

professional and suggested that the first action would be to explore assembling a focus group of past/present Class A trustees' and other mental health professionals who may be members of the Fellowship for the purpose of asking what their needs are when addressing the suffering alcoholic.

The committee reviewed a report of the focus group and requested that the staff secretary work with Publishing on the development of language and potential formats, with a progress report on the development of the pamphlet to be forwarded to the 2022 Conference Committee on Cooperation with the Professional Community.

"Members of the Clergy Ask About Alcoholics Anonymous": The committee discussed the 2021 CPC advisory action "that the updated draft pamphlet 'Members of the Clergy Ask About Alcoholics Anonymous' be approved with minor editorial changes and retitled 'Faith Leaders Ask About Alcoholic Anonymous.'" The committee discussed the pamphlet "Faith Leaders Ask About Alcoholics Anonymous" and found the pamphlet to be relevant and useful.

CPC Workbook: The committee reviewed the 2021 CPC consideration to review the CPC workbook and requested that the staff secretary survey the local CPC committees for shared experience on creative ways to carry the A.A. message to professionals, including but not limited to, during the Covid-19 pandemic.

The committee reviewed the shared experience from local CPC committees and other trusted servants for updated content to be included in the CPC Kit and Workbook. The committee agreed to forward draft language and format to the 2022 Conference Committee on Cooperation with the Professional Community for their annual review of the CPC Kit and Workbook.

LinkedIn progress report: The committee discussed the 2021 CPC advisory action "the goals expressed in the 2018 advisory action establishing a dynamic AAWS LinkedIn page be implemented by GSO, to provide current and relevant content about A.A. to professionals in accordance with A.A. principles and Traditions..." The committee reviewed and discussed the LinkedIn progress report and requested the staff secretary to research and report findings to the committee on the following items:

- How Class A trustees could cultivate awareness with professionals about the LinkedIn profile.
- Guideline and tutorial for Class As on how to create a LinkedIn profile.
- The use of "hashtags" in LinkedIn and requested samples of how they can be used on our LinkedIn page.
- That currently when Class A vacancies are closed the postings are removed. The committee requested development of language for ways to keep information about Class A service positions on LinkedIn.

The committee reviewed the AAWS LinkedIn page progress report. The committee noted that the current images are not correspondent to the links and requested

that the senior digital communications analyst remove and repost with images with corrected content. The committee discussed potential options for the multiple features of the LinkedIn platform. The committee agreed to forward a progress report on the AAWS LinkedIn page to the 2022 Conference Committee on Cooperation with the Professional Community. The committee requested that the PI Comprehensive Media Plan also be included in the background to the Conference committee.

Memo to ad hoc working group on "Does Alcoholics Anonymous Work?": The committee reviewed the memo and requested that the staff secretary send the link to the video "Does Alcoholics Anonymous Work?" to committee members, and that committee members be prepared for a discussion at the October 2021 meeting on how it can be shared (in keeping with the A.A. Traditions).

The committee viewed the video and suggested that the CPC staff coordinator work with Publishing to develop an article for the "About A.A." newsletter.

"A.A. in Your Community": The committee reviewed a progress report on "A.A. in Your Community" submitted by GSO's executive editor that provided clarification about the target audience for the pamphlet. Subsequently, the committee reviewed the draft pamphlet and asked staff to send a memo to GSO Publishing with edits from the committee. The committee agreed to forward the suggested revisions to the 2022 Conference Committee on Cooperation with the Professional Community.

Discuss using Health Care Media distribution: The committee discussed using Health Care Media distribution and reviewed the information from the Mesmerize information packet. The committee requested that information be shared with the PI staff coordinator to facilitate work in collaboration with PI.

The committee discussed a demonstration video on how to distribute PSAs on digital TV screens in offices, pharmacies and community-based organizations with relevant messaging to viewers. The committee requested that the staff secretary continue efforts to develop a draft plan on PSA utilization in cooperation with the Public Information desk. The committee looks forward to reviewing the draft plan at the July 2022 meeting.

CPC exhibits: The committee recognized that due to Covid-19, most face-to-face exhibits were canceled for the year 2020 and most of 2021. The staff secretary reported facilitating Alcoholics Anonymous attendance along with participation by the local CPC committee at the American Probation and Parole Association Conference, August 23-25, 2021. The staff secretary reviewed scheduling of exhibits for September through December 2021 for participation and developed a progress report detailing CPC exhibit opportunities in 2022. For the July meeting, the committee also requested a review of the evaluation form in order to help determine which events to attend.

TREATMENT

The committee reviewed advisory actions and committee considerations pertinent to the committee from the Conference Committee on Treatment and Accessibilities.

Treatment Committee Kit and Workbook: The committee reviewed suggestions for the contents of the Treatment Committee Kit and forwarded selected changes to the secretary. The committee requested that suggestions made by the 2021 Conference Committee on Treatment and Accessibilities be forwarded to Publishing for implementation. The committee will continue to review the Kit/Workbook and make additional suggestions at the July 2022 meeting.

“Bridging the Gap” pamphlet: The committee reviewed a progress report from the executive editor on the pamphlet “Bridging the Gap” and reviewed the draft pamphlet “For Professionals: How A.A. ‘Bridges the Gap’ to Help Alcoholics.” The committee requested that the staff secretary provide edit suggestions to Publishing for the next iteration of a draft pamphlet at the July 2022 meeting.

Bridging the Gap Service Materials: The committee reviewed a progress report from the executive editor on the Bridging the Gap service materials and reviewed drafts of the service materials titled, “Bridging the Gap Workbook” and “Bridging the Gap/Temporary Contact Guidelines.” The committee discussed and approved the service materials and requested the staff secretary to forward the drafts to Publishing for development. The committee looks forward to a progress report at the July 2022 meeting.

ACCESSIBILITIES AND REMOTE COMMUNITIES

Review progress report on pamphlet “A.A. for the Older Alcoholic”: The committee chair assigned committee members to review the compiled stories and identify the top four submissions for the pamphlet “A.A. for the Older Alcoholic.” The committee requested that the staff secretary make a compilation of stories to include: the seven stories selected from the most recent submissions, the stories submitted for the update in 2019, stories from the September 2014/August 2021 issue of the AA Grapevine magazine, and the stories that are in the existing version of the pamphlet “A.A. for the Older Alcoholic — Never Too Late.”

The committee performed the first-round review of 84 stories and selected 23 stories to be part of a second-round review. The goal of the second round is to select the top 12 stories. The committee agreed to forward to the 2022 Conference Committee on Treatment and Accessibilities the 12 stories to review and identify any gaps in the targeted categories of the older alcoholic experience. The committee looks forward to the Conference committee’s feedback.

Military audio interviews: The chair appointed a subcommittee on creating audio interviews of A.A. members

who are in the Armed Forces. The committee agreed to the following scope for the subcommittee:

- Identify a consultant to serve on the committee with a target date.
- Develop a questionnaire for audio-military interviews.
- Request to a broad cross-section of A.A. members.

In order to support this effort, the committee agreed to identify consultants from Canada and the U.S. with relevant military experience, who can continue the work on the project. The committee consulted with the chair of the trustees’ Nominating Committee, regarding procedure (#13 Procedures for selecting consultants for General Service Board Committees) and two candidates were selected by the committee, one from Canada and one from U.S. The selections were submitted to the Nominating Committee for their review and were forwarded to the General Service Board for approval.

The committee affirmed that the two consultants (U.S. and Canada) brought on to participate in the military audio interviews project are members of the CPC-Treatment/Accessibilities committee with a voice and no vote. The committee also noted that the consultants’ term is for one year from January 2022 to January 2023 with the option to renew for one additional year.

The subcommittee chair welcomed both consultants and shared about the subcommittee’s plans for the project:

- Standard roadmap between U.S. and Canada having a unified plan;
- Not only seeking interviews but, also seeking contacts from various military branches;
- The subcommittee chair is developing a project plan that will include reporting to the entire committee.

The committee discussed the three audio interviews currently on aa.org. In two of the audio clips, the interviewees identified their service rank. A request has been made to add their rank to the third audio clip. Publishing provided an estimated cost of \$600 to edit the clip. The staff secretary will work with the committee chair to facilitate this request. Additionally, the trustees’ Cooperation with the Professional Committee-Treatment and Accessibilities Subcommittee on the Military Audio Interviews met in February 2022 to review CPC Workbook guide letters and the concept of a call for A.A. members to volunteer as interviewees.

Remote Communities Guidelines: The committee reviewed a progress report from the executive editor on “A.A. Guidelines on Remote Communities” and requested that the staff secretary continue to work with Publishing to develop a draft of the guidelines. The committee suggested several edits and requested that the edits be captured in a memorandum to Publishing. The committee agreed to forward the memorandum and the draft “A.A. Guidelines on Remote Communities” to the 2022 Conference Committee on Treatment/Accessibilities for review because it is new service material.

Subcommittee on A.A. Guidelines on Accessibilities: The chair appointed a subcommittee to update “A.A. Guidelines: Accessibility for All Alcoholics.” The committee noted the need to update the Accessibilities Checklist, in particular to include shared experience about reducing barriers to participation in A.A. by members who have intellectual and learning difficulties. The subcommittee made suggestions for revisions to the Guidelines and Checklist. The committee noted that revisions are a work-in-progress, and requested that the staff secretary provide a final version to the subcommittee members for review to ensure that all changes have been captured. The committee looks forward to a progress report at the July 2022 meeting.

Nancy McCarthy, Chair

Staff Reports:

Cooperation with the Professional Community (CPC)/Treatment: The staff member on the CPC assignment works to provide accurate information about A.A. and to facilitate communication with local CPC committees. Many professionals and professionals in training have a working knowledge of A.A., however, many do not have a close relationship with the local A.A. community and do not fully recognize the impact that the A.A. program of recovery can make on a patient or client who is seeking help with a drinking problem.

The CPC coordinator responds daily to numerous inquiries from professionals and coordinates with local A.A. committees from across the U.S. and Canada who foster cooperation with professionals and carry the A.A. message. The CPC assignment arranges for distribution of service materials, presentation, and letter templates in English, French and Spanish. The CPC coordinator strives to ensure that all the service materials are up to date and available to local committees. They also coordinate in-person A.A. traveling exhibits at national professional conferences when health and safety guidelines permit large in-person gatherings. The CPC coordinator also serves as a liaison to the Advisory Council of the National Institute for Alcohol Abuse and Alcoholism (NIAAA). Communication with professionals also occurs through the newsletter *About A.A.*, typically published twice a year. The upcoming Spring 2022 issue focuses on carrying the message to mental health professionals and the participation of Class A trustees in the World Health Organization (WHO).

Amy B.

Treatment/Accessibilities and Remote Communities: The overall purpose of the Treatment/Accessibilities and Remote Communities staff assignment is to share A.A. and service committee experience and information through literature, activity updates and other communications. Area, district and intergroup committee chairs for Treatment/Accessibilities and Remote Communities currently receive communications from this assignment.

We list 333 Treatment/Accessibilities committees (including 15 Cooperation with the Elder Community committees) and 53 Remote Communities committees.

The staff member also cooperates with GSO's Publishing department on development and updating of accessibilities material.

New chairs receive welcome letters, workbooks, service-related materials, pertinent Grapevine issues, and service kits for their position and committee. These materials continue to be shipped via postal mail. At every opportunity these trusted servants are reminded that most of the information that they seek can be read or printed on GSO's A.A. website (www.aa.org). On the committee web page, anyone can access most of the committee service-related material regardless of their position within the committee. In addition, area level chairs receive a list of other area level chairs to share their local experience and activities.

Committee chairs receive updates on other committees' activities through articles in *Box 4-5-9*, as well as receiving updates from the assignment coordinator that may contain ideas, activities, questions, and solutions from other committees. These activity updates contain information about the General Service Office, requests for local sharing and clarification of areas of potential confusion.

The staff member on this assignment serves as secretary to the Conference Committee on Treatment and Accessibilities, and as co-secretary to the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee.

Brenda B.

CORRECTIONS

Trustees' Report: The trustees' Corrections Committee recommends to the General Service Board actions that support carrying the A.A. message to alcoholics confined in a variety of correctional settings. Since the 2020 General Service Conference, the trustees' committee has met five times (including two special meetings in September 2021 to review and discuss suggested revisions to the Corrections Workbook and Kit contents).

The committee reviewed and discussed the advisory action and committee considerations from the 2021 Conference Committee on Corrections and took the following actions:

Advisory Action

- *Revision to AAWS literature directed to members behind the walls to replace the terms “inmate” and “offender” with “person in custody.”*

In collaboration with GSO Publishing, it was determined to approach the project of replacing the terms “inmate” and “offender” with “person in custody” utilizing a hard/soft deadline, with the goal of all relevant material being updated by year-end 2023. (Individual stories, i.e., recovery stories submitted by members, will not be changed.)

Implementation is moving along apace. In terms of tracking the corrections-related materials to be revised, and to provide the most relevant and up-to-date numbers, Publishing wanted to wait until January

2022 to gather more current and relevant inventory/reprint/cost data. The executive editor reported at the January 29, 2022, trustees' Corrections Committee meeting that because data is collected from multiple sources, each with their own set of departmental priorities, pulling it all together was taking a bit longer than expected. The committee looks forward to receiving an update at their July 2022 meeting.

Committee Considerations

- *Review corrections materials for corrections professionals and explore the need for developing different language to refer to "persons in custody."*

The committee requested that the staff secretary gather information as to the exact items of literature/service material intended or used by corrections professionals to inform discussions and next steps, if deemed necessary.

Subsequently, the committee reviewed a list of relevant literature items (noted below) and requested that Publishing provide cost estimates for each item to help inform the discussion. Accordingly, the committee agreed to continue discussions at their July 2022 meeting.

P-9 Memo to an Inmate Who May Be an Alcoholic (EN/FR/SP)

P-20 A Message to Corrections Professionals (EN/FR)

P-26 A.A. in Correctional Facilities (EN/FR/SP)

P-29 How A.A. Members Cooperate with Professionals (EN/FR/SP)

P-33 It Sure Beats Sitting in a Cell (EN/FR/SP)

P-12 The Jack Alexander Article About A.A. (EN/FR/SP)

DV-02 A.A. in Correctional Facilities

- *Development of service material that will explain digital distribution to local corrections committees.*

The committee discussed and agreed that because we are in the early stages of digital distribution and that the shared experience would vary widely, it was premature at this time to develop service material that would comprehensively address and provide step-by-step guidance on using digital materials in local corrections settings; the committee agreed to table this matter until more information is available.

