



74TH GENERAL SERVICE CONFERENCE

CONNECTING WITH LOVE, UNITY AND SERVICE.

Area 29 Delegate Report Back, May 18, 2024

Terry P.
Area 29 Delegate
Panel 74
Chair, Conference Literature Committee



PREPARATIONS

PROPOSED
AGENDA ITEMS

117 Proposed Agenda Items

FINAL AGENDA

92 Items, finalized over the January General Service Board Meeting

FOUNDERS WRITINGS

4 online sharing sessions, online questionnaire, CARCs and Mini Conference, input from over 400 Area 29 members

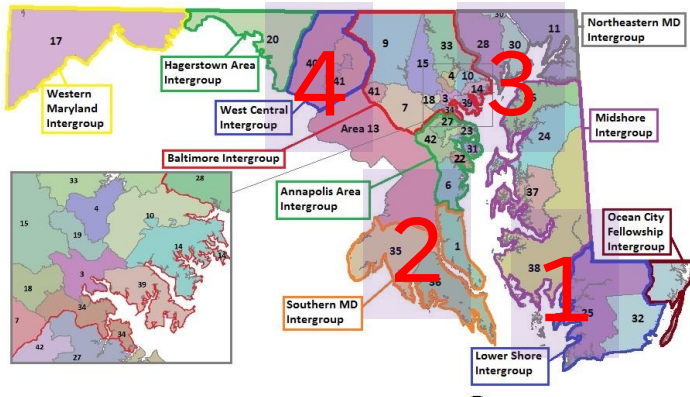
CONFERENCE AGENDA REVIEW
COMMITTEES AND MINI CONFERENCE

31 Items (3 Common), large turn-out for all CARCs

NORTH EAST REGIONAL
A.A. SERVICE ASSEMBLY
(NERAASA)

Not for review of specific agenda items but to discuss topics which may be affecting AA as a whole.

CONFERENCE AGENDA REVIEW COMMITTEES



CARC 1
Eastern Shore
24, 25, 32,
37, 38, 46

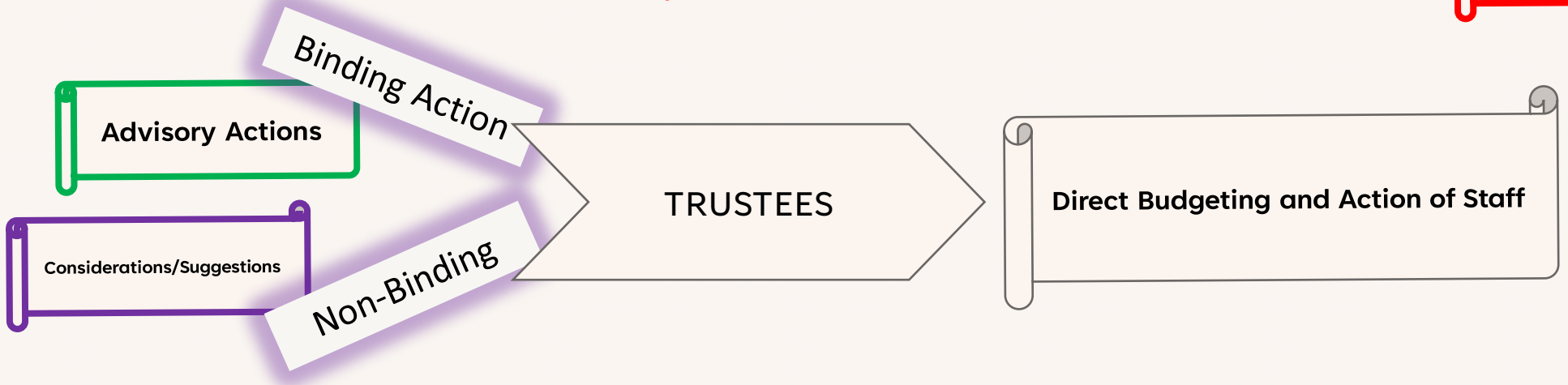
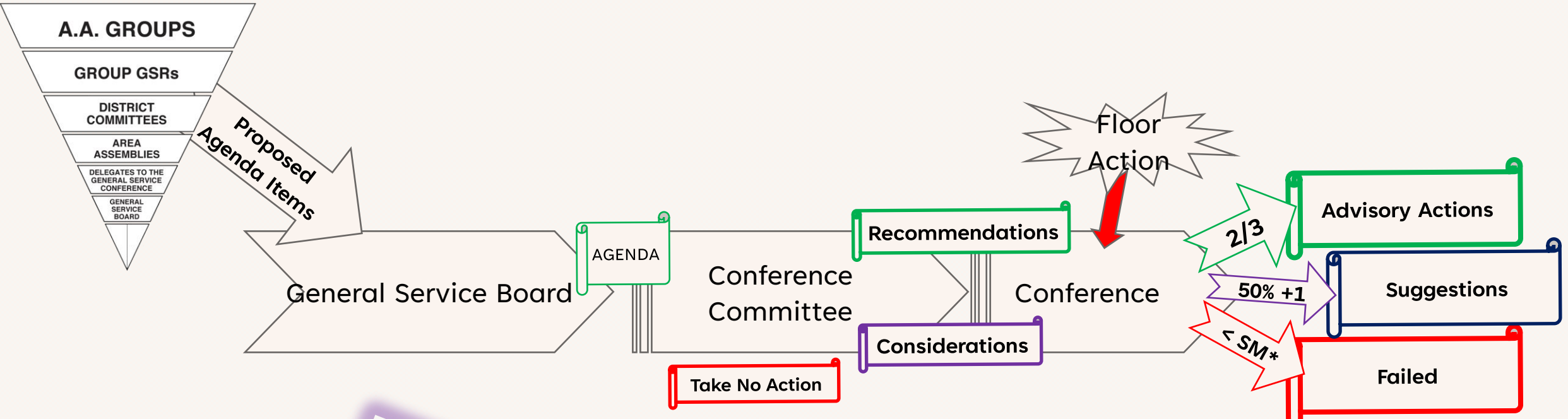
CARC 2
Western Shore
1, 6, 22, 23, 27,
31, 35, 36, 42

