



## **I. Agenda- EN**

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

2025-04-28 09:00 - 2025-04-29 17:00 EDT

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## 2025 Conference Committee on Agenda

**ITEM A:** Review suggestions for the theme of the 2026 General Service Conference.

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### Background notes:

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

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

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

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### Background:

1. Suggestions for 2026 Conference Theme
2. List of Conference Themes 1951-2025

### **Suggested Theme Topics for the 2026 Conference**

1. Changing our Manner of Communication without Changing our A.A. Message
2. Alcohol is not prejudice; emphasis on the categories that separate people from their alcoholism in our rooms, for example: age, gender, mental health, culture, race.
3. A.A. Principle in Action
4. Alcoholics Anonymous (Post Pandemic): Love and Tolerance of Others is our Code!
5. A.A. through the ages – always evolving but never changing
6. Finding a higher purpose.
7. Unity in Action

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.

**Themes of the General Service Conference  
1951 – 2025**

Agenda  
Item A  
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- 2025 - Working Together, Increasing Trust
- 2024 - Connecting with Love, Unity and Service
- 2023 - A.A.'s Three Legacies – Our Common Solution
- 2022 - A.A. Comes of Age 2.0: Unified in Love and Service
- 2021 - A.A. in a Time of Change
- 2020 - 2020: A Clear Vision for You
- 2019 - Our Big Book – 80 Years, 71 Languages
- 2018 - A.A. – A Solution for All Generations
- 2017 - Supporting Our Future
- 2016 - Our Spiritual Way of Life: Steps, Traditions and Concepts
- 2015 - Celebrating 80 Years of Recovery, Unity and Service – The Foundation of Our Future
- 2014 - Communicating Our Legacies – Vital in a Changing World
- 2013 - The General Service Conference Takes Its Inventory – Our Solution in Action
- 2012 - Anonymity: Our Spiritual Responsibility in the Digital Age
- 2011 - We are Responsible for A.A.'s Future – Let it Begin With Us
- 2010 - Practicing A.A.'s Principles – The Pathway to Unity
- 2009 - Our Commitment to Carry A.A.'s Message – Enthusiasm and Gratitude in Action
- 2008 - Communication and Participation – The Key to Unity and Self-Support
- 2007 - Our 12<sup>th</sup> Step Responsibility – Are We Going to Any Length?
- 2006 - Sponsorship, Service and Self-Support in a Changing World
- 2005 - Basics of Our Home Group – Recovery, Unity and Service
- 2004 - Our Singleness of Purpose – The Cornerstone of A.A.
- 2003 - Living A.A.'s Principles Through Sponsorship
- 2002 - Sharing the Steps, Traditions and Concepts
- 2001 - Love and Service
- 2000 - Trusting Our Future to A.A. Principles
- 1999 - Moving Forward: Unity Through Humility
- 1998 - Our Twelfth Step Work
- 1997 - Spirituality – Our Foundation
- 1996 - Preserving Our Fellowship – Our Challenge
- 1995 - Pass It On – Our Three Legacies
- 1994 - Spirit of Sacrifice
- 1993 - A.A. Takes Its Inventory – The General Service Conference Structure
- 1992 - The A.A. Message in a Changing World
- 1991 - Sponsorship: Gratitude in Action
- 1990 - The Home Group – Our Responsibility and Link to A.A.'s Future
- 1989 - Anonymity – Living Our Traditions
- 1988 - Singleness of Purpose – Key to Unity

**Themes of the General Service Conference  
1951 – 2025**

- 1987 - The Seventh Tradition – A Turning Point
- 1986 - A.A.'s Future – Our Responsibility
- 1985 - Golden Moments of Reflection
- 1984 - Gratitude – The Language of the Heart
- 1983 - Anonymity – Our Spiritual Foundation
- 1982 - The Traditions – Our Way of Unity
- 1981 - A.A. Takes Its Inventory
- 1980 - Participation: The Key to Recovery
- 1979 - The Legacies: Our Heritage and My Responsibility
- 1978 - The Member and the Group – Recovery Through Service
- 1977 - The A.A. Group – Where It Begins
- 1976 - Sponsorship – Our Privilege and Responsibility
- 1975 - Unity Through Love and Service
- 1974 - Understanding and Cooperation – Inside and Outside A.A.
- 1973 - Responsibility – Our Expression of Gratitude
- 1972 - Our Primary Purpose
- 1971 - Communication: Key to A.A. Growth
- 1970 - Service – The Heart of A.A.
- 1969 - Group Conscience Guides A.A.
- 1968 - Unity Vital to A.A. Survival, Growth
- 1967 - Sponsorship – The Hand of A.A.
- 1966 - Principles and Responsibility
- 1965 - More Effective Ways to Use Tools of Service
- 1964 - Sharing
- 1963 - Our Common Welfare
- 1962 - One Primary Purpose
- 1961 - Working and Growing Together
- 1960 - Need for Improved Internal and External Communications
- 1959 - Confidence – Absence of Fear of the Future
- 1958 - Promise and Progress
- 1957 - Stability and Responsibility Without Complacency
- 1956 - Petition, Appeal, Participation and Decision - Principles of A.A. Service
- 1955 - A.A. Had Truly Come of Age
- 1954 - Self-confidence and Responsibility
- 1953 - On the Threshold of Maturity
- 1952 - Progress – Humility and Unity
- 1951 - Genuine Faith – It Begins as an Experiment and Ends as an Experience

## 2025 Conference Committee on Agenda

**ITEM B:** Review presentation/discussion topic ideas for the 2026 General Service Conference.

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### Background:

1. List of 2026 Conference presentation/discussion topic ideas
2. List of Conference presentation/discussion topics recommended by Conference 1985-2025

**Suggested Presentation Topics for the 2026 Conference**

1. Spiritual responsibility, accountability
2. Into action, step up to the plate
3. Embrace change and increase participation
4. Apply traditions, primary purpose, singleness of purpose
5. Doctor's opinion about allergy, it's effects without prejudices
6. The ecosystem of online groups within A.A.
7. Restoration & discovering grace, unity, and Fellowship.
8. Transformative power of A.A. building community, reshaping and reclaiming lives
9. Trusting your trusted servants
10. Principles over personalities
11. What's your source? Checking for facts
12. Gossip vs. facts



**Presentations recommended by Conference  
1985 – 2025**

- 2025: Delegating: It is okay to ask for help  
Closing the Gap: How do we make the voice of every Group count?  
Our Financial Responsibility in carrying the message
- 2024: Responsibility in Service: When and How to Give  
Safety Throughout the Structure in our Fellowship  
1728 Sponsorship  
Overcoming the Barriers to Participation
- 2023: General Service — Our Mighty Purpose and Rhythm:  
Our Common Perils and Common Solution  
Using A.A.'s Literature in Carrying the Message  
Fostering a Thriving Three Legacy Culture
- 2022: How do A.A.'s go to any lengths to Recover, Unify, and Serve?  
Going Beyond Fear  
How to Reach Anyone, Anywhere
- 2021: Practicing A.A.'s Spiritual Principles in a Changing World:  
Recovery in a Changing World  
Unity in a Changing World  
Service in a Changing World
- 2020: Recovery — Who is Missing in Our Rooms?  
Unity — Practicing Our Principles  
Service — Keeping A.A. Relevant
- 2019: Yesterday's World — Our Legacies Begin  
Today's World — Demonstrating Integrity, Anonymity and Service  
Tomorrow's World — Courage to be Vigilant
- 2018: Today's Alcoholic: Inclusion, Not Exclusion  
Participation in All of A.A. — Is My Triangle Balanced?  
A.A. Technology: Where Innovation Meets the Traditions  
Attraction not Promotion: A.A.'s Relation to the World  
Group Conscience: The Guiding Force
- 2017: 1. Growth:  
Diversity — Outreach and Attraction  
Safety — Our Responsibility  
Communication — Today and Tomorrow  
2. Participation:

- Fellowship vs. Membership
- Leadership: “I am Responsible. . . ”
- Is Your Voice Heard?
- 3. Contributions:
  - Spirituality and Money
  - Fully Self-Supporting Our Obligations
  - Apathy and Power of the Purse
  
- 2016: Connecting With the Newcomer
- Connecting With Each Other
- Connecting With A.A. as a Whole
  
- 2015: Our Common Welfare Through Gratitude in Action
  - 1. Diversity in A.A. — Our Heritage of Inclusion
  - 2. Safety and Respect — Practicing the Principles Begins in our Home Group
  - 3. Safeguarding our Traditions through the Evolution of Technology
  - 4. Inventory — Looking Back to Move Ahead
  
- 2014: Living in the Heart of A.A.:
  - 1. Recovery, Unity and Service — Our Responsibility
  - 2. Passing It on Through Sponsorship
  - 3. Participating in Our Common Welfare through Contributions
  - 4. Inventory — A Guiding Tool to Our Future
  
- 2013: Spiritual Principles for World Service:
  - 1. The Triangle — More Than a Shape
  - 2. The General Service Conference Inventory — Why Is it Necessary?
  - 3. Self-Support — What Does it Mean to the Fellowship?
  - 4. Primary Purpose — Carrying the A.A. Message
  
- 2012: a. Carrying the A.A. Message:
  - 1. Still Our Primary Purpose
  - 2. Social Web Sites
  - 3. Young People in A.A.
  - 4. Importance of Sponsorshipb. Change — Essential to A.A.’s Growth:
  - 1. Service: Our Third Legacy
  - 2. Spirit of Rotation
  - 3. Diversity — Let’s Keep Our Doors Open for Any Who May Suffer from Alcoholism
  - 4. Archives — Where the Past Meets the Present
  
- 2011: a. Alcoholics Anonymous in a Digital Age:
  - 1. Practicing Our Traditions in a Digital Age
  - 2. Carrying A.A.’s Message Online
  - 3. Grapevine — “A.A.’s Meeting in Print” and More . . .

- b. An Informed Group Conscience: The Voice of A.A.:
    - 1. Self-Support — Where Do Money and Spirituality Mix?
    - 2. Humility — Accepting the Group Conscience
    - 3. An Informed Group Conscience — Using the Three Legacies
  - c. Diversity in A.A.:
    - 1. The Language of the Heart Is Spoken Here
    - 2. The Hand of A.A. — Inclusive Never Exclusive
    - 3. Tradition Five — Our Primary Purpose
  - d. Sponsorship:
    - 1. Importance of a Home Group
    - 2. Leading by Example — Attraction Not Promotion
    - 3. Recovery, Unity, Service
- 2010:
- a. Practicing These Principles in All Our “Service” Affairs:
    - 1. What is the Difference Between General Service and Service in General?
    - 2. Love and Tolerance is Our Code
    - 3. Setting an Example — Attraction to Service
  - b. Unity Through Inventory:
    - 1. Our Common Welfare Should Come First
    - 2. This We Owe to A.A.’s Future
    - 3. What Happens After Inventory?
  - c. General Service Conference Agenda Selection Process:
    - 1. How it Works
    - 2. Collective Participation
    - 3. Communication — The Key to an Informed Decision
- 2009:
- a. Humility and Sacrifice:
    - 1. Setting an Example
    - 2. Changing Our Perceptions
    - 3. Anonymity — Sacrificing Our Egos
  - b. Enthusiasm and Gratitude:
    - 1. Hope and Purpose from Defeat and Despair
    - 2. Happy, Joyous and Free
    - 3. Enthusiasm — A Gift of Inventory
  - c. Spiritual Program in Action:
    - 1. Maximum Service — Our Spiritual Benefit
    - 2. Persistence — The Key to Progress
    - 3. Living the Traditions
- 2008:
- a. Communication and Participation:
    - 1. Sharing the Message of Service
    - 2. Our Key to Keeping A.A. Strong
    - 3. Leadership in A.A.: Building Communication
  - b. Unity
    - 1. Our Common Welfare Should Come First
    - 2. Principles Before Personalities

## CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

- 3. Diversity: Reaching Out to All Alcoholics
  - c. Self-Support:
    - 1. Self-Supporting Through Members' Voluntary Contributions Only
    - 2. Contempt Prior to Investigation
    - 3. Responsibility to Communicate and Participate
- 2007:
- a. Inclusiveness in A.A.:
    - 1. Our 3<sup>rd</sup> Tradition
    - 2. Growth of the Fellowship
    - 3. Reaching Out to All Who Want It
  - b. Our Primary Purpose:
    - 1. Attraction Rather Than Promotion
    - 2. Working with Wet Drunks
    - 3. Practicing These Principles in All Our Affairs
  - c. Humility and Responsibility:
    - 1. Expressed by Anonymity
    - 2. Are We Resting on Our Laurels?
    - 3. Raising Literature Prices or Footing the Bill?
- 2006:
- a. Sponsorship:
    - 1. Presenting A.A. to Newcomers
    - 2. Changes in the Alcoholic Coming to A.A.
    - 3. Sponsorship Into Sobriety, Into Service
  - b. Service:
    - 1. Performing Service Without Expectations
    - 2. Leadership — An Ever-Vital Need
    - 3. Responsibility With Accountability
  - c. Self-Support:
    - 1. An Informed Group Conscience
    - 2. Gratitude through Self-Sacrifice
- 2005:
- a. Recovery:
    - 1. "How It Works" in Our Home Group
    - 2. Carrying the Message Through Practicing the Principles of Our Daily Lives
  - b. Unity:
    - 1. "Love and Tolerance of Others is Our Code" (Alcoholics Anonymous, p. 84)
    - 2. The Basket — Where Money and Spirituality Mix
    - 3. The Spiritual Principle of Our Twelfth Tradition
  - c. Service:
    - 1. Concept One — Final Responsibility and Ultimate Authority
    - 2. Minority Opinion — Are We Listening?
    - 3. Leadership — Responsibility for A.A.'s Future — Concept Nine
- 2004:
- a. Our Singleness of Purpose:
    - 1. Our Responsibility to the Newcomer

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- 2. Communicating Our Singleness of Purpose
  - b. The Cornerstone of A.A.:
    - 1. Safeguarding Our Unity
    - 2. The Role of the Home Group
    - 3. Traditions Three and Five: Our Members, Our Message
- 2003:
- a. Sponsorship:
    - 1. Responsibilities of Sponsorship
    - 2. Is Sponsorship Fading Away?
    - 3. Working with Medical Practitioners, Other Professionals and Friends
  - b. Principles:
    - 1. What are the Principles?
    - 2. Living the Principles, Accepting Our Differences
- 2002:
- a. Unity:
    - 1. Spirit of Rotation — Letting Go!
    - 2. Does Our Committee System Work?
    - 3. The Internet — A Part of or Apart From?
  - b. Inventory:
    - 1. A.A. Literature — Is It Being Utilized or Collecting Dust?
    - 2. Seventh Tradition and Spirituality — Do They Really Mix?
- 2001:
- a. Sponsorship:
    - 1. The Home Group
    - 2. Sponsorship into Service
    - 3. Never Too Late to Get a Sponsor
  - b. Language of the Heart:
    - 1. Listening to the Language of the Heart
    - 2. Sharing Experience, Strength and Hope
    - 3. Passing On Our Three Legacies
  - c. The GSR's Role in A.A.:
    - 1. In the Home Group
    - 2. Link to the District, Area and GSO
    - 3. Guardian of the Traditions
- 2000:
- a. Recovery:
    - 1. Trust the God of Your Understanding
    - 2. Clean House
    - 3. Work With Others
  - b. Unity:
    - 1. Our Common Welfare
    - 2. The Informed Group Conscience and Substantial Unanimity
    - 3. Practicing Genuine Humility Through Anonymity
  - c. Service:
    - 1. Am Responsible...
    - 2. Our Primary Purpose
    - 3. Spirit of Rotation

- 1999:
  - a. Our Responsibility to A.A. Unity:
    - 1. Home Group
    - 2. A.A. Service Structure
    - 3. A.A. Worldwide
  - b. Many Faces — One Fellowship
    - 1. Accepting Our Differences
    - 2. I Am Responsible...
    - 3. Principles Before Personalities
  - c. Our Future Together:
    - 1. Sponsorship
    - 2. A.A. Literature
    - 3. Tradition Seven
  
- 1998:
  - a. Our Twelfth Step Work:
    - 1. Reaching the Newcomer
    - 2. Carrying This Message
    - 3. Back to Basics
  - b. Tools for Twelfth Stepping:
    - 1. The A.A. Member
    - 2. Sponsorship
    - 3. Literature
  - c. Diversity of Twelfth Step Work:
    - 1. Home Group
    - 2. Service Structure
    - 3. Around the World
  
- 1997:
  - a. Group Conscience — Seeking Our Ultimate Authority
  - b. Carrying A.A.'s Message Around the World
  - c. The Hat — Where Money and Spirituality Mix
  
- 1996:
  - a. Preserving Our Fellowship — Let It Begin With Me
  - b. Preserving Our Fellowship — Carrying Our Original Message
  - c. Preserving Our Fellowship — Unity and Spirituality in All Our Affairs
  