On the other hand, major inroads have been made by AAWS and AA Grapevine in making A.A. literature available to those members in correctional facilities in the U.S. and Canada. In collaboration with AA Grapevine, who led the way to pilot the endeavors, AAWS moved the project along apace with contracts in place with several major vendors that provide tablets into correctional facilities. Quarterly updates were provided to the committee reflecting remarkable success not only with the increasing numbers of facilities utilizing A.A. materials but also the ability to track such usage. One such vendor has been highly active in utilizing Grapevine and La Viña materials in facilities with the ability to also track usage. In fact, at the January

29, 2022, board meeting, the publishing director distributed a preliminary report to the committee reflecting that in one day over five hundred items were made available to those behind the walls. It is anticipated that future reports will provide information broken down by area/province and literature item.

The AA Grapevine publisher reported that through Grapevine's Carry the Message project, we have started distribution of free Grapevine/La Viña subscriptions to those on the inside.

- *Exploration of thread-based forums and new communication models that would allow members and committees carrying the message behind the walls to access and provide shared experience.*

The committee discussed and agreed that while timely and effective, thread-based communication models (i.e., message boards) are best initiated and managed by the Fellowship at the local level.

The committee did note, however, the sample digital newsletter provided in the background and indicated that this format may be valuable for newsletters like *Sharing From Behind the Walls*.

- *Corrections Kit and Workbook.*

The committee expressed great appreciation for the extensive work by the National Corrections Committee in reviewing the Corrections Kit and Workbook. The trustees' Corrections Committee scheduled two separate meetings in September and dedicated these meetings to fully review and discuss the suggested changes. With little exception, the majority of the suggestions are being implemented and will be reflected in future Kit and Workbook publications. Due to supply chain and paper shortages, it is anticipated that the digital versions will be completed prior to the printed versions.

In addition to the foregoing, after the 2021 General Service Conference, the trustees' Corrections Committee completed the following:

- Retitled the pamphlet "Memo to an Inmate Who May Be an Alcoholic" (P-9) to "Behind the Walls: A Message of Hope."
- Retitled the book *A.A. in Prison: Inmate to Inmate* to *A.A. in Prison: A Message of Hope*.
- Submitted the following quote to be added to the current pre-release service material for A.A. members on the inside:

"I've been incarcerated almost 17 years now. I may never see the outside world again. I have good days and bad ones. But don't we all? I know I must continue to change. For me, sobriety is a gift that's earned every single day, just like most people earn a living on the outside world. Each and every hour, day, month and year that I don't pick up that first drink, I earn that gift."

From "The Sweet Smell of Coffee," Grapevine, April 2020

- After discovering that the pamphlet "A Message to Corrections Professionals" (P-20) was only available in English and French, the committee requested that a Spanish translation be implemented after completion of edits changing the word "inmate" to "person in custody."

The trustees' committee also considered the following requests:

- *Request to add shared experience regarding "inside" sponsorship to current corrections service material.*

The committee agreed this type of shared experience would be useful; however, because there is limited shared experience regarding sponsorship for members in custody, the committee requested that the staff secretary prepare and put a call out for shared experience from the Fellowship with a wide distribution (i.e., including regional trustees) and update the committee accordingly. The notice for shared experience was distributed to the Fellowship in February 2022. The staff secretary will update the committee accordingly as shared experience is amassed.

- *Request to reconsider using the language of "person in custody" to describe an inside A.A. member in A.A. literature*

The committee agreed to forward this item to the 2022 General Service Conference.

- *Request to change the phrase "person in custody" back to the original writing of "inmate" and "offender" in all A.A. literature and pamphlets.*

The committee discussed the request and took no action. The committee agreed that the 2021 advisory action requesting the change from "inmate" to "person in custody" was the result of lengthy Conference discussions and passed with substantial unanimity.

- *Request to consider developing a pamphlet on the Corrections Service to include current and additional Fellowship sharing on the value of Corrections Correspondence Service (CCS) participation.*

The committee discussed the request and took no action. The committee determined that with the new CCS database in its infancy, development of a pamphlet at this time may not be the best avenue to raise awareness. However, in keeping with the spirit of the suggestion, the committee will monitor the impact of the new CCS database and assess the need accordingly. In the meantime, the committee suggests utilization of currently available communication tools like AA Grapevine, Box 4-5-9 and What's New on aa.org to raise awareness of the Corrections Correspondence Service.

CORRECTIONS CORRESPONDENCE SERVICE

A couple of exciting developments transpired related to the Corrections Correspondence Service (CCS):

- In September 2021, the new CCS database was launched. The new state-of-the-art digital application enables matching of persons in custody to members

on the outside with speed and efficacy. Some of the new features include matching based on miles rather than region — exponentially increasing matching possibilities; and expansion of the program to effortlessly match members in Canada. The database also provides an expedient process for obtaining statistics and reports and generating personalized letters.

- Substantial inroads have been realized regarding the Corrections Correspondence Service in Canada. A small team including two current Class A trustees, the Eastern Canada regional trustee (and member of the trustees' Corrections Committee), and a past delegate from Canada held several meetings with corrections professionals in Canada who expressed interest in CCS and the Bridging the Gap program. As a result, utilizing AAWS and AA Grapevine materials, the professionals developed informational materials for their colleagues as well as separate materials dedicated to those on the inside, informing all about the services provided through CCS and Bridging the Gap. We look forward to continued collaborations and will report out accordingly.
- Finally, in an effort to increase awareness and participation in CCS in Canada, future articles will be featured in Box 4-5-9 and AA Grapevine.

Mike L., Chair

Staff Report: The Corrections assignment is responsible for helping A.A. members and local committees carry the A.A. message to alcoholics confined in a variety of correctional settings. Approximately 300 pieces of mail arrive monthly from inmates, many requesting free literature, others asking to participate in our Corrections Correspondence Service (CCS) or for help in contacting A.A., either by asking for a meeting in their facility or for a prerelease contact. We also forward to area corrections committee chairs about 154 requests per year from inmates or corrections professionals.

While not everyone who writes to GSO has a problem with alcohol, all letters are answered. If an incarcerated alcoholic requests free literature, they may be sent a Big Book, a copy of Grapevine or La Viña, and a selection of pamphlets, and often the booklet *A.A. in Prison: Inmate to Inmate*, with an explanation that the enclosed literature is made possible through the voluntary contributions of A.A. members throughout the United States and Canada. However, this assignment tries to avoid being viewed as the primary source of A.A. literature, since "carrying the A.A. message" in this way is an A.A. service opportunity for local A.A. members.

One of the most gratifying aspects of the assignment is communicating with area and district Corrections, Hospitals and Institutions, and Bridging the Gap committees. The desk fields daily calls and emails from A.A. members doing corrections service work. In 2021, we passed along to area corrections committee chairs 154 requests from persons in custody, corrections professionals, and A.A. members taking meetings into correctional facilities for prerelease contacts, outside support, or A.A. literature.

Prerelease Contacts help incarcerated alcoholics get acquainted and comfortable in A.A. in the community they are being released to. They are intended to be made three to six months prior to a release date. Requests from inmates are received by GSO and forwarded to the appropriate area corrections chair. In 2021, we forwarded over 69 requests.

The Corrections Correspondence Service is coordinated through GSO and is intended for those who have more than six months to serve on a sentence. In 2021, many correctional facilities suspended in-person A.A. meetings due to health and safety guidelines related to Covid-19. However, CCS continued to provide the spiritual connection of one member to another — sharing experience, strength, and hope.

The CCS links A.A. members who are incarcerated with A.A. members on the outside so that both can share their experience, strength and hope. In September 2021, we launched the new CCS database system that provides us with the ability to expediently match volunteers and persons in custody automatically and manually, obtain statistics and reports, and generate personalized letters that can be sent via email to outside A.A. members and via postal mail to persons in custody. In 2021, we linked 1,432 male and 438 female alcoholics in prison to an outside A.A. correspondent through CCS. To meet those requests, we matched those on the inside with 1,818 outside A.A. volunteers.

GSO's A.A. website has a special section where most Corrections service material can be found, including current and past issues of the newsletter *Sharing from Behind the Walls* (SFBTW). This quarterly publication contains excerpts of sharing from A.A. members in prison who have written to GSO.

We receive many letters from A.A. members on the

inside who express their gratitude for the hope found in the literature received, as well as for the many dedicated A.A. volunteers who take the time to reach out inside the walls by bringing an A.A. meeting into the institution or via our Corrections Correspondence Service.

Sandra W. (interim coordinator)

FINANCE AND BUDGETARY

Trustees' Report:

2021 Cash Basis Report

General Service Office:

The GSO prepares its financial statements on an accrual basis. This means that revenue and expense are recorded when an event happens rather than when the cash is received or spent. For example, in March 2022, we paid a hotel deposit for the 2023 Northeast Regional Forum. On the accrual basis, this expense is counted in 2023 because this is the year during which the forum happens. An alternative to the accrual basis is the cash basis. This means that revenue and expense are recorded when the cash was received or spent. For example, the deposit paid in 2022 for the 2023 Northeast Regional Forum is recorded in 2022 on a cash basis.

On the accrual basis, the bottom line is the operating surplus or deficit. On the cash basis, the bottom line is the change in cash. A financial statement prepared on the accrual basis is called an Income Statement or a Statement of Activities. A financial statement prepared on the cash basis is called a Cash Flow Statement.

We use the accrual method for our financial statements because it is required by the nonprofit laws of both the United States and New York state for our audited financial statements. However, the accrual method



can sometimes present a misleading picture of our financial activities. This happened in 2021. An increase in the stock market caused the payments we expect to make in the future to fund the defined benefit pension plan and post-retirement medical fund to decrease by \$7.23 million. Under the accrual method, this \$7.23 million decrease in the future obligation is recorded as non-operating revenue in 2021 even though we received no cash. As a result, the GSO may appear to be \$7.23 million better off than it actually is.

Any transaction in which the accrual and cash basis differ on the year in which the transaction is recorded can cause a difference in the bottom line calculated for the year by each method. As shown on the Cash Flow Statement in Appendix 1, our operating cash increased by \$53,177 in 2021. However, our audited financial statements show an operating surplus of \$1,697,141. This is a \$1,643,964 difference in the bottom line between the two methods. Looking at just the operating surplus, one might think that 2021 increased the financial capacity of the GSO. Adding the context of the change in cash, one can see that the financial capacity of the GSO changed little in 2021. Here are the biggest reasons for the difference between the operating surplus and the increase in cash:

The Cash Flow Statement reports sources and uses of cash. The largest sources of cash in 2021 were:

Gross literature sales	11,346,125
Contributions	10,402,293

The largest uses of cash in 2021 were:

Salaries	7,605,107
Printing, shipping, and storing literature	4,733,884
Professional fees	2,174,231

A complete list of sources and uses of cash is in Appendix 1.

2021 Actual Results Accrual Basis vs. 2021 Budget

General Service Office:

Preliminary 2021 financials, prepared on an accrual basis, were submitted to the auditors on February 7. As of this late March writing, the audit is mostly complete. The auditors are expected to report the audited financial statements to the GSB Audit Committee on April 18. As long as the Audit Committee accepts the financial statements at this meeting, the audited financial statements will be reported at Conference. All 2021 actual results cited below include auditor adjustments but are still subject to change until the Audit Committee accepts them.

For the year 2021, the GSO had an operating surplus of \$1,697,141 compared to a budgeted operating surplus of \$1,197,218. Non-operating revenue of \$8,972,682 and non-operating expense of \$852,353 resulted in a total surplus of \$9,817,470. The largest non-operating transactions were non-cash transactions such as the increase in market value of the assets in the defined benefit pension plan and post-retirement medical fund. Appendix 2 lists the different categories of non-operating revenue and expense. During 2021, cash increased by only \$53,177 (as detailed in Appendix 1), a far cry from the \$9.8 million surplus.

Operating expenses were \$15,679,880 compared to a budget of \$15,887,254. Expenses were kept lean to set aside money to use in 2022 to return to an in-person Conference, in-person Regional Forums, in-person board meetings, and pre-pandemic staff and board travel. The GSO's largest expense, salaries and benefits, was \$9,295,443 compared to a budget of \$9,518,557. Professional fees were \$2,242,400 compared to a budget of \$2,587,440. Please see Appendix 4 for a detailed listing of professional fees.

The Covid-19 pandemic did not impact revenue as dramatically in 2021 as it did in 2020. Gross literature sales in 2021 improved to \$11,712,193 compared to a budget of \$11,400,000 and sales of \$9,088,279 in

BIGGEST REASONS FOR THE DIFFERENCE BETWEEN THE OPERATING SURPLUS AND THE INCREASE IN CASH

Inventory — To combat supply chain disruptions, we are printing larger quantities when reordering titles. This is up front cash in 2021 which will not become an expense until the items are sold in 2022.	321,805
Literature Accounts Receivable — These are 2021 literature sales to Intergroups, Central Offices, and international GSOs that are paid for in 2022. Under the accrual method, these sales count in 2021, but the cash was not received until 2022.	108,959
Due From Grapevine — This the Grapevine portion of shared services such as employee benefits and office rent paid for by AAWS on behalf of Grapevine. AAWS pays for the services in 2021 and Grapevine reimburses AAWS in 2022.	222,205
Deferred Employer Social Security Tax — This is Social Security tax on 2020 wages that the IRS allowed us to wait until 2021 to pay. Under the accrual method, this expense counted in 2020, but under the tax was not paid until 2021.	278,227
Added to Reserve Fund — The General Service Board authorized a transfer of \$250,000 from the Operating Fund to the Reserve Fund. This is not recorded as an expense under the accrual method, but it does decrease operating cash.	250,000
Contributions — Under the accrual method, contributions received in January but dated or postmarked December 31 or earlier are recorded as revenue in 2021, but the cash is not received until 2022.	321,653
Prepaid Expenses — <i>International Convention</i> — Activities such as site inspections and deposits decrease cash in 2021 but are not recorded as an expense under the accrual method until the Convention occurs in 2025.	57,314
Other Prepaid Expenses — Other services which are paid for in advance result in cash being spent in 2021 but are recorded under the accrual method as an expense in 2022. This includes employee medical insurance, hotel deposits, and software subscriptions.	53,174
Other Transactions	30,627
TOTAL	1,643,964

2020. However, sales remain significantly below the \$14,405,491 recorded in 2019. Additionally, due to increased prices caused by supply chain disruptions, the cost of printing, shipping, and storing literature was \$5,061,311 compared to a budget of \$4,218,000.

