of the two changes. Hopefully, our proposal will show that the AA groups are at the “top of the pyramid” and compel them to continue contributing to the GSB and restore some lost trust.

(6) Provide a primary contact for the submission.

Katie R

(7) Final comments:

Thank you for your time in considering. Thank you for your time in considering.

History pertaining to removal, changes, or the development of companion literature relating to Co-Founders Writings

From the A.A. Service Manual/Twelve Concepts for World Service 2024-2026 edition.

(aa.org) <https://www.aa.org/aa-service-manualtwelve-concepts-world-services>

Current Conference Charter US/CAN

3. Conference Relation to A.A.: The Conference will act for A.A. in the perpetuation and guidance of its world services, and it will also be the vehicle by which the A.A. movement can express its view upon all matters of vital A.A. policy and all hazardous deviations from A.A. Tradition. Delegates should be free to vote as their conscience dictates; they should also be free to decide what questions should be taken to the group level, whether for information, discussion, or their own direct instruction. But no change in Article 12 of the Charter or in the Twelve Traditions of A.A. or in the Twelve Steps of A.A. may be made with less than the written consent of three-quarters of the A.A. groups, as described in the Resolution adopted by the 1955 Conference and Convention.

2 This applies to the original English version only

Conference Charter:

“That neither the Twelve Traditions of Alcoholics Anonymous nor the warranties of Article XII of the Conference Charter shall ever be changed or amended by the General Service Conference except by first asking the consent of the registered A.A. groups of the world. [This would include all A.A. groups known to the general service offices around the world.]³ These groups shall be suitably notified of any proposal for change and shall be allowed no less than six months for consideration thereof. And before any such Conference action can be taken, there must first be received in writing within the time allotted the consent of at least three-quarters of all those registered groups who respond to such proposal.

³Resolution: It was resolved by the 1976 General Service Conference that those instruments requiring consent of three-quarters of the responding groups for change or amendment would include the Twelve Steps of A.A., should any such change or amendment ever be proposed.”

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The Preface to the “Twelve Concepts” makes reference to three Advisory Actions from 1985 that pertain to publishing the original Twelve Concepts in the *A.A. Service Manual* and adding numbered footnotes at the end of each chapter to show factual and statistical information. The pertinent paragraph in the **Preface** (page III *The A.A. Service Manual/ Twelve Concepts for World Service*) reads, “Following the recommendations of an ad hoc committee of the A.A. General Service Board, the 1985 General Service Conference recommended that future publication of the Concepts in ‘The A.A. Service Manual’ and the booklet ‘Twelve Concepts for World Service’ be in the original 1962 version, with required factual changes provided as numbered footnotes at the end of each chapter.”

The 1985 Advisory Actions read, as follows:

1. *The A.A. Service Manual contains the original Twelve Concepts for World Service as adopted by the 12th General Service Conference on April 26, 1962.*
2. *Current factual and statistical information – bracketed, footnoted, asterisked and otherwise referenced – be checked for accuracy and included at the end of each essay in Twelve Concepts for World Service.*
3. *The factual and statistical information in Twelve Concepts for World Service may be updated at the end of each essay whenever practical without having to go through the process of Conference action.*

History regarding the 1985 actions are summarized below. Information presented in this summary was extracted from a 1983 ad hoc committee report on changes in the Twelve Concepts.

In 1983, a subcommittee of the General Service Board was charged with reviewing changes in the wording in the Twelve Concepts. Specifically, the subcommittee was asked to identify wording changes and when each occurred; determine the origin of the changes and reasons, if any; and report to the Board its findings and recommendations.

The subcommittee found that “over the years there have been a large number of changes” and that “in general, it has not proved to be possible to find any record of who was responsible for the changes, or of why they were made.” The subcommittee also presented another interesting observation. The subcommittee noted that in the **Introduction to the Twelve Concepts** (which is found on Pages C1-C2 ENG) in *The A.A. Service Manual/Twelve Concepts for World Service*, Bill suggested that “far-reaching changes, when finally approved, might be

entered into a special section of the manual which might be entitled ‘Amendments’” (Quoted from subcommittee’s report).

Furthermore, Bill wrote in the **Introduction** that “This would leave the original draft of the Twelve Concepts intact as an evidential record of our former experience. Then it could always be clearly seen by our future service workers just what did happen and why.”