- 1995:
  - a. Pass It On: Recovery — Our First Legacy
  - b. Pass It On: Unity — Our Second Legacy
  - c. Pass It On: Service — Our Third Legacy
  
- 1994:
  - a. Spirit of Sacrifice: Bill's and Dr. Bob's Farewell Messages:
    - Bill's Message
    - Dr. Bob's Message
  - b. Spirit of Sacrifice in the Long Form of the Traditions:
    - Traditions One, Two and Three
    - Traditions Four, Five and Six
  - c. Spirit of Sacrifice in the Long Form of the Traditions:
    - Traditions Seven, Eight and Nine

Traditions Ten, Eleven and Twelve

- 1993:
- a. A.A. Takes Its Inventory
    - The Purpose of the General Service Conference
    - The A.A. Conference Relation to A.A.
    - The General Service Conference and Its General Procedures
  - b. A.A. Takes Its Inventory
    - Conference Relation to the General Service Board and Its Corporate Services
    - The General Service Board: Composition, Jurisdiction, Responsibilities
  - c. The General Warranties of the Conference
  - d. A.A. Takes Its Inventory: Finance
  - e. A.A. Takes Its Inventory: The Grapevine
- 1992:
- a. The A.A. Message in a Changing World
    - Our Common Welfare
    - Unity: Together We Can
    - The Language of the Heart Worldwide
  - b. The Joy of Living
    - The Newcomer: A.A.'s Future
    - Principles Before Personalities
    - Humility Through Rotation
  - c. Love and Service
  - d. GSO Finances
- 1991:
- a. Sponsorship
    - Help and Hope
    - I Am Responsible
    - A Way of Life
  - b. Our Collective Humility
    - How We Identify Ourselves
    - Anonymity — Our Spiritual Foundation
    - In All Our Affairs
    - Self-support Project — Five Years Later
    - GSO Finances
- 1990:
- a. The Importance of the Home Group
    - In Recovery
    - For Unity
    - For Service
  - b. Sponsorship
    - In Recovery
    - For Unity
    - For Service
  - c. Self-support
  - d. GSO Finances

- 1989:
  - a. Self-support
  - b. GSO Finances
  - c. Anonymity
    - How It Developed
    - Its Necessity Today
    - Principles Before Personalities
  - d. Back to Basics
    - The Group in the Structure
    - Sponsorship in Recovery and Service
    - A.A. Literature — Tool or Mandate
  
- 1988:
  - a. Self-support
  - b. Singleness of Purpose — Key to Unity
    - Groups vs. Meetings
    - Are We Being Too Friendly with Our Friends?
    - Our Primary Purpose — Is Our Message Clear?
  - c. Focus on the Positive
    - Communications — Challenges
    - What Are We Doing Right?
    - Spirit of Rotation
  
- 1987:
  - a. Are We Carrying the Message to All?
  - b. Area Structure
    - General Service Representative
    - District Committee Member
    - Area Committee
    - Delegate
  - c. Finance
    - Can GSO be Self-supporting Through Group Contributions Only?
    - What About the Birthday Plan?
    - Could Groups Pledge Contributions?
    - Group Support to District, Area and Intergroup
  
  - d. Maintaining the Basics — A.A.'s Principles
    - Our Primary Purpose
    - The Twelve Steps
    - The Twelve Traditions
    - The Twelve Concepts — How Can We Live the Concepts in Service?
  - e. Right of Decision
  
- 1986:
  - a. The Committee System
    - Do We Trust It?
    - Does It Eliminate Conflict?
  - b. Responsibility in Service
    - Why Are You a General Service Representative?
    - Why Are You a District Committee Member?



Why Are You an Area Officer?

Why Are You a Trustee?

c. Trusted Servants

Do We Trust Them?

Ultimate Authority — Are We Listening?

Are Trusted Servants Informed?

The Importance of Rotation

1985: (Presentation and/or workshop for 1985)

a. Will the Hand of A.A. Always Be There?

The Middle Years of Sobriety — A Dangerous Time

Are We Diluting Ourselves?

Communication Within the Fellowship

b. The Warranties

c. Beyond the Seventh Tradition — Group Responsibility

In the Meeting Place

To the Newcomer

d. Fifty Years of Caring and Sharing

In Treatment Centers

In Correctional Facilities

With Young People

In the Group

e. The GSR — The Key Role

Obtaining the Most Qualified Member

The Service Sponsor

**2025 Conference Committee on Agenda**

**ITEM C:** Discuss workshop topic ideas for the 2026 General Service Conference.

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**Background:**

1. List of 2026 Conference workshop topic ideas
2. List of Conference workshop topics recommended by Conference 1985-2025

**Suggested Workshop Topics for the 2026 Conference**

1. Group autonomy and unity
2. The place of social committees in our A.A. Service Structure
3. Fear of commitment — don't be intimidated by General Service
4. The spirit of rotation
5. Has our singleness of purpose become lost?
6. Purpose; by too many categories, for example: too much focus on individual demographics, culture
7. The use of technology in Alcoholics Anonymous
8. Viability of Grapevine and La Viña
9. Obstacles and barriers to carrying the message into our hospitals and treatment facilities
10. Reconciled through grace, unity, and Fellowship
11. Freely given to living fruitful contented lives
12. Choosing your trusted servants carefully
13. Principles over politics
14. Downfall of social media

**Workshop Topics Recommended by General Service Conference  
1985 – 2025**

- 2025: How do we address the new financial reality facing our spiritual movement?
- 2024: Connecting Home Groups to the Conference Throughout the Year, to Better Inform the Group's Conscience.
- 2023: Practicing Our Twelve Traditions Across All Group Settings.
- 2022: The Warranties — Our Promise to the Fellowship and the World
- 2021: Inform — Communicate  
Involve — Act  
Inspire — Attract
- 2020: Attraction Through Action
- 2019: Clarity of Purpose — Addressing the Needs of Our Meetings
- 2018: Getting the A.A. Message Out...
- 2017: Anonymity — The Spiritual Foundation
- 2016: GSB Brainstorming Ideas — no Workshop
- 2015: Conference Inventory — no Workshop
- 2014: Conference Inventory — no Workshop
- 2013: Conference Inventory — no Workshop
- 2012: Safety in A.A.: Our Common Welfare
- 2011: How to Increase Participation in A.A. — Striving for Self-Support in All Our Affairs
- 2010: Discuss the General Service Agenda Selection Process
- 2009: Language of the Heart — Keeping It Simple
- 2008: Love and Tolerance, Now More Than Ever

## CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

- 2007: Spiritual Value of Our A.A. Dollars
- 2006: Passing It On in a Changing World
- 2005: Do I Carry the A.A. Message Or My Own?
- 2004: How is Singleness of Purpose Important to the Individual, Group, District, Area, GSO and Grapevine Office?
- 2003: Sponsorship — Remembering to Practice Our Principles
- 2002: Using the Steps, Traditions and Concepts in Our Daily Lives
- 2001: Love and Service
  - a. Carrying the A.A. Message of Service
  - b. Living the A.A. Principles in All Our Affairs
  - c. Maintaining the Spirit of Anonymity
- 2000: Trusting Our Future to A.A. Principles
  - a. Twelve Steps
  - b. Twelve Traditions
  - c. Twelve Concepts
- 1999: Moving Forward: Unity Through Humility
  - a. Harmony in the A.A. Community
  - b. Principle of Rotation
  - c. Spiritual Significance of Anonymity
- 1998: Our Twelfth Step Work
  - a. In the Home Group
  - b. In the Service Structure
  - c. Around the World
- 1997: Spirituality — Our Foundation
  - a. Spirit of Rotation
  - b. Working with Faith, Serving with Love
  - c. Unity — We are Responsible
- 1996: Preserving Our Fellowship — Our Challenge
  - a. Through Your Home Group
  - b. Through Your District
  - c. Through Your Conference Area
- 1995: How We Pass It On:
  - a. Our Basic Message
  - b. Sponsorship in Recovery and Service
  - c. Communication — The Language of A.A.

2

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- 1994: The Twelfth Step in Action:
- a. Where have we been?
  - b. Where are we now?
  - c. Where are we going?
- 1993: A.A. Takes Its Inventory — The General Service Conference Structure (Focus to be on the other six articles of the Conference Charter)  
A Vision for Us — Where Are We and Where Are We Going?
- 1992: The A.A. message in a Changing World
- 1991:
- a. Sponsorship: Gratitude in Action
  - b. Sponsorship: Our Three Legacies
  - c. Sponsorship: The Hand of A.A.
- 1990:
- a. Home Group — Where Love and Service Begin
  - b. Home Group — Our Link to the Fellowship
  - c. Home Group — Our Responsibility and Link to A.A.'s Future
- 1989: Anonymity — Our Past, Present and Future or  
Anonymity — Living Our Traditions  
Love and Service
- 1988: Our Singleness of Purpose — Key to Unity  
(Per conference: A second workshop be scheduled, if time permits, with the subject to be determined at the trustees' Conference Committee's discretion)
- 1987: Unity — Let's Talk About It  
Living Sober — Growing Together or Growing Apart?
- 1986:
- a. Letting Go of Old Ideas:  
New Ways of Carrying the A.A. Message  
Are We Getting Too Rigid?
  - b. A.A.'s Impact on the World  
Are We Being Friendly With Our Friends?  
How A.A. Cooperates
- 1985: (Presentation and/or workshop for 1985)
- a. Will the Hand of A.A. Always Be There?  
The Middle Years of Sobriety — A Dangerous Time  
Communication Within the Fellowship
  - b. The Warranties
  - c. Beyond the Seventh Tradition — Group Responsibility  
In the Meeting Place  
To the Newcomer

- d. Fifty Years of Caring and Sharing
  - In Treatment Centers
  - In Correctional Facilities
  - With Young People
  - In the Group
- e. The GSR — The Key Role
  - Obtaining the Most Qualified Member
  - The Service Sponsor

## 2025 Conference Committee on Agenda

**ITEM D:** Review the General Service Conference Evaluation Form, distribution process and 2024 Evaluation Summary.

---

### Background notes:

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

The committee discussed the targeted and broad feedback from the 74th General Service Conference and agreed to forward the evaluation results and summary to the Improvements Subcommittee. The committee understands there is a significant amount of evaluation information to review and lessons to be learned that can enrich the General Service Conference experience and its schedule for next year. The committee noted sharing from a Class A trustee committee that the evaluations also provide another opportunity to gain a sense about the Fellowship.

The committee also noted the 2024 budget tradeoffs to the overall Conference experience, noting some changes resulted in improvements. The committee discussed ways to strengthen interpersonal relationships at the intersection of being alcoholics and trusted servants.

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

The committee appreciated the 2024 Evaluation Summary of the 74th General Service Conference feedback and **agreed to forward** to the 2025 Conference Committee on Agenda.

*Excerpts from the 2024 Conference Committee on Agenda:*

The committee reviewed the 2023 Conference evaluation summary noting the new streamlined format that included a list of proposed improvements with a list of cost savings. The committee noted several improvements were being made at the 74th General Service Conference. The committee looks forward to reviewing the 2024 evaluation summary at the 2025 General Service Conference.

The committee reviewed the 2023 evaluation questionnaire that includes opportunities for Conference Members to share feedback about the changes implemented to the 2024 Conference Week Schedule, and to weigh in on proposed future changes.



## CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

*Secretary's Note: The evaluation forms for the 75th General Service Conference will be distributed to General Service Conference Members and Observers through an electronic survey during the Conference week.*

---

### **Background:**

1. 2025 GSC Evaluation Form
2. 2024 Evaluation Summary

April 2025

**75th GENERAL SERVICE CONFERENCE EVALUATION FORM**

**(The introduction below will be included on the online form.)**

To: All Conference Members

***Please take the time to share your experience and opinions by filling out & turning in this Conference Evaluation. Your input is critical and is actively used as a tool to help facilitate the next schedule and experience for next year's Conference.***

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

To ensure that useful decisions for improvement of the Conference can be made, all Conference members have an obligation to fill out the Conference Evaluation Form.

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

***(The questions below will be included on the 75th General Service Conference evaluation forms and distributed to General Service Conference Members and Observers through an electronic survey during the Conference week.)***

**I. Videoconference Meetings held before Conference Week**  
**(Evaluations to be sent right after each meeting)**

**Remote Communities Meeting**

Please rate and comment on the Remote Communities Meeting.

**1728 Meeting**

Please rate and comment on the 1728 Meeting.

**Joint Committee meetings (No EDW Items)**

Please rate and comment on the Joint Committee meeting.

**Joint Committees with an EDW Item(s)**

Page 1 of 6

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Please rate and comment on having access to a trustee member to discuss the forwarded EDW item(s).

**II. Pre-Conference (Events and Activities) on or before Saturday April 26, 2025**

**GSC Sharing Sessions held by videoconference throughout the year.**

Please rate and comment on the effectiveness of the GSC Sharing Sessions.

**GSO Visit and Tour**

Please rate and comment on the optional visit to GSO held Friday, April 25, 2025.

**Onsite Saturday Meet and Greet:**

Please rate and comment on the Meet and Greet Session held Saturday, April 26, 2025.

**OnBoard Platform**

Please rate and comment on the usefulness of the OnBoard Platform.

Please rate and comment on the Distribution of Inventory materials.

Please rate and comment on the Conference Week Schedule.

Please rate and comment on the Time to review the Conference Manual.

Please rate and comment on the time to review the Trustees' Reports.

Please rate and comment on the time to review the Board Reports.

Please rate and comment on the Pre-Conference Communications.

**III. During the Conference Week**

**SUNDAY, APRIL 27**

**Opening Session:**

Please rate and comment on the Sunday Opening Session.

**Conference Inventory Discussion Group Session**

Please rate and comment on the Conference Inventory Discussion Group Session

**Area Highlights**

Please rate and comment on the Area Highlights.

**Inventory Report Back Sessions**

Please rate and comment on the report back session.

**Sunday Lunch and Delegate Orientation by Region**

Please rate and comment on the Sunday Regional Delegate Luncheon.

**Sunday onsite venue for Joint Committee Meeting**

Please rate and comment on the onsite venue for Joint Committee follow-up meeting.

**General Service Board Report**

Please rate and comment on the General Service Board Report.

**Sunday Opening Dinner Banquet and A.A. meeting**

Please comment on your experience of the Sunday opening plated dinner banquet and A.A. meeting.

**MONDAY, APRIL 16**

**Inventory Report Back Sessions**

**Please rate and comment on the report back session.**

**Area Highlights**

Please rate and comment on the Area Highlights.

**General Sharing Session:**

Please rate and comment on the General Sharing Session.

**Finance Report**

Please rate and comment on the Finance Report and Discussion.

**TUESDAY, APRIL 16**

**Inventory Report Back Sessions**

Please rate and comment on the report back session.

**Area Highlights**

Please rate and comment on the Area Highlights.

**A.A. International Presentation/Discussion:**

Please rate and comment on the A.A. International Presentations.

**A.A.W.S. Board Report**

Please rate and comment on the A.A.W.S. Board Report.

**General Sharing Session:**

Please rate and comment on the General Sharing Session.

**International Convention Report and Skit**

Please rate and comment on the International Convention Report and Skit.

**WEDNESDAY, APRIL 17**

**Inventory Report Back Sessions**

Please rate and comment on the report back session.

**AA Grapevine Board Report**

Please rate and comment on the AA Grapevine Board Report.

**General Sharing Session:**

Please rate and comment on the General Sharing Session.

**Wednesday Regional Lunches for Delegates**

Please rate and comment on the regional luncheon.

**Trustee Elections**

Please rate and comment on the Trustee Elections.

**Secondary Committees Joint Dinner Meetings**

Please rate and comment on the secondary Joint committee dinner meeting.

**Conference Committee Reports**

Please rate and comment on the discussion of Conference committee reports.

**Mid-Week Conference Review**

Please rate and comment on the Conference so far. (write in).

**Conference Member Participation**

Please rate and comment on Conference Member Participation (grid).

	Not Enough	Just Right	Too Much
Delegates			
Trustees			
Directors			
Staff			

**THURSDAY, APRIL 18**

**Conference Committee Reports**

Please rate and comment on the discussion of Conference committee reports.

**General Sharing Session:**

Please rate and comment on the General Sharing Session.

**FRIDAY, APRIL 19**

**Conference Committee Reports**

Please rate and comment on the discussion of Conference committee reports.

**Conference Member Participation**

Please rate and comment on Conference Member Participation (grid).

	Not Enough	Just Right	Too Much
Delegates			
Trustees			
Directors			
Staff			

**IV. End-of-Week Conference Review**

Please rate and comment on the overall Conference experience (write in).

**French and Spanish Interpretation**

Please rate and comment on the Interpretation services.