Contributions set a record for the second consecutive year as the Fellowship continued to respond to the financial burden on the GSO created by the pandemic. Contributions in 2021 were \$10,775,871 compared to a budget of \$10,000,000 and contributions of \$10,256,687 in 2020. Operating revenue (after subtracting cost of literature sold) was \$17,377,021 compared to a budget of \$17,084,572.

GSO Actual Vs. Budget	2021 Actual	2021 Budget	Difference
Operating Surplus	1,697,141	1,197,218	499,923
Operating Expenses	15,679,880	15,887,254	(207,374)
Salaries and Benefits	9,295,443	9,518,557	(223,114)
Professional Fees	2,242,400	2,587,440	(345,040)
Gross Literature Sales	11,712,193	11,400,000	312,193
Cost of Literature Sold	5,061,311	4,218,000	843,311
Contributions	10,775,871	10,000,000	775,871
Operating Revenue	17,377,021	17,084,572	292,449

AA Grapevine:

Although the 2021 Grapevine budget anticipated a net deficit of \$354,225 (based on decreasing subscriptions attributed to a preponderance of virtual A.A. meetings and a decrease in large-scale in-person events during the Covid pandemic), the actual results fared much better than anticipated, with a net deficit of just \$46,699. This favorable performance is primarily attributed to lower-than-average travel and office expenses, increased book sales as well as the proceeds of \$180,000 from the 2020 International Convention cancellation insurance policy.

GV Actual Vs. Budget	2021 Actual	2021 Budget	Difference
Net Deficit	(46,699)	(354,225)	307,526

2021 Actual Results Accrual Basis vs. 2020 Actual Results Accrual Basis

General Service Office:

The operating surplus of \$1,697,141 in 2021 compares to an operating surplus of \$109,488 in 2020. The total surplus of \$9,817,470 in 2021 compares to a total deficit of \$2,353,799 in 2020. Increases in literature sales and contributions, a reduction in salaries and benefits, and the change in direction of the financial markets contributed to the better year in 2021 than in 2020.

Operating revenue of \$17,377,021 compares to \$17,378,975 in 2020. Total revenue of \$26,349,703 in 2021 compares to total revenue of \$20,807,403 in 2020. As noted earlier, gross literature sales increased from \$9,161,407 in 2020 to \$11,712,193 in 2021. Contributions also increased, from \$10,256,687 in 2020 to \$10,775,871 in 2021.

Operating expenses were \$15,679,880 in 2021 compared to \$17,269,487 in 2020. Salaries and benefits

were \$9,295,443 in 2021 compared to \$10,981,702 in 2020. Total expenses were \$16,532,233 compared to \$23,161,202 in 2020.

GSO Actual Vs. Last Year	2021 Actual	2020 Actual	Difference
Operating Surplus	1,697,141	109,488	1,587,653
Total Surplus/(Deficit)	9,817,470	(2,353,799)	12,171,269
Operating Revenue	17,377,021	17,378,975	(1,954)
Total Revenue	26,349,703	20,807,403	5,542,300
Gross Literature Sales	11,712,193	9,161,407	2,550,786
Contributions	10,775,871	10,256,687	519,184
Operating Expenses	15,679,880	17,269,487	(1,589,607)
Salaries and Benefits	9,295,443	10,981,702	(1,686,259)
Total Expenses	16,532,233	23,161,202	(6,628,969)

AA Grapevine:

The AA Grapevine Magazine Operations and Content-Related Items:

Net income from subscriptions, for 2021, was \$1,059,720. Income from subscriptions includes that from the print magazine, single copies, back issues, GV Complete and ePub (the digital version of the print magazine). The average paid circulation for print magazines, in 2021, was 56,081 (down from 63,397 in 2020). However, the 2021 subscriptions for GV Complete combined with the e-Pub magazine averaged 8,972, which compared favorably with 5,175 in 2020. Considering this trend towards a digital magazine, during 2022 Grapevine will be allotting resources to digital products — while maintaining the quality of the print magazine.

The 2021 gross income on the magazine and content-related items (books, audio, etc.) of \$1,820,445 was \$43,573 less than 2020, and \$41,692 below budget. Included in 2021 gross income was net profit from other published items of \$442,580 which was \$142,662 above budget and \$89,109 more than 2020. Total income in 2021, including interest earned and miscellaneous income was \$1,712,310, which is \$96,551 over 2020 and \$248,676 over budget.

Costs and expenses for editorial, circulation, and business, and general and administration in 2021 were \$1,759,009. Cost and expenses were \$155,450 less than in 2020, and \$58,850 under budget. Overall, Grapevine reported a deficit of \$46,699 (which included 2021 accrued expenses, depreciation write-offs, and allowance for bad-debt accounts).

Notwithstanding, the Grapevine reported loss of \$46,699 was significantly lower than the 2021 budgeted loss of \$354,225.

GV Actual Vs. Last Year	2021 Actual	2020 Actual	Difference
Print Circulation	56,081	63,397	(7,316)
Digital Circulation	8,972	5,175	3,797
Gross Income	1,820,445	1,864,018	(43,573)
Net Profit from other Published Items	442,580	353,471	89,109
Total Income	1,712,310	1,615,759	96,551
Total Expenses	1,759,009	1,914,459	(155,450)

La Viña Magazine Operations:

In 2021, La Viña, the Spanish-language magazine (approved by the 1995 General Service Conference) celebrated its 25th anniversary. The magazine experienced a 2021 average circulation of 6,312 — as compared with the 2020 average circulation of 7,205. After several years of La Viña circulation growth, reaching the 10,000 range, both 2021 and 2020 circulation incurred a significant drop-off, which is attributable to the Covid-induced lack of live events in the Spanish-speaking community, where many subscriptions and renewals originate.

During 2021, subscription income was \$83,773 against \$59,614 of direct publishing costs. La Viña also realized approximately \$26,039 from the sale of other content-related items (books, audio, etc.) against direct costs of \$9,034. Total operating expenses (i.e., editorial, circulation and administrative costs) associated with these publication activities were \$429,810. The shortfall between revenues earned from publishing activities versus the cost to produce and distribute was \$388,646.

This shortfall of \$388,646 was covered by the General Fund of the General Service Board as a service activity to the Spanish-speaking members of our Fellowship. The 2021 shortfall approximated the 2020 shortfall of \$385,772.

LV Actual Vs. Last Year	2021 Actual	2020 Actual	Difference
Average Circulation	6,312	7,205	(893)
Net Operating Service Cost	388,646	385,772	2,874

2022 Budget

General Service Office:

The 2022 budget has an operating deficit of \$1,350,569 compared to an operating surplus of \$1,697,141 in 2021. The 2021 surplus will be used to pay for the 2022 deficit. Operating expenses in 2022 are budgeted at \$18,111,969 compared to \$15,679,880 in 2021. The increased expense is due to the additional cost of in-person events compared to virtual events and the resumption of board and staff travel. Events returning to in-person include the General Service Conference, Regional Forums, and board meetings.

GSO 22 Budget Vs. 21 Actual	2022 Budget	2021 Actual	Difference
Operating Surplus/(Deficit)	(1,350,569)	1,697,141	(3,047,710)
Operating Expenses	18,111,969	15,679,880	2,432,089
Operating Revenue	16,761,400	17,377,021	(615,621)
Gross Literature Sales	11,000,000	11,712,193	(712,193)
Contributions	10,000,000	10,775,871	(775,871)

We have endeavored to be conservative with our revenue budget to protect against another Covid spike. Operating revenue in 2022 is budgeted at \$16,761,400 compared to \$17,377,021 in 2021. This revenue budget anticipates that literature sales will decrease slightly due to backorders caused by pandemic production delays. Contributions are also expected to decrease slightly due to declines in contributions from areas and districts. Gross literature sales are budgeted at \$11,000,000 in

2022 compared to \$11,712,193 in 2021. Contributions are budgeted at \$10,000,000 for 2022 compared to \$10,775,871 in 2021.

AA Grapevine:

Ideally, in 2022, with the return to in-person events, the growth of the podcast, the increase in Grapevine awareness brought about by the Instagram account, and attraction efforts by mail and digital means, subscriptions will return to pre-Covid levels. By carefully monitoring expenses combined with raising the awareness of the magazine and content-related items as recovery tools, we anticipate that AA Grapevine will break even, or do slightly better, in 2022. To be conservative, budgeted overall circulation (print and digital) is projected to rise to 70,842 (up from 2021's 65,053 paid average). Gross profits on subscriptions in 2022 are budgeted at \$1,236,434 up from \$1,059,720 in 2021. Content-related income (books, audio, etc.) will hold fast at \$690,333 which is slightly below 2021's \$703,610. If all goes according to plan, in 2022 Grapevine will achieve a net surplus of \$19,234.

GV 22 Budget Vs. 21 Actual	2022 Budget	2021 Actual	Difference
Print and Digital Circulation	70,842	65,053	5,789
Gross Profit on Subscriptions	1,236,434	1,059,720	176,714
Content Related Income	690,333	703,610	(13,277)
Net Surplus/(Deficit)	19,234	(46,699)	65,933

La Viña:

Ideally, in 2022, with the return to large-scale in-person events, La Viña subscriptions will return to previous levels. Print magazine circulation is projected to increase from 6,312 in 2021 to 7,500 in 2022. Total subscription income is expected to increase along with circulation, from \$83,773 in 2021 to \$91,520 in 2022. La Viña's net operating service cost covered by the General Service Board in 2022 is expected to be \$402,067.

LV 22 Budget Vs. 21 Actual	2022 Budget	2021 Actual	Difference
Print Circulation	7,500	6,312	1,188
Subscription Income	91,520	83,773	7,747
Net Operating Service Cost	402,067	388,646	13,421

Lockbox

In 2021, the GSO began using a bank service called a lockbox to process contributions. This service includes:

- Opening the mail
- Scanning the mail
- Verifying with the GSO that the contributor is a member of the Fellowship
- Depositing the check

The bank is able to do this more cost effectively than the GSO because the bank uses specialized equipment that the GSO could not afford. If you would like to learn more about how a lockbox operates, you may take a virtual tour of the processing facility by scanning the QR code in Appendix 3.

Appendix 1

CASH FLOW STATEMENT FOR THE YEAR 2021

SOURCES OF CASH	
Contributions	10,402,293
Gross literature sales	11,346,125
GSC delegate fees	157,331
GSC contributions	67,456
Payments from Grapevine	218,170
International Literature Fund	46,693
US CAN	8,662
WSM contributions	4,928
Total Cash Received	22,251,658

USES OF CASH	
Salaries	7,605,107
Printing, shipping, and storing literature	4,733,883
Professional fees	2,174,231
Employee Benefits	1,566,076
Rent	986,102
Payroll taxes	872,103
La Viña support	393,713
Sales tax remittance	361,057
Software support	338,879
Bank and E-Commerce charges	297,035
Postage	280,172
Transfer to Reserve Fund	250,000
Advances to Grapevine	215,375
Subscriptions (including software) & memberships	213,758
Data, bandwidth, and hosting	210,977
Telephone	184,073
Software development	179,759
Development of new website	157,168
Fellowship Connection	149,069
Board meetings	142,383
Equipment Rental	116,360
Meeting Guide App	104,269
Insurance premiums	96,133
Office supplies	94,206
Corrections Correspondence System	78,395
International Convention production costs	53,675
Equipment Purchases	53,609
11th floor GSO improvements	52,758
Meals and lodging	45,577
Retiree medical coverage	37,963
Repairs and maintenance	30,442
Travel and Transportation	27,886
Contribution to zonal meetings	26,150
Payroll processing service	23,560
Printing (other than literature)	13,334
8th floor GSO construction	12,514
Staff development and training	10,382
Foreign exchange gain/loss	8,845
International Convention registration refunds	1,503
Total Cash Used	22,198,481
Increase in Cash During 2021	53,177

Appendix 2

NON-OPERATING REVENUE

Dividends and Interest on Reserve Fund and Post-Retirement Medical Fund	288,594
Increase in the market value of Post-Retirement Medical Fund investments	1,026,812
Decrease in expected future contributions to Defined Benefit retirement plan primarily due to increase in market value of assets	6,690,895
Decrease in expected future contributions to Post-Retirement Medical Plan due to increase in market value of assets and smaller increase in premiums	966,381
Total Non-Operating Revenue	8,972,682

NON-OPERATING EXPENSE

Bad Debt Expense (2018-2020 literature orders on credit that were never paid for)	32,346
Credit card and bank fees	161,489
Support of La Viña	388,647
Transfer of a portion of International Convention insurance proceeds to Grapevine	182,050
Penalties and interest	39,696
Loss on currency exchange between US dollar and Canadian dollar	12,081
Fees paid to investment advisor for Defined benefit retirement plan and post-retirement medical plan	36,044
Total	852,353

Appendix 3

Scan the QR code with your smartphone to view details about the J.P. Morgan lockbox site in Brooklyn:



Appendix 4 PROFESSIONAL FEES

Accounting and Audit	427,316
Legal	255,894
Human Resources	222,598
Editorial	130,841
Information Technology	95,147
Temporary Help	368,027
Payroll Processing	23,560
Document Translation	215,343
Simultaneous Interpretation	92,958
Virtual Meeting Support	148,929
Project Management	55,000
Operational/Structure Consulting	80,184
Other	126,603
Total	2,242,400

Kevin Prior, Chair

GENERAL SHARING SESSION

Trustees Report: Since the 71st General Service Conference, the General Service Board has held three General Sharing Sessions. In July 2021, the topic was “The Minority Voice.” Two prepared talks were given on subtopics. Staff member Irene D. addressed the subtopic “The Voice of Minorities: Accessibilities, Remote Communities, Elder Populations.” The subtopic addressed by Jimmy D., Southwest Regional Trustee and chair of the AAWS Board was “Our Flag for the Future: The Minority Voice.”