The subcommittee proposed several recommendations including printing the original 1962 Twelve Concepts in *The Service Manual* and a suggestion that future changes be guided by Bill’s suggestion in the Introduction.

Report and Charter Advisory Action of the 66th GSC (2016)

That the following text be removed from the Concept Eleven essay on page 58 of Twelve Concepts for World Service:

Women workers present still another problem. Our Headquarters is pretty much a man’s world. Some men are apt to feel, unconsciously, that they are women’s superiors, thus producing a reflex reaction in the gals. Then, too, some of us — of both sexes — have been emotionally damaged in the area of man-woman relations. Our drinking has made us wrongly dependent on our marriage partners. We have turned them into our “moms” and “pops,” and then we have deeply resented that situation. Perhaps maladjustment has taken still other turns which leave us with a hangover of hostility that we are apt to project into any man-woman relatedness that we undertake.

It is possible for these forces to defeat the good working partnerships we would like to have. But if we are fully aware of these tendencies, they can be the more easily overcome and forgiven. We can be aware also that any sound working relation between adult men and women must be in the character of a partnership, a non-competitive one in which each partner complements the other. It is not a question of superiority or inferiority at all. Men, for example, because they are men, are apt to be better at business. But suppose we replaced our six women staff members with six men? In these positions could the men possibly relate themselves so uniquely and so effectively to our Fellowship as the women? Of course not. The women can handle this assignment far better, just because they are women. 10

That endnote 10, on page 59 in Twelve Concepts for World Service in the Concept Eleven essay be revised by the Publishing Department with language noting that two paragraphs have been removed from the Concept Eleven essay and are available upon request from the G.S.O. Archives Department as a reference to A.A. history.

Staff Secretary Note: (*Endnote 10 now appears on P. C-47 of The A.A. Service Manual/Twelve Concepts for World Service 2024-2026 Edition.*)

1986 Literature Advisory Action:

1. As the preface to the Big Book clearly states that the text was written in 1939 and that it has not been changed, no further explanation regarding out-of-date phrases and/or gender-oriented pronouns or chapter titles is necessary.
2. The italicized footnotes regarding Al-Anon at the end of the chapter "To Wives" in the Big Book be retained, as it provides information rather than implying affiliation, but that it be printed in small type as appropriate to a footnote and placed at the bottom of the page.
3. The A.A.W.S. editorial staff continue to degenderize A.A. literature, with the exception of Bill W.'s writings, as the items are reprinted, e.g., "staffing the booth" rather than "manning the booth," etc.

1992 Advisory Action:

It was reaffirmed that:

The 1986 Advisory Actions (listed below) pertaining to sexist language in the Big Book and other Bill W. writings adequately address the issue:

"As the preface to the Big Book clearly states that the text was written in 1939 and that it has not been changed, no further explanation regarding out-of-date phrases and/or gender-oriented pronouns or chapter titles is necessary."

"The A.A.W.S. editorial staff continue to degenderize A.A. literature, with the exception of Bill W.'s writings, as the items are reprinted, e.g. 'staffing the booth' rather than 'manning the booth,' etc."

2021 Advisory Actions:

1. *A Fifth Edition of the Big Book, Alcoholics Anonymous, be developed, including an update of stories to better reflect current membership, keeping in mind the 1995 Advisory Action that: "The first 164 pages of the Big Book, Alcoholics Anonymous, the Preface, the Forewords, 'The Doctor's Opinion,' 'Dr. Bob's Nightmare,' and the Appendices remain as is," and that a progress report be brought back to the 2022 Conference Committee on Literature.*
2. *Pending its development, the draft Fifth Edition of the Big Book would include a new foreword, an updated preface and updates to expand on existing ideas in Appendices III and V.*

2021 Advisory Actions regarding *Twelve Steps Twelve Traditions* Book

1. A revision be made to page 117 in the book, *Twelve Steps and Twelve Traditions*, replacing the phrase "opposite sex" with the word "partner" as follows, and that a footnote be added to provide context to the change as it relates to inclusivity:

The text on page 117 which currently reads:

"Nearly every sound human being, experiences at some time in life, a compelling desire to find a mate of the opposite sex with whom the fullest possible union can be made – spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that deeply influences our lives. God fashioned us that way. ..."

Be revised to read:

"Nearly every sound human being, experiences at some time in life, a compelling desire to find a partner with whom the fullest possible union can be made – spiritual, mental, emotional, and physical. This mighty urge is the root of great human accomplishments, a creative energy that

Page 5 of 9

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deeply influences our lives. God fashioned us that way. ..."