CARC 3
North East
3, 4, 10, 11, 14, 15, 18,
19, 28, 30, 33, 34, 39

CARC 4
North West
7, 9, 17, 20, 40, 41



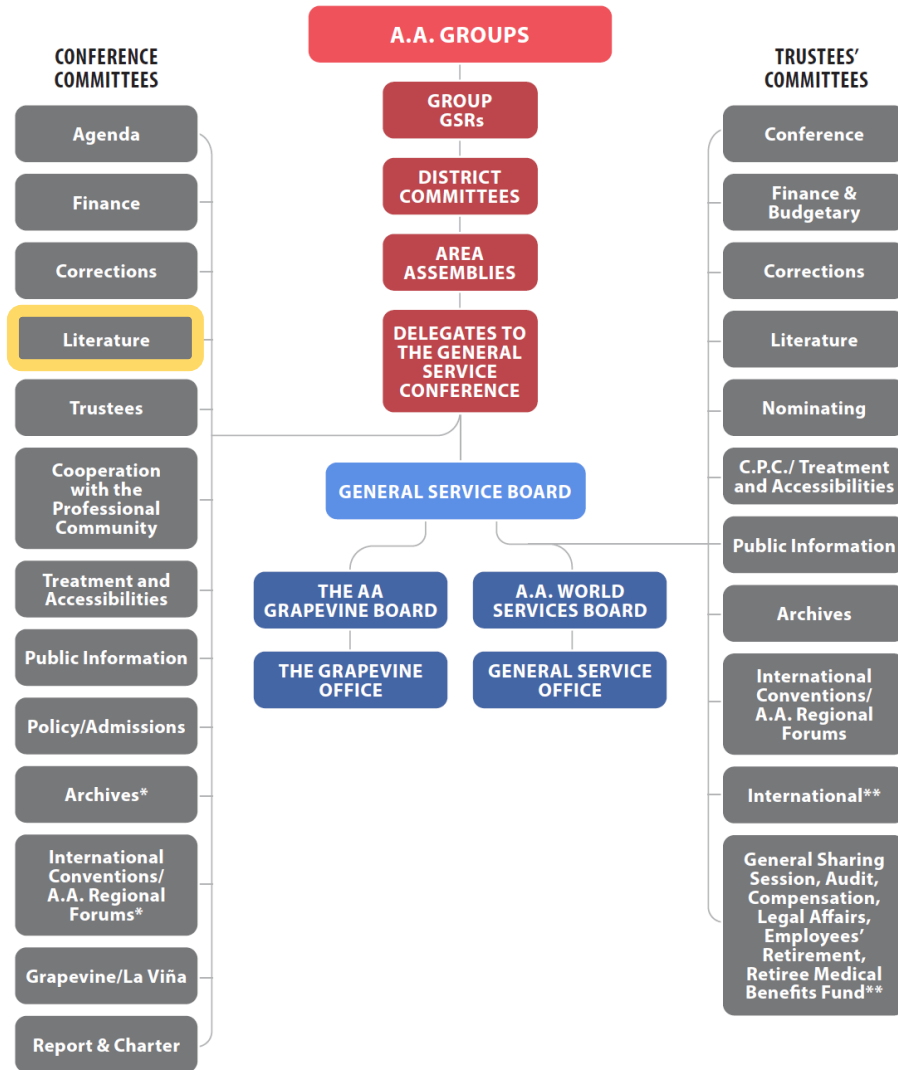
Conference Agenda Process



* Simple Majority

STRUCTURE WITH CONFERENCE & TRUSTEE COMMITTEES

THE GENERAL SERVICE CONFERENCE STRUCTURE *U.S. and Canada*



* Secondary committee
 ** No corresponding Conference committee.

74TH GENERAL SERVICE CONFERENCE

134 members

93 Delegates

18 Trustees

7 Nontrustee Directors

16 General Service Office and Grapevine Staff

Conference Statistics/Demographics

Average Age 58

Oldest 76

Youngest 28

Average Length of Sobriety 23

Longest Sobriety 49

Shortest Sobriety 9

Average Length of Service 18

Longest Service 46

Shortest Service 7



CONFERENCE OVERVIEW

THEME

“Connecting with Love, Unity and Service”

COMMITTEES

Committees met Monday and Tuesday

* Literature committee met Saturday to read Plain Language Big Book

REPORTS

Report from 3 Boards, Finance, Department & staff and all conference committees

DISCUSSIONS

Sharing Sessions on Topics e.g., Founders Writings, General Sharing

PRESENTATIONS

Topics relating to conference and Theme

WORKSHOPS

Connecting homegroup to the conference



WORKSHOPS AND PRESENTATIONS

Safety Throughout the Structure in Our Fellowship

1728 Sponsorship

Overcoming The Barriers To Participation

REDELA (REUNION DE LAS AMERICAS)

AA Around the World

International Convention

Location Plus Report

SHARING ON FOUNDERS WRITINGS

- Sharing sessions happened Before (Virtually) and during the conference. For a total of 3 Hours.
- No Areas in favor of changing the founder's writings.
- Members were in favor of new literature to meet needs of newcomers.
- A Number areas felt there should be a policy on changes to the founder's writings, e.g., 2 Year Process and/or a 3/4 super majority to pass a change.

GENERAL SERVICE BOARD REPORT

2023 Advisory Action: General Service Board is asked to undertake an inventory prior to the 74th General Service Conference.