During planning meetings for the July Board Weekend, the idea was raised about returning to the “town meeting” format for General Sharing Sessions as was the practice several decades ago. The format change was brought up and discussed during the second half of the July General Sharing Session. Based on the positive feedback, the decision was made to try a town meeting format for a trial period.

In advance of the October Board Weekend, communications went out regarding the change of format to the General Sharing Session. Instead of having two prepared talks on topics determined in advance, all in attendance would be encouraged to share whatever was on their mind: topics they felt strongly about, things they had been hearing in their regions, and any “elephants in the room.”

The third quarter Board weekend was held in-person and Zoom was used to enable a hybrid option. With Board Weekend attendees seated in front of him and virtual attendees on a screen behind him, Francis G. shared the history of the General Sharing Session, including how it used to be held in a town meeting format. He then opened the floor for sharing on any topic, including elephants in the room, having placed an elephant figurine on the podium. For the next ninety minutes the language of the heart was heard on a variety of topics. The sharing

was compiled in a report of the General Sharing Session, distributed to board members, and made available upon request.

Since the evaluations after the October Board Weekend favored the town meeting format, we continued with that format for the January Board Weekend. The majority of participants were in-person in January. Due to technical limitations those engaging remotely could listen but not share, which was less than ideal.

Again, Francis G. explained the town hall format, then warmly invited trustees, directors, appointed committee members, Class A candidates, GSO employees, and especially the delegate chairs in attendance to share what was on their mind and in their hearts. The sharing continued for 90 minutes and was again compiled in a General Sharing Session report, distributed to board members and made available upon request. Please contact the staff coordinator, staffcoord@aa.org, if you wish copies of General Sharing Session presentations and summaries.

Francis G., Chair

GRAPEVINE

Office Report: Due to the world Covid-19 health crisis, as of March of 2020 all employees of AAGV were required to relocate and telework from their homes. Throughout the summer and for the remainder of the calendar year, all AA Grapevine, Inc. work was performed, and all editorial products were created electronically from each employee’s home. In May 2021, a voluntary Return to Work was implemented and GV and LV staff started making their way back into the office. A full-return to work with a hybrid schedule was implemented in October 2021 and all Grapevine and La Viña staff are working in the office on a full-time basis at least two to three days per week.

Since the last Conference, AA Grapevine, Inc. has produced 12 issues of Grapevine and six issues of La Viña. It also produced the Grapevine books *Prayer & Meditation*, *Free On the Inside* (AA prison stories) and the La Viña book *Mujeres en AA* (Spanish-speaking women’s stories). In 2021, AAGV began production on a new book of Grapevine AA stories to be released in spring of 2022, called *Fun in Sobriety*. AAGV also began production on a new Spanish translation of *Emotional Sobriety*, due out in fall of 2022. AAGV also produced its annual wall calendar (with member photos) and a pocket planner. After partnering with Ingram Content Group to distribute its books, e-books and audiobooks, beginning October 2020, Grapevine and La Viña material is now available to a much wider market in hopes of reaching more people looking for help with their drinking problem.

The AA Grapevine, Inc. websites continued to expand and in 2021 received an average of 77,000 unique visitors each month. A new feature, “Magazine section field,” was deployed on www.aagrapevine.org and www.aalavina.org websites allowing stories and audios to display what section they belong to. The GV Audio Project Portal was given a new landing page: www.aagrapevine.org/audioproject.

In October 2021, AA Grapevine, Inc. launched its new 30-minute Podcast, “The Half Hour Variety Hour,”

which is now available on the leading podcast platforms and features long-time A.A. members Don and Sam. A new episode airs every Monday. In November 2021, Grapevine re-launched its popular Audio Project, in which members record seven-minute shares on a variety of A.A.-related topics. There are currently five Audio Project playlists featured on AAGV's YouTube channel. AAGV continues working on new ideas to increase content on their YouTube channel, including explainer videos and short videos in both English and Spanish from the GV and LV Audio Projects. And in 2021, AAGV also began to work with companies to make material available to prisons via e-tablets.

Following the 2021 General Service Conference action, AA Grapevine, Inc. started Instagram accounts for both the AA Grapevine and La Viña magazines. As of July 7, 2021, users could read GV's Daily Quote each morning, know when our new magazine issues arrived, learn about new books and be inspired by both A.A. pioneers and today's members. In their first few months, the Grapevine account (@alcoholicsanonymous_gv) had more than 121,000 viewers; the La Viña account (@alcoholicosanonimos_lv) had over 14,000 viewers. Also, in April of 2021, La Viña's free "Daily Quote" became available through SMS.

AA Grapevine, Inc. continued to expand its successful Carry the Message Project to help members and groups get Grapevine and La Viña subscriptions into the hands of alcoholics in need. AAGV simplified the process to make it easier for members, groups and committees to get subscriptions to prisoners, members (at events and home groups), alcoholics in detoxes and rehab centers, or to help doctors, lawyers, parole officers,

teachers and other professionals learn more about A.A. Throughout the year, AAGV, Inc. has collaborated with GSO's Corrections desk to fulfill hundreds of Carry the Message subscriptions for inmates.

As some events began reopening in person for 2021, while others remained virtual, Grapevine and La Viña staff members participated in many events and workshops across the U.S. and Canada throughout the year.

Karina C., Associate La Viña Editor

GROUP SERVICES

Staff Report: To assist groups across the U.S. and Canada, GSO develops service material based on an indicated need, sharing information and experience. Examples of service material include: Group Handbooks; GSR/ DCM Kits; A.A. Guidelines; and individual pieces such as "Is Your Group Linked to A.A. as a Whole?" and "Anonymity Online and Digital Media." A six-page document, SM F-33, lists and describes each service piece that is available.

Service material is available upon request and differs from Conference-approved literature in that it does not come from a Conference Advisory Action. Service material reflects A.A. group experience as well as timely information that is subject to change.

The group services coordinator:

- Supervises the updating of GSO's available service material upon request, and in Spanish and French, whenever possible.
- Collaborates with the Publishing, Operations, and Technology Services departments on projects hav-



ing to do with GSO's group and service committee data such as the development and evolution of the "Fellowship Connection" portal. Group services also helps maintain intergroup and central office shared experience and contact information for communication purposes as well as A.A. Near You.

- Serves as a resource to the Publishing department regarding updating of *The A.A. Service Manual*.
- Serves as liaison to over 480 intergroup and central offices, in English, Spanish and French in the U.S. and Canada, and coordinates the participation of AAWS at the annual intergroup/central office seminar (ICOAA), working with the seminar's Policy and Site-Selection Committees.
- Serves as secretary to the Conference Committee on Report and Charter.
- Serves as liaison to other Twelve Step fellowships and to Special International Contacts. In some cases, may chair and facilitate the "Day of Sharing," a cooperative event between A.A. and other Twelve Step fellowships.
- Serves as the secretary to the AAWS Technology Communications Services committee.
- Maintains regional correspondence and assignment related correspondence.

Craig W.

INTERNATIONAL

Trustees' Report: The trustees' International Committee is responsible for suggesting policies and actions to assure that the A.A. message is available around the world, especially in areas where there is no established service structure. The committee provides shared experience, supports translations of A.A. literature in other languages, and encourages the expansion of regional or zonal meetings. The committee is the primary link between the international A.A. community and the U.S./Canada General Service Board of Trustees.

The 2021 Literature Assistance budget of over \$56,000 will allow A.A. World Services to translate and publish a variety of foreign-language books, pamphlets and reprints. A portion of this expense will be drawn from the International Literature Fund, representing contributions from A.A. groups and structures around the world. AAWS holds the copyrights on all foreign-language versions of our Conference-approved material and issues licensing agreements for publication and distribution, as requested, to those countries that have an established general service board. When necessary, we translate and publish the material, subject to scheduling by the Publishing department and approval of the AAWS Board. The Big Book is currently available in 73 languages, and other literature is available in approximately 110 languages and counting.

North/South Connections — The committee reviewed reports and evaluation questionnaire summaries for

Phase I of the North/South Connections virtual pan-continental two-way shared experience which took place on May 15, 2021. The committee noted that Phase II of North/South Connections is being led by the Regional Forums assignment. Just as Argentina invited us into their planning process, we are looking forward to having Argentina (and Chile) join GSO as planning partners for a North/South Special Forum.

Listing of online groups — The committee discussed advisory actions 32 and 33 of the 71st General Service Conference regarding the recognition, participation, and listing of online groups in the U.S./Canada Service Structure.

The committee recommended that advisory actions 32 and 33 of the 71st General Service Conference (listed below) be forwarded to the General Service Board and that a committee(s) be formed to discuss these actions and that both domestic (U.S./Canada) and International impact be considered in all discussions and implementation.

The U.S./Canada General Service Structure recognizes online groups and encourages their participation, listing those groups who ask to be listed within the group's preferred district and area, with the default option being the location of the group's primary contact. This supersedes the 1997 Advisory Action that designated online groups as "International Correspondence Meetings."

The General Service Board formed a committee to explore future possibilities for the participation of online groups in the U.S./Canada General Service structure.

World Service Meeting — The committee recommended that the General Service Board withdraw from coordinating the 27th World Service Meeting (WSM) Theme: "Carrying the Message of A.A. in the Digital Age" currently scheduled to be held October 1–6, 2022, in Tokyo, Japan. The committee noted that based on the continued unpredictability of the pandemic and financial concerns the General Service Board would be unable to support a physical destination/hybrid meeting.

Note: *This recommendation passed by the GSB. The GSB resolution was sent to the WSM Policy/Admissions/Finance Committee. With a final vote of the WSM body, the 2022 WSM will be held virtually.*

The committee approved the preliminary 2022 World Service Meeting budget.

The committee also requested that the trustees' Finance and Budgetary Committee amend the proposed budget to include a \$20,000 contribution to the World Service Meeting Fund. The committee noted that although the virtual WSM will be financed by delegate fees and the WSM Fund, a General Service Board U.S./Canada contribution to the WSM Fund is needed to join with other countries to more equitably ensure that all countries that wish to participate may have that opportunity.

Note: *Developed in 2018, the WSM Fund is maintained and administered by A.A. World Services under the purview of the WSM Policy/Admissions/Finance Committee.*

International Trips — Our General Service Board and General Service Office respond to many invitations from other countries to attend events including conventions, anniversary celebrations, conferences, board meetings, office visits and service assemblies. International travel halted completely with the onset of the pandemic and many planned trips were cancelled, but as in so many other areas in A.A. the pandemic has opened new doors for connecting with A.A.s around the world, enabling us to attend events that we might not have been able to because of time or cost limitations and to attend events that arose because of the pandemic and the need to connect. Since last year's General Service Conference, trustees and staff members have attended virtual events throughout 2021 including observing zonal meetings (Asia-Oceania Service Meeting, European Service Meeting, Sub-Saharan Africa Service Meeting). Other virtual trips have included the XXXII Peruvian GSC, the 52nd Anniversary of GSO Mexico, the 2nd Transnational Convention of Iran, the 1st Anniversary Chile A.A. Archives Committee Event, and the 56th Anniversary of the GSO Perú.

Tentative international travel for 2022 includes the Cuba General Service Conference in Havana, the National Service Meeting in Fatima, Portugal, and the Annual Convention in Rimini, Italy.

REDELA — The REDELA (Meeting of the Americas), our zonal meeting which meets in years when there is no WSM, was held in Guatemala in a hybrid event. Due to travel advisories, trustees-at-large participated virtually and GSO staff and Publishing were also able to observe. REDELA has also been holding monthly virtual sharing sessions providing more thoroughly discussed topics that are relevant to our greater connectivity and extending the hand of A.A. in the Americas.

Prior to attending REDELA, to join with other countries in more equitably ensuring that all countries that wish to participate may have that opportunity, the committee recommended that the General Service Board U.S./Canada contribute \$5,000 (US) to the REDELA Fund.

Note: *This recommendation was passed by the GSB.*

A.A. Directories — The committee discussed the confidential “2018–2019 International A.A. Directory Outside USA/Canada” including, but not limited to, distribution numbers. The committee noted that further discussion is needed regarding whether a printed format is the most effective way to provide international English-speaking contacts and other relevant international resources. The committee asked that a new directory not be produced until wider consultation takes place at the 2022 World Service Meeting.

The committee noted that due to the confidential nature of providing personal contact information, preservation of members' anonymity is of the utmost importance. Keeping in mind anonymity principles, there may be a preferred format that could provide more accurate resources for A.A. travelers seeking English-speaking contacts.



International A.A. Data Map — The committee reviewed and accepted the December 11, 2021 “Subcommittee update on the International Data Map.” The committee discussed the findings that the map has the potential to be a helpful resource on aa.org to share a snapshot of A.A. around the world. The committee is encouraged that preliminary planning for the development of the data map will begin in 2022 with collaboration of the International desk and Technology Services department.

Linking GSB Class A trustee professionals — The committee discussed a Class A (nonalcoholic) Facebook group that has been established by Class A trustees for Class A trustees from service structures around the world to welcome questions and share experience. The committee encourages continued discussion regarding the scope and management of this private Facebook group.

The committee reviewed its Composition, Scope and Procedure and made the following editorial updates: Under the committee's Composition paragraph #1 the word “overseas” will be changed to “international”; in Scope #1 and #9 the word “overseas” will be changed to “outside the U.S. and Canada.”

The committee recommended that Procedure #5 of the Composition, Scope and Procedure which currently reads:

The committee reviews suggestions regarding international travel made by the Trip Consultation Team, which includes as its members: the chair of the General Service Board, both trustees-at-large, U.S. and Canada, general manager of GSO and the staff member on the International assignment.

be revised to reflect the change made by the committee in February 2015 as follows:

The committee reviews suggestions regarding international travel made by the Trip Consultation Team, which includes as its members: the chair of the General Service Board, both trustees-at-large, U.S. and Canada, another trustee appointed by the General Service Board chair, general manager of GSO and the staff member on the International assignment.

Note: *This recommendation was passed by the GSB.*

The committee reviewed and accepted their preliminary 2022 budget and forwarded it to the trustees' Finance and Budgetary Committee.