2. The sentence which includes the phrase "lustful enough to rape" in paragraph one on page 66 in the chapter "Step Six" of the book, *Twelve Steps and Twelve Traditions*, be revised to refer to the Seven Deadly Sins without specific mention of examples that are severe in nature as follows, and that a footnote be added to provide context as to the basis for the change:

The text on page 66 which currently reads:

"No one wants to be angry enough to murder, lustful enough to rape, gluttonous enough to ruin his health."

Be revised to read:

"No one wants to commit the deadly sins of anger, lust or gluttony."

GSC Advisory Actions pertaining to "companion" literature

"Twelve Steps Illustrated" pamphlet

<https://www.aa.org/twelve-steps-illustrated> (English)

<https://www.aa.org/fr/les-douze-etapes-illustrees> (French)

<https://www.aa.org/es/los-doce-pasos-ilustrados> (Spanish)

1991 Literature Advisory Action

The proposed Twelve Steps Illustrated pamphlet be published in response to an expressed need for simplified literature. The estimated cost of completion of this project is \$7,000.

2019 Literature Advisory Action

The trustees' Literature Committee update the pamphlet "The Twelve Steps Illustrated" and bring back a progress report or draft pamphlet to the 2020 General Service Conference.

2022 Literature Advisory Action

The trustees' Committee on Literature continue to make edits to the draft pamphlet "The Twelve Steps Illustrated" with a new draft or progress report to be brought back to the 2023 Conference Committee on Literature, keeping in mind: color, diverse expressions of spirituality and accessible interpretation of meaning in the illustrations.

Staff secretary note: This draft pamphlet is still in development with an annual Conference Committee on Literature review annual status review.

"Twelve Traditions Illustrated" pamphlet

(First published in 1971)

<https://www.aa.org/twelve-traditions-illustrated> (ENG)

<https://www.aa.org/fr/les-douze-traditions-illustrees> (FR)

<https://www.aa.org/es/las-doce-tradiciones-ilustradas> (SP)

2023 Literature Advisory Action

The revised draft of the existing version of the pamphlet "The Twelve Traditions Illustrated" be approved.

"Experience has taught us: An Introduction to our Twelve Traditions" pamphlet (Produced 2021)

- <https://www.aa.org/experience-has-taught-us-introduction-our-twelve-traditions> (ENG)
- <https://www.aa.org/fr/l'experience-nous-appris-une-introduction-nos-douze-traditions> (FR)
- <https://www.aa.org/es/la-experiencia-no-has-enseñado-una-introducción-nuestras-doce-tradiciones> (SP)

2021 Literature Advisory Action

The draft update of the pamphlet “The Twelve Traditions Illustrated” be approved with the working title, “Experience Has Taught Us: Our Twelve Traditions Illustrated’

“Twelve Concepts Illustrated” pamphlet

<https://www.aa.org/twelve-concepts-world-service-illustrated> (ENG)

<https://www.aa.org/fr/les-douze-concepts-des-services-mondiaux-illustres> (FR)

<https://www.aa.org/es/los-doce-conceptos-ilustrados-para-el-servicio-mundial-ilustrados> (SP)

From the introduction to the pamphlet:

...“What follows in this pamphlet is an illustrated introduction to the Twelve Concepts. If it is answers or guidance you are seeking, go to the Concepts themselves. Throughout this pamphlet, wording from the Twelve Concepts themselves (subject to some editing for clarity) is indicated by quotation marks; the rest of the text is either descriptive or explanatory.”

1984 Literature Advisory Action

A "Twelve Concepts Illustrated" pamphlet suggested by the trustees' Literature Committee be developed for consideration by the 1985 General Service Conference.

1986 Literature Advisory Action

A "Twelve Concepts Illustrated" pamphlet suggested by the trustees' Literature Committee be developed for consideration by the 1985 General Service Conference.

Staff secretary note: As a result of a 2019 Advisory Action there is an effort to develop a revision to this pamphlet. A 2022 Advisory Action asked that GSO adapt an animation video, “The Twelve Concepts Illustrated” published by the General Service Board of A.A. Great Britain.

Plain Language Big Book: A Tool for Reading Alcoholics Anonymous

2024 Literature Advisory Action

The draft manuscript Plain Language Big Book: A Tool for Reading Alcoholics Anonymous be approved with minor editorial changes to include:

- » Relocation of the “A.A. Steps Table” to constitute an Appendix (on the Twelve Steps) at the back of the new publication.

