XIV Inventory Implementation

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

2026-04-28 15:00 - 2026-04-29 16:00 EDT

Table of Contents

2026 Conference Committee on Inventory Implementation

ITEM A: Review Inventory Implementation Report.

Background notes:

75th General Service Conference Advisory Action:

A Conference Inventory Implementation Committee with a composition similar to the makeup of the General Service Conference (delegates, trustees, nontrustee directors, and Staff members from the General Service Office and AA Grapevine) be established by the General Service Board to identify and implement actionable items, based on the inventory report-back sessions held at the 2025 General Service Conference. The committee requested that an implementation committee report be brought back to the 2026 General Service Conference.

74th General Service Conference Advisory Action:

The General Service Conference Inventory Plan be approved.

73rd General Service Conference Advisory Action:

The General Service Conference conduct a thorough inventory of itself during the 2025 General Service Conference and that a Conference Inventory Planning Committee be established by the General Service Board to develop a comprehensive inventory plan, timeline and cost estimate, to bring forward to the 2024 Conference Committee on Agenda for consideration.

72nd General Service Conference Advisory Action:

A draft plan for another Conference inventory with consideration of its value, timeline and approach to be brought back to the 2023 Conference Committee on Agenda.

Background:

1. Inventory Questions
2. Inventory Summary
3. Inventory Implementation Report

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

Working Together, Increasing Trust

1. Are we practicing the 36 principles of the A.A. program as we consider, discuss and make decisions affecting the entire Fellowship?

2. Reflecting on Concept Two, a) How can we better serve as the actual voice and be an effective conscience for our whole society? b) How are we hearing the voices from the back of the room?

3. How is the Conference fulfilling its purpose as stated in Article 1 of the Conference Charter?

4. What matters affecting the Fellowship as a whole, now and in the future, merit greater focus from the Conference?

5. Reflecting on Concepts One and Two, does the current process for submission of proposed agenda items and the subsequent process for selection of final agenda items result in the Conference addressing the most widely expressed needs within the Fellowship?

6. Reflecting on Warranty Six, how do we foster a spirit of mutual trust and respect within the Fellowship regarding Conference matters? What can be done to educate one another on the negative impact that lobbying or the politicization of Conference matters may have?

7. Reflecting on Tradition Two and Concept Nine, how do we navigate the use of social media as a tool for accurate and well-informed communication between Conference members and the Fellowship of A.A.?

8. Does the Conference committee system function in accordance with our principles? If not, what changes should we consider regarding: a) structure, b) composition, c) effectiveness and d) timing?

Leadership in A.A.

9. Reflecting on Concept Nine and the essay “Leadership in A.A.: ever a vital need,” does the current method of identifying and nominating Class A trustees, Class B general service trustees, and directors: a) allow the Fellowship sufficient input in choosing our leaders, b) ensure the deliberations of our boards are always informed by the widest range of perspectives and c) result in trustees and directors that are representative of our Fellowship?

10. Is our structure encouraging each individual in the Fellowship to feel and act as a member of a “society of alcoholics in action”? Have we identified the issues with

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members’ full names and addresses.

communicating up and down the triangle? How can we continue to ensure the entire Fellowship feels included in the Conference process?

11. What more could be done to ensure broad diversity of representation in our A.A. leaders?

12. Reflecting on Concept Six, how can the Conference ensure that the authority we delegate to the General Service Board is commensurate with the responsibility we have entrusted to them?

13. What actions do we take to ensure the final responsibility and ultimate authority for A.A. World Services always reside in the collective conscience of our whole Fellowship? What could we do better?

14. Are we asking too much of our trusted servants, particularly their time? Is the work being done focused on a balance of quantity and quality?

Self-Support and use of A.A. Contributions

15. Prudent use of our Seventh Tradition contributions and literature revenue is an integral factor in our budget process. How can we improve understanding of and communication about this process?

16. How does the Conference effectively communicate its finite resources to the Fellowship, such as monetary limitations and time limitations?

Communication

17. Keeping a balance between ultimate authority and responsibility and the active, day-to-day functioning of world services means there must be consistent communication among all elements of the structure, groups, district, area, delegate, Conference and GSB. Where is the greatest need for improvement in this communication? How can we improve it?

18. Reflecting on Concept Three, is communication from the General Service Board to the delegates and Fellowship clear, consistent and timely? How can this be improved?