1. Communication and Unity:

- Goal: Develop a unified communication strategy to ensure consistent messaging.
- Establish **clear communication protocols** and **define terms** to ensure consistent understanding among board members.
- Foster an environment of trust and inclusivity among board members to encourage open communication and unity.
- Encourage engagement with the Fellowship and regional events to strengthen connections and communication channels.

2. Leadership Development:

- Goal: Provide effective leadership development focusing on spiritual principles and effective communication.
- Conduct **leadership training sessions** away from board weekends to facilitate strategic planning and board development.
- Address toxic relationships and inappropriate behavior through leadership training and the **development of clear policies**.

3. Support and Engagement:

- Goal: Provide support for staff, delegates, and board members to foster a healthy and inclusive environment.
- Establish **cross-functional group of conference members** to identify problems and solutions, promoting collaboration and inclusivity.
- Prioritize workload effectively and create a healthier environment through schedule management and support mechanisms.
- Implement a **zero-tolerance policy for mistreatment** and ensure timely communication and support for all stakeholders involved.

REPORT FROM AAWS

- There have been **8 AAWS Board meetings** and **3 strategic planning sessions** since the 2023 General Service Conference, as well as over **30 virtual interim** meetings of AAWS committees, ad hoc committees, and subcommittees, all to carry out the work with which the board is entrusted.
- The Staff Services Department:
 - Responded to 165,420 emails and 1,677 phone calls, an average of 15,000 emails and roughly 1,250 work hours per staff member.
 - Welcomed 1,470 visitors and 12 large groups of more than 20 members to GSO in 2023, with ten groups booked through June of this year.
- In the past year, the Language Services Department received over **1,500 translation requests**, not including Conference background materials.
- The GSO Archives Department consisting of roughly 2,642 cubic feet of holdings, responded to 1,450 research requests and welcomed five onsite researchers.

REPORT FROM GRAPEVINE / LA VINA

- Content provided through the tablets for persons in custody.
 - **Audio stories** are preferred over print
- Podcast
 - Accessed in 60 countries
 - 800,000 downloads as of Apr 2024
 - **Is there a market for the podcast in Spanish?**
- La Vina Monthly Zoom
(Reunión mensual de La Viña por Zoom)
 - Available on La Vina Calendar
(Disponible en el calendario de La Viña)
- YouTube
 - Working on providing ASL videos
 - 12,500 Subscribers



La Vina Calendar

Taller informativo
LA VIÑA

Te invitamos a participar en nuestro taller informativo mensual de La Viña. El propósito de este taller es mantenernos informados sobre lo último de La Viña, sus productos, sugerencias y mucho más.

Día: martes 20 de febrero
Hora: 3:00 pm EST / Zoom ID:
815 9593 1777

The graphic features a background image of hands writing on a document. The text is overlaid in a clean, modern font. The word 'LA VIÑA' is prominently displayed in red with a checkmark. The event details are provided in a clear, readable font.

NERAASA 2027
AREA 49 SENY
25 -27 FEB

NERF 2027
A50 WESTERN NEW YORK
DATES TBD
(EARLY JUNE)

TARRYTOWN



- *NERAASA 2025 Virtual
- *NERAASA 2026 Portland Me.

NIAGARA FALLS



- *NERF 2025 Providence, RI.

INTERNATIONAL CONVENTION

Chair: Patrick C. (Staff)

- A.A.'s 90th Anniversary Celebration in 2025!
- The theme is "Language of the Heart."
- Vancouver Convention Centre
- BC Place Stadium. (Big Meetings)
- Thursday night, July 3, 2025, **Block Party**
- Marathon meetings Thurs Midnight – Sunday Morning
- Parade of Flags - Friday
- Oldtimers Stadium Meeting – Saturday Night
- **August 2024** - Registration Forms (**Mail**)
- **September 2024** - Registration and housing will open (Online)



LOCATION PLUS

RELOCATION STUDIES OF THE GENERAL SERVICE OFFICE

Chair: Carolyn W. (General Service Trustee)

Hire firm specializing in corporate relocations
Cost: \$177K

Scenarios:

1. Base Case (Stay and Renew Lease at 475 Riverside Drive)
 - 2A. Downtown New York
 - 2B. Jersey City, New Jersey (to minimize commute)
3. Long distance Locations (3 finalists: Atlanta, Indianapolis, and Philadelphia)
 - 116 qualified metro areas across the U.S

Criteria

- Office lease rates
- Accessibility to public transportation
- Commute impact
- Quality of life ranking
- Cost of living expenses (housing and personal taxation)
- Operating expenses
- Wages
- Professional talent
- Moving costs
- Proximity to air transportation

PLUS: in-depth review of internal operations and needs to inform location selection

Conclusions:

- The case to move **does not support** up front costs as high as **\$7.1 million**, and likely very high **attrition of staff (>80%)**, in turn impacting the ability to support GSO's service mission to Members.
- Scenarios 2A and 2B: A local move has no financial or operational advantage.
- Scenario 3: Initial upfront costs to move (relocation and capital) are significant (between **\$6.6 and \$7.1 million**). Highly disruptive, predicted to exceed **80% move-induced attrition rate in personnel**

FINANCIALS (PICNIC TABLE)

2023 **GSO** FINANCIAL HIGHLIGHTS

- ❖ 7th Tradition of Self-Support – \$10.84 million up 2.8% from \$10.55 million in 2022
- ❖ Operating Expense before Depreciation - \$17.47 million up 9.9% from \$15.90 million in 2022
- ❖ Program Service Expense - \$9.00 million up 46.5% from \$6.14 million in 2022
- ❖ Supporting Services Expense - \$8.47 million down 13.1% from \$9.76 million in 2022
- ❖ Self-Support - covered 62% of operating expense
- ❖ Cost of program services per individual – \$6.43
- ❖ AAWS publishing gross profits – \$6.76 million up 38.2% from \$4.89 million in 2022
- ❖ Operating surplus before depreciation of \$581,907; operating cash increase of \$358,588