- » Replace the references to “addiction” and “addicted” with language related to alcoholism.

2025 Conference Committee on Policy and Admissions

ITEM F Temporary Replacement Delegate Guidelines

Background notes:

Excerpts from the trustees' General Service Conference February 2025 Meeting:

Roles and Responsibilities of Temporary replacement Delegates and Sitting Area Delegates: The committee discussed the videoconference GSC Sharing sessions for Conference Members and other preconference meetings held by videoconference. The committee noted they have introduced some ambiguity to the roles and responsibilities of temporary replacement Delegates and sitting Area Delegates who cannot attend the Conference Week. The committee felt that guidelines on the roles and responsibilities of temporary replacement delegates and sitting delegates would be useful. The committee **agreed to forward** a request to develop guidelines for the roles and responsibilities of temporary replacement delegates to the 2025 Conference Committee on Policy and Admissions.

Background

1. Temporary Replacement Delegate Guidelines

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Guidelines for Temporary Replacement Delegate and Sitting Delegate

- The Sitting Area Delegate will support the temporary replacement delegate's learning of Conference Committee items including not limited to Conference Background.
- The Conference Coordinator will support the temporary replacement delegate's learning of Conference support tools: Communication platform, Conference week orientation.
- The Temporary Replacement Delegate will attend the General Service Conference and participate in Conference Committee meetings, and Conference Floor discussions, and update the sitting delegate following the Conference.

Before Conference

- **GSC Sharing Sessions Meetings** - Both the sitting delegate and the temporary replacement delegate attend the videoconference meetings.
- **Interim GSC Meeting – Voting Occurring** – Both attend but only the sitting delegate can vote.
- **Conference Committee involvement**
 - Housekeeping Meeting, and Joint Committee Meeting - Temporary replacement delegate and the sitting delegate attends
 - 1728 and Remote Communities meetings - Temporary replacement delegate and the sitting delegate attends. Purpose: to collect relevant experiences for their area.

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During Conference - Temporary replacement delegate only. The sitting Delegate loses access to OnBoard during the week to support conducting confidential Conference business.

After Conference - On or before 60 days at the end of Conference, Conference Coordinator removes temporary replacement delegate's OnBoard access. The Sitting Delegate will advise on the date following their follow-up meeting with the Temporary replacement delegate.

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2025 Conference Committee on Policy and Admissions

ITEM G Consider request to prioritize a list of selection criteria to inform the committee selection process

Background notes:

Excerpts from trustees' General Service Conference February 2025 meeting:

Discuss selection criteria for Conference Committees: The committee discussed the committee selection process and alignment to the related Advisory Actions and recently expressed needs from Conference members to have even rotation of committee members and the broadest participation of Service Areas on Conference committees. The committee noted the recent challenges to reach the widest possible geographical distribution and participation on Conference committees and felt that a list of prioritization criteria could help reach the best committee selection process.

The committee **agreed to forward** a request to prioritize a list of selection criteria to inform the committee selection process to the 2025 Conference Committee on Policy and Admissions.

1970 Advisory Action:

“The procedure for selecting Conference committee members continue to be from the hat; that no area be represented on any standing committee for more than two consecutive years; that when any state or province has more than one area, no standing committee have more than one member from each state or province.”

1989 Advisory Action

“The 1970 Conference Action be reaffirmed: “Conference Committee selection continue to be by lot with the widest possible geographical distribution” It was the sense of the meeting that any other method could erode the confidence of the Conference in the committee system.”

2023 and 2024 improvements to the application

Recent improvements to the application include displaying a service Area’s history on primary committee going back to panel 67; and rebalancing the rotation ratio from 5:3 to 4:4 of committees, except when otherwise prescribed by a committee’s CSP. These

improvements strive to have the broadest geographic representation, and participation from all Areas on all Conference Committees.

Details about these changes are in the annual Trustees' GSC Report, located in the 2023 and 2024 General Service Conference Final reports and below:

2023 <https://www.aa.org/2023-general-service-conference-final-report>

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

2024 <https://www.aa.org/2024-general-service-conference-final-report>

Excerpt from the 2024 Final Conference Report - Trustees' GSC Report

“Rebalancing first-year and second-year delegates on Conference committees: In response to a consideration from the 2023 Conference Committee on Corrections, the committee adopted a plan that balances the assignment of new delegates to a Conference committee to allow for a more even rotation of panels on each committee and will commence with Panel 75 delegates.”