We continue to be encouraged and inspired by the international A.A. community and general service boards and offices in other countries, which carry the A.A. message to countless thousands in new regions and across difficult linguistic, cultural and economic barriers.

Trish L., Chair

Staff Report: The International desk receives correspondence from groups, individual A.A.s and professionals interested in obtaining information about A.A. in countries outside of the U.S. and Canada. Additionally, the staff member corresponds with 66 international general service offices and/or literature distribution centers.

The International desk is also responsible for communication with structures, groups and members outside the United States/Canada. Correspondence arrives at the International desk in many languages and is answered in the appropriate language, often accompanied by A.A. literature. In order to accomplish this, the staff member on the assignment is assisted by a bilingual (English-Spanish) assistant and outside professional services. Where there is a nearby office, we provide that contact information. We emphasize our trust in the fact that these members can maintain sobriety, help others and become independent in their own countries.

The International staff member benefits from the experience of GSO staff, cooperation with the Publishing department, and the support of the trustees' International Committee, which they serve as secretary.

Other responsibilities on the assignment are:

- Serving as coordinator for the biennial World Service Meeting (WSM) and maintaining contact with WSM delegates and their offices throughout the year. The 26th WSM took place virtually in November 2020. Current planning has begun for the 27th WSM which will also be held virtually in 2022.
- Maintaining close communications with our Publishing department on requests for new translations of literature, and the beginnings of new general service or information offices that may be able to distribute literature to local members and groups.
- Each year, A.A. World Services, Inc. receives requests to translate our literature into foreign languages. Primary in consideration of each request is the need to ensure the integrity and authenticity of A.A.'s

message. To that end, the Publishing department has the responsibility of having each translation checked against the English original. In countries where there is a general service board licensed to publish or distribute A.A. literature, an approved translation is often financed and published there. Where a stable A.A. structure is not yet present, the AAWS Board undertakes the new publication when funds are available.

- Handling communications related to international travel, including the Trip Consultation Team that considers international invitations, and attendance at Zonal Service Meetings. The U.S. and Canada is part of the Americas zone and is represented by our trustees-at-large at the Meeting of the Americas (REDELA). The Asia-Oceania, European, and Sub-Saharan Africa zones have separate zonal meetings.
- Working closely with our Member Services department to ensure that updated contact information for GSOs, central offices and intergroups, groups, and foreign contacts for countries outside of the United States and Canada is available.

Racy J.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

Trustees' Report:

International Conventions

Since the 2021 General Service Conference the committee has met four times (including a special meeting held on February 16, 2022).

The purpose of the trustees' committee as it relates to International Conventions is to work on plans for each forthcoming International Convention. The objectives of the International Convention are:

- To provide opportunities for a rededication of attendees to the primary purpose of A.A.
- To enable attendees to witness the success and growth of the A.A. program around the world.
- To let the world know that A.A. is alive, flourishing, and available as a community resource, locally and internationally.

The committee acts and makes recommendations to fulfill the broad purposes of the General Service Board, as those purposes relate to the strengthening of the Fellowship and the advancement of its message, through well-planned International Conventions. The detailed work inherent in putting on the Convention is executed by the Convention coordinator and a professional Convention consultant.

At their July 2021 meeting, the committee reviewed the 2021 Conference Committee on International Conventions/Regional Forums report; and discussed the Conference committee consideration regarding use of the Lord's Prayer. The committee agreed that a survey distributed to the Fellowship may be the best method to gather wider sharing from the Fellowship regarding the use of the Lord's Prayer at International Conventions;

however, the committee also agreed it best to table implementation until 2022/2023.

At their October 2021 meeting, Gregg Talley, Derrick Johnson and Wendy Stevens of Talley Management (the 2025 International Convention consultants) provided the committee with an update of the planning process, including current trends and data regarding event planning, applicable to the 2025 International Convention. Salient points included:

- Currently, there is very little consistency in the data regarding event planning because the industry is still very much in the middle of rebounding from the pandemic. And the least amount of data available is from groups like Alcoholics Anonymous (i.e., not-for-profits and social groups).
- Regarding virtual events, what we are seeing is a move toward customizable events tailored to the goals and benefits of the group.
- The key issue in planning is how to create a space that allows full participation and engagement. Providing a digital component is like a safety umbrella designed to reach all participants.

Because of limited hotel space (hotel closings because of the pandemic), accommodations will be the most challenging aspect (especially if we approach 50,000–55,000 attendance). We are currently in talks with Airbnb to supplement current inventory; and so far, they are very receptive. Use of campgrounds is also being explored. More will be reported out as the planning progresses.

In addition to the foregoing, the committee also discussed the following related to the 2025 International Convention:

International Convention Survey: The committee reviewed and discussed the draft survey designed to gather information from the Fellowship and utilize the responses to help direct the planning process. The committee provided suggested revisions and requested that the staff secretary implement the changes and provide a redraft to the committee prior to finalizing the survey. The following points were also discussed:

- It is preliminarily planned that the survey will be dispatched in four separate time periods leading up to the International Convention: December 2021–March 2022; December 2022–March 2023; December 2023–March 2024; December 2024–March 2025.
- The survey will be dispatched to the U.S./Canada structure and international General Service Offices.
- It was suggested that we utilize Qualtrics for administration of the survey because the format allows for aggregation of data.
- It was also discussed that we want to be careful not to overinterpret the data and to make sure that we perform the same outreach at each junction (i.e., same distribution list).
- The committee discussed possible platforms and modalities for distribution of the survey, as well as announcing the survey. Suggestions included use of

Regional Forums, Grapevine/La Viña, Box 4-5-9, aa.org and aagrapevine.org websites, regional trustees, and World Service Meeting delegates as viable options for announcing the survey. The committee also discussed use of the Meeting Guide App, YouTube, and the possibility of an early International Convention website that can also be used to provide information (e.g., border crossing) in addition to the survey.

2025 IC theme selection: The committee discussed the selection process and agreed that each committee member will select up to five choices and submit same to the staff secretary by or before November 24. The goal is that the committee will recommend a theme to the General Service Board for approval at the January 2022 GSB meeting, which will then be announced/reported out at the 72nd General Service Conference.

The committee also discussed the following:

Al-Anon's 2023 International Convention: The committee reviewed an invitation from the board of Al-Anon Family Groups and recommended to the General Service Board that A.A. accept the invitation to participate in Al-Anon's International Convention to be held June 29–July 2, 2023, in Albuquerque, New Mexico in a similar fashion to A.A.'s participation in Al-Anon's 2018 International Convention in Baltimore, Maryland, with a possible hybrid component.

Proposed Agenda Item: The committee considered a request to send a worldwide request to the international A.A. Fellowship for an original work of not more than 40 words, to be used as a closing for the Big Meetings at the 2025 International Convention and took no action. The committee noted that there is already a consideration forwarded by the 2021 Conference Committee requesting a survey of the Fellowship regarding the use of the Lord's Prayer at the International Convention. The committee also noted that there are several known A.A. prayers available, such as the Third Step Prayer and the Seventh Step Prayer, and A.A.'s Declaration of Unity.

At their January 2022 meeting, the committee discussed the following as summarized below:

Convention consultant report: Gregg Talley and Michael Thompson provided the committee with an update of the planning process. Key vendor recommendations to be brought back to the AAWS Board in March/April 2022 with plans to develop a straw budget for the July 2022 GSB Board meeting. Currently in discussion with Airbnb to supplement current housing inventory; will report accordingly as the discussions continue.

Options for a virtual component to the 2025 International Convention: The committee was presented with three options ranging from a minimal digital presence (e.g., delayed showing of the Flag Ceremony) to a full-on virtual component with a wide option of access to sessions and main meetings. The primary question is: would a digital component help us better reach the goals and purpose of the International Convention, and provide an opportunity to tell our "story" differently? The committee scheduled a special meeting in February 2022



to fully discuss and determine direction as it relates to a digital component to the International Convention. It was discussed that a decision will be made before or by the end of the General Service Conference because it impacts the budgeting process.

The committee requested the following background to prepare for and better inform the February discussion:

- Past attendance data — segregating U.S./Canada from International attendees;
- Cost estimates for each option; and
- Host committee perspective as it relates to possible attendance.

Draft survey: The committee reviewed and discussed the draft survey designed to gather information from the Fellowship to help inform the planning process for the 2025 International Convention. The committee requested revisions that the staff secretary will implement and provide a redraft for the committee's review and approval at the special meeting in February 2022.

2025 IC theme selection: The committee recommended to the General Service Board the following theme for the 2025 International Convention: 90 Years — Language of the Heart. The theme will be announced/reported out at the 72nd General Service Conference in April.

New business: The committee briefly discussed the 2035 International Convention — A.A.'s celebration of 100 years — as it relates to creating a vision for this centennial event. The committee agreed to keep this item on their radar.

Regional Forums

The committee met four times following the 2021 General Service Conference (including a special meeting held on February 16, 2022).

At their July 2021 meeting, the committee reviewed the 2021-2023 schedule for Regional Forums and discussed the process for determining dates and locations. The committee also reviewed and approved the 2022 Regional Forums Board/Staff schedule.

Virtual pan-continental Special Forum: The committee inquired about the planning committee composition for the pan-continental Special Forum targeting certain international and U.S./Canada remote communities to be held in December. The Regional Forums assignment worked with the international assignment, Meetings, Events and Travel Services (METS) department, and the trustees-at-large in the event planning. The staff secretary will continue to update the committee as the planning progresses.

The committee recommended to the General Service Board that the virtual pan-continental Special Forum targeting certain international and U.S./Canada remote communities be held on December 11, 2021 (rescheduled to July 16, 2022 as noted later in this report).

At their October 2021 meeting, the committee reviewed and accepted the 2022 preliminary budget for Regional Forums and agreed to forward it to the trustees' Finance and Budgetary Committee.

Special Forum — North/South Connections: The committee considered the North/South Connections joint planning committee request to reschedule the December 11, 2021, event to mid-year 2022; and recommended to the

General Service Board that the North/South Connections Special Forum be rescheduled to 2022.

At their January 2022 meeting, the committee agreed the 2022 Regional Forums would return to in-person only venues.

The committee also reviewed and accepted the evaluation questionnaire summaries for the 2021 Northeast, West Central, Southwest and East Central Regional Forums.

Special Forum — North/South Connections: The committee recommended to the General Service Board that the North/South Connections Special Forum be held on July 16, 2022. This Special Forum will feature simultaneous translation among English, French, Spanish and American Sign Language (ASL); and closed captions will be utilized for attendees who may be hard-of-hearing.

The following Regional Forums are scheduled for 2022:

2022		
Eastern Canada	May 13–15	Charlottetown, PEI
Western Canada	June 3–5	Winnipeg, MB
Pacific	Sept. 16–18	Salt Lake City, UT
Southeast	Dec. 2–4	New Orleans, LA

Francis G., Chair

Staff Reports:

International Conventions — The International Convention assignment entails coordinating the myriad details involved in producing the A.A. International Convention, held every five years. Working with four committees — Trustees, Conference, GSO Planning and Host — the International Convention coordinator is responsible for bringing the Convention to life and ensuring that thousands of A.A.s can share and celebrate A.A.’s Anniversary.

While still on the back burner, initial plans are under way for the next International Convention in Vancouver, BC, July 3–6, 2025. Notifications about the Convention, including housing and registration information, will be made available as we get closer to the dates. Convention planning will include a series of questionnaire surveys distributed throughout the process that will enable us to garner feedback from the Fellowship and remain nimble in our planning.

Starting in 2024, there will be articles in *Box 4-5-9*, which is sent to the general service representative of every group listed with GSO. Information will also be accessible on the GSO and AA Grapevine websites.

Sandra W. (interim coordinator)

Regional Forums — The staff member serving the Regional Forums assignment assists with the coordination of content and programming which makes up Regional Forums, Local Forums and Special Forums held in the U.S. and Canada. Forum weekends foster wider communication and understanding among A.A. groups,

members and trusted servants in a region, the General Service Board, A.A. World Services, Inc., AA Grapevine Corporate Board, and AA Grapevine and General Service Office staff.

Upon the invitation of the region, the General Service Board holds Regional Forums in each region every two years. The locations for Regional Forums are decided upon by the respective region and host areas, and coordinated with GSO’s Meeting, Events, and Travel Services department.

The Regional Forums staff member develops and coordinates Forum programming, literature displays, newsletters and final reports. Presentation and workshop topics are suggested by attendees and decided upon jointly by area delegates, GSO staff and the regional trustee. Production of the annual Regional Forum flyers as well as distribution of individual Forum registration forms to trusted servants in each region is facilitated by the staff member. Additionally, the staff member works closely with the Welcome Contact of each Forum who is responsible for the coordination of local volunteers to assist during Regional Forum weekends.

“Additional” Forums were discontinued by the General Service Board as of 2016; Local Forums have continued since 2006, with ten being held to date. The General Service Board continues to encourage regions to support Local Forums, which are structured to meet cultural, accessibility and population considerations within their own A.A. communities. The trustees’ Committee on International Conventions/Regional Forums annually approves, at its July meeting, travel for up to two members of the General Service Board, directors of the AAWS or Grapevine Boards, or GSO or Grapevine staff to a maximum of four Local Forums per year.

The General Service Board agreed in 2017 to re-implement Special Forums. Special Forums are designed for remote, sparsely populated, or urban areas to serve A.A. members who would not normally be able to attend a Regional Forum. These events are held when there is an expressed need based on culture, language or geography. A Special Forum is planned for July 2022 to connect members in geographically remote communities in Canada and Alaska with members in Argentina and Chile.

The staff member on the A.A. Regional Forums assignment serves as co-secretary to the trustees’ Conference International Conventions/Regional Forums Committees and as staff support for the AAWS Internal Audit Committee.

James H.

LITERATURE COMMITTEE

Trustees’ Report: This report offers a summary of the literature projects of the trustees’ Literature Committee since the 2021 General Service Conference, including items resulting from the 2021 advisory actions and additional committee considerations.