FINANCIALS (PICNIC TABLE)

GSO EXPENSES UNDER BUDGET IN 2023

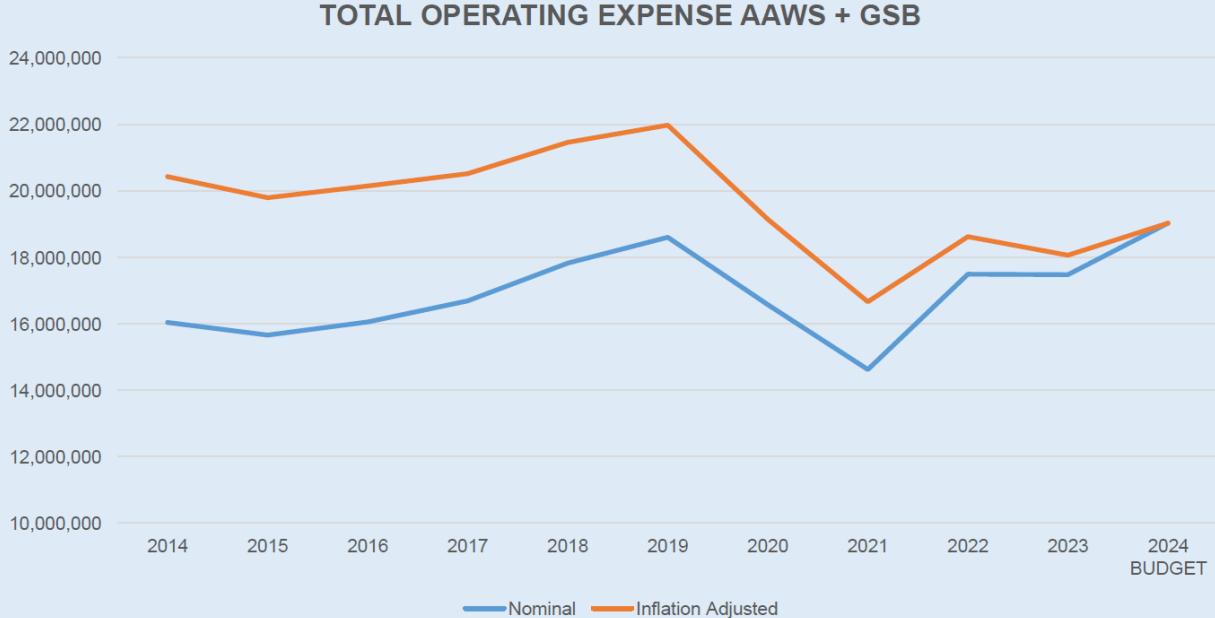
- ❖ Under Budget Categories represent 90% of total operating expense

EXPENSE	ACTUAL	BUDGET	DIFFERENCE
Payroll and Benefits	10,349,012	10,561,688	(212,676)
Professional Fees	1,841,628	1,860,409	(18,781)
Printing, Postage, Supplies, and Subs	575,949	613,676	(37,727)
Data, Automation, & Website	573,591	642,844	(69,253)
Insurance	70,884	78,015	(7,131)
Travel & Meetings	2,147,709	2,170,916	(23,207)
Total Operating Expense	17,474,874	17,754,154	(279,280)

FINANCIALS (PICNIC TABLE)

INFLATION ADJUSTED **GSO** EXPENSE HISTORY

❖ In 2023, operating expense was lower than inflation adjusted operating expense in 9 of the past 10 years.



FINANCIALS (PICNIC TABLE)

2023 **GRAPEVINE** FINANCIAL HIGHLIGHTS

- ❖ App launch – September 1, 2023
- ❖ Grapevine paid print subscription income decreased 12% in 2023. Subscription income for the online, complete and mobile app magazine increased 72% due to the mobile app and increased Complete subscriptions.
- ❖ 2023 Grapevine results were a gross margin on subscriptions of \$601,088 and a gross margin of \$562,746 on other published items. Operating expenses of \$2,059,058 resulted in an operating loss of \$888,465 compared to a loss of \$404,940 in 2022.
- ❖ General Fund support of La Viña service activity was \$753,376 in 2023, compared to \$636,604 in 2022.
- ❖ La Viña magazine circulation decreased by 3.0% in 2023 compared to a 4.3% increase in 2022.

FINANCIALS (PICNIC TABLE)