19. How can we better communicate that the Conference process is more than one week in New York? How do the delegates and regional trustees support the yearlong process effectiveness, and how can we improve?

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

Conference Inventory Process

The Conference members conducted an extensive inventory with divided into working groups to address multiple comprehensive questions about A.A.'s leadership, service structure, and operational effectiveness. This inventory represented the most thorough self-examination undertaken by the Conference in over a decade. In line with the 2024 recommendation, a summary (not to exceed 8 pages) of the Conference inventory will appear in the 2025 Final Conference Report. A full inventory summary will follow, available only in electronic form.

Voting members of the 2025 General Service Conference had an opportunity to respond to the 19 questions online, and 15 working groups had the anonymous responses available as support materials to aid in their deliberations. The inventory process involved 19 different questions examined by fifteen working groups comprising delegates, trustees, and Staff members. On Sunday, the working groups broke into their respective groups and spent two hours discussing four pre-assigned inventory questions.

Comprehensive Inventory Questions and Findings

The usual Conference Workshops were replaced with Inventory Report Back Sessions. There were five of these sessions throughout the week, the first on Sunday, then two on Monday, and one each on Tuesday and Wednesday, all lasting 90 minutes, which included a presentation and then discussion from the body via the microphone.

PRACTICING AA'S 36 PRINCIPLES (QUESTION 1)

Are we practicing the 36 principles of the A.A. program as we consider, discuss, and make decisions affecting the entire Fellowship?

- ***Overwhelming Consensus***: Two-thirds of respondents felt the Conference mostly follows the 36 principles, with room for individual improvement
- ***Sponsorship Importance***: Recognition that good sponsorship at all levels is crucial for maintaining spiritual principles
- ***Outside Influence****:* Concern about outside influence trying to control internal AA processes
- ***Unity Opposed to Conformity****:* Need to distinguish between unity and conformity in decision-making

SERVING AS VOICE FOR WHOLE SOCIETY (QUESTION 2)

Reflecting on Concept Two, a) How can we better serve as the actual voice and be an effective conscience for our whole society? b) How are we hearing the voices from the back of the room?

- ***Prompt Communication***: Need for timely, transparent communication
- ***Education as Solution***: emerges as a critical solution — providing primers and roadmaps for general service
- ***New Format Challenges***: Online and virtual formats create communication challenges
- ***Hearing from All****:* Importance of hearing from all groups, especially those not physically present

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

FULFILLING CONFERENCE PURPOSE STATED IN ARTICLE 1 (QUESTION 3)

There were two groups that considered questions 3

Questions 3, Report back from TUESDAY.

How is the Conference fulfilling its purpose as stated in Article 1 of the Conference Charter?

- ***Group Conscience***: Delegates and trustees are not bosses and decisions are made through group conscience
- ***Trusted Servants***: System is a service structure, not a government, and accurate information can be used to counter false perceptions
- ***Countering Misconceptions****:* There is a perception, a significant feeling that voices are not being heard, and we have to aim to demonstrate representation and not governance
- ***Clarity of Rationale****:* Conference members need clarity on motives and intentions
- ***Consistent Messaging***: Unifying speech and language is required both inside and outside the Conference

Question 3, Report back from WEDNESDAY.

Proposed Solutions and Action Items Based on inventory findings, several concrete proposals emerged:

- *Two-year agenda setting process* to allow thorough area discussion of proposed items
- *Elimination of PAI submission deadlines* with year-round submission capability
- *Reworded PAI forms* focusing on solutions rather than problems
- *Enhanced financial reporting* with narrative explanations and clearer breakdowns
- *Social media guidelines* rather than restrictive policies
- *Virtual group integration* guidelines for service structure participation
- *Translation process overhaul* to reduce bottlenecks and delays
- *Extended delegate orientation* and education programs
- *Regular inventory processes* rather than crisis-driven reviews

AREAS MERITING GREATER FOCUS OF CONFERENCE (QUESTION 4)

What matters affecting the Fellowship as a whole, now and into the future, merit greater focus from the Conference?

- ***Younger Members***: *C*oncern that outdated language makes it harder to attract younger members
- ***Needed Outreach***: Need to increase public awareness, reach out to treatment centers and cooperate with professionals
- ***A.A. History***: Continuing importance of preserving the founder's writings and AA history
- ***Greater Communication***: Two-way communication is needed throughout the triangle by hearing voices from all sectors

PAI (PROPOSED AGENDA ITEM) PROCESS EFFICACY (QUESTION 5)

Reflecting on Concepts One and Two, does the current process for submission of proposed agenda items and the subsequent process for selection of final agenda items result in the

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

Conference addressing the most widely expressed needs within the Fellowship?