**V. Post Conference**

**Saturday after Conference**

Please comment on the Saturday, May 3, 2025, gathering to announce the 2025 New Delegate chairperson and farewells talks given by Rotating Trustees. (write in)

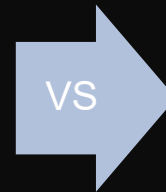
**V. Future Conferences**

Please comment on your overall Conference experience. (write in)

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

# OnBoard Platform

Serves its purpose, but lots of opportunity for improvement in notifications (customizing them); annotations not very useful due to losing them when new versions are added; anticipate it will get better once file structure is settled and workflows are streamlined and made consistent. Once that is done, consider creating a one-pager or "start here" doc outlining the file structure, where and how to find things



Nice to have everything in one place.  
Much easier to use than the  
Dashboard

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## Conference Week Schedule

More time for discussions would be a better use of time than highlights, workshops, and presentations. I can participate in workshops and presentations in my area, region, and across the structure throughout the year, but we only have one week to meet together as a Conference for discussion.

VS

It was long. But that is expected with the amount of work that needs to get done.

Tight schedule, please plan on additional delays or extra time needed to complete the conference week business/work.

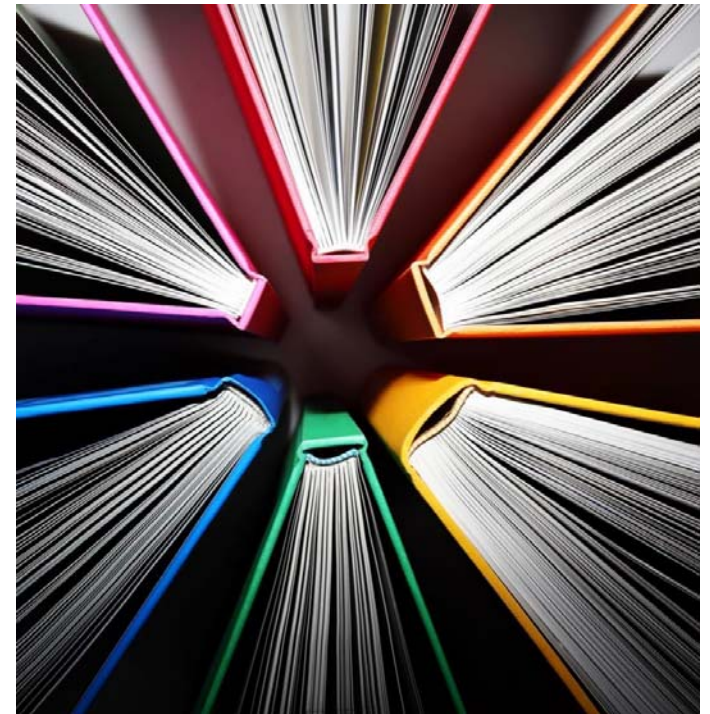


# Was the advance material and preparation from GSO adequate?

Very Satisfied. I'm not a fan of online meetings but I felt the ones we had were a good use of time and were productive.

VS

Too many meetings, no clear plan or coordination of what was happening when or more importantly why. Communication was scattered with no centralized calendar or schedule available. Onboard has significantly improved the background material process and updates but this still needs improvement - notably QA prior to posting.



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# Conference Manual

It is very thorough—perhaps too thorough. It must have taken many hours to assemble by many people. It should be printed only on request, as it can be easily accessed on your PC or even a phone. We need to embrace technology and make our work easier and more productive.



Everything I could have imagined, with the one minor exception of a map of the hotel meeting rooms

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## Joint Trustee Meeting

### Videoconference & on site

Satisfied. All of the tools are of value. It's what I signed on for as delegate. You all have made what we need available to us.

VS

My only complaint is that we didn't have nearly enough time. Given that my committee had 20+ agenda items, one hour was terribly insufficient. The content covered and the discussion we did have was great, just too short.



## Value of having a trustee member to discuss the EDW item(s) at your joint committee meeting

I think this is a very good use of our time and is a very beneficial opportunity to discuss the EDW agenda items with the joint committees.

VS

The EDW sharing session was a hot mess and not managed well. But having access to trustees to answer questions (regardless of topic) is always good.



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## Remote Communities Meeting

It was difficult to have all these meetings online before the conference. I couldn't keep up with workload. This meeting should be Saturday before the conference.

Not nearly as effective as in person; didn't think the attendance was that great.

VS

- Great use of videoconferencing to benefit costs and scheduling.
- Having the Remote Communities Meeting virtually was amazing! The conversation
- & reports were very informative.

VS

- It seemed like we could have had more participants that are not GSC members. I'm
- still processing my thoughts about this.

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## Usefulness of the opening session

The explanations and discussions were great for this Panel 74, I felt informed and a part of the process. I loved the communication process as we moved forward through the two motions brought forward. I felt the tone was accepting and respectful.

VS

It felt bizarre to jump straight into business without a welcome get-to-know-you meeting of any kind. People brought books to be signed, but there needed to be a place to put them, a time to exchange pins, etc. It was a very odd and disjointed beginning. I have never been to an event devoid of introductions of any kind. It felt off and roll call felt hollow.



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# Discussion on Co-Founders Writing



Loved it, learned and confirmed quite a bit. I think despite the initial introduction of it, it accomplished it's goal.

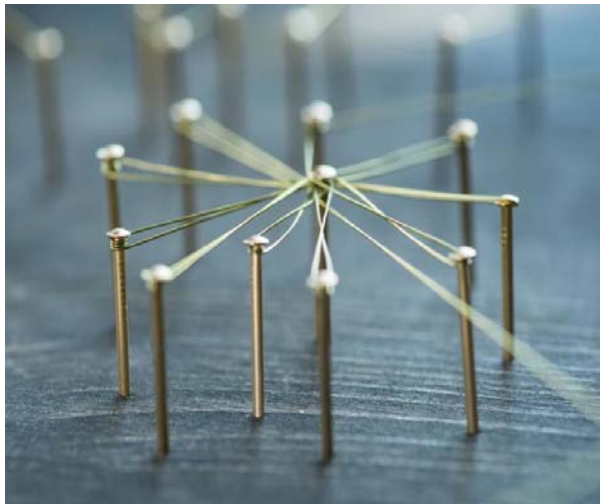
VS

Way too much time to hear the same comments over and over. This project was poorly handled from the beginning. We all know all too well how the membership feels about this. Huge waste of time and resources

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## General Sharing Session-What's On Your Mind?



I thought it was handled very nicely, and I like that it was being kept track of how much time we were missing from the founders writings discussion

VS

I wish they would be a bit more focused and had some specific topics to address, at least for some of the sharing sessions.

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## Coffee...

YES! Keep doing this.

Great-and the fact that you informed us all ahead of time everyone seemed to figure how to find their own when needed.

I thought it worked great. I had no problem getting coffee.

Could have had some more but definitely okay with the decrease in general.



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# Lunch and Delegate Orientation

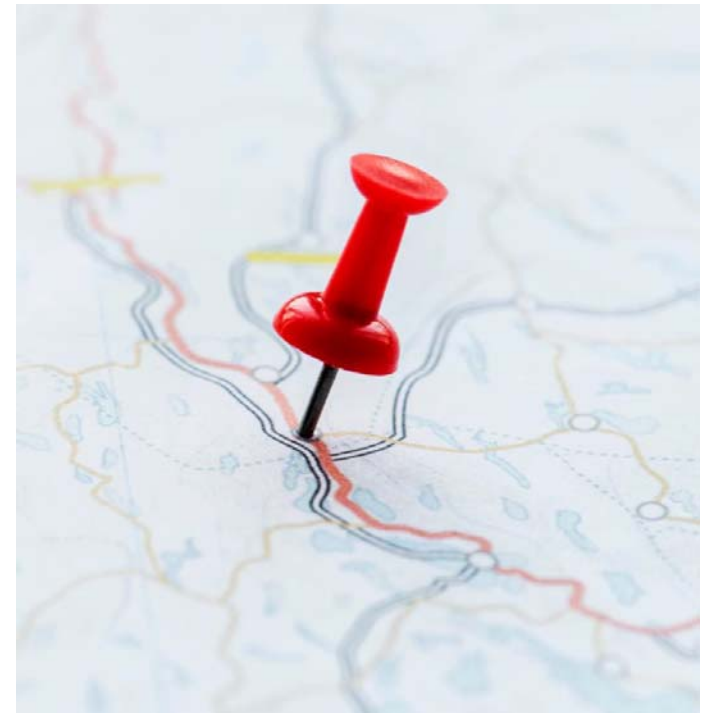
## Sunday Regional Meeting

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Love having a regional lunch on Sunday. It give the opportunity for the new delegates to be with familiar faces. This year in particular since there were no Saturday events to get to know one another or be in the same room together.

VS

The lunch was fine. It was not really an orientation. Perhaps I missed the purpose. It may have been good to be with a larger group.



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# Presentations

- Safety in AA
- 1728 Sponsorship
- Overcoming the Barriers to Participation

Well presented with good information to improve awareness.

This was a solid talk and the topic was great. A very timely message.

VS

Things like this should be done on video Pre-Conference.

Could have used this time for more productive and solution-focused conversations. This is a neat topic for a district workshop but not for the general service conference week.



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# Board Reports



Report was very thorough and well done. Would have liked to have it earlier.

Well written reports. Not adequate time to review the reports. It was disappointing to not get the GSB report (board inventory details) ahead of time. This affects an informed conversation.

VS

The GSB report was given to us right before it was delivered verbally and not available in Spanish and French. While I appreciate the sensitive nature of the topic, this was unfortunate.

VS

Not getting GSB report until a few minutes before was completely unacceptable, especially since inventory was conducted in January. Hearing that no Board members reviewed the inventory before reported, does not give credence to the argument that the board is unified and speaking in one voice.

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## Sunday Banquet and A.A. Meeting

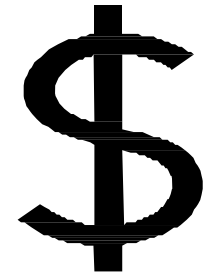
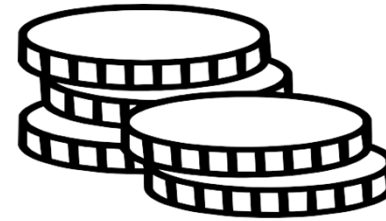
Thoroughly enjoyable. Food was great. Loved the mini-leads, especially our French and Spanish speakers.

VS

All non-conference members should pay for their own meals. The Fellowship should not pay for this.

My +1 felt uncomfortable having it payed for. It would be nice to know how many people were invited, how many attended and the cost per individual.

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## Finance Report

I was very satisfied. I was extremely pleased with the report from the auditor as well as from the GSB Treasurer. I took lots of notes and have quite a bit of information that I am looking forward to sharing with my area.

VS

Not nearly enough time for questions as it ended after 5 people or so with over a dozen in line

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## General session

Very heartfelt sharing. Great to hear from board members and their experience this last year and the reconciling efforts. Trust has been restored. Message received and will be reported to my Area.

VS

Was very frustrated at the end when a question was asked to board members and the answers were untimed. I felt preferential treatment was given and it created a sense of non-equal conference members.



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## Board Report (AAWS)

I thought this report was very detailed and informative. I also believe the questions that were posed were answered which allowed me to obtain more information to take back to my area.

VS

This report contained a limited amount of new information. A brief highlight shared with enthusiasm is better than reading a report. I prefer a call out of what we are excited about, if anything.



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CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background



## AA Grapevine Board Report

The Grapevine Report was very thorough and interesting. The Grapevine Staff did a wonderful job explaining and answering our questions.

LOVED that the report was delivered in Spanish and that the entire GVB was on the dais showing support.

Vs

Not sure if there was a deadline for the report's submission, but many delegates were upset that it was not available in all three languages.

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# AA Grapevine Board Report

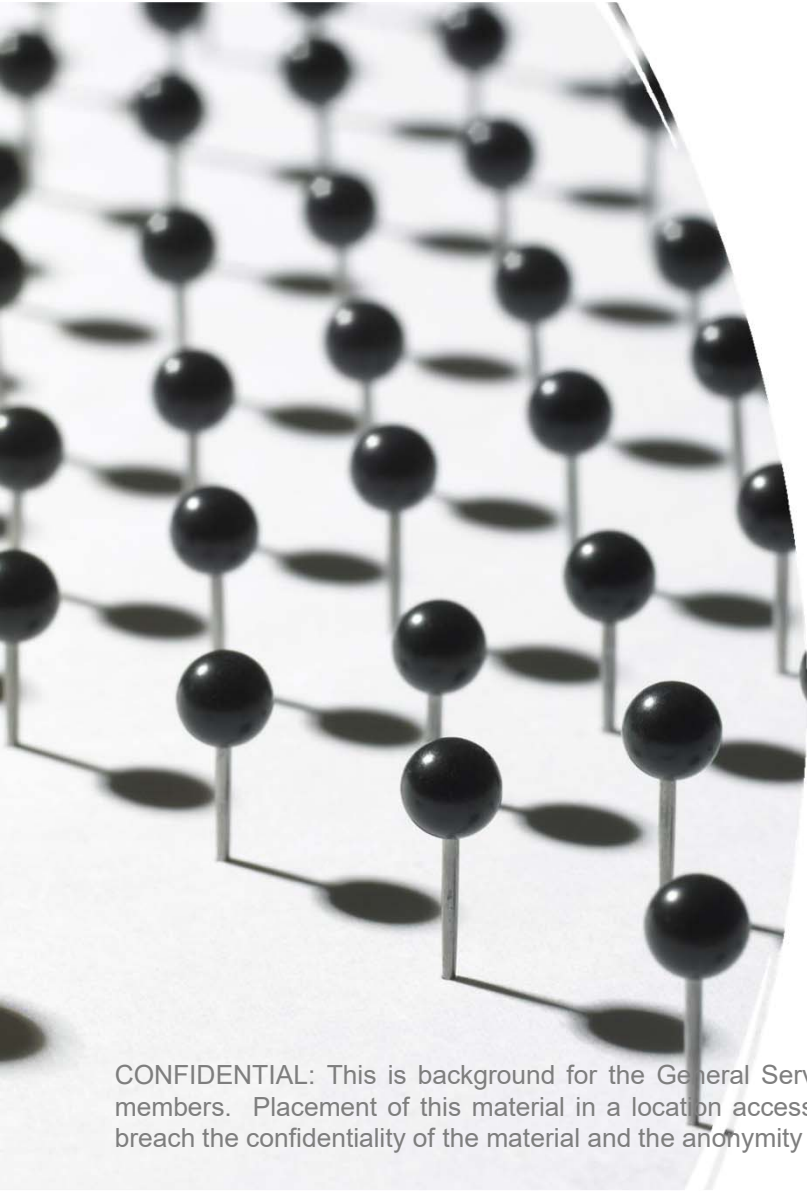


This report provided little new information. I am still trying to understand if we are on the right path with Grapevine and if our new app is performing acceptably. I am concerned that Grapevine will not become solvent. If it is decided to be a service in addition to LaVina, is it stretched too thin, and is its focus lost? Does Grapevine have a clear identity, brand, and vision?

Vs

Would have been helpful to have in advance. Never clear what we were going to get. Presentation in English and Spanish, felt badly for our French friends..

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CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

## A.A. International

The presentation was excellent. I always appreciate hearing about what's happening with A.A. internationally, and I always learn new things. The report was engaging and enlightening.

VS

I would like to have seen more about the logistics of the international participation, i.e. costs to the GSB and other resource expenditures.

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## IC2025 Report and Skit



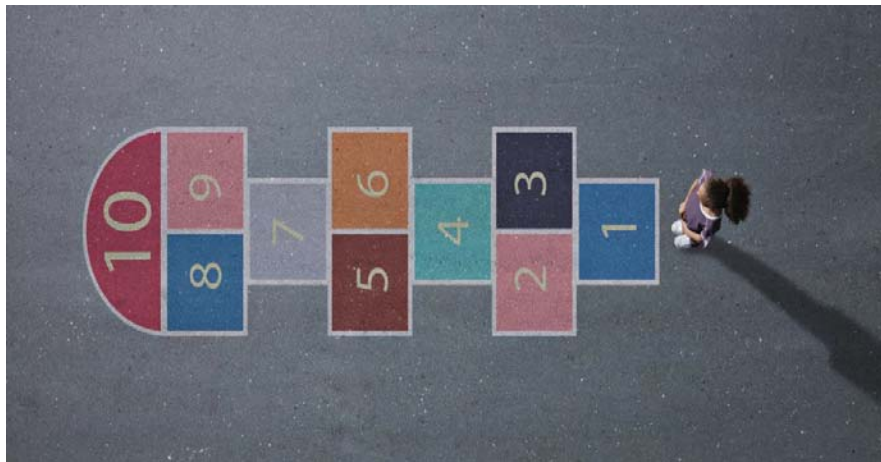
***Language of the Heart***  
***Lenguaje del corazón***  
***Le langage du cœur***

Clear information about timeline, registration, and Convention activities. Skit was fun and well-received.

The Skit was terrific! I appreciated all the time, talent, and energy the staff put into it. They were amazing, and this was definitely a highlight of the week!

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## Area Highlights



I'm so glad we didn't remove this. I love getting to know my other delegates better, and about all we have in common.

VS

I can't think of a less effective use of our limited time at the conference.

