## **2025 General Service Conference Report** Special Thanks to Paul L. and Ed M. for their help and assistance

### Our Home for a Week



## **Our Office**



### Most Impact for the Week were these Two Videos from Australia



### **Risking Your Job**



### **DANGER TO YOUR FAMILY**



## **Trustee Elections**

### **ELECTIONS: NEW TRUSTEES**

### • <u>Trustee At-Large U.S.</u>

 East Central Region selected Bobby D., Area 21 (So. Illinois) as its nominee Jennifer B., Area 6 (California Northern Coastal) – elected on the 5<sup>th</sup> ballot

#### East Central Regional Trustee

- Cheryl S., Area 55 (Northwest Ohio)
- elected on the 4<sup>th</sup> ballot

### **VOTING ON THE CONFERENCE FLOOR**

How does it work?

- Committee Recommendations that pass become Advisory Actions
- Committees also have conversations that don't result in recommendations considerations
- Electronic voting

**Floor Actions** 

## **Committee Work**

## Agenda Committee

Theme for the 2026 General Service Conference

#### "Humility in Action"

Presentation and Discussion Topics:

- 1 "Restoration and Discovering Grace, Unity and Fellowship"
- 2 "Gossip vs Facts: Examining the Health of Our Own Communications"
- 3. "Finding Common Ground"

Workshop topic ideas for the 2026 General Service Conference.

"Keeping Our Own House in Order."

## AGENDA

- Recommendations:
- Theme for 2026 General Service Conference: "Humility in Action."
- Motion to Amend to "Into Action with Humility" failed 13-117;
- Recommendation Passed 125-8
- 2026 Presentations: 1) "Restoration and Discovering Grace, Unity & Fellowship," 2) "Gossip vs. Facts: Examining the Health of Our Own Communications," 3) "Finding Common Ground"
- Motion to Amend 2) to "Examining the Health of Our Own Communications" passed 97-37
- Motion to Reconsider passed 77-53; failed 27-102
- **Recommendation passed 115-17** after 55 minutes of discussion
- 2026 Workshop: "Keeping Our Own House in Order" **passed 119-6**
- Form a Conference Inventory Implementation Committee and make a planning and implementation committee report to the 2026 GSC passed 117-14
- Provide a grid of proposed agenda items (PAIs) and their disposition quarterly passed 107-23;
   Motion to Reconsider passed 67-62; passed 104-29

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## AGENDA

- Considerations (highlights)
- Did not recommend suspension of Area Service Highlights
- Took no action on pilot proposal for Harmony and Effectiveness session
- Agreed that Floor Actions should be allowed in the opening session in cases of urgency or importance
- Took no action on proposal to print comprehensive inventory report. An electronic version will be distributed and an eight page summary will be in the Final Conference Report
- Suggested clarifications of responsibilities and expectations regarding quarterly communications between Conference Committee Chairs and their corresponding trustees' committee chairs

## FINANCE

- Recommendations:
- That the phrase "A group may also decline to hear reports from a GSR at all." be removed from p.
   10 of The A.A. Service Manual. passed 111-17
- That an FAQ addressing, "What happens if a group decides not to hear a GSR report?" be added to Chapter 1 FAQs section on page 12 in the next revision of *The A.A. Service Manual*. committed to 2026 Report & Charter Committee 116-19
- □ The limit on individual bequests be increased from \$10,000 to \$12,500 passed 107-25
- That the suggested area contribution for delegate expense for the Conference be removed and that the full estimated amount be provided so that each area can determine what amount they can contribute. Amendment failed 27-102; recommendation failed 58-75
- That GSB's Quarterly Financial Report (QFR) include supplemental reporting on current capital projects and estimated future associated maintenance costs Amendment fails 81-48; Motion to Reconsider 80-42; 94-33 passed\*; recommendation fails 80-50; Reconsider 89-43; passed 103-28; recommendation failed 22-105

## FINANCE

• Recommendations (continued):

Pausing the retrofit of the General Service Office until the Trustees Finance & Budgetary Committee develops a plan to replenish the reserve fund to a minimum of nine months failed 22-108

Considerations:

- Took no action on 2024 Floor Action to Reaffirm the 1975 Advisory Action that delegates emphasize to the groups the effect that inflation has had on the contribution of the dollar and the necessity for adjusting contributions accordingly.
- Reviewed \$7500 maximum annual contribution limit and took no action. This was increased in 2024.