- ***Broad Agreement***: Strong consensus that current PAI process encourages complaints rather than solutions
- ***Proposed Change***: Recommendation to reword PAI forms from "what problem does this address?" to "how does this help carry the message?"
- ***Winnowing Process***: Delegates feel excluded from the winnowing process of agenda items
- ***Formulaic Responses***: Detailed Response letters to rejected PAIs are seen as inadequate and cookie-cutter
- ***Two-Year Agenda***: Suggestion for two-year agenda setting process to allow more thorough area discussion

TRUST AND RESPECT (QUESTION 6)

Reflecting on Warranty Six: How do we foster a spirit of mutual trust and respect within the Fellowship regarding Conference matters? What can be done to educate one another on the negative impact that lobbying or the politicization of Conference matters may have?

- ***Key Finding***: "We can offer a spirit of mutual trust and respect simply by giving it"
- ***Transparency Needs***: Open sharing of factual information, upfront acknowledgment when answers are unknown
- ***Spiritual Sobriety***: Maintaining personal spiritual balance, avoiding fear-driven actions, demonstrating kindness in disagreements
- ***Anti-Politics***: Social media has no place in Conference matters; issues should be discussed collaboratively, not through campaigns
- ***Communication Style***: How information is communicated is as important as what is communicated; direct, respectful dialogue prevents escalation

SOCIAL MEDIA NAVIGATION (QUESTION 7)

Reflecting on Tradition Two and Concept Nine, how do we navigate the use of social media as a tool for accurate and well-informed communication between Conference members and the Fellowship of A.A.?

- ***Mixed Impact***: Recognition that social media can be both beneficial and harmful to fellowship unity
- ***Misinformation Concern***: Concern about misinformation spreading faster than accurate information
- ***Straightforward Timelines***: Need for clear timeline for release of accurate information
- ***Fake Profile Issue***: Members hiding behind fake profiles to engage in disrespectful behavior
- ***Guidelines Not Bans***: Recommendation for guidelines rather than prohibitive policies

ACTING IN ACCORDANCE WITH PRINCIPLES (QUESTION 8)

Does the Conference committee system function in accordance with our principles? If not, what changes should we consider regarding: a) structure, b) composition, c) effectiveness, and d) timing?

- ***Massive Workload***: Concerns about the workload we are placing on delegates and staff, especially in the two and a half months from February to May

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

- ***Inequitable Work Distribution***: Some committees have a heavier lift than others, leading to a need for more equitable distribution of workload
- ***Committee Imbalances***: There appear to be imbalances in the assignment of delegates to a committee, with some areas seeming to repeat the same assignment year after year
- ***Work-Life Balance***: Heavy workload before the Conference leads to work-life balance issues

LEADERSHIP SELECTION AND REPRESENTATION (QUESTION 9)

Reflecting on Concept Nine and the essay "Leadership in A.A.: ever a vital need," does the current method of identifying and nominating Class A trustees, Class B general service trustees, and directors: a) allow the Fellowship sufficient input in choosing our leaders, b) ensure the deliberations of our boards are always informed by the widest range of perspectives, and c) result in trustees and directors that are representative of our Fellowship?

- ***Sufficient Consultation***: Fellowship has adequate input on regional trustee selection
- ***Expanding Applicant Pool***: Class A trustee selection process works well but applicant pool could be expanded
- ***Geographic Imbalance***: Concern about geographic imbalance in trustee-at-large selection favoring coastal regions
- ***Improving Preparation***: Need for better preparation program for board-level service

FELLOWSHIP INCLUSION AND COMMUNICATION (QUESTION 10)

Is our structure encouraging each individual in the Fellowship to feel and act as a member of a "society of alcoholics in action"? Have we identified the issues with communicating up and down the triangle? How can we continue to ensure the entire Fellowship feels included in the Conference process?

- ***Communication Issues***: Communication gaps identified at all levels of service structure
- ***Virtual Group Integration:*** Need for better integration of virtual groups into service structure
- ***Translation and Timeliness***: Translation bottlenecks creating delays in information dissemination
- ***Virtual Group Representation***: Growing population of virtual groups may need dedicated representation

DIVERSITY IN LEADERSHIP (QUESTION 11)

What more could be done to ensure broad diversity of representation in our A.A. leaders?