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## Regional Lunches - Wednesday

Was great to be able to share with our Trustee, and the Delegates within our region and share our issues within each Area and check in on how each Delegate was doing through the conference experience.

VS

Didn't feel the need for a second lunch with our trustee.. we didn't get much out of the first one, no orientation was given.. it was nice to meet our GSO Staff member who handles all correspondence that comes from our region.



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# Trustee Elections

CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

Introduction of Area nominees, voting procedures, and designation of space for voting members were well prepared and well delivered.

VS

A suggestion from a delegate who lives in a Region that elected a Trustee this year is this: Please announce earlier in the day what the plan is to segregate the voters from the non-voters for elections, and then only cordon off one area in the room. There was great confusion between our two regions when taking our seats, due to the ropes in two sections of the room.

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## Secondary Committee Meetings

CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

Appreciated the trustees being there - staff were helpful and involved. The committee was able to move the meeting forward. The chair seemed quite tired.

VS

It was more time but not enough time.

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## Dinner on your own

I am happy to have dinner on my own with a stipend. Save conference money, allows delegates to have personal time with each other, and to get out of the hotel and enjoy NY. I think this should be made a permanent thing.

VS

One meal on our is enough for me. Not sure of places to eat that were close.



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## General Sharing Session-What's On Your Mind?

It allows people to bring their concerns and gives more time for questions after presentations and general sharing

VS

We have so little time together, and it is evident we have significant issues to discuss. A focused sharing session may be better. We don't have any space for meaningful dialogue on the agenda. This would help our fellowship feel more heard, and as we know, a good idea can come from anywhere, but we have to leave space for that to happen. Let's problem-solve together.



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## Overall Conference experience - Wed



It's been a demanding schedule, but not sure how it could be made any easier. The preparation of the binder is wonderful ~ that is not an easy thing to do! Finance answered clearly my questions about Bill.com. Food is great! Hotel room is great.

VS

It was disappointing to observe a shocking amount of politicking by some conference members. I was approached by delegates unsure of how to respond to pressure from other delegates. In terms of the participation questions that follow on this survey, many delegates did not participate enough while others were excessive

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## Mid-Week Conference Week

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It is a large learning curve and the amount of information given is a lot to digest. Overall I find that it is amazing to see the process work. The food has been very good thus far.

VS

We needed more time to complete our committee work as thoughtfully as I would have liked, even though we found creative ways to extend our time together. If we know we do not have enough time going into the week, we need to schedule better or add more time. We must take this committee time seriously. We need to re-examine the week and look at it in an entirely new way if we are to be successful in accomplishing our work well during our time together.



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## Committee Reports

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This is always the hardest part for me, but it seems like our committees have done some real good work this year. Definitely went on too long but the body voted to keep going. I'm glad the chair made some decisions with confidence, even when being questioned by the body. I'm also glad that both chairs allowed that discussion to be had.

VS

Unfortunate to see a small group of disgruntled delegates waste precious time on procedural actions



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## Conference Committee Reports Continued

Reports were awesome. Floor Actions were a real problem. This is a subversion of the committee process. Do we not trust the committees.

VS

Though tedious at times, I feel that the discussions were thorough and heartfelt.

VS

This being my first conference I began to see how things worked as we went.

My Area certainly does not take the time to discuss each item until  $\frac{2}{3}$  is reached. Could the chair have been more strict or focused us better? Maybe.

Many people did not listen to what had already been said and spoke or asked questions already answered. I laughed and said we don't need leadership training — we need listening training!



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## Conference Committee Reports



I was happy to see the minority opinion change the group conscience on the Asian in A.A. pamphlet. I have been honored to serve with every member of this conference. The fellowship is in good hands.

VS

I felt like we needed more time for report backs and discussions. Eliminating the workshop and oral highlights verbally, would give us the time to discuss extensive recommendations and considerations.

VS

It was extremely helpful to have the hard copy as well as the digital copy to make notes on. All reports were well done. I did find that people jumping in with floor actions, etc., disrupted the process of keeping the focus on the committee at hand. How about having particular times during each day that floor actions can be brought forward, simply so people PAUSE prior to putting forward a floor action.

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## Overall Conference Experience

...“The lack of understanding of how our conference operates and allowing this behavior to foster was, aggravating. I was prepared for this by my delegate buddy (a great program that every incoming should take advantage of), with his tutelage and that of my past delegate. I knew the conference would change me and it did for the better, the emotional rollercoaster was not something I expected...

--- I will make every effort to ensure the conference and all it's principles are afforded the respect of love, tolerance and understanding they deserve. It seemed as though it was a game to many and not a thoughtful discussion with our loving God at the center that it deserves to be.

Intentionally keeping uninformed on the censure issues from panel 73 allowed me to observe the individuals who clearly have not healed or moved on, behaving in a manner I can only describe as something not worthy of our fellowship, enough is enough.



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# Overall Conference Experience

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This has been one of the most rewarding experiences of my life. If I can make a suggestion, and I could just easily make it a PAI if necessary, scheduled daily workload. If we aren't done the metaphor schedule for the day, then we can ask the body to stay an hour later, or even 90 minutes. That way we would accomplish the workload for the day and we wouldn't end up with marathon sessions Thursday, Friday, with the later committees, really getting the short end of the stick.

I want to rate this higher but I feel between the area highlights time and cutting Friday night early and not planning to go to 2 am was a missed opportunity.



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## Overall Conference Experience

I was very pleased with the overall conference. The staff were very helpful and welcoming. I appreciated the consideration that the Chair and General Manager gave to all conference members. The Conference Coordinator was amazing. I cannot say enough about how helpful everyone was.

I had no expectations of what a whole week discussing agenda items and voting on them would be like. So I loved it.

I saw it really does take all of us to make this thing work. The crabby ones, the judgmental ones who remind me of my family who quit talking to you if you disagree. The quiet and the noisy, the well read and the ignorant. We all bring value.

Thank you for helping this magic unfold.



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## Overall Conference Experience

I have definitely had a spiritual experience, watching the process of a PAI take the path of first the committee, the deliberation, the presentation to the conference body, and the discussion prior to acceptance. I also saw a pamphlet that was dropped brought forward as a floor action by two of us delegates. We took the time to research after putting it forward, talking about it so it wouldn't be a personal agenda, realizing that the committee simply didn't have the information we had, and so we trusted the process of the conference process. We watched the group conscience of the room shift and it was an unbelievable spiritual experience.

Very good overall. The Chair and General Manager are to be commended for chairing well.



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## Overall Conference Experiences

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Overall humbled and grateful to serve, grateful for those who work countless hours to pull it off, grateful to those who sacrifice to serve A.A., several opportunities to work smarter instead of harder

VS

It was an amazing experience to be a part of something so much bigger than myself. I will never be able to look at A.A. the same. Very disappointing the lack of love and tolerance from those who want to take GOD out of A.A. toward the people of faith. Which they demand we give them." describe irony"

VS

Wish there was more committee time and time. To address floor actions. This is the second year in a row that floor actions were not given the time. They deserved. With the amount of work we need to do these days, we need to readjust.

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## Interpreters



Translators did a great job, especially in the small meeting rooms so that the language barrier was reduced. I liked the ECR Forum method, where the translator was not at the mic, but was able to translate from their spot.

I wish we had more of them bc they seemed exhausted by the end.

Huge increase in participation. Bless the interpreters for their humor and stamina. They made it easier for other language members to be free to participate in the moment.

It was difficult to understand the translation. Also there was time when multiple items were not translated per members of the conference body.

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## Interpreters Continued



I have a newfound appreciation of my ignorance and lack of attention I pay in my area to our other languages and will work to incorporate into all my meetings with GSR's and DCM's to emphasize our groups. Translation is not an excuse, information should not be released unless everyone can share it, it's a fact of our fellowship and we are all equal. The translation piece and shares from Spanish and French speakers was a highlight for me.

The booths were a big improvement.

Excellent job expressing the original idea and sentiment of the Conference members.

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## Suggestions for 2025 GSC

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Can we move to an out of town Holiday Inn? Maybe a college campus nearby to use for committee rooms. Time to think outside the box to save money.

Improvements might be consideration of location outside NY area. Reduction in workshop and presentations in lieu of more time for committee work and voting. Looking at improving the EDW process would also be helpful, possibly a drastic redo of that process.

Stop taking time away from Committee meetings with things like workshops. Do workshops and Committee Service Kit review before Conference on Zoom.



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# Suggestions for the 74th General Service Conference

I really appreciated the casual day, and also the Wednesday evening dinner "on our own." I would have been onboard for a second day of that for additional savings.

Meals with others are wonderful and good way to get to know your fellow delegates. One meal on your own is just right.

Maybe suggest one minute time limit right off the bat so that we can get everything in, including the floor actions.

Less fluff, more substance. All the food was too much. Sandwiches at lunch is anything.

I liked the flexibility of meals on our own. Some of us need to recharge at a different rate. I would even be in favor of a few more opportunities. And, I never thought I would say this, but I do think eliminating the breakfast buffet is a good idea, in hindsight. While I loved it at the 73rd conference, I found I didn't miss it at the 74th as much as I thought I would. It gave us a chance to gather our thoughts, have our quiet time.



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# Suggestions for the 74th General Service Conference

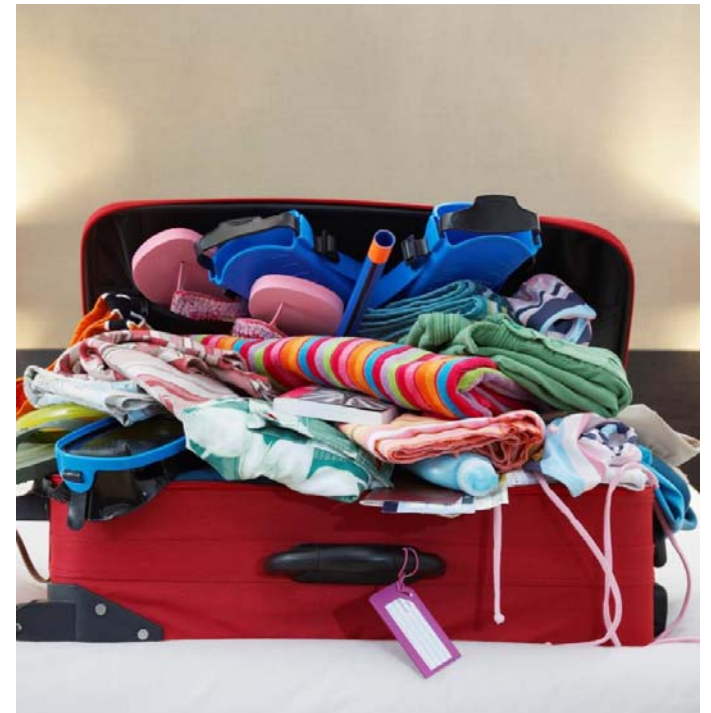
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... Perhaps adding a time limit for discussion on items.

Plan for 2 am finish - bring back Saturday to lessen the amount of online meetings prior to conference. Listen to the consideration to and do not do oral highlight but put it in the conference manual and final conference report.

Conference Activities: I'm going to Stepping Stones, but would rather have had a break maybe Wednesday coupled with the dinner on our own.

More meals on our own/stipends. Stop paying for vendors. Reimburse delegates faster - we are reimbursed slower than some vendors. Give the delegates more say in the conference agenda.



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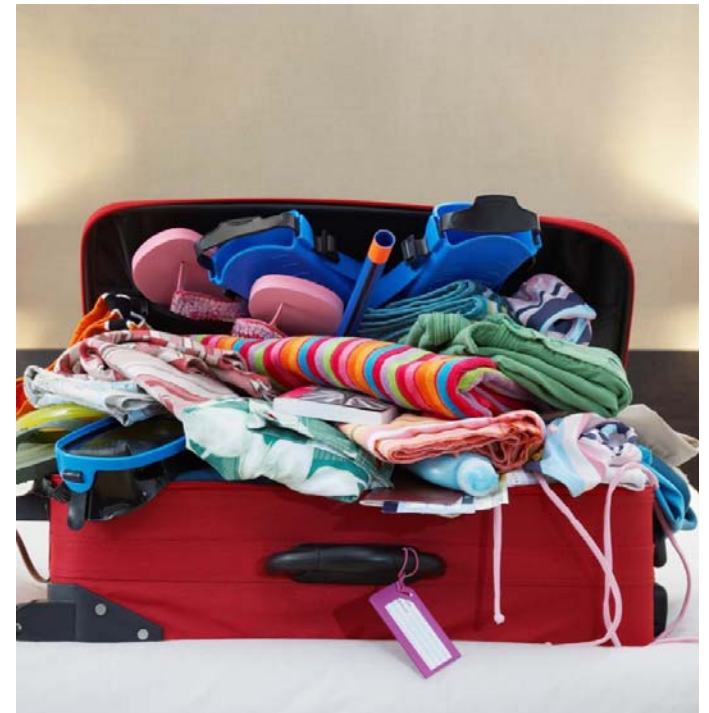
# Suggestions for the 74th General Service Conference

I think we need to reimagine the whole conference schedule. We should make time to have discussion about the vision for the movement on helping the still-suffering alcoholic. I feel like we have become reactionary instead of visionary.

Reports should not be read to us but distributed with ample time to read (all were except chair report) and then just a question-and-answer period. Special reports should be scheduled for Friday in case we run out of time.

So why is it that we are now better at using technology, we have in-house translation and outside help, are not supposed to be retranslating material already translated, and we now need three extra months to prepare? I have serious concerns based on answer from translation department that technology is not being used to its fullest.

Stop doing Workshops at Conference. It's a waste of time and money.



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# Removing Brunch Saturday Conference

It is a valid cost savings as we are together for a short while, and we could eat before or after that session.

VS

Because of late business on Friday and the early start on Saturday to hear the Panel 73's farewell remarks, it would have been nice to have something to eat.



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## Saturday Farewell Talks

Loved the rotating talks. I feel it was appropriate to have the rotating delegates give their farewells right before. It just felt more like a conference unit.

VS

There was a very low turnout as a lot of people had left already... and after a couple of very long nights, I feel like we can and should do better on setting the agenda.



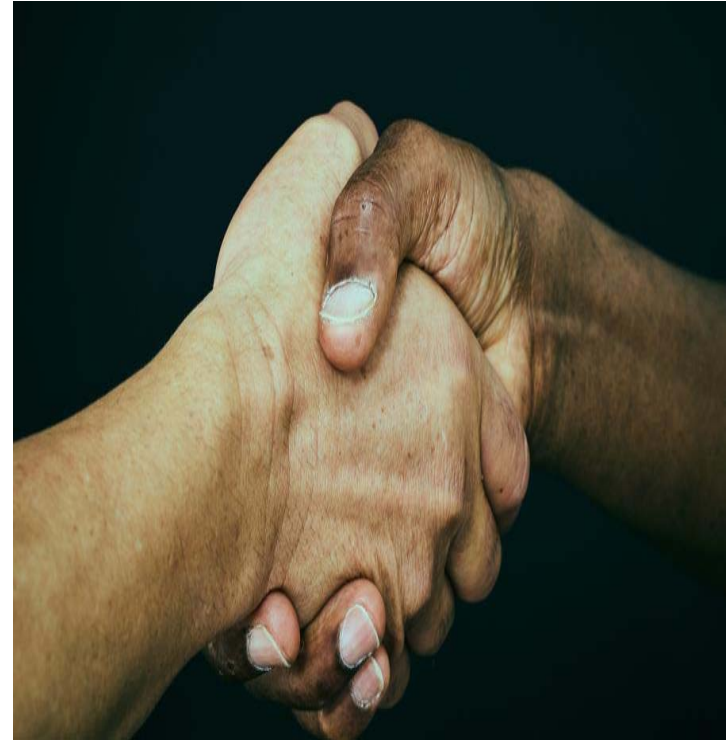
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## Stepping Stones Visit

Wonderful. Why not do this on the Saturday before conference starts – would have been a great opportunity for a meet and greet. It was powerful to have us all there together

VS

Increase the price of the conference and invite everyone to check a box if they are attending. Some delegates could not afford the additional expense and they did not feel comfortable asking to go anyway. They knew they would never be back to New York and it was a sad ending.



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CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

# Voluntary Contribution to Stepping Stones

I loved the experience, it was very emotional for myself, hope it continues.

VS

Eliminate - allow people to travel on their own.



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## No Extra-Hotel Night Related to Stepping Stones Visit

I am fine with that as a cost-cutting measure. While Stepping stones is a fun and bonding experience, I think leaving that out in future conference plans is a good way to cut funds, while still offering to organize the experience at the cost of the delegates. I do think that cutting the Sat. before - conference hotel night and the meetings that day should be re-thought. I would suggest adding those activities back to the schedule next year.

VS

I do not agree with this. After a long week of work, the Stepping Stones visit helped put everything in perspective. I'd hate for a delegate to not be able to do this due to finances.

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CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

## Should we have future Sunday Banquets?

Definitely worth the savings. No need for such an extravagant affair.