2024 **GSO** BUDGET

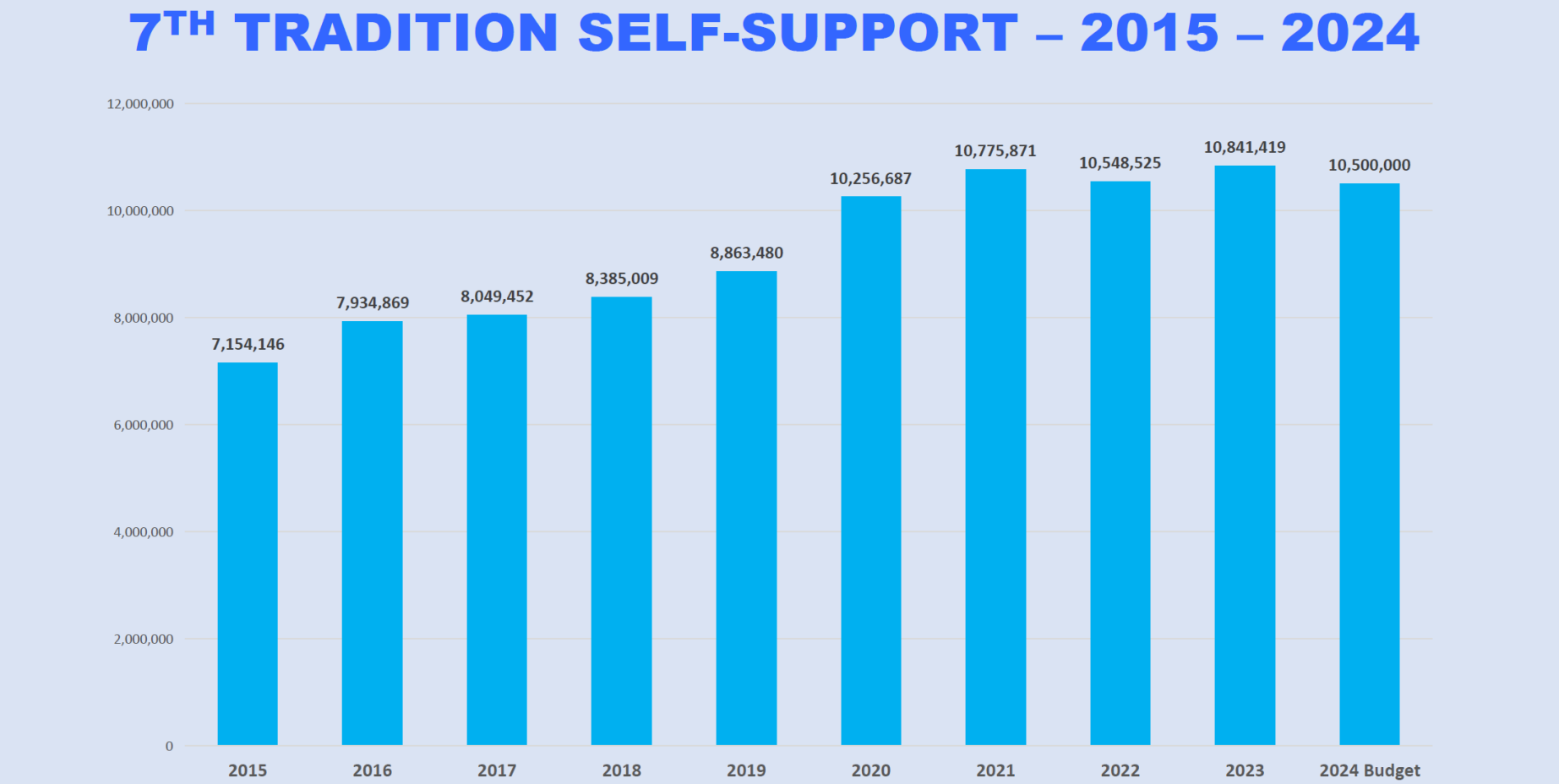
- ❖ Operating revenue \$19,642,359 compared to \$18,056,782 in 2023.
 - ❖ Contributions \$10,500,000 compared to \$10,841,419 in 2023.
 - ❖ Literature gross margin \$8,492,759 compared to \$6,763,226 in 2023.
- ❖ Total operating expense \$19,024,414 before \$1.02M depreciation compared to \$17,474,874 before \$1.06M depreciation in 2023.
- ❖ Operating surplus of \$617,945 before depreciation compared to \$581,907 surplus in 2023.

FINANCIALS (PICNIC TABLE)

2024 **GRAPEVINE** BUDGET

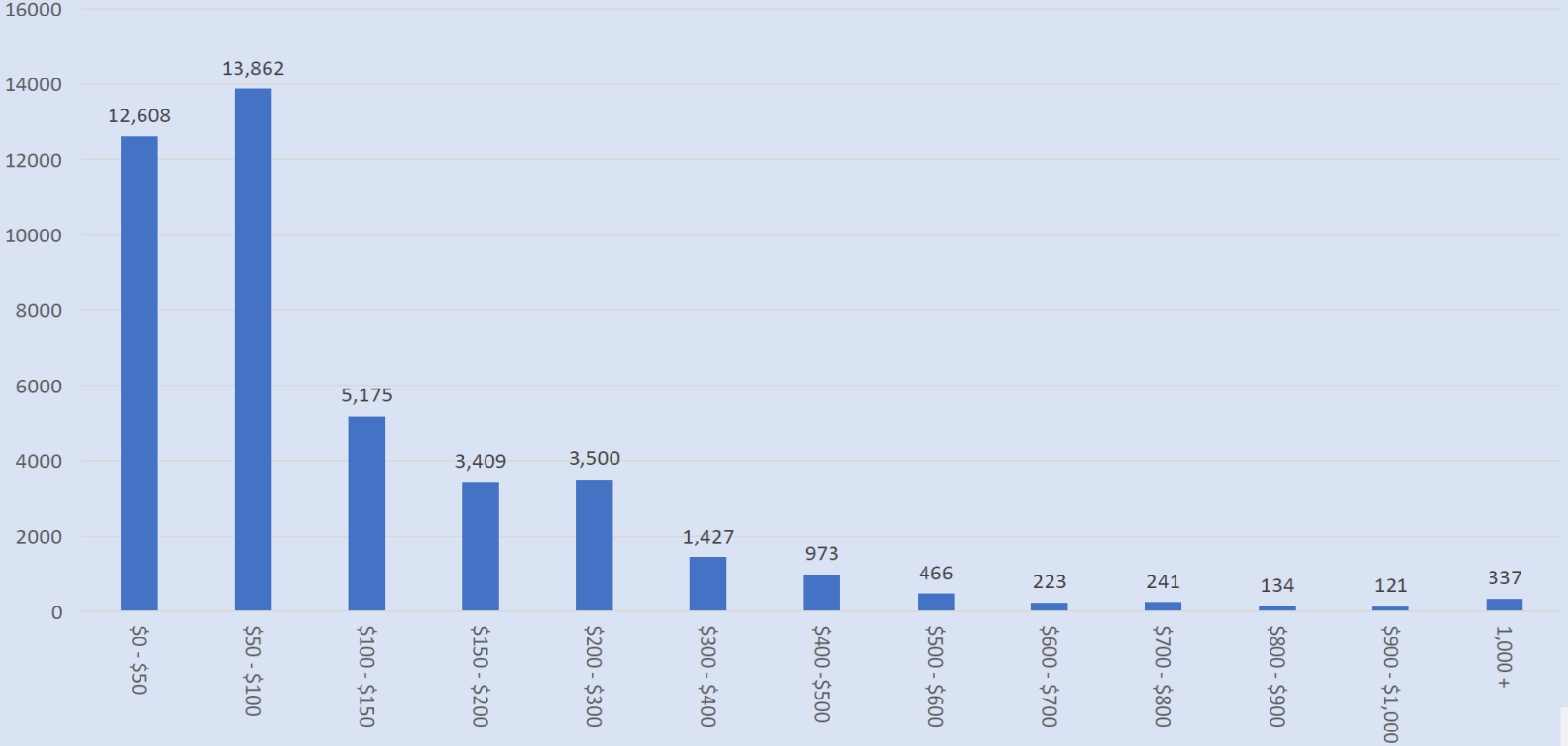
- ❖ Print magazine circulation expected to decrease to 46,969 from 49,296 in 2023.
- ❖ Online and Complete circulation to increase to 4,625 from 3,002 in 2023.
- ❖ 10,069 new app subscribers compared to 3,400 in 2023.
- ❖ Gross margin on subscriptions \$1,147,021 compared to \$601,088 in 2023.
- ❖ Grapevine net deficit of \$582,572 compared to a net deficit of \$888,465 in 2023.
- ❖ La Viña magazine circulation to increase to 6,782 compared to 6,484 in 2023.
- ❖ General Fund La Viña support of \$569,512 compared to \$753,376 in 2023.