- Recommendations:
- That the following slate of trustees of the General Service Board be elected at the annual meeting of the members of the General Service Board on May 3, 2025, following presentation at the 2025 General Service Conference for disapproval if any (new members <u>underlined</u>) passed 124-8
- <u>Class A Trustees</u><sup>+</sup> <u>Class B Trustees</u>

John Weis

• <u>Tom Ivester, MD, MPH</u> <u>Teddy Basham-Witherington</u> Joyce Saunders

•	Dawn Klug	Jennifer Brontsema	David Steward
•	Hon. Kerry Meyer	Charles Hanna	Ken Taylor
•	Molly Oliver	Scott Huyghebaert	Carolyn Walsh
•	Kelly Parsley	Teresa Jacks	Gail Patterson
•	Veronica Ramirez	Reilly Kalles	Cheryl Snider
•	Vacant	Robert Lalonde	<u>Susan Vlajk</u>

• +Nonalcoholic

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- Dawn Klug Jennifer Brontsema **David Steward** • Hon. Kerry Meyer Charles Hanna Ken Taylor Molly Oliver Scott Huyghebaert Carolyn Walsh • Kelly Parsley Teresa Jacks Gail Patterson Veronica Ramirez Reilly Kalles <u>Cheryl Snider</u> • Vacant Robert Lalonde Susan Vlajk John Weis .
  - +Nonalcoholic

# GRAPEVINE & LAVIÑA

#### • Recommendations:

- that the Grapevine Board develop a *revised* La Viña five-year plan covering years
   2026-2030 to be brought back to the 2026 Conference Committee failed 62-72; reconsider
   76-56; failed 50-82
- that five-year plans for both Grapevine and La Viña be reviewed annually by the Conference Committee motion to recommit failed 20-113; passed 101-29
- that the pamphlet "Grapevine and La Viña: Our Meetings in Print" (P-52) be revised to clarify the text and accurately reflect changes in Grapevine operations. passed 131-3
- that the Grapevine Board obtain feedback from the Fellowship by conducting a survey of the membership to identify relevance, usefulness and financial viability of products and services provided by Grapevine, and report back passed 123-12

# GRAPEVINE & LAVIÑA

#### • Considerations (Highlights):

- The committee encouraged the AA Grapevine Board and staff to continue to address
  ongoing subscription and fulfillment concerns from the membership, and to provide an
  updated progress report to the 2026 committee
- requested that the Trustees' Committee on Conference and the Grapevine Board explore ways to increase representation of the Hispanic community on the Conference Committee on Grapevine and La Viña.
- Suggested Grapevine produce books Women's Book II, Best of If Walls Could Talk, Amor, Unidad y Servicio (Love, Unity and Service)

# **Report & Charter**

#### • Recommendations:

- The committee recommended that the word "woman" be removed from the Concept Four essay, to read, "New volunteer corporate directors will ask why any paid woman staff member should also be a corporate director and thereby have a vote as good as their own." passed 108-20
- That the General Service Board classify all AAWS and AA Grapevine literature written prior to 1971 as Recovery, Service, or Archival/Historical; review existing policies and consider proposing additional policies as appropriate for updating each classification. passed 109-20

# **Report & Charter**

• Considerations (Highlights):

- The committee reviewed the progress report for the development of the new section "Amendments" to be added to the Twelve Concepts for World Service, provided suggestions on organization and format, suggested that the intention and rationale be used in developing an introduction.
- Took no action on requests for a revision to Article Three of the Conference Charter in relation to changes to the co-founder's writings. Further clarification is needed on the definition of co-founder's writings.
- Suggested that the AAWS podcast, Grapevine and La Vina share on the Conference process

# COOPERATION WITH THE PROFESSIONAL COMMUNITY

- Recommendations:
- That the project for the development of an outward facing pamphlet for mental health professionals be redirected, utilizing existing content in the current draft and reformatted in a quad-fold layout. Passed 110-19
- That the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee replace the three existing videos — "A.A. Video for Healthcare Professionals," "A.A. Video for Legal and Corrections Professionals," and "A.A. Video for Employment/Human Resources Professionals" — with a new video that can be delivered across multiple formats Failed 78-56 (2/3rds = 90); Reconsidered: Failed 77-53 (2/3ds = 87)
- That, on a one-year trial basis, AAWS subscribe to a LinkedIn premium account at a cost not to exceed \$1,000 per year, and to bring back a report on the effectiveness of the upgraded account to the 2026 Failed 57-70; Reconsidered: passed 114-19