VS

I think this is a bad idea. Maybe consider cutting the guest list instead. It wouldn't be a banquet without the dinner, and it is a great time to get to know the people sitting at your table.

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## CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

### 2025 Conference Committee on Agenda

**ITEM E:** Discuss progress report on Conference improvement.

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#### **Background notes:**

*Excerpts from the July 2024 meeting of the trustees' General Service Conference committee:*

The committee discussed the committee consideration from the 2024 Conference Committee on Policy and Admissions requesting that a more effective, improved communication be added to the Conference Manual to be useful in outlining the current roles and responsibilities for election of the Delegate Chairperson. The committee reviewed suggested guidelines from the 2024 Conference Committee on Policy and Admissions and asked the Staff secretary to include them in the 2025 General Service Conference Manual with an editorial change.

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

The committee reviewed and accepted a progress report from the Improvements Subcommittee and noted a list of suggested Conference improvements based on the targeted and broad feedback from General Service Conference evaluations and additional committee considerations from the 2024 Conference Agenda committee.

The committee agreed to continue the 1728 meeting and the remote communities meeting (held by videoconference before the Conference Week). While the committee supports the prudent review of the Conference budget, the committee agreed that an informal meet-and-greet opportunity could provide Conference members with unifying, welcoming, and cohesive experiences that help usher in the Conference Week.

The committee reviewed the revised draft from the Improvements Subcommittee of the "How the Conference Operates" document, in response to the following Committee Consideration from the 2024 Conference Committee on Agenda:

"The committee discussed opportunities to give more time to complete Conference business and felt that reinforcing the mechanics of the Conference agreed to by Conference Members would be useful."

The committee noted that the General Manager and General Service Board Chair participated in the discussion in their role as co-chairs at the General Service Conference. The committee agreed with the idea of a policy to rely on decorum to address floor actions brought to the Conference floor and offered changes to the draft document. The committee requested that a reflection of the markup document and the

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clean copy version be reviewed to ensure consistency and requested that an updated draft be brought back to the February 2025 meeting.

The committee agreed to take no action on the Committee Consideration from the 2024 Conference Committee on Agenda to add the Area Service Highlights to the Conference Manual. The committee noted that the proposed agenda item on discontinuing Area Service Highlights was forwarded to the General Service Conference.

The committee noted the following next steps to be addressed by the Improvements Subcommittee at their November 2024 and December 2024 meetings:

- Review the Conference Week schedule.
- Discuss the Translation Grid in concert with Forwarded Floor Action #12.
- Review the 2025 Evaluation forms.
- Review and discuss feedback from the Conference Committee Chairpersons.
- Review Illness and Injury Contingency Plan.
- Incorporate suggestions from TGSCC to “How the Conference Operates.”

The committee **agreed to forward** to the 2025 Conference Committee on Agenda the Improvements Subcommittee progress report.

*Secretary's note: Details from the November and December 2024 subcommittee meetings are included in the annual trustees' GSC committee report.*

*Excerpts from the 2024 Conference Committee on Agenda:*

- The committee reviewed the 2023 Conference evaluation summary noting the new streamlined format that included a list of proposed improvements with a list of cost savings. The committee noted several improvements were being made at the 74th General Service Conference. The committee looks forward to reviewing the 2024 evaluation summary at the 2025 General Service Conference.
- The committee discussed the improvements to the schedule of the 2024 General Service Conference implemented by the trustees' General Service Conference Committee and appreciated the thoughtful and thorough cost saving measures to the Conference budget.
- The committee discussed a Saturday evening meet-and-greet gathering of Conference Members and the Sunday night A.A. Banquet that includes a plated dinner. While the committee appreciates the prudent review of the Conference budget, the committee requested that the trustees' General Service Conference Committee continue with these pre-Conference gatherings. The committee felt that including these pre-Conference events provide Conference Members with

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## **CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background**

unifying, welcoming, and cohesive experiences that help usher in the Conference Week.

- The committee also noted that meal stipends could provide Conference Members with opportunities to spend some quiet time during a busy Conference week schedule. The committee requested the trustees' General Service Conference Committee consider ways to add 2-3 additional meal stipends for Conference Members.

*Secretary's note: Previous history and actions on this item are located in the history and actions for the conference committee and trustees' committee.*

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### **Background:**

1. Progress report on Conference Improvements

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**Trustees' Committee on the General Service Conference (TCGSC)  
Subcommittee on Conference Improvements (SCI)  
Progress Report  
November 2, 2024**

Subcommittee: Vera F., Chair; Teddy B., Robert L. and Diana L., Secretary

Scope: The committee was appointed with the following scope:

- Review targeted and broad feedback from the 2024 General Service Conference evaluations.
- Review the draft of the 2025 Conference week schedule.
- Explore ways to address the additional committee considerations focused on improving the Conference experience.
- Explore ways to address additional committee considerations from the 2025 Agenda Conference Committee.
- Address the forwarded Floor action #12 from the 2024 General Service Conference.

The subcommittee met three times during August 2024 and October 2024.

Following their review of the 2024 Evaluations, the subcommittee suggested the following improvements regarding the 75th General Service Conference (GSC):

Before

- Adding a Floor map to the Conference Binder
- Adding an OnBoard map to the GSC Resources Folders
- Adding Area Highlights to the Conference Binder in addition to board reports and presentations.
- Adding back Saturday afternoon/evening activities: meeting and greet
- Continue with the Sunday Banquet.
- Memo to A.A. Technical Services on an OnBoard policy on the use of the chat feature
- Memo to Director of Staff Services on suggestions for consent and concise summaries to Background
- Memo to Nominating Coordinator on suggestions for the Trustee Elections

## CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

- Memo to Trustee Committees on Timeline for Conference Background materials, reports and presentations
- Continue to hold Joint Committee meetings by videoconference.
- Note business casual as the dress code during conference week.
- “Save the Date” communications

### During

- Earlier start time 8:00 a.m.
- Include two types of Sharing Sessions: open ended (What’s on Your Mind) and topic (but not committee agenda topics). Suggestions could be presentation topics or suggestions from Delegates. (encouraging talking points from Regional Forum).
- Continue and expand the dining on your own opportunities.

### After

- Continue to not have Saturday Brunch before the Farewell talks.

Timely Delivery of Reports: The subcommittee agreed to send a memo to support trustees’ committees with their deadlines for Conference reports. In additional reminders and notifications for the 75<sup>th</sup> GSC, trustees’ committees could help with planning their work and share late developments in the annual trustee committee reports, or during the Joint committee meeting.

The subcommittee also addressed the following Additional Committee Considerations from the Agenda Conference Committee:

Mechanics of the Conference: The subcommittee discussed the 2024 Agenda Conference Committee Consideration focused on improving the Conference experience with the exofficios General Service Board Chair, General Manager, and trustees’ Conference Committee Chair to explore ways to further support the mechanics of the Conference.

The subcommittee noted the broad concern raised in the feedback on the amount of time and manner that Conference Members conduct Conference Business and explored ways to support the co-chair reinforce the mechanics of the conference

The subcommittee thoughtfully reviewed “How the Conference Operates” and made suggestions for consideration at the November TGSCC meeting. Noting an ambitious agenda during the Conference Week, the committee agreed to provide a balanced atmosphere that supports unifying, and cohesive experiences to reach a group conscience. The subcommittee felt that utilizing one of the GSC sharing sessions to discuss the suggestions to “How the Conference Operates.”

Area Highlights: The committee reviewed and discussed the feedback concerning the Area Highlights, noting the advisory action and discussed the following 2024 Agenda Committee

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consideration to add them to the Conference Manual. The committee appreciated the consideration and noted that the Area Highlights are in the Final Conference Report. The committee felt that adding the highlights to the Conference Manual this year would be consistent with board reports, presentations and other reports and suggested including an explanation that they will be read by each first-year delegate during the Conference Week per the advisory action.

General Sharing Sessions: The committee held a wide-ranging discussion about the feedback on the General Sharing Session during the Conference Week, noting that they could be too open ended and need to be more topic based or have a particular focus. The committee also noted how a sharing session with a topic(s) could provide an effective way to explore ideas of importance. The committee also felt that the “What’s on Your Mind” serves a different purpose to ensure that nobody leaves the GSC with anything unsaid.

On-Site Preconference Activities: The committee reviewed and discussed the feedback concerning preconference activities on Saturday and Sunday and enthusiastically agreed with the feedback that keeping these onsite provide an opportunity to meet, greet and make connections before the start of a busy work week.

The committee also noted that while there was some interest to hold the remote committee communities meeting by videoconference, an onsite event supported better attendance

Conference Manual: The committee noted ongoing efforts to distribute the Conference Manual as soon as possible. Having a simple method to track and communicate updates to the Conference Manual could avoid confusion about the updates.

Joint committee meetings: The committee noted that the Save the Date memo offered a timetable. The committee felt that each joint committee could arrange any subsequent follow up meetings if needed.

Interpretation and Translation: The committee noted that the Language Services Director and METS Manager received feedback related to Translation and Interpretation services for their consideration.

Regional luncheon: The committee noted that each region conducts items of business or provide the opportunity for people in the region to get together and support each other.

Trustee Elections: The committee noted that the Nominating Coordinator will receive feedback related to the Trustees’ Election for their consideration.

Dinner on their own: The committee noted the broad support in the feedback to see more opportunities for members to have a meal on their own.

### Subcommittee Next Steps

November 2024 and December 2024

- Review the Conference Week schedule.
- Discuss the translation Grid in concert with Floor Action #12.
- Review the 2025 Evaluation forms.
- Review and discuss feedback from the Conference Committee Chairpersons.
- Review Illness and Injury Contingency Plan.



**Trustees' General Service Conference Committee  
Subcommittee on Conference Improvements (SCI)  
January 2025 Update**

The subcommittee met three times during November 2024 and December 2024 and focused on the following items:

- Conference Week schedule: At the request of the TGSCC, the subcommittee was asked to review the Conference week schedule for a possible time to hold the Conference Workshop. The committee received input from the General Manager and chair of the TGSCC. After discussing several options, the subcommittee included a suggestion for Wednesday 7:30-9:30 p.m. for consideration.
- Translation Grid in concert with Floor Action #12: The subcommittee suggested to take no action. The subcommittee reviewed a grid of current Spanish and French translations provided to Conference. The subcommittee noted the work in progress related to translations by the interim AAWS Language Services Committee to set prioritization across GSO departments. The subcommittee noted that the GSB chair would respond to the submitter.
- 2025 Evaluation forms: The subcommittee reviewed the evaluation questions for the 2025 GSC. The subcommittee received input from the General Manager and chair of the TGSCC and suggested additional language to encourage Conference Member engagement.
- Conference Mechanics: The subcommittee reviewed and discussed changes with input from the General Manager, General Service Board chair, co-chairs of the GSC, and the chair of the TGSCC. A final draft of How the Conference Operates was forwarded to the full TGSCC for review at their December 2024 interim meeting.
- Saturday Meet and Greet: The subcommittee reviewed a committee consideration and discussed options to host a Saturday meet and greet to be held before the Conference week. The subcommittee received input from the General Manager, General Service Board chair, co-chairs of the GSC, and the chair of the TGSCC. A

recommendation to host the Saturday meet and greet was forwarded to the full TGSCC for review.

- Sunday Banquet Dinner Activities: The subcommittee reviewed a request by the GSB to discuss the purpose of the Sunday Banquet Dinner. The subcommittee discussed the purpose and reviewed the guest list from the 2024 General Service Conference. The subcommittee received input from the General Manager, General Service Board chair, co-chairs of the GSC, and the chair of the TGSCC. Two recommendations were forwarded to the full TGSCC for review involving a change to the guest list and seating arrangements at the Sunday Opening Dinner.

The subcommittee noted details of these activities will be included in the annual report from the trustees' GSC Committee to the General Service Conference.

**2025 Conference Committee on Agenda**

**ITEM F:** Review feedback from 2024 Delegate Chairs on quarterly communications.

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**Background notes:**

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

Quarterly Communications with Delegate Chairpersons: The committee reviewed and discussed the survey results from the 2024 Conference Committee Chairpersons on their quarterly communication with corresponding trustee Committee Chairpersons. The committee **agreed to forward** the Quarterly Communications survey results to the 2025 Conference Committee on Agenda. The committee also agreed to forward the survey results to the General Service Board which is currently focusing on consistency.

Secretary's Note:

- *The annual feedback call took place in October to align with the Equitable Distribution of Workload pilot.*

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

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

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

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

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

**CONFIDENTIAL: 75th General Service Conference Background**

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

These conference calls have taken place annually since 2019.

*Secretary’s note: Additional history and actions on this item are located in the history and actions for the conference committee and trustees’ committee.*

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**Background:**

1. Feedback from 2024 Delegate Chairs on quarterly communications.

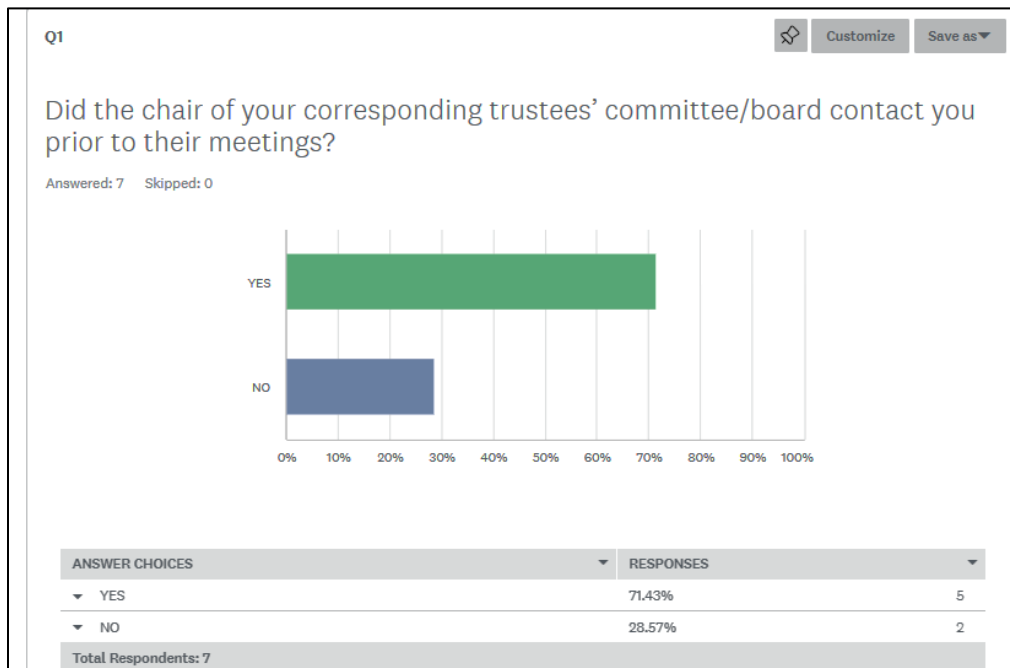
Review feedback from 2024 Delegate Chairs on Quarterly Communications

Survey Questions:

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

Survey Results

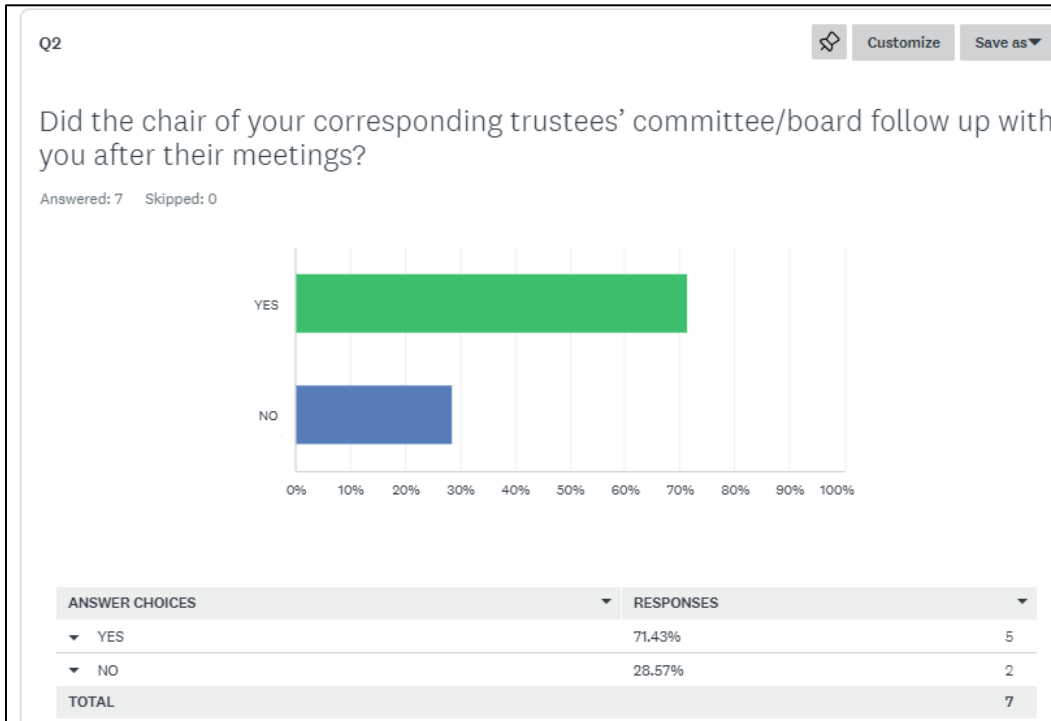
Question 1



### Q1 Comments

- While Report & Charter does not have a corresponding trustees committee, I did receive communication from the trustees committee chairs of both Literature and Conference.
- My trustees' Chair has stepped up and gone beyond my expectations. As usual with everyone I've met, Trustees, Staff, and Delegates.
- The Grapevine Office Manager sent us information about the 10/15 meeting.
- I reached out to try and prompt this and was repeatedly told "no" by my corresponding chair. My corresponding chair labeled my contacting him as "unexpected" and that he didn't want to "feed too many unexpected exchanges."