- ***Leadership Demographics***: Leadership reflects current fellowship demographics (predominantly white, male, older)
- ***Eliminate Obstacles***: Need to remove barriers to service: time demands, financial constraints, language barriers
- ***Reaching Underrepresented Groups***: Emphasis on reaching underrepresented communities rather than just recruiting diverse leaders
- ***Service Sponsorship Importance***: Service sponsorship crucial for developing future leaders

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

AUTHORITY AND RESPONSIBILITY BALANCE (QUESTION 12)

Reflecting on Concept Six, how can the Conference ensure that the authority we delegate to the General Service Board is commensurate with the responsibility we have entrusted to them?

- ***Reduction of Micromanaging***: Conference sometimes micromanages board decisions
- ***Role Clarity****:* Need for clearer role definitions and boundaries
- ***Confusion Among Fellowship***: 40% of GSO staff time spent responding to fellowship confusion about advisory actions
- ***Trust But Verify***: Importance of "trust but verify" approach rather than constant oversight

ULTIMATE AUTHORITY AND COLLECTIVE CONSCIENCE (QUESTION 13)

What actions do we take to ensure the final responsibility and ultimate authority for A.A. world services always reside in the collective conscience of our whole Fellowship? What could we do better?

- ***Inclusive Participation***: Process works when everyone participates and communicates effectively
- ***Longer Lead Times***: Need for extended lead times (two years) for agenda setting
- ***Improving Transparency***: Better reporting and transparency at all levels required
- ***We Not Us***: "We" program, not "us and them" mentality is essential

EXCESSIVE WORKLOAD (QUESTION 14)

Are we asking too much of our trusted servants, particularly their time? Is the work being done focused on a balance of quantity and quality?

- ***Overwhelming Consensus***: Trusted servants at all levels are overworked, affecting work-life balance and service quality
- ***Cultural Issues***: Reluctance to say "stop"; hesitation to acknowledge when workload becomes unmanageable
- ***Post-Pandemic Impact***: Addition of virtual meetings to existing in-person commitments significantly increased trustee workload
- ***Diversity Impact***: Heavy workload limits participation to mostly retirees or those with significant flexibility and resources
- ***Root Causes***: Culture of excess meetings, poor prioritization, tendency to pass decisions up triangle instead of empowering trustees

FINANCIAL COMMUNICATION AND SELF-SUPPORT (QUESTION 15)

Prudent use of our Seventh Tradition contributions and literature revenue is an integral factor in our budget process. How can we improve understanding of and communication about this process?

- ***Clearer Financial Reporting***: Need for clearer, more digestible financial reporting
- ***Better Explanations***: Members don't understand where money goes or costs of services
- ***Narrative Reporting***: Recommendation for narrative reports showing spiritual significance of expenditures
- ***Literature Income***: Literature revenue should support rather than replace group contributions

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

COMMUNICATION OF RESOURCE LIMITATIONS (QUESTION 16)

How does the Conference effectively communicate its finite resources to the Fellowship, such as monetary limitations and time limitations?

- ***Consistent Communication***: Communication about finite resources needs to be consistent
- ***Dispelling Mistrust***: Better explanation about the heavy workload and costs could help dispel mistrust among fellowship
- ***Cost Projections***: In addition to asking for contributions there should be better communication about cost projections
- ***Possible Pamphlet***: Maybe a pamphlet that explains how advisory actions get implemented

COMMUNICATION BALANCE (QUESTION 17)

Keeping a balance between ultimate authority and responsibility and the active, day-to-day functioning of world services means there must be consistent communication among all elements of the structure: groups, districts, areas, delegates, Conference and GSB. Where is the greatest need for improvement in this communication? How can we improve it?

- ***Need For Consistency***: Need for consistency between GSB, regional trustees and delegates
- ***Alternative Delegate Access***: Extension of onboarding access to alternative delegates
- ***Establishing Credibility***: Trust building through transparency
- ***Practical Improvements***: Faster reporting, clear communication guidelines and regular inventory processes.

COMMUNICATION AND TRANSPARENCY (QUESTION 18)

Reflecting on Concept Three, is communication from the General Service Board to the delegates and Fellowship clear, consistent, and timely? How can this be improved?