Secretary's Note:

Recent changes to software application

Currently with all the recent changes, several committees have similar regions on each panel. Multiple regions on committees are not against any previous advisory actions, except for the ICRF Committee who requires 8 regions per their Composition Scope and Procedures (CSP).

With the understanding that current sentiment may have changed, a priority list of criteria could be useful to inform the software used to assign delegates to conference committees, with the goal clear priorities to strive for in addition to comply with advisory actions.

Background:

1. First/Second Year Rebalancing plan

CONFIDENTIAL: 75th General Service Conference Background

POLICY/
ADMISIONS

Conference Committee on Corrections Request

Note: Conference Committee on Trustees must be 9 members as per CSP, Excludes secondary committees

Item G
Doc.1

74th GSC

Committee	Total	Panel 73	Panel 74	Comment
Agenda	8	5	3	
CPC	8	5	3	
Corrections	8	3	5	requested rebalancing of rotation at the 73rd GSC
Finance	8	3	5	
Grapevine	9	4	5	
Literature	9	4	5	
Policy & Admission	9	5	4	
Public Information	9	5	4	
Report & Charter	8	5	3	
Treatment/Accessibilities	8	4	4	
Trustees	9	5	4	no changes, CSP requires 9
Totals	93	48	45	

Recommended adjustments:

75th GSC

Committee	Total	Panel 74	Panel 75	Comment
Agenda	7	3	4	balancing
CPC	7	3	4	balancing
Corrections	9	5	4	
Finance	9	5	4	
Grapevine	9	5	4	
Literature	9	5	4	
Policy & Admission	9	4	5	
Public Information	9	4	5	
Report & Charter	7	3	4	balancing
Treatment/Accessibilities	9	4	5	
Trustees	9	4	5	no changes, CSP requires 9
Totals	93	45	48	

76th GSC

Committee	Total	Panel 75	Panel 76	Comment
Agenda	8	4	4	
CPC	8	4	4	
Corrections	8	4	4	
Finance	8	4	4	
Grapevine	9	4	5	
Literature	9	4	5	
Policy & Admission	9	5	4	
Public Information	9	5	4	
Report & Charter	8	4	4	
Treatment/Accessibilities	8	5	3	balancing
Trustees	9	5	4	no changes, CSP requires 9
Totals	93	48	45	

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77th GSC				
Committee	Total	Panel 76	Panel 77	Comment
Agenda	8	4	4	
CPC	8	4	4	
Corrections	8	4	4	
Finance	9	4	5	
Grapevine	9	5	4	
Literature	9	5	4	
Policy & Admission	9	4	5	
Public Information	9	4	5	
Report & Charter	8	4	4	
Treatment/Accessibilities	7	3	4	last balancing
<i>Trustees</i>	9	4	5	<i>no changes, CSP requires 9</i>
Totals	93	45	48	

78th GSC					
Committee	Total	Panel 77	Panel 78	Comment	
Agenda	8	4	4		
CPC	8	4	4		
Corrections	8	4	4		
Finance	9	5	4		
Grapevine	9	4	5	Committee totals will vary between 8-9 with either 4 or 5 new delegates each panel.	
Literature	8	4	4		
Policy & Admission	9	5	4		
Public Information	9	5	4		
Report & Charter	8	4	4		
Treatment/Accessibilities	8	4	4		
<i>Trustees</i>	9	5	4		<i>no changes, CSP requires 9</i>
Totals	93	48	45		

79th GSC					
Committee	Total	Panel 78	Panel 79	Comment	
Agenda	8	4	4		
CPC	8	4	4		
Corrections	8	4	4		
Finance	9	4	5		
Grapevine	9	5	4	Committee totals will vary between 8-9 with either 4 or 5 new delegates each panel.	
Literature	9	4	5		
Policy & Admission	8	4	4		
Public Information	9	4	5		
Report & Charter	8	4	4		
Treatment/Accessibilities	8	4	4		
<i>Trustees</i>	9	4	5		<i>no changes, CSP requires 9</i>
Totals	93	45	48		

To maintain the balance, add the following criteria: no committee to have less than 4 new members in any panel

Criteria currently in CSPs: Trustees Committee MUST have 9
 Max 9 on other committees
 Max 5 from any one panel

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