### Question 2



### Q2 Comments

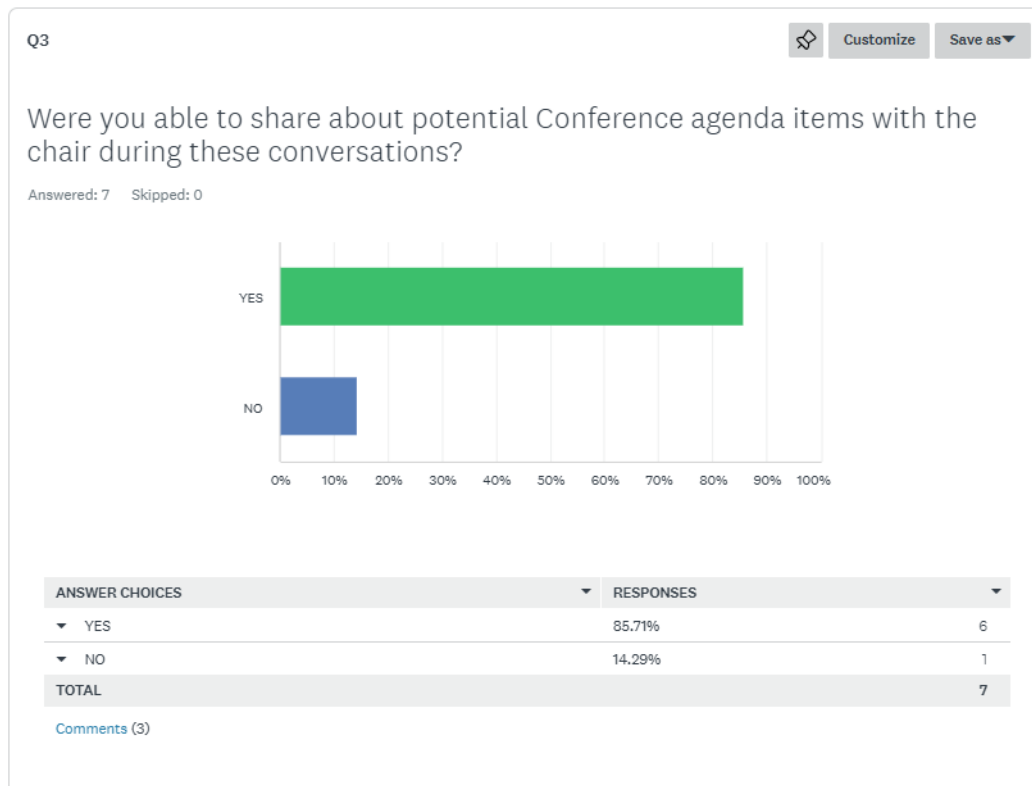
- I did contact her about 10 days afterwards and she did respond.

## CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

- After trying several times with my corresponding chair, I asked the GSB Chair to intervene. Only then was my corresponding chair willing to meet, but only with our staff person joining the call.

*Secretary's Note: The Corresponding trustee chair noted: "...The last three meetings have been very harmonious, and it looks like we're now on track..."*

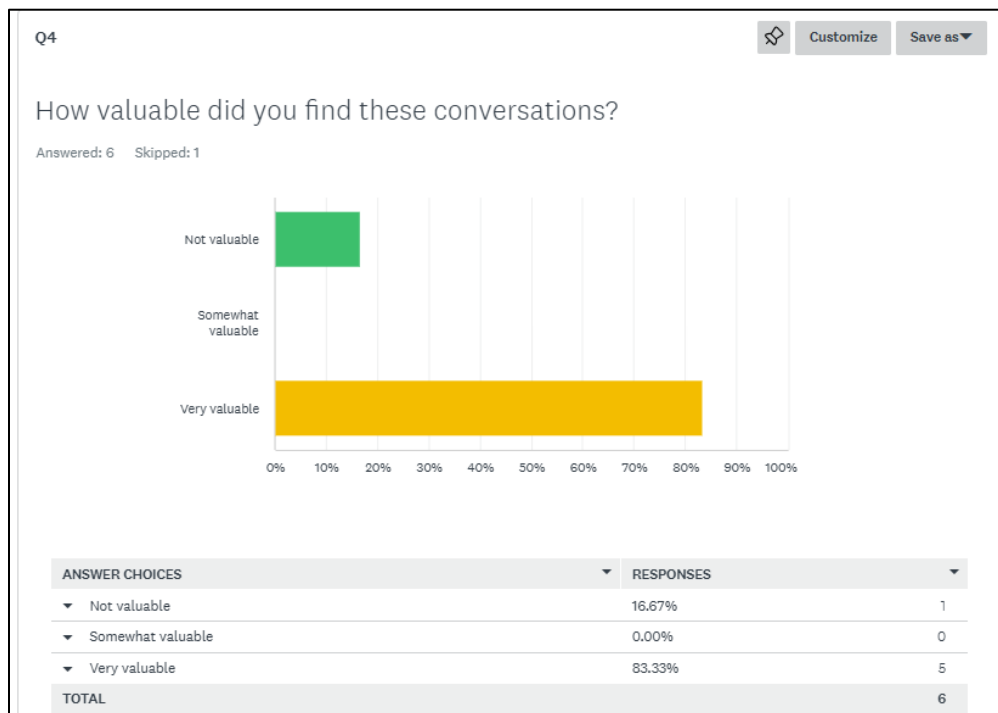
### Question 3



### Q3 Comments

- No, not in our chair-only meetings. PAIs were discussed with the entire committee and the trustees GSC committee in October.
- I did share but have not gotten a reply yet.
- Our full committee had a conversation with the trustees' committee chair.

### Question 4

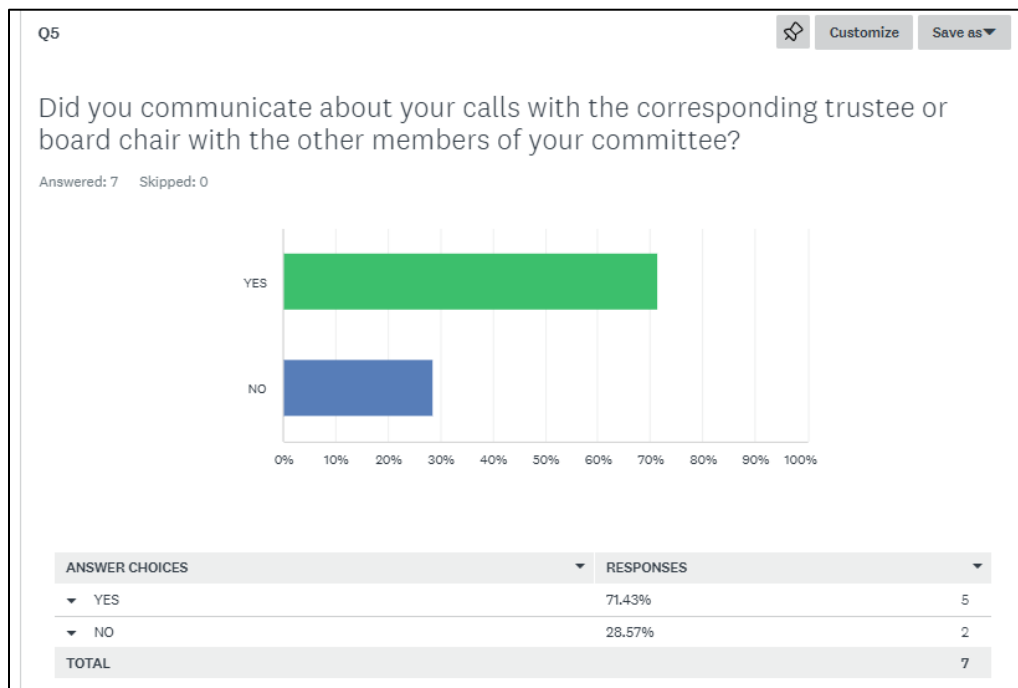


### Q4 Comments

- One challenge is that we don't know each other on a personal level. It is helpful to have an opportunity to get to know one another as people rather than just "trustee" and "delegate." Building a rapport and good working relationship with each other takes time and effort, but the effort will pay dividends in so many ways, especially in unity and trust.
- Relationship building is helpful to clearly discuss potential benefits or problems that may result from taking a proposed action.
- I don't think this applies. I'd love to be able to develop a working relationship, but I feel like I'm the only one reaching out. She does reach back though.
- I can't value them because they haven't happened. I think they could be very valuable and I was excited to build a relationship with my corresponding chair to help increase communication amongst the two committees.



### Question 5



#### Q5 Comments

- Some. However, lacking clear cut data I usually prefer to wait.
- They have been very helpful. I share what he has told me that I can with the rest of the committee.
- There hasn't been a call to report on, but I would have updated the committee.

#### Question 6 – Comments only

**Overall, how satisfied are you with this process for providing input into the Conference Agenda process?**

- Very. This is an extremely important communication link for the Conference.
- Only one meeting with the entire R&C committee in October was devoted to the Conference Agenda. The chair meetings I had were focused on ensuring the work is done accurately and on time (Conference Final Report and Service Manual). At this point, other than that one meeting, delegates have no real influence on the Conference Agenda. Trustees run the show.
- I appreciate all the efforts to allow suggestions and feedback.
- Pretty satisfied.

## CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background

- We never saw the agenda items. We were informed of what they basically were. I know that only 1 out of 10 is moving forward, but I don't know why the others weren't. The committees should have some input in what they discuss at Conference. We were never given an opportunity to say "yes" or "no" to the items presented. We only talked about them.
- Very satisfied.
- The process was fine. Not having any background information before the call limits our ability to think and reflect before participating. The trustees and staff have opportunities to discuss this, but expecting a delegate committee to hear about items live in a call and be prepared to provide informed feedback is insulting.

### Question 7 – Comments only

#### What suggestions for improvement to this process do you have?

- Since PAIs are now (mostly) submitted online through SmartSheets, the complete PAI list should be shared with all Conference members. The final agenda would be completed at the October GSB meeting. PAIs not forwarded would be sent to all Conference members within 2 weeks after the GSB meeting. From there, area delegates should be afforded an opportunity to weigh in on those items not forwarded. This type of collaborative and inclusive approach has the potential to build stronger relationships and trust between delegates and those below the Conference on the triangle.
- I would like to see us utilize the electronic voting options for at least the admissions part of our committee.
- At minimum, the delegate chair should have a vote in the decision-making process of what moves forward.
- None
- Ensure that the trustee chairs are willing and able to interact with conference chairs and if not, appoint different chairs. More willingness to share information by the trustees would be welcomed. In the prior year, a few communication breakdowns between our committees caused several issues that were avoidable if there had been communication. Even this year, there were questions by the trustees committee about what the committee meant with a consideration and assumptions were made about how supported the considerations were instead of conferring with me to understand the committee's perspective.

**2025 Conference Committee on Agenda**

**ITEM G:** Discuss plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory

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**Background notes:**

*Excerpts from the January 2025 trustees' General Service Conference committee meeting:*

The staff report was accepted noting the status and planning of the General Service Conference (GSC) and the Conference Inventory activities. The committee **agreed to forward** the print and shipping estimate for the 2025 Comprehensive Inventory report to the 2025 Conference Committee on Agenda.

*Excerpts from the Conference Committee on Agenda:*

2024 Advisory Action:

A comprehensive summary of the 2025 General Service Conference Inventory be developed and distributed as an electronic version only.

Committee Consideration from the 2024 Conference Committee on Agenda:

The committee discussed the printing and distribution of a comprehensive summary of the 2025 Conference Inventory and noted that the cost estimates for printing and shipping could change in the next year. The committee suggested that a plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory be brought back to the 2026 Conference Committee on Agenda.

*Secretary's note: Previous history and actions on this item are located in the history and actions for the Conference committee and trustees' committee.*

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**Background:**

Print and distribution plan for the comprehensive inventory report.

**CONFIDENTIAL: 75th General Service Conference Background**

**Printing and Shipping Estimates for the Conference Inventory Comprehensive Report**

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2024 Agenda Committee Consideration: “The committee discussed the printing and distribution of a comprehensive summary of the 2025 Conference Inventory and noted that the cost estimates for printing and shipping could change in the next year. The committee suggested that a plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory be brought back to the 2026 Conference Committee on Agenda.”

**Printing**

F-205 (GSC Inventory in English) = \$27,580.00  
FF-205 (GSC Inventory in French) = \$1,932.71  
SF-205 (GSC Inventory in Spanish) = \$4,290.29

SUBTOTAL: \$33,403.00 (\$0.61 each)\*

*\*Please note this estimated cost is under the condition that all three versions will print together.*

**Shipping**

Rough shipping estimate = \$16,883. Based on the 2024 Final Conference Report (FCR) in all three languages

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Total estimate = **\$50,286**

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## 2025 Conference Committee on Agenda

**ITEM H:** Discuss progress report on Conference Inventory.

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### **Background notes:**

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

Inventory Subcommittee related to the 74th GSC:

The committee assigned the following two Advisory Actions and one committee consideration to the Inventory Subcommittee:

### Advisory actions:

1. "The General Service Conference Inventory Plan be approved and that an inventory summary (not to exceed eight pages), be included in the 2025 Final Conference Report."
2. "A comprehensive summary of the 2025 General Service Conference Inventory be developed and distributed as an electronic version only."

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

Subcommittee on Inventory: The committee reviewed and accepted a progress report from the Inventory Subcommittee. The committee discussed the estimated costs (up to \$35,000) to translate the estimated online survey responses (up to 7,695 responses) to questions included in the Conference Inventory Plan.

The committee agreed that these are support materials intended to help Conference Members prepare for the 2025 Conference inventory. The committee accepted the Inventory Subcommittee's suggestion to provide an alternative way to distribute the survey results in the language which they were returned, noting that a similar decision to manage workload and expenses of survey results was made regarding closing options for big meetings at International Conventions.

## CONFIDENTIAL: 75th General Service Conference Background

The committee agreed to communicate the decision to distribute survey responses in the language received, noting voting members have access to open-source translation software if needed. It was noted that a link to the survey with instructions will be distributed to voting members of the 2025 General Service Conference via OnBoard.

The committee noted the following next steps regarding implementation of the Conference Inventory Plan:

### November – December 2024

- The Conference Coordinator works with the Publishing department to develop a printing and shipping plan for comprehensive Inventory reports for consideration by the 2025 Conference Committee on Agenda.
- One or two members of the trustees' GSC committee and the Conference Coordinator will select Inventory Groups.
- One or two members of the trustees' GSC committee and the Conference Coordinator will assign four inventory questions to each workshop group, using a selection process that ensures all questions are assigned.

### January – April 2025

- Distribute Inventory Group assignments.
- Distribute survey question access to the 75th General Service Conference Members.
- Distribute survey question results to 75th General Service Conference Members.

The committee expressed their gratitude to the Inventory Subcommittee for their work on implementing the Inventory Plan for the 75th GSC. The committee **agreed to forward** to the 2025 Conference Committee on Agenda the Inventory Subcommittee progress report.

*Excerpts from the 2024 Conference Committee on Agenda:*

Additional Committee Considerations:

## CONFIDENTIAL: 75th General Service Conference Background

The committee discussed the printing and distribution of a comprehensive summary of the 2025 Conference Inventory and noted that the cost estimates for printing and shipping could change in the next year. The committee suggested that a plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory be brought back to the 2026 Conference Committee on Agenda.

*Secretary's note: Previous history and actions on this item are located in the history and actions for the conference committee and trustees' committee.*

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### **Background:**

1. Inventory Progress Report from November 2024 TGSCC meeting

Trustees' General Service Conference Committee (TGSCC)  
2023-2024 Subcommittee on Inventory  
Progress Report  
November 2, 2024

Subcommittee: John W., Chair; Cathi C., Clint M. and Diana L., secretary

Scope: To implement the advisory actions related to the 2025 General Service Conference Inventory Plan and review the additional committee considerations:

Advisory actions:

1. "The General Service Conference Inventory Plan be approved and that an inventory summary (not to exceed eight pages) be included in the 2025 Final Conference Report."
2. "A comprehensive summary of the 2025 General Service Conference Inventory be developed and distributed as an electronic version only."