FINANCIALS (PICNIC TABLE)

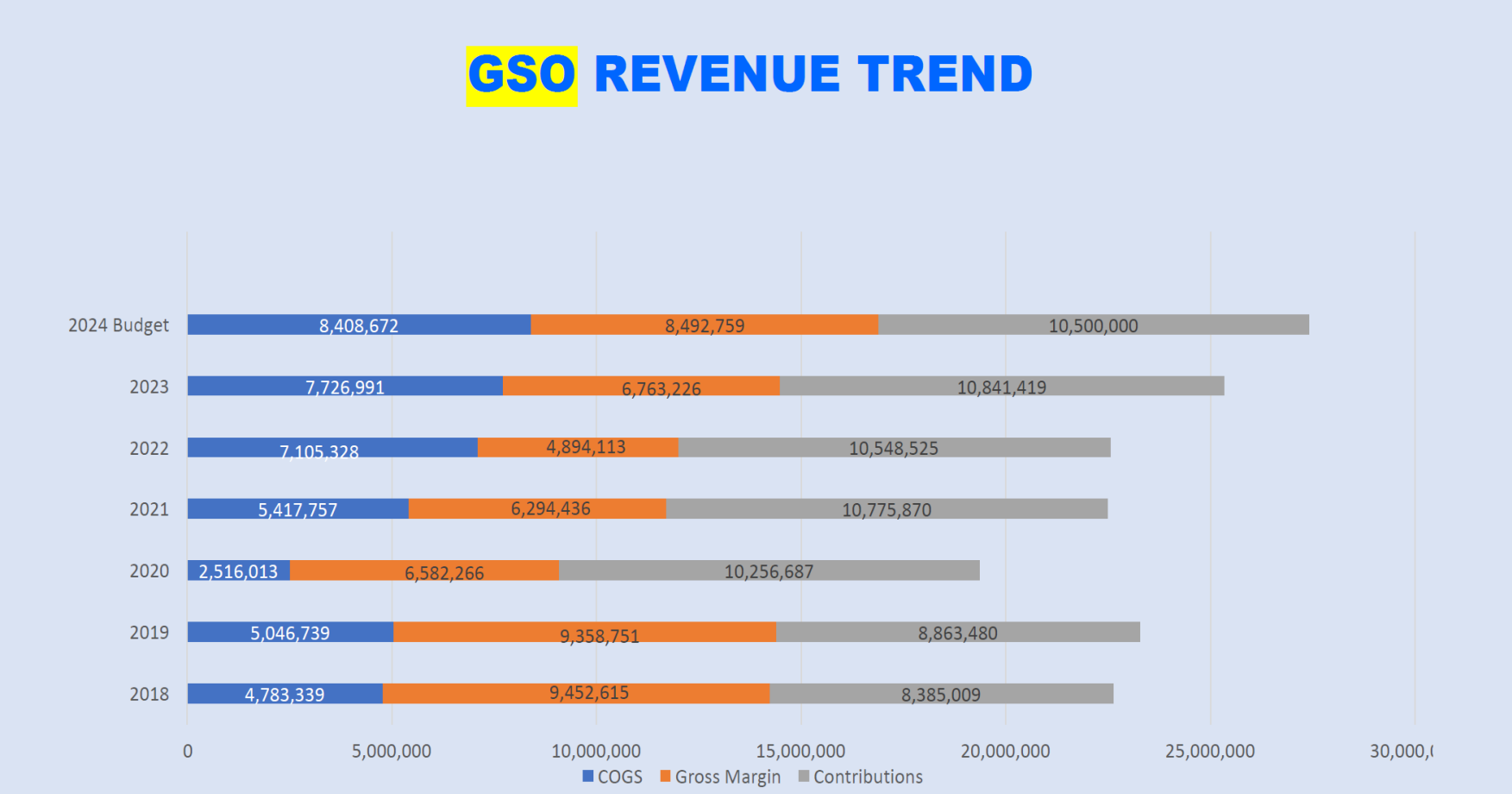


FINANCIALS (PICNIC TABLE)

Number of Group Contributions by Dollar Value 2023



FINANCIALS (PICNIC TABLE)



AGENDA

Approved

- 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.
 - To Be conducted at the 75th GSC (2025)
- A comprehensive summary of the 2025 General Service Conference Inventory be developed and distributed as an electronic version only.