# COOPERATION WITH THE PROFESSIONAL COMMUNITY

- Considerations (highlights):
- Suggested updates to the workbook and minor updates and editorial changes to CPC service materials.
- The committee discussed the shared experience on informing professionals how A.A. can serve as a resource for unhoused and neurodivergent alcoholics and took no action.
- Suggested hyperlinks to stories and updated subject titles for the redirected pamphlet for mental health professionals.
- Requested the most cost-effective means in developing a CPC video, and that it reflect the diversity of the fellowship.
- Requested that the trustees' C.P.C./Treatment and Accessibilities Committee contributes annual input to the revision of the Comprehensive Media Plan (CMP) and collaborates with the trustees' Public Information Committee for effective use of technology in how we reach professionals using current industry standards and adapting to new and emerging technologies.
- Requested AAWS consider addressing "singleness of purpose" as a part of its social media policy

# **POLICY & ADMISSIONS**

Recommendations:

- Rescind the 1986 Advisory Action on simple majority items which reads as follows:
- "If a committee recommendation does not receive the two-thirds vote required to become a Conference Advisory Action, but has a majority of votes, it automatically becomes a suggestion and be duly noted in the Conference Report."
- And that it be replaced with the following clarifying language:
- "Recommendations achieving simple majority, but not substantial unanimity, are not suggestions to the General Service Board to take action but should be memorialized in the Conference *Final Report* to be informational and to provide historical context." passed 93-38
- That temporary replacement Area delegates may maintain access to the Onboard platform at the discretion of the sitting Area delegate, through the end of that year. passed 118-13

# **POLICY & ADMISSIONS**

- Considerations (Highlights):
- Noted that both the 77<sup>th</sup> and 78<sup>th</sup> G.S.C. will be held at the New York Marriott Marquis hotel. The 77<sup>th</sup> G.S.C. will be April 11-17, 2027. The 78<sup>th</sup> G.S.C. will be April 23-29, 2028.
- Proposed dates for the 79th General Service Conference, as follows (in order of preference): April 29 -May 5, 2029; April 15-21, 2029, May 6-12, 2029.
- Regarding the Equitable Distribution of Workload (EDW) progress report and draft plan and discussed a defined plan in which committee literature on recovery or more general topics of service could be moved under the purview of committees which historically have agendas with less items.
- Suggested that the Trustees' Conference Committee create a proposal providing a more focused approach identifying the most critical issues affecting workload and a potential path on how to implement comprehensive shifts to Committee composition, scope, and procedures.
- Considered a request that a super majority of voting members be required to change or amend Founder's Literature and took no action. Premature prior to defining Founders' writings. In the meantime, a two-year process might be considered prior to a voting decision by the Conference to provide more opportunity for input from the fellowship

## LITERATURE

- Recommendations:
- That the Trustees' Literature Committee update the language & content of the book *Living Sober* with a progress report or manuscript to be delivered to the 2026 committee **passed 94-37**
- That proposals to rescind or revise the *Plain Language Big Book* be deferred until the 77th General Service Conference to allow for a wider Fellowship experience. **passed 120-11**
- That development of a process within the trustees' Literature Committee for receiving, assessing and forwarding proposed changes to the *Plain Language Big Book* to the Conference Committee on Literature **passed 112-20**
- That the current publication *Twelve Steps and Twelve Traditions* be expanded to include the Twelve Concepts for World Service and essays on the Twelve Concepts for World Service failed 61-71; reconsidered, motion to amend "and be offered as a standalone book" failed 51-83; motion to recommit failed 81-51; failed 69-61
- That the revised pamphlet "The Twelve Steps Illustrated" be approved. **passed 104-28**
- That the revised pamphlet "A.A. for the Native North American" (Retitled "Indigenous People in A.A.") be approved. **passed 119-12**

## LITERATURE

- Recommendations:
- That the developed video animation of the pamphlet "The Twelve Concepts Illustrated" be approved. passed 131-2
- That the revisions to the pamphlet "Questions and Answers on Sponsorship" be approved with minor editorial changes and formatting standards. passed 109-20

#### Considerations (highlights):

 Reviewed progress reports for the development of a 5<sup>th</sup> Edition Alcoholics Anonymous, 4<sup>th</sup> Edition Alcoholicos Anónimos (Spanish), and a pamphlet for the Asian and Asian American Alcoholic and requested progress reports or draft manuscripts be brought to the 2026 committee. Optimistic that next year's Conference will receive draft manuscripts of the big book in English and Spanish next year.