Committee Consideration from the 2024 Conference Committee on Agenda:

1. "The committee discussed the printing and distribution of a comprehensive summary of the 2025 Conference Inventory and noted that the cost estimates for printing and shipping could change in the next year. The committee suggested that a plan to print and distribute the comprehensive summary of the 2025 General Service Conference Inventory be brought back to the 2026 Conference Committee on Agenda."

The Inventory Subcommittee met three times from August 2024 through October 2024, and focused on the following:

Inventory Working Groups: The subcommittee reviewed the Conference Inventory Plan and discussed the number of working groups, noting that some groups will have the same set of questions. The subcommittee also noted that for 135 Conference Members, there will be 15 working groups with nine members each. The subcommittee recommended to the trustees' GSC committee that each working group have someone take notes (preferably a non-employee) and each committee lead should report back their group's sharing to the Conference.

Discussion Time for Working Groups: The subcommittee noted the working groups should have two hours to discuss the questions.



Report Backs: The subcommittee recommended to the trustees' GSC committee scheduling five sessions, each with three groups that would each have 20 minutes to share their findings, with an additional 30 minutes for feedback. The subcommittee felt that in order to support a broad discussion, inventory groups who were given the same questions could report during the same session. The subcommittee reviewed samples of past initial summaries that went into the Final Conference Report.

Inventory Schedule during Conference Week: The committee reviewed and discussed the conference week schedules of the previous conference inventory. Noting that this Conference Inventory will be completed in one year, the committee asked the staff secretary to update the Conference Week schedule accordingly. The committee agreed that evenly distributing inventory activities could provide a balance between the importance of taking an Inventory and completing other Conference Business:

Schedule	Conference Inventory
Sunday, April 27, 2025	<ul style="list-style-type: none"> <li>• Two-hour discussion by Inventory Groups</li> <li>• 90 minutes; Report back session 1</li> </ul>
Monday, April 28, 2025	<ul style="list-style-type: none"> <li>• 90 minutes; Report back session 2</li> <li>• 90 minutes; Report back session 3</li> </ul>
Tuesday, April 29, 2025	<ul style="list-style-type: none"> <li>• 90 minutes; Report back session 4</li> </ul>
Wednesday, April 30, 2025	<ul style="list-style-type: none"> <li>• 90 minutes; Report back session 5</li> </ul>

Notification of Inventory Group Assignment: The subcommittee felt that Conference Members would receive their Inventory group assignment six weeks before the Conference Manual is distributed.

Inventory survey questions and responses: While the subcommittee agreed that OnBoard survey structure would be a good place to distribute the survey, the subcommittee raised concern about having enough time to process, translate and distribute the results in early 2025, when the new panel of delegates starts.

- The subcommittee sought to simplify the workload by looking at survey result format options such as, but not limited to, a selection of checkbox answers, likability/satisfaction range, and requests to limit responses to 30 words or less.
- The subcommittee noted that responses from Conference Members could be around 2,565 responses (80,000 words) and have an unanticipated expense of some \$35,000 to translate.
- The subcommittee discussed alternative ways to distribute the survey results including, but not limited to, distributing an English version available for service areas

to translate locally.

The subcommittee ultimately recommended to the trustees' GSC committee that survey responses be made accessible to Conference members in only the language in which they were returned. This approach is similar to a previous decision to manage workload and expense of survey results provided in the native language regarding closing options for Big meetings at International Conventions.

Subcommittee recommendations to the trustees' GSC Committee:

- Each inventory working group have someone take notes (preferably a non-employee) and each committee lead should report back their group's sharing to the Conference.
- Scheduling five sessions, each with three groups that would each have 20 minutes to share their findings, with an additional 30 minutes for feedback.
- Survey responses be made accessible to Conference members in only the language in which they were returned.

Subcommittee Next Steps:

November 2024

- Gathering information for the creation of a comprehensive Inventory report
- Develop a printing and shipping plan or comprehensive Inventory reports for consideration by the 2025 Conference Committee on Agenda.

January – April 2025

- Select Inventory Groups.
- Distribute Inventory Group assignments.
- Distribute survey question access to the 75th General Service Conference Members.

**2025 Conference Committee on Agenda**

**ITEM I:** Consider the request to suspend oral presentations of all Area Service Highlights and continue printing highlights in the final report.

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**Background notes:**

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

PAI 20 and PAI 32: The committee reviewed the request to suspend oral presentations of all Area Service Highlights and continue print highlights in the final report to allow for additional time on the agenda and **agreed to forward** PAIs 20 and 32 to the 2025 Conference Committee on Agenda.

*Excerpts from the 2024 Conference Committee on Agenda:*

D. The Conference Committee on Agenda caucused during the opening session of the General Service Conference to consider a motion from the floor regarding changing the Conference week schedule emphasizing the importance of an edited version of Area Highlights in the Final Conference Report and the need for efficient use of time and thorough discussion of committee reports, and recommended the suspension of oral presentation of Area Service Highlights during the 74th General Service Conference. **The motion failed.**

2024 Conference Committee on Agenda Additional Committee Consideration.

- The committee also discussed Area Service Highlights presentations during the Conference week. The committee felt that these presentations about service areas could provide Conference Members with an opportunity to learn how local committees carry the A.A. message, foster participation, and overcome challenges. The committee also noted that conducting Conference business can encompass sometimes harsh experiences while Conference Members reach a group conscience on Committee recommendations and felt that Area Service Highlights can provide balance. The committee also noted the priority of completing Conference business in a timely manner and suggested that including Area Service Highlights in the Conference Manual could provide other Conference Members with opportunities to make notes and be informed about other service areas.

*Secretary's note: Previous history and actions on this item are located in the history and actions for the conference committee and trustees' committee.*

**Background:**

1. PAI 20
2. PAI 32

**(1) Submit a clear and concisely worded motion.**

Consider suspending oral presentations of all Area Service Highlights and print highlights in the final report to allow for additional time on the agenda.

**(2) What problem does this proposed item address?**

While the oral highlights used to be informative and based on issues A.A. was challenged with, now they are just 2 minutes about each area. Those that are interested in each area can read them in the final report. This will give the conference hours back so that we can get the important work of A.A. done. At the 74th conference there was not enough time and everyone there did not get to hear 11 out of 15 floor actions.

**(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 passed with substantial unanimity at our Area 61 June Assembly.

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

In 1966, there was an advisory action to allow delegates to choose their own topics, where prior they were given topics, usually around a central theme.

In 1976, there was an addition to the Conference questionnaire on the topic "Do you feel Area Service Highlights are valuable to the Conference as a whole?".

There was also a study requested concerning the feasibility of allowing more time by eliminating or shortening the highlights.

In both the 73rd and 74th conferences, there were floor actions to remove the oral highlights. In the 74th, the Agenda Committee also caucused and recommended that we remove the highlights in favor of more time.

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**CONFIDENTIAL: 75th General Service Conference Background**

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

The intended outcome is that we will not run out of time again. If our workload decreases in the future, having breaks during a very busy week would be a wonderful addition to the conference.

**(6) Provide a primary contact for the submission.**

Tricia D., Area 61 Delegate, Panel 74

**(7) Final comments:**

The most glaring reason that we should remove the oral highlights from our agenda is that we ran out of time at the 74th General Service Conference. In the busy years to come, we may again not complete our work. Had we removed the highlights there would have been several hours returned to the agenda. In these hours, the Conference may have completed its work. The discussion surrounding highlights removal will likely continue until action is taken by the Conference.

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**(1) Submit a clear and concisely worded motion.**

To end the practice of oral Area Highlights at the yearly General Service Conference. Instead, Area Highlights should be documented in the Conference Manual and Final Conference Report. The time saved from this change shall be reallocated to committee work, sharing sessions, or report backs.

**(2) What problem does this proposed item address?**

This proposed item addresses the problem of inefficient use of time during the General Service Conference, particularly concerning the oral presentation of Area Highlights. Traditionally, these presentations have been a significant part of the Conference proceedings, but they consume valuable time that could be better utilized for committee work, sharing sessions, or report backs — areas that directly contribute to the Conference's ability to fulfill its responsibility.

Over the past few years, it has become increasingly clear that the allotted hours for committee work is insufficient. This has led to committees struggling to find additional time to meet, sometimes resulting in delegates missing their regional slots due to being engaged in extended committee discussions. This situation not only affects the overall efficiency of the Conference but also risks diluting the thorough discussion and deliberation of committee reports, as emphasized in the 1976 advisory action.

Moreover, the 2018 advisory action underscored the importance of an edited version of Area Highlights in the final Conference report, ensuring clear and coherent communication. By documenting Area Highlights in the Conference Manual and Final Conference Report, we maintain the integrity of these reports while freeing up time for more critical discussions. This adjustment aligns with the principles of the 12 Traditions and Concepts, which emphasize the effective and prudent use of our resources — including time.

In summary, this proposed item seeks to streamline the Conference proceedings by reallocating time from oral Area Highlights to activities that more directly impact the Conference's ability to carry out its primary purpose, ultimately enhancing the effectiveness of our collective efforts in Alcoholics Anonymous.

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

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**CONFIDENTIAL: 75th General Service Conference Background**

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 proposed agenda is being submitted by Area 45 after receiving substantial unanimity.

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

This proposal aligns with the guiding principles of the 12 Traditions and Concepts, particularly in ensuring the prudent use of our resources and the effective communication of our efforts. By making this change, we not only honor the spirit of past advisory actions but also adapt to the evolving needs of our fellowship, ensuring that our time together is used in the most impactful way possible.

Background Material(s) Included with the Proposal:

1976 Advisory Action - Emphasizing the importance of thorough discussion and deliberation of committee reports during the Conference.

2018 Advisory Action - Highlighting the significance of an edited version of Area Highlights in the Final Conference Report to ensure clear and coherent communication.

Tradition Nine: "A.A., as such, ought never be organized; but we may create service boards or committees directly responsible to those they serve."

Tradition Nine supports the idea that while A.A. should not be overly organized, the service boards and committees that do exist must be efficient and directly responsible to the fellowship. By reallocating time from oral Area Highlights to committee work, this proposed agenda item emphasizes the responsibility of committees to effectively serve the fellowship through thoughtful and thorough discussion.

Concept Twelve (Warranty Two): "The Conference will observe the spirit of A.A. Tradition, taking care that it never becomes the seat of perilous wealth or power; that sufficient operating funds and reserve be its prudent financial principle; that none of the Conference Members shall ever be placed in a position of unqualified authority over any of the others."

Concept Twelve, particularly Warranty Two, speaks to the prudent use of resources, which includes time. By suggesting that the time saved from not presenting oral Area Highlights be used for more critical activities, your proposal aligns with the principle of prudently managing resources to ensure the Conference remains effective in serving the fellowship without overburdening its members or misallocating its time and efforts.

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

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**More Efficient Use of Conference Time:** By eliminating the oral presentation of Area Highlights, valuable time will be freed up during the General Service Conference. This time can be reallocated to activities that are more critical to the Conference's mission, such as committee work, sharing sessions, or report backs. This would allow for deeper discussions and more thorough deliberation on key issues, improving the overall effectiveness of the Conference.

**Enhanced Focus on Committee Work:** Committees often struggle to complete their work within the allotted time. By redirecting time from oral presentations to committee work, committees would have the additional time needed to fully explore and address the issues on their agendas, resulting in more comprehensive and well-considered recommendations.

**Improved Documentation and Accessibility:** Instead of oral presentations, Area Highlights would be documented in the Conference Manual and Final Conference Report. This would ensure that the information is consistently recorded, easily accessible, and available for future reference. It would also enhance clarity and coherence in the communication of Area activities, benefiting all members of the fellowship who rely on these reports for information.

**Alignment with Historical and Current Advisory Actions:** This change would honor the spirit of the 1976 and 2018 advisory actions, which emphasize the importance of thorough deliberation and clear communication. By adopting this proposal, the Conference would demonstrate its commitment to evolving and adapting its practices to better meet the needs of the fellowship.

**Increased Delegate Engagement and Participation:** With more time available for committee work and other meaningful activities, delegates would be able to engage more fully in the Conference proceedings. This could lead to increased participation, better decision-making, and a stronger sense of unity and collaboration among the Conference members.

**Long-term Improvement in Conference Effectiveness:** Over time, the cumulative effect of these changes could lead to a more streamlined and effective General Service Conference. By prioritizing activities that directly contribute to the fellowship's mission and minimizing those that do not, the Conference would be better positioned to address the challenges facing Alcoholics Anonymous and to continue carrying the message to those who still suffer from alcoholism.

### **(6) Provide a primary contact for the submission.**

Wendy M.  
Panel 74 Delegate, Area 45

### **(7) Final comments:**

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## 2025 Conference Committee on Agenda

**ITEM J:** Consider a proposal pilot for a Harmony and Effectiveness Session to discuss Grievances about General Service Board Actions

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*Excerpt from the February 1, 2025, trustees' Nominating Committee Meeting:*

The committee reviewed and discussed the subcommittee report, proposal for the implementation of a "Harmony and Effectiveness Session" at the General Service Conference implemented as a three-year pilot project, and proposed censure procedures.

The committee recommended to the General Service Board to forward to the 2025 Conference Committee on Agenda the "Harmony and Effectiveness Proposal" accompanied by the subcommittee report.

The recommendation was approved by the GSB on February 3, 2025.

*Excerpt from the July 27, 2024, trustees' Nominating Committee Meeting:*

At the July 2024 quarterly meeting, the chair of the trustees' Nominating committee appointed a subcommittee (the subcommittee on Grievances about GSB Actions) and requested that they draft a procedure for receiving and addressing censure and reorganization proposals, informed by research on AA history and reference to recent experience, and with alignment to the GSB bylaws, Conference Charter, 12 Concepts and 12 Traditions.

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### **Background:**

1. Pilot Proposal for Harmony and Effectiveness Session
2. 2025 report Trustees' Nominating Subcommittee to Address Grievances about GSB Actions February 1, 2025, Report.

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## Harmony and Effectiveness Proposal (January/2025)

### Proposal:

To initiate a new communications centered session called the “Harmony and Effectiveness Session”<sup>1</sup> at the General Service Conference on a trial basis for three (3) years beginning with the 76<sup>th</sup> General Service Conference (GSC). <sup>1 – Concept XI</sup>

### Background:

The General Service Board (GSB) inventory was held in January 2024 and during the inventory and in the subsequent Board discussions (including a communications workshop) it has been noted that one unmet need is a dedicated time for discussion amongst all Conference Members regarding matters of importance, communications needs, and any areas of concern. Concurrently, a subcommittee of the Trustees Nominating Committee (TNC) proposed creating dedicated time and space to address any areas of concern, foster harmony and effectiveness, and hear any grievances or censure motions if raised.

In the absence of dedicated time and space for this type of discussion, the methods used are often written letters to the GSB or proposals for censure. These options remain, of course, but many have expressed that this has not proven satisfactory in fostering effective dialogue about important matters. There have been ongoing comments that there is insufficient time at the GSC to discuss important matters and that while the agenda process is effective for committee topics it doesn't allow discussion of grievances or emerging matters. Some have expressed that the *Whats On Your Mind* sharing session does not meet this need yet fulfils an important purpose for general sharing. It has also been noted that the time for questions and discussion on the Board reports is insufficient.

**When:** To be scheduled at the GSC for at least 1 hour after the Board reports, finance reports, and Conference Committee meetings have occurred.

**Format:** Discussion regarding any grievances, opportunities, ideas or barriers to the Conference achieving the needed Harmony and Effectiveness to fulfil our responsibilities to those we serve.

The Session Chair is either the GM of GSO or the Chair of GSB, and it follows *How The Conference Operates*.

Note: This session may also serve as an additional venue to address any proposed censure.

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**Reporting:** Any formal actions taken during this session will be included in the Final Conference Report.

**Trial Period:** This session is to occur for three (3) years at the 76<sup>th</sup>, 77<sup>th</sup> and 78<sup>th</sup> GSCs. During this session at the 78<sup>th</sup> GSC there will be discussion and a decision regarding if this has proven to be an effective way to enhance communication and foster Harmony and Effectiveness, any recommended changes and if the GSC wishes for this to continue.

###

**REPORT (February 1, 2025)**

**Trustees Nominating Subcommittee to Address Grievances about GSB Actions**

The Trustee's Nominating Subcommittee on Grievances was asked to:

*Draft a procedure for receiving and addressing censure and reorganization proposals, informed by research on A.A. history and reference to recent experience, and with alignment to the GSB bylaws, Conference Charter, 12 Concepts and 12 Traditions.*

**PROCESS**

The committee began its work by looking at both reorganization and censure. The committee considered and reviewed the existing Advisory Action and process outlined for reorganization and felt that we would not explore that area given the work already done by the Conference Committee on Trustees on a "Suggested Procedure..." in 2022 and in acknowledgement that it is owned by the Conference. The committee then focused its attention on censure. The committee looked outward and explored definitions and usage of censure in for-profit, nonprofit and governmental settings.