CORRECTIONS

Approved

- The video “Carrying the Message Behind the Walls” be discontinued.
 - Dated
- A pamphlet on the transgender alcoholic in A.A. be developed. The committee requested that a draft pamphlet or progress report be brought back to the 2025 Conference Committee on Corrections.
 - Provide more information to fellowship
 - Reduce barriers for marginalized group

FINANCE

Approved

- The maximum annual contribution from an individual A.A. member to the General Service Board be increased from \$5,000 to \$7,500.

Committee Consideration

Review progress report reflecting shared experience from the Fellowship on possible future changes to literature written by A.A.'s founders.

- The committee reviewed the progress report reflecting shared experience from the Fellowship on possible future changes to literature written by A.A.'s founders and took no action. After thorough consideration and mindful reflection of the comments received from Founders' Writings sharing sessions, as well as the valuable input received from the Fellowship via Area Delegates, the committee agreed that **current Conference procedures provide a process wherein future proposals for changes can be considered by the group conscience of each Conference, negating the need for a mandated policy.**

GRAPEVINE / LA VIÑA

Approved

- The AA Grapevine Board develop a 5-year financial plan for La Viña with the goal to reduce shortfalls and increase revenue to be brought back to the 2025 Conference Committee on Grapevine and La Viña.

Committee Consideration:

- The committee requested that the Grapevine Board develop a **Grapevine and La Viña financial reporting system** that is clearer and easier to understand for the Fellowship.

- The committee considered a request to develop a pamphlet on the Asian and Asian-American alcoholic in A.A. and took no action.

LITERATURE

Approved

- The committee recommended that the draft of the revised pamphlet “A.A. for the Black and African American Alcoholic” (retitled “Black in A.A.: Experience, Strength and Hope”) be approved with the following minor editorial changes:
 - Generalize terminology surrounding drug and addiction references.
 - Removal of one story.
 - The removal of the political commentary within two stories.

Approved

- The committee recommended that the draft manuscript *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous* be approved with minor editorial changes to include:
 - Relocation of the “A.A. Steps Table” to constitute an Appendix (on the Twelve Steps) at the back of the new publication.
 - Replace the references to “addiction” and “addicted” with language related to alcoholism.

LITERATURE

Plain Language Big Book: A Tool for Reading Alcoholics Anonymous

2021 Conference Advisory Action

It was recommended that a draft version of the book, Alcoholics Anonymous (Fourth Edition), be translated into plain and simple language and be developed in a way that is **accessible** and **relatable** to as *wide of an audience* as possible.

2024 Conference Committee on Literature

- Committee spent 10 Hours Saturday reading and reviewing chapter by chapter.
- Committee recommended moving the table containing original 12 step text and an explanation of each step to an appendix.
- Committee recommended replacing text referring to alcoholism as an addiction.

Preface (Unique to this book)	Pg. 5
Forward (Unique to this book)	Pg 6
Glossary	pg. 9
The Doctor's Opinion	Starts on pg. 11
Bill's Story	Starts on pg. 21
There Is A Solution	Starts on pg. 34
More About Alcoholism	Starts on pg. 44
We Agnostics	Starts on pg. 54
How It Works	Starts on pg. 64
Into Action	Starts on pg. 78
Working With Others	Starts on pg. 90
To Partners	Starts on pg. 101
The Family Afterward	Starts on pg. 113
To Employers	Starts on pg. 123
A Vision For You	Starts on pg. 133
Doctor Bob's Nightmare	Starts on pg. 152
Appendices	On pg. 153
The AA Tradition (short and long form)	Starts on pg. 154
Spiritual Experience	Starts on pg. 162
The Medical View on AA	Starts on pg. 164
The Lasker Award	Starts on pg. 166
The Religious View on AA	Starts on pg. 167
How to Get in Touch With AA	Starts on pg. 168
Twelve Concepts	Starts on pg. 169
Forwards from 1st, 2nd, 3rd, and 4th edition	pg. 173 - 180

LITERATURE

Approved

- The committee recommended that the pamphlets “It Happened to Alice” (P-39) and “What Happened to Joe” (P-38) be retired.
 - Age of pamphlets
 - Declining demand
 - Emphasis through other projects to create online material for young people
 - As an action on reviewing the Recovery Literature Matrix

Approved

- The committee recommended permanently suspending the “Too Young?” video adaptation project.
 - Cost – High probability of going over \$100K (No expenditures to date)
 - Other projects in the works and further along

LITERATURE

Committee Consideration:

- The committee reviewed a progress report on the development of the **Fifth Edition of the book Alcoholics Anonymous**. The committee looks forward to a progress report or draft manuscript to be brought back to the 2025 Conference Committee on Literature.
 - **All stories through first review (160 stories selected for next review)**
- The committee reviewed a progress report on the development of the **Fourth Edition of the book Alcohólicos Anónimos – Spanish**. The committee noted that the story submissions reflect a broad and diverse cross-section of the A.A. Fellowship, reflecting each of A.A.'s Three Legacies. The committee requested that a draft manuscript or progress report be brought back to the 2025 Conference Committee on Literature.
 - Continued work on Story review.
 - Translation work in-progress

POLICY/ADMISSIONS

Approved

- The Equitable Distribution of Workload (EDW) process be adopted and implemented.
- The Proposed Agenda Item (PAI) submission date deadline for the 2025 General Service Conference be moved to a date no earlier than **September 30, 2024**
 - To accommodate the staff preparing Background and for the PAI's to be reviewed.