- ***Timing and Translation Issues***: Simultaneous translation into all three languages sometimes delays communication, creating the perception that information is being withheld
- ***Consistency Problems***: Different regions receive information at different times, leading to word-of-mouth transmission and incorrect relay of details
- ***Tone and Sensitivity***: Communications from GSB and GSO sometimes perceived as “tone deaf” with the loss of thoughtful filtering
- ***Solutions Proposed***: Virtual town halls, simplified language, WhatsApp connections, centralized roadmaps, fellowship sign-up for preferred updates

YEAR-ROUND PROCESS (QUESTION 19)

How can we better communicate that the Conference process is more than one week in New York? How do the delegates and regional trustees support the yearlong process effectiveness, and how can we improve?

- ***Gap Recognition***: Although Conference is 12-month process, “it feels like a two-month process too many times”
- ***Technology Solutions***: Virtual platforms could address housekeeping agenda items, reserving Conference week for critical message-carrying items
- ***Advisory Action Accumulation***: Conference procedures tend to add solutions without

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members’ full names and addresses.

removing outdated ones, creating complexity and potential conflicts

- ***Timing Challenges***: Delegate rotation timing and PAI cycle need attention; outgoing delegates still need consistent communication

CHARACTER DEFECTS IDENTIFIED

Inventory groups identified several character defects affecting Conference effectiveness:

- Mistrust between different levels of service structure
- Impatience and intolerance in discussions
- Difficulty communicating up and down the triangle
- Excessive workload creating barriers to participation
- Justified egos and self-centeredness
- Inability to recognize personal defects in service

KEY THEMES AND CONCLUSIONS: TRUST AND COMMUNICATION

The Conference emphasized that trust must be demonstrated through actions rather than words. Multiple delegates stressed the importance of:

- Looking at "our side of the street" in conflicts
- Assuming good intentions while maintaining accountability
- Moving from discussion about trust to demonstration of trust
- Recognizing that "we" language instead of "us vs. them" thinking is essential

PROPOSED SOLUTIONS AND ACTION ITEMS

Based on inventory findings, several concrete proposals emerged:

- *Two-year agenda setting process* to allow thorough area discussion of proposed items
- *Elimination of PAI submission deadlines* with year-round submission capability
- *Reworded PAI forms* focusing on solutions rather than problems
- *Enhanced financial reporting* with narrative explanations and clearer breakdowns
- *Social media guidelines* rather than restrictive policies
- *Virtual group integration* guidelines for service structure participation
- *Translation process overhaul* to reduce bottlenecks and delays
- *Extended delegate orientation* and education programs
- *Regular inventory processes* rather than crisis-driven reviews

ACTION ITEMS AND FUTURE FOCUS

Immediate Priorities Identified Through Inventory

1. *Governance and Trust Repair Implementation of board conduct standards with clear consequences*
   - Cross-functional working group to address communication breakdown
   - Regular board training on communication styles and conflict resolution
2. *PAI Process Reform Revision of proposal forms to emphasize solutions over problems*
   - Extended timeline for area consideration of agenda items
   - Enhanced feedback mechanisms for rejected proposals
3. *Communication Infrastructure Development of social media guidelines*
   - Translation process improvement to reduce delays
   - Enhanced financial reporting for better fellowship understanding
4. *Virtual Integration Guidelines for virtual group participation in service structure*

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

- Technology upgrades to support hybrid assemblies and conferences
- Training for trusted servants on digital communication tools

Long-term Strategic Considerations

Reserve fund management to ensure sustainable operations

1. *International expansion support* through literature fund and translation services
2. *Accessibility improvements* for diverse populations and abilities
3. *Leadership development* to maintain service continuity

Inventory Follow-Up Process

The Conference established a structured follow-up process for inventory findings:

- ***Year-round implementation***: Areas encouraged to discuss inventory questions throughout the year
- ***Next year's sharing session***: Planned report-back on area-level discussions and implementations
- ***Trustees committee review***: Conference Committee on Agenda monitoring progress on inventory recommendations
- ***Cross-functional working group***: Ongoing collaboration between trustees, staff, and delegates on communication improvements

The inventory process represents step one of a multi-year commitment to structural and cultural improvements within A.A.'s service framework.