We then reviewed materials related to censure in the A.A. Archives and discussed and reviewed them in light of the references to censure in the Concepts and Conference Charter. We examined current options for expressing concerns with the work of the General Service Board and noted the need for additional communications options and clarity regarding methods to propose censure.

**DEFINITIONS OF CENSURE**

A variety of external censure definitions exist. The common elements include that it is a formal condemnation or reprimand for misconduct — generally actions that violate the group's standards of behavior. Censure is generally within a board and of an individual. In A.A. on the other hand, the Concepts refer to the Conference censure of the trustees.

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Here are some samples:

"Censure is a formal, public, group condemnation of an individual, often a group member, whose actions run counter to the group's acceptable standards for individual behavior."

Source: *West's Encyclopedia of American Law*

Censure: "Express severe disapproval of (someone or something), especially in a formal statement. Usage: "a judge was censured in 1983 for a variety of types of injudicious conduct." Source: Oxford Languages

Censure: "to formally reprimand (someone): to express official censure of (someone)

Usage: "While a vote to *censure* the president has no legal ramifications, it is a significant and rare symbolic vote of disapproval." —Emma Loop. Source: Merriam Webster

"A censure is the reprimand of a director for misconduct. A censure can be imposed immediately by motion and vote of the directors if, for example, if the bad behavior occurs in a board meeting. In other matters where a censure may be appropriate, a noticed hearing can be called.

Examples of Bad Behavior: Behavior worthy of censure includes, but is not limited to:

- Disruption of meetings (shouting, use of profanity, personal attacks against fellow directors)
- Breach of confidences
- Interference with association operations
- Breach of fiduciary duties
- Improper behavior toward association vendors or employees
- Undisclosed "conflicts of interest."

Source: Adams Stirling Law Corporation

"The motion to censure is a main motion expressing a strong opinion of disapproval that could be debated by the assembly and adopted by a majority vote. According to [\*Robert's Rules of Order \(Newly Revised\)\*](#) (RONR), it is an exception to the general rule that "a motion must not use language that reflects on a member's conduct or character, or is discourteous, unnecessarily harsh, or not allowed in debate."

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Demeter's Manual notes: "It is a reprimand, aimed at reformation of the person and prevention of further offending acts ... there are many possible grounds for censuring members of an organization, such as embezzlement, absenteeism, drunkenness, and so on."

Typical use of censure:

- 1) Censure is most typically found in government and educational settings, though there are a number of citations in the HOA (Homeowner Association) space, as well.
- 2) Censure is generally an internal function of the board to address misconduct by one of its members. It is typically not, as it is in Alcoholics Anonymous, a tool for stakeholders to use in respect to the board.
- 3) Censure is typically applied when a member has broken specific rules or agreements in place, often bylaws or a code of conduct though it may also be used in other instances including when members are disruptive in meetings or act in ways that impede the work of the board.
- 4) It may be immediately realized on a vote of the board, or it may follow a more rigorous process.

**CENSURE IN THE TWELVE CONCEPTS AND THE CONFERENCE CHARTER**

Censure of the General Service Board is addressed in Concepts III and X as well as in the Conference Charter.

Concept III pg. c10: "If the trustees get badly out of line, the Conference can censure them, or even reorganize them."

Concept X pg. c34: "Therefore it becomes clear that ultimate authority is something which cannot be used indiscriminately. Indeed, ultimate authority should practically never be used in full, except in an emergency. That emergency usually arises when delegated authority has gone wrong, when it must be reorganized because it is ineffective, or

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because it constantly exceeds its defined scope and purpose. For example, if the groups are dissatisfied with the Conference, they can elect better delegates or withhold funds. If the delegates must, they can censure or reorganize the trustees. The trustees can do the same with the service corporations. If a corporation does not approve of the operations of its executives or staff, any or all of them can be fired.”

Concept X pg. c34/35: “In previous articles we have made it clear that although the Conference has the ultimate authority, the trustees at most times must insist on their legal right to actively administer our service affairs. Their legal right has been further strengthened and its use encouraged by the traditional ‘Right of Decision.’ In these articles we also recognize that the Trustees have a legal right of “veto” over the Conference when, in rare cases, they feel this should be used. By these means we have guaranteed the trustees an administrative authority equal to their actual responsibility. This has of course been done without denying in any way the ultimate authority of the Conference, or of the delegates, should it be really necessary to give the trustees directives or censures, or to reorganize the board. It should also be noticed that the position of the Trustees is still further strengthened by their ‘voting participation’ in the Conference and by the recognition that they are A.A.’s primary world service administrators.”

Concept XI pg. c-44: “It is the duty of the good executive therefore to learn discrimination of when he should act on his own and when limited or wide consultation is proper, and when he should ask for specific definitions and directions. This discrimination is really up to him. His privilege of making these choices is structurally guaranteed by the ‘Right of Decision.’ He can always be censured after his acts, but seldom before.”

Conference Charter: “It will be further understood, regardless of the legal prerogatives of the General Service Board, as a matter of tradition, that a three-quarters vote of all Conference members participating in the vote may bring about a reorganization of the General Service Board and the directors and staff members of its corporate services, if or when such reorganization is deemed essential. Under such a proceeding, the Conference may request resignations, may nominate new trustees, and may make all other necessary arrangements regardless of the legal prerogatives of the General Service Board.”

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**HISTORY OF CENSURE AND THE GENERAL SERVICE BOARD**

Historically, the General Service Conference, through its group conscience, has never voted to censure the General Service Board.

**1994/1995**

August 1994, a Statement of Censure related to the Mexican copyright matter was sent to all members of the 44th General Service Conference. The grievance was referred to the trustees' Committee on the Conference and in turn to the Conference Committee on Trustees. The 1995 GSC considered the proposal to censure the GSB, however the "censure" was dismissed.

*See the 1995 Advisory Action and recommendation from the Conference Committee on Trustees:*

"After a thorough examination of the issues and information available and acknowledging that there may have been problems with communication at many service levels in the past, it was the sense of the committee that there has been improvement and, therefore, in the interest of maintaining A.A. unity and finding there was not sufficient cause, the committee unanimously recommended that the proposal to ensure the GSB be dismissed."

**2017 / 2018**

In October 2017, the trustees' Nominating Committee discussed a motion to censure the General Service Board. The committee took the following action: "The committee agreed to forward to the Conference Committee on Trustees a motion from an area to censure the General Service Board."

The item was discussed by the corresponding Conference Committee on Trustees in 2018, which resulted in the following committee consideration:

"The committee thoughtfully reviewed a proposal to censure the General Service Board and after seeking extensive additional input from the general manager of GSO, the chair of the General Service Board, and additional General Service Board trustees, agreed to take no action. The committee recognized that the litigation regarding the Printer's Copy Manuscript of *Alcoholics Anonymous* has caused many in the Fellowship to have strong feelings on all sides of this issue. The committee believes that the unity of Alcoholics

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Anonymous is the most important treasure we have as a Fellowship. The committee also recognizes that the General Service Board and the Alcoholics Anonymous World Services, Inc. Board have many legal responsibilities and must sometimes make use of the right of decision, but in the spirit of A.A. unity, the committee asks the General Service Board, A.A. World Services, Inc. and AA Grapevine, Inc. that:

- All major decisions made by A.A. World Services, Inc., AA Grapevine, Inc., the General Service Office or AA Grapevine management be promptly and fully reported to the General Service Board, as appropriate.
- If the General Service Board, the A.A. World Services or AA Grapevine boards need to initiate a legal proceeding as a plaintiff, that whenever possible, they will consult the members of the General Service Conference before starting such a proceeding, being ever mindful of A.A. unity and A.A.'s financial prudence. However, the committee understands that sometimes this might not be possible.

The committee recognizes that the General Service Board, A.A. World Services, Inc., and AA Grapevine, Inc. could be brought into litigation by other parties and in no way wants to limit their actions required to protect these corporations.”

In October 2018, the trustees’ Committee on the General Service Conference discussed a proposed agenda item regarding the processing of future “censures.” The committee considered the proposal, which read, “All agenda items for censure or reorganization be forwarded directly to the Conference Committee on Trustees” and took no action. It was agreed that it is important to “follow our proposed agenda item process.”

**2020/2021**

A proposed agenda item was received to censure the General Service Board on December 15, 2020. “Statement of Concern and motion to censure, from a group of delegates, to the 71st General Service Conference. We move to censure the General Service Board for the behavior observed as described in the submitted letter.” This agenda item was forwarded to the trustees’ Committee on Nominating.

At the January 30, 2021 trustees’ Nominating Committee meeting, the committee “carefully considered the Statement of Concern and Motion to Censure the General

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Service Board and took no action. The committee cherishes the process to have an informed group conscience produced by a full discussion of the whole picture. The committee felt that the mechanism and the information contained in the submission did not reflect a complete picture and prevents all the current work and resolutions from being shared and from redacting any confidential personnel excerpts.

While the committee understands the challenges noted as observations in the submission, there were misgivings about not having had an opportunity sooner to reveal some of the resolutions that have taken place. Some of the committee members have volunteered to draft a memo to the 2021 Conference Committee on Trustees highlighting the progress made on some of the observations raised in the submission. The committee suggested that adding a discussion section during the General Service Conference to address this issue would allow for all Conference members to share on the submission's reflections, speak to build trust, ask questions and talk about the progress made."

At the February 1, 2021 General Service Board Meeting, a Floor Motion was made: "To forward the Statement of Concern and Motion to Censure the General Service Board to the Conference Committee on Trustees after legal review and the preparation of additional background." The motion was seconded and approved.

An ad hoc committee was appointed to assist in gathering background materials for the item.

Following the motion and vote by the board, the following minority opinion was submitted:

From February 1, 2021 General Service Board minutes:

"I serve at the pleasure of the General Service Conference. I very much want to discuss the topics brought up in this request and would enjoy a discussion of solutions and healing at the Conference. It would have been ideal if this recommendation requested a conversation and reporting of progress on these items rather than moving directly to censure. It would have also been ideal if the submitters had brought this appropriately through the Conference process and even allowed the groups in their areas to contribute to that conversation. Make no mistake, I stand ready to be censured if that is the will of the Conference.

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By moving this recommendation forward from a handful of A.A. members we are dignifying and validating that it is appropriate to shop and lobby opinions outside of the General Service Conference process as a means of forcing their item into the Conference. This is a form of outside pressure and influence on the members of Conference conducted by current and previous member of Conference, members that know better. By entertaining this approach, we dilute all the efforts of those Conference members working within the Conference process and we allow the good Twelfth Step work of the Conference and office staff to be derailed by politicking and emotions. We have a Conference process in place for good reason and by moving this item forward we cross that a line that disrespects our own process and boundaries.”

The chair of the General Service Board appointed an ad hoc committee to assist in gathering background materials for the item “Statement of Concern and Motion to Censure the General Service Board.”

The agenda item was reviewed at the 2021 General Service Conference, and the Conference Committee on Trustees discussed it at their meetings. A Committee Consideration read:

“Regarding the Statement of Concern and motion to censure the General Service Board, the committee agreed that the unity of Alcoholics Anonymous is the most important treasure we have as a Fellowship. The committee also agreed that A.A.’s service structure is equally valuable.

The committee appreciated the extensive additional input provided by the interim general manager of GSO and the chair of the AAWS Board. The committee noted that the General Service Board and AAWS Board have a good understanding on finances and organizational strategy and expressed appreciation for the progress being made related to bringing modern communication formats and financial reporting to the General Service Office.

The committee also discussed the authority delegated to the General Service Board and legal responsibilities involving communication, financial prudence, and transparency. The committee noted that several major decisions previously made by the General Service Board and corporate affiliate, AAWS Inc., were not fully or promptly reported out to the Fellowship. The committee recognized that the lack of providing clear, comprehensible

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answers in a timely manner has caused many in the Fellowship to have strong feelings on all sides of this issue.”

**2023**

**Conference Committee on Trustees, Committee Consideration:**

The committee thoroughly discussed the General Service Board’s actions at the January 29, 2023 Board Planning and Sharing session that led to the resignation of the board chair. The committee agreed that the board’s failure to fully utilize the spiritual principles of Alcoholics Anonymous to address leadership problems were deeply concerning. The committee also agreed that failure to expedite communication to the Fellowship of Alcoholics Anonymous about the board chair’s resignation and lack of transparency regarding the board’s decision resulted in widespread mistrust and disunity. After lengthy and prayerful discussion, the committee took a vote to censure the General Service Board, failing to achieve substantial unanimity.

**Floor Action (Failed)**

2023 General Service Conference Floor Action: “The 73rd General Service Conference censure the General Service Board due to poor communication to the Fellowship regarding the resignation of the former Chair of the General Service Board and for the process that was followed regarding the acceptance of her resignation. This motion failed.

**Trustees’ Nominating Committee, October 2023 Meeting Report:**

PAI #7: The committee discussed the request to censure the General Service Board for actions taken on January 29, 2023, and took no action.

The committee agreed that the 73rd General Service Conference thoroughly discussed this issue; consistent with 73rd GSC Committee on Trustees experience expressed in their feedback call with the chair of trustees’ Nominating Committee.

**CURRENT METHODS TO EXPRESS CONCERNS TO THE GENERAL SERVICE BOARD**

**General Sharing Sessions – Outside Conference**

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Per the 73<sup>rd</sup> General Service Conference Advisory Action there are two General Service Conference Sharing Sessions conducted on virtual meeting platforms per year outside the annual meeting.

**Correspondence to the General Service Board**

At any time during the year a member, district or area may send correspondence to the General Service Board. Any such correspondence is reviewed at the next quarterly General Service Board meeting and a response is created by the board secretary based on the discussion. Please note that more complicated matters may require additional time to create a thoughtful response.

**General Sharing Sessions at Conference**

In a typical General Service Conference schedule there are typically two General Sharing Sessions where any concerns may be raised by any member of Conference.

**OPPORTUNITIES FOR ENHANCED COMMUNICATIONS INCLUDING AIRING OF GRIEVANCES BETWEEN CONFERENCE MEMBERS AND MEMBERS OF THE GENERAL SERVICE BOARD**

Relations between the Conference and the General Service Board would benefit from additional opportunities to have substantive discussion of concerns throughout the year. Such opportunities would allow for more timely discussion of areas of concern and allow such matters to be expressed and addressed throughout the year.

**General Sharing Sessions – Outside Conference**

May be used for timely discussion of areas of concern when needed.

**Harmony and Effectiveness Session at Conference**

Please see attached proposal (Item 7.2).

**MOTION TO CENSURE**

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The emphasis on enhanced communications is with the intent to foster harmony and effectiveness among all Conference members. It is recognized that matters may arise where there is still the need to discuss censure.

A motion to censure is a tool provided for in Concepts III and X in the Twelve Concepts for World Service as cited above. "If the trustees get badly out of line, the Conference can censure them, or even reorganize them." The language surrounding censure indicates that while it is a right of Conference, that it is intended for extreme situations as demonstrated in the excerpts below (bold has been added to original text for emphasis).

Concept III pg. c10: "If the trustees get **badly out of line**, the Conference can censure them, or even reorganize them"

Concept X pg. c34: "Therefore it becomes clear that ultimate authority is something which **cannot be used indiscriminately. Indeed ultimate authority should practically never be used in full, except in an emergency.** That emergency usually arises when delegated authority has gone wrong, when it must be reorganized because it is ineffective, or because it constantly exceeds its defined scope and purpose. For example, if the groups are dissatisfied with the Conference, they can elect better delegates or withhold funds. If the delegates **must**, they can censure or reorganize the trustees."

Concept X pg. c34/35: "In previous articles we have made it clear that although the Conference has the ultimate authority, the trustees at most times must insist on their legal right to actively administer our service affairs. Their legal right has been further strengthened and its use encouraged by the traditional 'Right of Decision.' In these articles we also recognize that the trustees have a legal right of "veto" over the Conference when, in rare cases, they feel this should be used. By these means we have guaranteed the trustees an administrative authority equal to their actual responsibility. This has of course been done without denying in any way the ultimate authority of the Conference, or of the delegates, should it be **really necessary** to give the trustees directives or censures, or to reorganize the board."

**CENSURE – PROCESSES**

Please see attached (Item 7.3).

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**PROPOSED RECOMMENDATIONS**

The Trustees Nominating Committee recommends that the General Service Board:

- Forward the Harmony and Effectiveness Session Proposal to the 2025 Conference Committee on Agenda for their consideration along with this report.
- Accept censure motions after the Proposed Agenda Item deadline (as detailed in the Censure – Processes document).
- Forward the Censure – Processes document to the 2025 Conference Committee on Trustees for their consideration along with this report.

The subcommittee also recommends to the Trustees Nominating Committee that (at the July 2025 quarterly meeting) it reconstitute a subcommittee with a scope that reflects the best ways to continue this work.

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