## ICRF

Recommended that language be added to the committee's Composition, Scope, and Procedure for election of a chair and alternate chair from first year members. **passed 127-2** 

Considerations (highlights):

<u>Updates on the upcoming 2025 International Convention</u>: Over 31,000 registered, 35,000 expected.

We are not receiving as many responses from our event accessibility survey so making decisions regarding scooter and wheelchair rentals based on information we have.

Enhanced attraction communication on 2025 International Convention Virtual Program Session Track to begin May 9. The Convention app will be launched for download in May.

The advance Program Guide has been sent to all registrants and is being made available on GSO's A.A. website. The Box 4-5-9 spring issue features the article "Countdown to Vancouver."

Support for trustees' IC/RF Committee's concept of creating a declaration to be adopted at the 2030 International Convention related to our third legacy of service and the Fellowship's participation in the group conscience of A.A.

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# **PUBLIC INFORMATION**

- Recommendations:
- That the A.A.W.S. social media policy currently under review be brought back to the 2026 committee for approval prior to implementation. failed 22-110
- That the trustees' Public Information Committee develop a plan to accept user-generated content from members under the age of 18 and bring a report to the 2026 committee. failed 34-96
- That the trustees' PI Committee review of video Public Service Announcements (PSAs) be changed to a review cadence of five years from the release date of each video. passed 90-38
- That three videos produced by the General Service Board of Alcoholics Anonymous Australia ("Are you risking your job?" "Are you a danger to your family?" "Cham-pain") be adapted by AAWS for use on media platforms in the U.S. and Canada. Motion to Amend excluding "Cham-pain" fails 56-75 passed 114-18
- That the pamphlet "Understanding Anonymity" (P-47) be revised to address anonymity and social media and an update be brought to the 2026 committee. passed 118-8
- That the trustees' P.I. Committee develop a plan for a 2026 A.A. Membership Survey utilizing random sampling methodology passed 110-18 and conduct a Convenience Sample Membership Survey in 2026. passed 97-32; reconsidered; failed 52-78

# **PUBLIC INFORMATION**

- Recommendations:
- That a new Service Card, postcard sized or smaller, aimed at young people, be created and that it be made available digitally and in the PI Service Kit. failed 57-71; reconsidered; motion to amend "as service material" failed 38-91; failed 72-63.
- That the GSB develop a strategy and vision for digital communications failed 81-43; reconsidered; failed 82-51
- Discontinue 6 Videos directed to young people, as we now have the YP Video Project All 6 discontinued by overwhelming margins
- Discontinue efforts to collect user-generated young people videos passed 117-14
- That the 2026 Conference explore the creation of a new conference committee to which some of the Public Information agenda could be assigned. failed 61-72
  - Considerations (Highlights):
  - Suggested that the trustees' PI Committee create a plan to develop a new short video targeting culturally diverse audiences for use in social media and other channels

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No recommendations.

Considerations:

Reviewed report on changes to the Archives Workbook and made suggestions.
## **Floor Actions**

# **FLOOR ACTIONS**

#1. Censure the GSB failed

#2. Change the election procedure of the GSC Delegate Chair to Third Legacy Procedure **declined to consider 104-28** 

#3. Motion to approve the following as A.A.'s preamble, "In Alcoholics Anonymous, we share our experience, strength and hope with each other that we may solve our common problem and help others to recover from alcoholism..." **declined to consider 105-27** 

#4. That the GSB reduce the number of standing agenda items to allow more room for PAIs submitted to the fellowship. I.e. workbooks be reviewed every 3-5 years instead of annually or biennially and be alternated so each conference has only 1-2 standing items a year. Continuing items can be discussed during joint committee meetings instead. Themes, discussion topics etc. be polled to the delegates electronically. **declined to consider 106-25** 

#5. Repeal the current code of conduct. The Steps, Traditions, and Concepts (with the warranties) serve as a complete set of principles declined to consider 109-22

# **FLOOR ACTIONS**

#6. That the pamphlet *A.A. in Treatment Settings* be amended as follows: A.A. does not "provide [or directly engage in] detoxification services, nursing, drugs or any medical, psychiatric, [psychological, or therapeutic treatment]" motion to decline to consider failed 62-29, motion to commit to trustees Treatment & Accessibilities committee 119-12

#7. GSO begin the process of adding QR codes to all new and reprinted literature **declined to consider 94-37** 

#8. allow the Conference Agenda Committee the right of decision over the Conference theme, presentation(s) and workshops. **declined to consider 93-39** 