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

2025 Conference Committee on Inventory Implementation

The following Advisory Action resulted from a recommendation by the Conference Committee on Agenda at the 2025 General Service Conference:

"A Conference Inventory Implementation Committee with a composition similar to the makeup of the General Service Conference (delegates, trustees, nontrustee directors and Staff members from the General Service Office and AA Grapevine) be established by the General Service Board to identify and implement actionable items, based on the inventory report-back sessions held at the 2025 General Service Conference. The committee requested that an implementation committee report be brought back to the 2026 General Service Conference."

The Conference Committee on Inventory Implementation met nine times by videoconference following its inception in accordance with the 2025 Conference Advisory Action. The committee recognized its novel composition designed to reflect the makeup of the Conference and the importance of a delicate approach, as many actionable items from the Conference Inventory are located within the purview of corporate boards, GSB, or GSO departments. The committee also acknowledged the need to conclude its work prior to the end of the year, based on the rotation of Panel 74 members and the preparation timeline for the 2026 General Service Conference.

The Conference Committee on Inventory Implementation reviewed the "Proposed Solutions and Action Items" contained within the "Conference Inventory Process" reporting from the 2025 General Service Conference *Final Report*. The committee also reviewed a summary of inventory survey responses and the 15 Inventory Group reports that were delivered at the 75th General Service Conference.

The committee considered the Advisory Action and identified actionable items based on the inventory report-back sessions held at the 2025 General Service Conference:

The committee recommended that:

- Conference committees be made aware of all Proposed Agenda Items (PAIs) as they come in through the quarterly PAI Status Grid.
- The Conference members communicate more effectively to the Fellowship that the PAI submission cut-off deadline is only for the immediately upcoming General Service Conference and that year-round submissions are encouraged to promote ongoing discussion.

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

- The October feedback call be replaced with a Joint Committee meeting between trustees' and Conference committees, with all members to have a voice and vote on the disposition of Proposed Agenda Items for the next General Service Conference. Background to facilitate informed discussion should be shared with both committees.
- The PAI Status Grid be a living, curated list of items that will remain on the grid until dispositioned by policy or Joint Committee.
- Working committee agenda should be shared prior to the Joint Committee meeting for awareness of ongoing projects and annual review items.
- The General Service Conference acknowledge the authority of Conference committees to bring items forward which have not been placed on their agenda or to defer consideration of an item to a future Conference.

The committee recommended that a Conference inventory process be implemented at a regular five-year cadence, beginning in 2031; that the inventory process include an implementation committee to review and recommend actionable items following each Conference inventory.

The committee recommended that the General Service Board schedule a sharing session dedicated to discussing the roles and responsibilities of trustees, directors, delegates and Staff, to develop a more unified understanding of the scope and authority of each of these service roles.

The committee recommended that a brief report from the trustees' Nominating Committee to the Conference Committee on Trustees be delivered in addition to the proposed slate summarizing the selection process of Class A trustees, general service trustees, and nontrustee directors in regard to current board needs.

Additional Committee Considerations:

- The Conference Committee on Inventory Implementation acknowledged the efforts already underway within the General Service Office, the General Service Board, and the corporate boards to address workload concerns. The committee noted that a workload working group, project trackers, ongoing inventory review and leadership retreats represent some of these efforts and suggested that workload-specific updates be provided through the ongoing GSB, AAWS, and AAGV reporting to the General Service Conference.

CONFIDENTIAL: This is background for the General Service Conference, and as such may be **a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.**

- The Conference Committee on Inventory Implementation acknowledged concerns shared during the Conference inventory related to communication and expressed appreciation for the efforts made thus far, noting the increased reporting through the updated Quarterly Financial Report, the quarterly PAI Status Grid, and the trial distribution of GSB Board and Committee Reports. The committee looks forward to further efforts to refine the reporting content and consistency for a better understanding of our financial, PAI, and board activities among the Fellowship.

- The Conference Committee on Inventory Implementation suggested that small group A.A. discussion meetings be considered in future Conference scheduling. These might begin following Saturday night's meet-and-greet and could be reconvened with a similar session mid- to late- week. Within a Fellowship of love and tolerance, we should aspire to approach each other with the same grace and understanding that we gladly show new members first approaching A.A. Participation, characterized by mutual respect and personal responsibility, is the key to harmony; regardless of titles, we stand shoulder to shoulder as members in A.A.

###

CONFIDENTIAL: This is background for the General Service Conference, and as such may be **a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.**