Literature items from 2021 GSC that were finalized and made available:

- Twelve Steps and Twelve Traditions, revised: multiple versions
- “Experience Has Taught Us: Our Twelve Traditions Illustrated”
- “Hispanic Women in A.A.”
- “Frequently Asked Questions About A.A.” (will print in June)
- “Questions and Answers on Sponsorship” (will print in June)

Draft updates regarding the following projects were submitted to the 2022 Conference Literature Committee:

- “Recovery, Unity and Service: Our Three Legacies” (working title)
- “Twelve Steps Illustrated” (revision)
- “Young People in A.A.” (revision)

The following proposed revisions were carried over from the 70th G.S.C.:

- “Is A.A. for You?”
- “Is There an Alcoholic in Your Life?”
- “Frequently Asked Questions About A.A.”
- “This Is A.A.”

Progress reports regarding the following projects were submitted to the 2022 Conference Literature Committee:

- New format and proposed revisions regarding the pamphlet “Twelve Concepts Illustrated”
- New format and proposed revisions regarding the pamphlet “Too Young?”

- Proposed process and revisions regarding the pamphlet “A.A. for the Black and African-American Alcoholic”
- Proposed process and revisions regarding the pamphlet “A.A. for the Native North American”
- Proposed process and revisions regarding a draft Fourth Edition of the book, *Alcohólicos Anónimos*
- Proposed process and revisions regarding a draft version of the book, *Alcoholics Anonymous (Fourth Edition)*, translated into plain and simple language which is accessible and relatable to as wide of an audience as possible
- Proposed process and revisions regarding a draft Fifth Edition of the book, *Alcoholics Anonymous*
- Proposed process regarding requests to develop study guide workbooks for A.A.
- *Literature matrix* — The committee reviewed the 2021 Conference Committee on Literature consideration which requested consideration of a more defined process for review and approval of the pamphlet updates, as well as the suggestion to include the GSO Publishing department workflow and literature matrix in the background for pamphlet updates per the print policy.
- Literature Committee workbook
- Strategy to make current literature accessible in all possible formats: The committee noted the Publishing department’s multiple strategic plans in process for making A.A. literature more accessible: publishing audiobooks and eBooks and digital distribution of literature, including into prisons, and the new unabridged version of *Alcoholics Anonymous* in audio format on CD in English, French and Spanish.



Committee Discussion Points

“A.A. for the Black and African-American Alcoholic”: The committee discussed the 2021 advisory action regarding the pamphlet “A.A. for the Black and African-American Alcoholic” stating that the pamphlet be updated to include fresh stories and a new title that is respectful and inclusive.

The committee noted considerations of inclusivity such as French and Spanish language black communities, as well as the limited scope of population defined as “African-American,” such as the black community in Canada and the Caribbean.

The committee noted the importance of participation from members of A.A. from the primary target audiences in the process of updating this pamphlet. The chair requested that committee member, Vera F., establish a working group and lead the implementation of a process for the pamphlet update, with the scope of the working group to be as follows:

1. Include a diverse group of A.A. members from the target audiences who can bring perspectives from a variety of ethnic, geographic, linguistic and age perspectives.
2. Solicit broad input on the current pamphlet and needed improvements, to inform the development of priorities for new stories from these diverse cultural perspectives.
3. Develop a method of outreach to foster significant amounts of submitted material.
4. Develop a process for selecting received stories.
5. Work toward development of a respectful and inclusive title.

“A.A. for the Native North American”: The committee discussed the 2021 advisory action regarding the pamphlet “A.A. for the Native North American” noting the importance of participation from members of A.A. from the primary target audience in the process for updating this pamphlet.

To support a potential committee consultant and working group, the committee requested that the Publishing department gather background material including distribution rates of the pamphlet as well as written reviews for suggested improvements to the existing pamphlet from members of the primary target audience. The committee requested that Carolyn W., Irma V. and Marita R. be asked to share connections with A.A. members from indigenous communities and nations throughout the U.S./Canada service structure.

The committee also requested that the topic be placed as a standing item on future committee agendas. The committee acknowledged that the Hawaiian indigenous community is part of the Native North American population, and that the pamphlet revision could include stories focusing on a broad representation of indigenous people. The committee requested that an appointed committee member (ACM) be named to move forward the pamphlet revision process including the call for stories.

Draft Fourth Edition of the book, Alcohólicos Anónimos: The committee discussed the 2021 advisory action regarding the development of a draft Fourth Edition of the book, *Alcohólicos Anónimos* and acknowledged the challenges of creating a book in a language that encompasses the diversity of the Spanish-speaking population. The committee noted the significance of the Publishing department and GSO’s Spanish editor as important resources to support the development effort.

The committee noted the importance of participation from members of A.A. from the primary target audience and requested that appointed committee member (ACM) Amalia C. establish a working group to lead the implementation for the creation of the Fourth Edition of the Spanish language Big Book. The committee agreed to the scope of the working group to be as follows:

1. Include a diverse group of A.A. members from the target audiences who can bring perspectives from a variety of ethnic, geographic, dialect and age perspectives.
2. Solicit input on the needed improvements for stories to be relevant to the target audiences.
3. Discuss and solicit input if needed to define themes for sections of stories.
4. Develop a method of outreach to foster significant amounts of submitted material.
5. Develop a process for selection of personal stories.
6. Ascertain which editorial elements of the revision are maintained by the GSO Publishing department.
7. Work with publishing to ensure a review of the basic text translation that encompasses the diversity of the Spanish-speaking population
8. Utilize other related work as needed to optimize the development of a draft version of the book.

The committee agreed on a motion initiated by the working group lead to accept stories from the broad diversity of Hispanic A.A. members in the US/Canada structure only, noting that countries outside the US/Canada structure can obtain licenses from AAWS that would allow original stories from their respective countries to be included in Big Book editions they publish themselves.

Draft version of the book, Alcoholics Anonymous (Fourth Edition), translated into plain and simple language which is accessible and relatable to as wide of an audience as possible: The committee discussed the 2021 advisory action to develop a draft version of the book, *Alcoholics Anonymous (Fourth Edition)*, translated into plain and simple language which is accessible and relatable to as wide of an audience as possible. The committee reviewed background provided by the Publishing department and recognized that a timeline spanning several years is expected for the possible completion date of this project.

The chair appointed a subcommittee to include Carolyn W., chair; John W. and Mike L. and asked the

Publishing department to work closely with the subcommittee in the development of draft content using three chapters of interest such as Chapter Five of the Big Book.

Consider requests to develop study guide workbooks for A.A.: The committee discussed the following 2021 Conference Committee on Literature consideration:

That the development of workbooks to help study the program of Alcoholics Anonymous, as reflected in the most current edition of the book *Alcoholics Anonymous*, be considered and that a feasibility report be brought back to the 2022 Conference Committee on Literature.

Additionally, the committee considered the following proposed agenda items:

- Consider creating an individualized workbook to accompany the Big Book
- Consider the development of a contemporary and comprehensive new workbook to study the Twelve Steps, Traditions and Concepts

The committee agreed on requesting feedback from the Fellowship on the following options:

Option 1 — Take no action, as suggested by the 1985 advisory action which reaffirmed previous Conference actions that there was no need for a Step study guide.

Option 2 — Turn to the Grapevine and leverage its ample archive of articles on practicing the Steps to show variation in approach and style. Future Grapevine podcasts could serve a supplemental role and help enrich this effort.

Option 3 — Create a General Service Conference approved study guide workbook to aid in studying the Twelve Steps. Possibly with inclusion of the Twelve Traditions and Twelve Concepts.

Note: *Options 2 and 3 to primarily be a print-based product, with the potential of supporting and/or companion material via digital, video, and/or podcast.*

Draft Fifth Edition of the book Alcoholics Anonymous: The committee discussed the 2021 advisory action to develop a draft Fifth Edition of the book *Alcoholics Anonymous* and formed a subcommittee on development of a draft Fifth Edition Big Book, *Alcoholics Anonymous* to include Beau B., chair; Katie H., Cindy F., and Marita R. with the following scope:

1. Assure adherence to previous advisory actions limiting changes to specific content.
2. Foster widespread discussion and solicit input as needed to define themes for sections of stories to create balanced and relatable set of stories.
3. Review editorial elements of the draft version of the Fifth Edition are under the purview of the Publishing department, including a new foreword and an updated preface.
4. Develop a plan to understand and execute updates to expand on existing ideas in Appendices III and V as requested by the 71st CCL.

5. Develop a plan to oversee a broad process of solicitation of stories.
6. Other work as needed related to optimizing the development of the draft version of the Fifth Edition Big Book.

The committee agreed to the following:

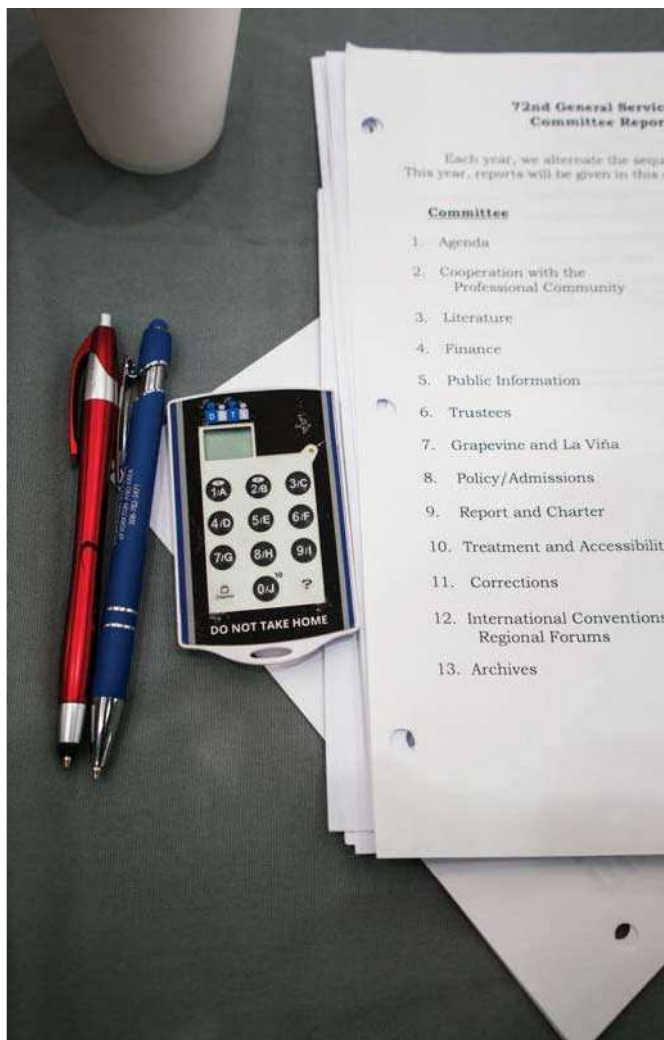
- The report entitled “The Big Book and the General Service Conference” be included as background material with all future work on the Fifth Edition of the Big Book.
- The Subcommittee for the Fifth Edition Big Book *Historical Background Notes* be included as background material with all future work on the Fifth Edition of the Big Book.
- The talk “On A.A. Principles by David E.” be included as background material with all future work on the Fifth Edition of the Big Book.

Additional items that were reviewed, discussed and forwarded to the 2022 Conference Literature Committee:

- Review draft language regarding safety and A.A. to be included in *Living Sober* and “Questions and Answers on Sponsorship”
- Review summary background for 2022 Conference agenda item related to changes to the book *Twelve Steps and Twelve Traditions*: The committee reviewed the Summary as background for 2022 Conference agenda item related to changes to the book *Twelve Steps and Twelve Traditions*.
- Recommendation that stories from the Fourth Edition book *Alcoholics Anonymous* which are not included in the Fifth Edition book *Alcoholics Anonymous* be added to the book *Experience, Strength and Hope* at its next printing following the publication of the Fifth Edition book *Alcoholics Anonymous*.
- The committee agreed to forward the following agenda item to the 2022 Conference Committee on Literature: “The trustees’ Literature Committee requests that the 2022 Conference Committee on Literature discuss changes to the text of the book, *Twelve Steps and Twelve Traditions* directed by the 71st General Service Conference.”

Items that were discussed and no action taken included:

- Consider revising placement of paragraph on page 86 of the book *Alcoholics Anonymous*: The committee noted previous Conference advisory actions limiting changes to the first 164 pages of the book.
- Consider a request that the proposed plain language Big Book should be written by a member or members of A.A.: The committee noted that oversight of the development of the plain language book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.
- Discuss development of a pamphlet entitled “Experience, Strength and Hope: A.A. for the Transgender Alcoholic”: The committee agreed that



due to the overwhelming number of pamphlets currently in development or in revision, as well as the projects carried over from the 70th and 71st General Service Conferences, new pamphlet requests cannot be addressed at this time. The trustees' Literature Committee invites the submitter to consider resubmitting in the future for consideration.

- Discuss development of a pamphlet entitled "Experience, Strength and Hope: A.A. for the Spanish-speaking LGBTQ Alcoholic": The committee agreed that due to the overwhelming number of pamphlets currently in development or in revision, as well as the projects carried over from the 70th and 71st General Service Conference, new pamphlet requests cannot be addressed at this time. The trustees' Literature Committee invites the submitter to consider resubmitting in the future for consideration.
- Consider request to present the A.A. program of recovery in digital formats: The committee noted that digital material production is incorporated in the Publishing department's ongoing plan to provide literature in accessible formats. The committee also noted related efforts such as the Comprehensive Media Plan and podcasts.

- Consider request to create a Big Book Workbook to assist in understanding and accessing the content: The committee noted that oversight of the development of the plain language book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.
 - Consider request that work on the plain language book, *Alcoholics Anonymous* (Fourth Edition), be discontinued: The committee noted that oversight of the development of the plain language book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.
 - Consider request to produce a pamphlet to replace "Circles of Love & Service": The committee agreed that due to the overwhelming number of pamphlets currently in development or in revision, as well as the projects carried over from the 70th and 71st General Service Conference, new pamphlet requests cannot be addressed at this time. The trustees' Literature Committee invites the submitter to consider resubmitting in the future for consideration.
 - Consider request that the plain language Big Book approved for development at the 71st GSC be produced as a "side-by-side": The committee noted that oversight of the development of the plain language of the book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.
 - *Twelve Steps and Twelve Traditions*: The committee discussed several proposed agenda items listed below and took no action.
 - » Consider request to take no action on all requests to revise portions of the Big Book and *Twelve Steps and Twelve Traditions*.
 - » Consider request to suspend all amendments to the Big Book and *Twelve Steps and Twelve Traditions* passed at the 71st General Service Conference.
 - » Consider requests to change portions of text in the book *Twelve Steps and Twelve Traditions* back to previous wording.
 - » Consider requests to change back to previous versions of all text and format for the book *Twelve Steps and Twelve Traditions*.
 - » Consider motion to preserve portions of the Big Book and the whole of the book *Twelve Steps and Twelve Traditions*.
 - » Consider request to visit the legitimacy of the revisions to the language used in Step Six of the "Twelve and Twelve."
- Rather, the committee agreed to forward the following agenda item to the 2022 Conference Committee on Literature: "The trustees' Literature Committee requests that the 2022 Conference Committee on Literature discuss changes to the text of the book *Twelve Steps and Twelve Traditions* directed by the 71st General Service Conference."
- Consider request to cancel the publication of an English-to-English Plain Language translation of our basic text *Alcoholics Anonymous*: The committee

noted that oversight of the development of the plain language book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.