Committee Considerations:

Participation of Online Groups in the U.S./Canada Service Structure

- Based upon the Ad Hoc report findings, the committee noted that at this time there are **no clearly expressed needs** for the creation of an **additional Delegate area for online groups**, at this time. The committee noted a **guideline service piece** on the participation of online groups may be a helpful resource.

REPORT AND CHARTER

Approved

- The order of the chapters in *The A.A. Service Manual* be amended.

FROM	TO
Chapter 8: The General Service Board	Chapter 8: The General Service Board
Chapter 9: The Board's Operating Corporations	Chapter 9: The Board's Operating Corporations
Chapter 10: The General Service Office	Chapter 10: A.A. World Services, Inc.
Chapter 11: A.A. World Services, Inc.	Chapter 11: AA Grapevine, Inc.
Chapter 12: AA Grapevine, Inc.	Chapter 12: The General Service Office

- The items that receive **simple majority** be included in the **Final Conference Report** under the heading “Recommendations that achieved Simple Majority – *These items did not receive the two-thirds majority required to pass as a Conference Advisory Action.*”

TREATMENT AND ACCESSIBILITIES

Approved

- The draft pamphlet “Bridging the Gap” (P-49) be approved with minor editorial revisions.
- The flyer “Where Do I Go from Here?” (F-4) be updated with current inclusive language and information on how to find A.A. both in person and online.

Committee Consideration:

- The committee reviewed the **accessibilities inventory** provided by the trustees’ CPC/Treatment and Accessibilities committee and suggested minor edits. The committee asked that the staff coordinator on the Accessibilities desk make the **[Accessibility Resources] list available to download** from the Accessibilities Committee’s page on aa.org

COOPERATION WITH THE PROFESSIONAL COMMUNITY

Took No Action

- Considered the request to develop a pamphlet for the unhoused alcoholic in A.A.
 - The committee felt that a pamphlet would not be an effective tool to carry the message to the unhoused community. The committee suggested that the trustees’ Cooperation with the Professional Community/Treatment-Accessibilities Committee consider exploring methods of how to better serve the unhoused population.

INTERNATIONAL CONVENTIONS AND REGIONAL FORUMS

Approved

- An anonymity-protected photograph of the flag ceremony be taken at the 2025 International Convention.
- An encrypted, delayed anonymity-protected Internet video of the 2025 International Convention Opening Flag Ceremony be approved and that the video be placed on appropriate communication channels.
- Providing six options for closing the Big Meetings at an International Convention: the Serenity Prayer, Responsibility Statement, Declaration of Unity, Third Step Prayer, the Seventh Step Prayer, or a Moment of Silence.
- That anonymity-protected video footage with highlights of the 2025 International Convention be produced for maintaining archival footage of the Convention, as well as for sharing the spirit and enthusiasm of the 2025 International Convention.
- That a delayed, anonymity protected, digital access stand-alone product offering of the three Big Meetings be created.

PUBLIC INFORMATION

Approved

- Discontinue these PSAs:
 - The :30 Sec. “Since Getting Sober I Have Hope”
 - The :60 Sec. “Since Getting Sober I Have Hope”
 - “We Know How You Feel” :15 Radio PSA
- The 18 interviews recorded to date as part of the Young People Video Project.
 - The videos can be produced in various formats and made available on our communication channel platforms.
- The revised draft of the flyer “A.A. at a Glance” (F-1) be approved with minor edits.
- The revised pamphlet “Speaking at Meetings Outside of A.A.” (P-40) be approved.
- The flyer “A Message to Teenagers” be retired.

Failed

- A social media policy be developed for all current and future social media channels
 - Scope too broad in nature.
- General Service Board provide anonymity-protected minutes, to all Conference members within three weeks following quarterly Board Weekends.

TRUSTEES

Approved

General Service Board

Class A Trustees⁺

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

⁺*Nonalcoholic*

Class B Trustees

Cathi Clark
Tom Hoban
Scott Huyghebaert
Teresa Jacks
Reilly Kalles
Deborah Koltai
Robert Lalonde
Paz Preciado
Marita Rhinehart
Joyce Saunders
David Steward
Ken Taylor
Carolyn Walsh
West Central R-Trustee-elect
Western Canada R-Trustee-elect

GSB OFFICERS

Chairperson:
First Vice-Chairperson: (**)
Second Vice-Chairperson: (**)
Treasurer:
Secretary (**)
Assistant Treasurer:
Assistant Secretary:

Scott Huyghebaert
Deborah Koltai
David Steward
Kevin Prior, MBA, CFA, CPA
Teresa Jacks
Paul Konigstein*
Racy Joseph*

⁺*Nonalcoholic*

(**) *Elected by Third Legacy procedure.*

**GSO employees*

AAWS

Vera Farrell
Racy Joseph*
Reilly Kalles
Deborah Koltai
Clinton MacKenzie

Ken Taylor
Carolyn Walsh
John Weis
Bob Wilcox*

**GSO employees*

AAGV

Teddy Basham-Witherington
Morgan Biggs
Chris Cavanaugh*
Teresa Jacks
Nikki Oliver

Molly Oliver
Paz Preciado
Joyce Saunders
David Steward

**Grapevine employee*

FLOOR ACTIONS

Approved

- A pamphlet on the **Asian and Asian-American alcoholic** in A.A. be developed.

Failed

- PAI's requesting censure and reorganization have no submission deadline and be forwarded directly to the Conference Committee on Trustees.

Declined to Consider

- A pamphlet for the unhoused person that specifically addresses alcoholism, what A.A. is and is not, who is welcome at A.A. meetings, and includes stories from A.A. members who have experienced homelessness be developed

75TH GENERAL SERVICE CONFERENCE

WORKING TOGETHER, INCREASING TRUST.

April 27 - May 3, 2025

New York Hilton, Midtown