#9. GSB set policy which does not allow the budgeted income for any year to exceed the amounts of the preceding year, and that expenses not exceed budgeted income until prudent reserve reaches 9-12 months **declined to consider 111-19** 

# **FLOOR ACTIONS**

#10. Joint subcommittee be formed to reevaluate the 11<sup>th</sup> floor construction project, determine whether to release the 8<sup>th</sup> floor, and delay further construction or long-term occupancy decisions until a future relocation process can assess space requirements **declined to consider 120-7** 

#11. Explore needs of Spanish-speaking members to access the Big Book, i.e. plain language translation or other materials to support Spanish-speaking members who face barriers re literacy or comprehension motion to decline to consider fails 84-46; motion to commit to trustees' committee failed 53-74; failed 76-56, **passed on reconsideration 106-21** 

#12. GSB explore reorganizing the GSC committee system; consider topic neutral system **declined to consider 107-23** 



#### EAST CENTRAL REGIONAL FORUM Indianapolis downtown Marriott August 21-23, 2025

- Expect to meet General Service Board trustees, AA World Service directors and AA Grapevine directors, as well as staff and other employees of GSO and Grapevine.
- We need volunteers!
- Greeters
- Registration
- Hospitality
- □ 2-hour shifts Friday @ 4 Sunday @ 10
- Sign up at area23aa.org

## **2024 GSO Financial Highlights**

## **2024 GSO FINANCIAL HIGHLIGHTS**

- v Seventh Tradition of Self-Support \$11.249 million up 3.8% from \$10.841 million in 2023
- v Operating Expense before Depreciation \$18.684 million up 6.9% from \$17.475 million in 2023
- v Self-Support covered 60% of operating expense
- ${\rm v}$  Cost of program services per individual \$6.48
- v AAWS publishing gross profits \$7.640 million up 13.0% from \$6.763 million in 2023
- v Operating surplus before depreciation of \$1,035,072

## FINANCES: 2024 AUDIT RESULTS

- The Board uses an auditing firm (BDO, an agency that specializes in working with non-profit organizations)
- There are NO financial concerns from the auditors; AA's cooperation was "excellent"
- Some 'best practice' recommendations (which GSO has been amendable to)
- GSO Operating Surplus over \$1 million
- Gross literature sales about the same as last year ~ \$1.4 million
- Contributions over \$11 million



#### **CONTRIBUTIONS STATISTICS 2024**

INDIVIDUALS	
Seventh Tradition Self-Support Contributions	4,055,657
Average Contribution	124.25
Most Common Contribution	50.00
Number of Contributions	32,640
GROUPS	
7 <sup>th</sup> Tradition Self-Support Contributions	7,192,917
Number of Active Groups	55,050
Number of Groups Contributing	17,840
Percentage of Groups Contributing	32.41
Average Contributed by a Group During the Year	403.19

### **GSO** EXPENSES BY CATEGORY IN 2024

#### Difference column: Red = under budget; Black = over budget

EXPENSEACTUALBUDGETDIFFERENCESalary and Benefits11,175,28911,051,989123,300Payroll Taxes752,466776,052(23,586)Professional Fees1,748,6461,863,906(115,260)Printing, Postage, Supplies, and Subs604,373538,21966,154Data, Automation, & Website578,785707,586(128,801)Insurance75,21777,945(2,278)Facility & Equipment1,287,4101,285,8151,595Travel & Meetings2,462,0592,498,702(36,643)Total Operating Expense18,684,24618,800,214(115,968)				
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Professional Fees   1,748,646   1,863,906   (115,260)     Printing, Postage, Supplies, and Subs   604,373   538,219   66,154     Data, Automation, & Website   578,785   707,586   (128,801)     Insurance   75,217   77,945   (2,278)     Facility & Equipment   1,287,410   1,285,815   1,595     Travel & Meetings   2,462,059   2,498,702   (36,643)	Salary and Benefits	11,175,289	11,051,989	123,300
Printing, Postage, Supplies, and Subs604,373538,21966,154Data, Automation, & Website578,785707,586(128,801)Insurance75,21777,945(2,278)Facility & Equipment1,287,4101,285,8151,595Travel & Meetings2,462,0592,498,702(36,643)	Payroll Taxes	752,466	776,052	(23,586)
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Total Operating Expense   18,684,246   18,800,214   (115,968)	Travel & Meetings	2,462,059	2,498,702	(36,643)
	Total Operating Expense	18,684,246	18,800,214	(115,968)

# Thank you Area 53