- Consider request for a new pamphlet directed toward, and written by, Asian and Asian-American alcoholics in recovery: The committee agreed that due to the overwhelming number of pamphlets currently in development or in revision, as well as the projects carried over from the 70th and 71st General Service Conference, new pamphlet requests cannot be addressed at this time. The trustees' Literature Committee invites the submitter to consider resubmitting in the future for consideration.
- Consider request to return the Long Form of each Tradition to its original place in the back of the book *Twelve Steps and Twelve Traditions*: The committee noted that the current version of *Twelve Steps and Twelve Traditions*, available from GSO, still includes the Long Form of each Tradition at the back of the book.
- Consider request to add an Introduction to the front matter of the book *Alcoholics Anonymous*: The committee agreed to send the request to the subcommittee on developing a draft of the Fifth Edition of the book *Alcoholics Anonymous* for consideration in its oversight of this project.
- Consider request to create a service wheel pamphlet: The committee agreed that due to the overwhelming number of pamphlets currently in development or in revision, as well as the projects carried over from the 70th and 71st General Service Conference, new pamphlet requests cannot be addressed at this time. The trustees' Literature Committee invites the submitter to consider resubmitting in the future for consideration.
- Consider request to repurpose stories from pamphlet on "A.A. for the Black and African-American Alcoholic": The committee agreed on the need to share the request with the A.A. Grapevine Board and with the subcommittee on developing a draft of the Fifth Edition of the book *Alcoholics Anonymous* to ensure inclusiveness. The committee also agreed to consider forwarding old and new stories to the Grapevine editors for their review and possible consideration.
- Consider request to cancel the plain language translation of the book *Alcoholics Anonymous* (Fourth Edition): The committee noted that oversight of the development of the plain language book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.
- Consider request to provide clarification on the plans to create a plain language version of the book *Alcoholics Anonymous* (Fourth Edition): The committee noted that oversight of the development of the plain language book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.
- Consider request to develop an easy-to-read pamphlet

for members with learning disabilities: The committee agreed that due to the overwhelming number of pamphlets currently in development or in revision, as well as the projects carried over from the 70th and 71st General Service Conference, new pamphlet requests cannot be addressed at this time. The trustees' Literature Committee invites the submitter to consider resubmitting in the future for consideration.

- Consider request to add a disclaimer to the front of the Big Book: The committee agreed to forward the request to the subcommittee on developing a draft of the Fifth Edition of the book *Alcoholics Anonymous* for their consideration.
- Consider request to develop a plain language Spanish Big Book: The committee agreed that more clarity on the request was needed.
- Consider request to add a chapter in the Big Book for "the manic-depressive type": The committee noted that currently available A.A. pamphlets and literature may address the concern.
- Consider requests to stop the development of a draft version of the book *Alcoholics Anonymous* (Fourth Edition) being translated into plain and simple language: The committee noted that oversight of the development of the plain language book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.
- Discuss the request that any plain language book, workbook or study guide of the book *Alcoholics Anonymous* or *Twelve Steps and Twelve Traditions* do not contain in the title or book cover the words Alcoholics Anonymous or Big Book: The committee noted that oversight of the development of the plain language book is within the scope of the Tools to Access the Big Book (TABB) subcommittee.

Items that were reviewed and forwarded to the August 2022 meeting of the trustees' Literature Committee for continued discussion include:

Discuss the existing version of the pamphlet "Twelve Traditions Illustrated": The committee discussed the existing version of the pamphlet "Twelve Traditions Illustrated" and requested that the Publishing department seek professional input on approaches to revise language and offensive visuals, and that samples be brought back to the trustees' Literature Committee. (Note from the secretary: Because this item stems from a 2016 Advisory Action, it is forwarded to the 2022 General Service Conference.)

Equitable Distribution of Workload

The committee agreed to forward the following requests to the 2022 General Service Conference through the Equitable Distribution of Workload process.

- Review request to present the A.A. program of recovery in digital formats.
- Consider revising the pamphlet "The A.A. Group" to reflect the importance of the group as a "spiritual

entity” as stated in the Long Form of Tradition Five.

- Consider revising text highlighting service roles at the group level in the pamphlet “The A.A. Group.”
- Consider the request to include a GSR preamble in the pamphlet “G.S.R.: Your Group’s Link to A.A. as a Whole.”
- Consider revising the pamphlet “Questions and Answers on Sponsorship” to reflect shared experience on service sponsorship.
- Consider request that upon the creation of a Fifth Edition of the book *Alcoholics Anonymous*, the chapter titled: “The Doctor’s Opinion” be returned to page one, as it was in the First Edition, published in 1939.
- Consider request to restore the original page numbering of the book *Alcoholics Anonymous*, by making “The Doctor’s Opinion” page one, not “Bill’s Story.”
- Consider request to remove language in *Living Sober*.
- Consider request to add a disclaimer to the front of the book *Twelve Steps and Twelve Traditions*.
- Consider request to restore paragraph on the story “Freedom from Bondage” in the Fifth Edition of the Big Book and future printings of the Fourth Edition.
- Consider request that all proposed changes to the book *Twelve Steps and Twelve Traditions* be handled in footnotes.
- Consider request to revise the pamphlet “Do you think you are different?”
- Consider request to follow the 1995 advisory action regarding the first 164 pages of the book *Alcoholics Anonymous* and to update Appendices III and V after the existing text.
- Consider a request to keep the first 164 pages of the Big Book as well as all the Appendices, the Medical Opinion, Doctor’s Opinion, and the Religious Opinion the same, except for updating stories.
- Discuss thoughts and concerns regarding A.A. literature changes.

Other items discussed

The committee reviewed the General Service Board Strategic Plan, updated July 2019. The committee noted that the trustees’ Literature committee-related goals are within the purview of the AAWS Publishing committee with efforts underway to meet the goals in the Publishing department. These goals include “inventory of materials and services with an eye for inclusion and acceptance,” and “review of A.A. literature for targeted audiences.”

The committee reviewed the 71st General Service Conference advisory action that acknowledges and accepts the “A.A.W.S. Policy on Conversion of Written Conference-approved Literature and Service Material into Video Format,” which was approved in January 2020 by AAWS.

Discuss the AAWS print policy: The committee reviewed the 2021 Conference Committee on Literature consideration which expressed support for a more

defined process for review and approval of the pamphlet updates as well as the suggestion to include the GSO Publishing department workflow and literature matrix in the background for pamphlet updates per the print policy.

The committee reviewed the verbal progress report provided by the Publishing department regarding making current literature accessible in all possible formats under the purview of AAWS.

The committee reviewed the preliminary 2022 trustees’ Literature Committee budget and agreed to forward it to the trustees’ Finance and Budgetary Committee with a recommendation to increase the budget to \$3,600 to allow committee members or their designees to attend relevant events to assist development of current projects.

Deb K., Chair

Staff Report: As secretary to the trustees’ and Conference Committees on Literature, as well as the AAWS Publishing Committee, the Literature coordinator supports the efforts of the editors, writers and illustrators for the reviewing, updating and revising of new and existing recovery pamphlets, books and audiovisuals, in accordance with recommendations from the General Service Conference. Final design and production of all this material is under the auspices of the A.A. World Services Publishing department.

The Literature desk receives and responds to correspondence from A.A. members and groups about A.A.



literature. When appropriate, inquiries are passed along to GSO's Member Services, Publishing and Archives departments. Contact is also maintained with all current area, district, and intergroup/central office literature chairpersons. Each newly elected literature chairperson receives a welcoming letter and guidelines to assist the chairperson in this vital responsibility. There are currently 67 area, 421 district and 27 intergroup/central office literature chairpersons listed with GSO. The Literature assistant is invaluable in supporting and helping facilitate the responsibilities of this aspect of the assignment.

The Literature Coordinator works with all GSO staff assignments to generate and pass ideas for content topics for *Box 4-5-9* to the Publishing department for development. This collection of "news and notes" may include articles containing shared experience from members and A.A. Conference-approved literature that address questions raised in multiple phone calls, emails and letters to GSO. GSO always welcomes committee sharing on service from the Fellowship, which also may be included so that *Box 4-5-9* can be an accurate reflection of both Fellowship and GSO activities.

Box 4-5-9 is published in English, French and Spanish with current quarterly distribution of 1,437 copies in English, 127 copies in French and 322 copies in Spanish. In addition, there are currently 17,775 English, 670 French and 1,319 Spanish subscribers to the digital delivery service available on the website along with an archive of all *Box 4-5-9* since 1956.

As literature is essential in helping to carry our message of recovery, this remains a challenging and rewarding assignment.

Irene D.

NOMINATING

Trustees' Report: The trustees' Nominating Committee (TNC) was first appointed by the chair of the General Service Board on January 18, 1944. At that time, primary responsibilities were to "establish criteria for and to review resumes of trustee candidates and directors and to make recommendations regarding electoral procedures and matters which may affect the composition of the Board and election to it." (History and Actions of the TNC).

Since that time, the TNC generally meets three times each year and, with the formation of the General Service Conference in 1951, began to meet annually with the Conference Committee on Trustees. The responsibilities of the committee grew over time to encompass criteria for all vacancies, whether in the ranks of trustees or among key service directors and staff members.

The committee met nine (9) times since the 71st General Service Conference and conducted 12 interviews of Class A Trustee candidates.

Activities of this committee in the past year:

Regional Trustee elections: The committee reviewed all candidates submitted for Eastern Canada and Pacific regional trustees and found them all eligible for the elec-

tions in April 2022. An option to use an online version of the résumé sheet was offered to candidates.

New Class A Trustees: From 19 applicants, the committee selected eight (8) candidates to move forward for interviews, four (4) Class A (nonalcoholic) candidates were invited to the January 2022 General Service Board (GSB) weekend. One candidate withdrew their name due to prior commitments. The committee put forward Kerry Meyer and Andie Moss as Class A trustees.

GSB slates: The committee reviewed and recommended proposed slates of GSB members, officers of the board, and A.A. World Services (AAWS) and AA Grapevine (AAGV) directors to the annual meeting of the members of the GSB in April 2022, following presentation at the 2022 General Service Conference for disapproval, if any.

General Service Trustee: The committee recommended to the GSB that Carolyn W. serve as a general service trustee and trustee director on the AAWS Board to fill the vacancy left by Beau B.

AAWS Directors: The committee made the following recommendations to the GSB following the April 2022 General Service Conference:

- That Cathi C., East Central Regional Trustee, serve as trustee director for a two-year term on the AAWS Board to succeed Jimmy D., Southwest Regional Trustee.
- That Clinton M. serve as a nontrustee director on the AAWS Board.

AAGV Directors: The committee made the following recommendations to the GSB following the April 2022 General Service Conference:

- That Tom H., Southeast Regional Trustee, serve as trustee director for a two-year term on the AAGV Board to succeed Francis G., Northeast Regional Trustee.
- That Molly Anderson, Class A Trustee, serve on the AAGV Board, to fill the vacancy that will be left by Nancy McCarthy.
- That David S. serve as a nontrustee director on the AAGV Board.

Appointed Committee Members (ACMs): The committee reviewed the following updates on the status of ACMs serving on trustees' committees of the GSB for the year 2022–2023:

- That Morgan B. of New Orleans, Louisiana, and Kirk H. of Las Vegas, Nevada, be appointed for additional one-year terms to serve as ACMs on the trustees' Public Information Committee commencing with the July 2022 GSB Weekend.
- That Amalia C. of Newington, Connecticut, be appointed for an additional one-year term to serve as an ACM on the trustees' Literature Committee commencing with the July 2022 GSB Weekend.
- That Katie H. of Fair Oaks, California, will be rotating

as an ACM on the trustees' Literature Committee after this 72nd General Service Conference.

- That the trustees' Literature Committee will initiate a search for an ACM to move the revision process forward for the "A.A. for the Native North American" pamphlet.

Consultants on Trustee Committees: The committee reviewed the following updates on the status of trustee committee consultants serving on the trustees' committees of the GSB for one year 2022-2023, commencing with January 2022 GSB Weekend:

- That Gerry C. of Peachland, British Columbia, and Tom P. of Tucson, Arizona, be appointed for a one-year term to serve as consultants to the trustees' Cooperation with the Professional Community-Treatment and Accessibilities (CPC/TA) Committee.

AAGV Publisher candidate: The committee reviewed the preferred candidate of the AAGV Board for the AAGV Publisher position and was in support of their selection.

Calendar of Events and Rotation schedule: The committee reviewed the Calendar of Events and made minor updates to help keep on track with the committees' responsibilities and duties. The committee also reviewed the current rotation schedule of Board servants, noting that five trustees will rotate in 2022, and there will be eight (8) vacancies in 2025, including the chairperson of the GSB.

2022	5 Trustees rotating	2 Class A Trustees 2 Regional Trustees 1 General Service Trustee
2023	3 Trustees rotating	2 Regional Trustees 1 Trustee-at-Large
2024	3 Trustees rotating	2 Regional Trustees 1 General Service Trustee
2025	8 Trustees rotating	3 Class A Trustees (includes chair of the Board) 2 Regional Trustees 1 Trustee-at-Large 2 General Service Trustees

Note: The process for filling Class A Trustee vacancies in 2025 will begin in the preceding year.

Preliminary 2022 budget: The committee reviewed their 2022 preliminary budget to forward it to the trustees' Finance and Budgetary Committee.

Committee's Composition, Scope, and Procedures (CSP): The committee appreciated the input from the general manager and the GSB chairperson and the work of the subcommittees that were appointed by the chair to work on reviewing procedures. The committee reviewed the committee's CSP and the following procedures:

- No. 9 (Procedures for Hiring the General Manager, GSO.)

- No. 10 (Procedures for Hiring Grapevine Publisher) Reviewed and submitted to TNC by AA Grapevine Board.
- No. 11 (Procedures for Electing Regional Trustee Candidates in the U.S. and Canada)
- No. 12 (Procedures for Electing a Candidate for Trustee-at-Large/U.S. or Canada)
- No. 13 (Procedures for selection of consultants for General Service Board Committees)

The committee recommended editorial changes and minor changes to the language in these procedures for clarity and consistency with the following:

- Who is responsible, consulted or informed during the selection process
- That the "Procedures and Areas of Authority" chart found in the committee's CSP be revised for clarity and accuracy
- To reflect current and gender-neutral language
- That announcements be distributed widely within the A.A. Fellowship, using all available channels of distribution
- That professional sources such as employment search agencies may also be considered and used
- That the terms of unexpected vacancies, and terms noted in the GSB Bylaws, be discussed during the next GSB Bylaws review
- That the discussion continues filling unexpected vacancies for Trustee-at-Large and caucus meetings that usually occur during the General Service Conference to identify one candidate from each region.

Development of Appointment of Trustee Emeriti Procedure: The committee considered the option to create a trustee emeritus procedure following a committee vote to nominate a newly rotating chair that did not pass and agreed to continue this discussion at their July 2022 meeting. Note: a motion by the GSB to appoint the newly rotated chair to Trustee Emeriti did pass.

2021 Conference Committee on Trustees: The committee reviewed and discussed the following additional committee considerations from the 2021 Conference Committee on Trustees.

Regarding a status report from the GSB chairperson on amending the Bylaws of AAWS, the committee took no action. The committee noted that the committee consideration did not request any follow-up in the consideration.

Regarding a consideration on thread-based forums and new communication models to improve communication between the GSB and the Fellowship, the committee took no action, noting additional time demands, and current time commitments of GSB trustees. The committee reviewed a memo from AAWS that summarized their exploration and discussions held on thread-based forums and felt that more discussion is needed and agreed to discuss the memo further at their July 2022 meeting.



Regarding a consideration and memo on the revised procedures for a partial or complete reorganization of the GSB, the AAWS or AAGV Boards, the committee made suggested editorial changes to mirror the updated Conference Charter. Additionally, the committee took no action on the request to further review, and discussion was held on how areas could select regional trustee candidates, noting that ample communication and planning would be available for areas to develop a selection procedure for regional trustees. With editorial changes complete, at the request of the 71st Conference Committee on Trustees, these procedures are now finalized.

The committee reviewed a memo from the Conference coordinator communicating that a committee recommendation that passed by a simple majority would be forwarded to the corresponding trustees' committee as a suggestion. The committee considered a simple majority suggestion that the GSB set up quarterly virtual meetings of Conference members, discussed the feasibility of quarterly videoconference gatherings, noted how U.S./Canada service structure communicates and participates in a year-round process, and took no action.

The committee expressed concern about competing with opportunities to communicate between a region and area during General Service Conference committee meetings, Regional Forums, and special events held by service areas or regions.

The TNC chairperson also forwarded notes from the 2021 Conference Committee on Trustees that provided feedback about the committee taking no action on their additional considerations. Regarding the request for action related to selecting regional trustees, the committee took no action, noting the current language in the GSB bylaws on filling unexpected trustee vacancies, and

felt that a discussion by regional trustees and area delegates is consistent with the GSB bylaws.

The committee considered the request for action related to "Virtual meetings to improve communication with Conference members," and took no action, noting that GSB members are invited to address specific questions at meetings between regional trustees and delegates.

General Service Board Position Appraisal Report: The committee discussed the status of the following subjects that were routed to the committee from a 2019 TNC subcommittee report entitled "Appraisal of Board Service Roles":

- *Subject III "Terms of Class A Trustees":* The committee also noted the sharing from a subcommittee member that there had been great interest to standardize Class A rotation and that standardizing Class A rotation could possibly preserve the GSB's historical knowledge. However, the committee noted that most of the participants (n=40) mentioned in the "Appraisal of Board Service Roles" report did not think that the role or term length of Class As needed to change.
- *Subject VI "Adding regional trustees and/or redrawing regional lines":* The committee agreed to discuss this at their July 2022 meeting.
- *Subject VII "Tenure of same person/multiple roles (Appointed Committee Member [ACM] — Nontrustee Director [NTD] — General Service Trustee [GST]):"* Noting the value of rotating leadership, the committee discussed the transition practices related to filling vacancies on the GSB, A.A.W.S, and AAGV Boards. The chair appointed a subcommittee to consider the discussion and recommend a universal transition practice(s) of service positions, or none, with close

attention to the Bylaws of the GSB and its affiliate corporate boards.

Recruitment of Class A Trustees: The committee took the following actions to support the recruitment of Class A Trustees:

- Posted a vacancy announcement for Class A Trustees on the AAWS LinkedIn page, Meeting Guide App, and on the aa.org website, including the professional resource page.
- The committee also requested that vacancy announcements be shared to the Fellowship simultaneously in the three official languages.
- Developed a new information packet for Class A Trustee candidates with excerpts from the new Service Manual. This also includes a letter with more extensive information on the time commitment required.
- Developed new interview questions and created conversation topics that explored the extent of the candidates' engagement with A.A., board experience, and professional or volunteering experiences during the pandemic.

The committee started a discussion about proactive recruitment approaches that could help identify Class A Trustees. The committee noted the usefulness of a consultant's expertise and guidance to the General Manager Search Committee which could prove useful to help identify Class A candidates.

The committee also noted the usefulness of posting the AA Grapevine Publisher position in a professional journal and that the AA Grapevine board received many interview candidates. The committee also suggested that vacancy announcements use all available platforms where appropriate unless the vacancy requires a specific posting. The committee also raised questions such as whether a Class A's membership in another Twelve Step Fellowship would make them an appropriate candidate, or if inviting potential candidates to observe a General Service Board Weekend sooner in the year might be helpful.

Additionally, the committee discussed the following ways that the local A.A. committees could identify potential Class A Trustee candidates:

- CPC committees that cooperate with professionals within their area
- Regular meetings between area delegates and their regional trustee could be an opportunity to share information about the Class A trustee role on the GSB and help identify candidates

The committee also felt that an announcement made by the TNC chairperson at the 2022 General Service Conference, before the election proceedings, could raise awareness about the Class A Trustee vacancies and encourage Conference members to start thinking about potential Class A Trustee candidates.

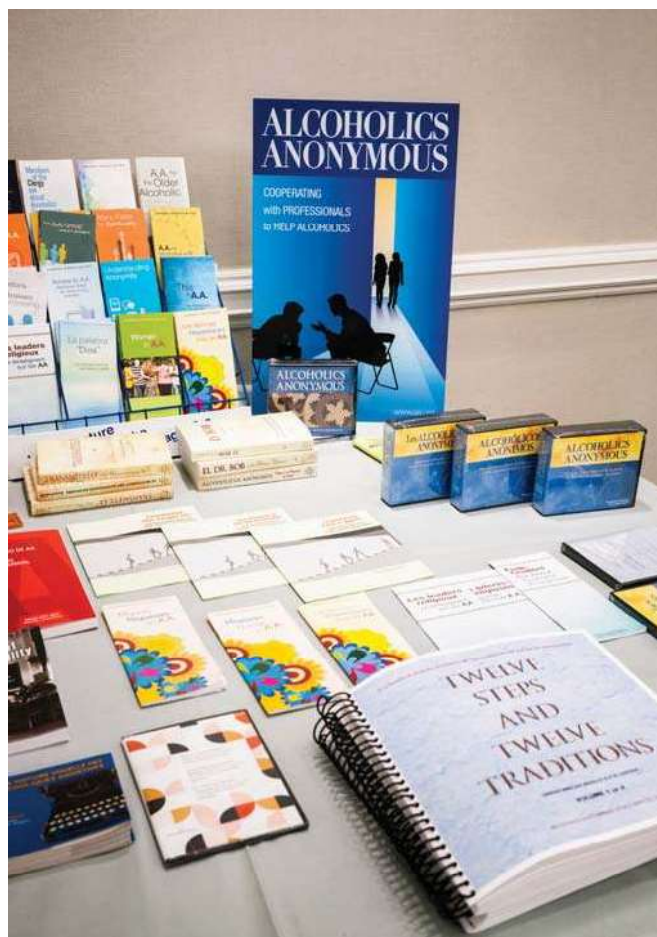
Time Commitment of Class A Trustees: The committee plans to continue their discussion of the Time

Commitment of Class A trustees. This year, the committee noted the increase of Board committee meetings that occur in practice and their durations. The committee discussed changes in the virtual and in-person meetings that are "must-do" from "can-do" meetings that might be different from in-person practices. The committee agreed to continue their discussions about possible circumstances that produce time problems and increase the demands needed to meet the responsibilities to serve on the General Service Board.

Discuss consultant policy: The committee discussed the policy around the use of consultants (Procedure 13) and noted that this service position is for a voluntary, non-compensatory consultant to a trustee committee. The committee also discussed the term of service, "...up to a one-year term with the option to renew for one additional term if needed," and noted that the previous terms of service, "...for as long as needed," was used to appoint some consultants who are currently serving (Class A trustee emeriti) on GSB committees. The committee agreed to continue their discussion at their July 2022 meeting.

Jan L., Chair

Staff Report: The staff member on this assignment is responsible to the trustees' Nominating Committee and to the Conference Committee on Trustees, serving as secretary to these committees as well as to trustees' sub-



committees. Since the last Conference, the staff member prepared background, minutes, and reports for nine trustees' committee meetings and five subcommittees to complete work of ongoing projects or tabled agenda items.

The staff member worked with the trustees' Nominating Committee on filling vacancies for two Class A candidates. The staff member also coordinated the review of candidate resumes from the Eastern Canada and Pacific service areas who made their names available to participate in this year's Conference elections procedure.

The staff member on this assignment has assisted the Conference Coordinator this year by coordinating the election procedure, and its logistics.

Diana L.

PUBLIC INFORMATION

Trustees' Report: The trustees' Committee on Public Information (PI) is charged with the responsibility of helping the membership carry the A.A. message of recovery through the general public to the alcoholic who still suffers. The committee does this by recommending and coordinating activities that include creating a greater public understanding of the Fellowship of Alcoholics Anonymous. The methods include carrying the message through the process of disseminating and exchanging information via mass media, in addition to public information meetings and speaking to community groups. Examples of Mass Media include:

- a. Television,
- b. Radio,
- c. Newspapers,
- d. Magazines,
- e. Social media,
- f. Digital media,
- g. The Internet, etc.

The committee is responsible for producing video and audio public service announcements (PSAs); reviewing the development and performance of the AAWS and AA Grapevine YouTube Channels; the Google Ad Grants program; the AAWS Meeting Guide and the GSO and AA Grapevine/La Viña Websites, in addition to the AA Grapevine podcast performance.

The committee is responsible for overseeing the coordination of media and podcast interview requests; PI booths at health fairs and other community and school exhibits with local PI committees; conducting the A.A. Membership Survey; and carrying A.A.'s message through media such as developing and distributing press releases.

Activities over the past year have included:

Composition, Scope and Procedure — The General Service Board approved a recommended revision to the trustees' Public Information Committee's Composition, Scope and Procedure to update the scope to expand the list of mass media used to carry the A.A. message. In addition, to

update the procedures for quarterly board reporting and the annual budget process to match current practice.

2022 PI Budget — The committee reviewed, accepted, and forwarded the preliminary 2022 Public Information budget with reductions totaling \$80,000, to the trustees' Finance and Budgetary Committee. The committee noted that mid-year adjustments may be needed pending future Public Information projects. The budget was approved by the General Service Board.

Public Information media platforms — The committee discussed public information media platforms, including reports provided to the committee on the following: the development of podcasts, the AAWS and AA Grapevine YouTube channels, Google Ads, the AAWS Meeting Guide app, and the GSO and AA Grapevine/La Viña websites and podcast. The committee agreed to forward to the 2022 Conference Committee on Public Information all these performance and progress reports.

The committee noted the ongoing need for enhanced cooperation between our corporations, related to the GSO and AA Grapevine/La Viña websites, A.A. World Services and AA Grapevine YouTube, and other digital assets. In addition, the committee discussed the need to review and potentially adjust the scope of content and reporting mechanisms of website reports.

The committee noted that two Spanish language YouTube videos, *Alcohólicos Anónimos* and *Esperanza: Alcohólicos Anónimos* were viewed a combined total of 10,752 times. The committee requested that the Communication Services department provide analytics about the countries that are viewing them. The committee requested that a quarterly analytics report is also provided about the AA Grapevine YouTube channel.

Google Ads — The committee reviewed and approved a new Google Ads campaign developed with multiple ad sets for the professional community. Eight ads were created for the following professional categories: corrections, education, faith, HR, legal, medical, military and treatment. The committee requested the staff secretary partner with the Communication Services department and CPC coordinator to develop a schedule for implementing and tracking these ads. The committee requested that the staff secretary include a progress report for ongoing discussions on Google Ads at the July 2022 meeting.

Public Information Comprehensive Media Plan (CMP) — The trustees' PI Committee discussed the status of the 2022 CMP and reviewed and updated the content and architecture of the CMP. The committee utilized a working group approach, involving all committee members focusing on content, review of messaging, communications, digital assets, services, roles, and responsibilities involving the three corporations. The committee acknowledged the collaborative efforts involved to produce the 2022 CMP. The CMP is an inventory of ongoing work and plans, a guideline for the GSO and Grapevine offices in their work, budgeting processes, and HR planning.



Overall, this document can be considered a plan for supporting A.A. members in carrying the message to all who suffer from alcoholism. It is being presented to the Fellowship through the Conference process to better communicate all the ongoing work of the offices and to capture feedback from the Fellowship on these efforts. The committee recognized that the 2021 committee consideration “that the content of the CMP be expanded to include a deeper understanding of targeted audiences within A.A. relating to all genders and reaching potential members,” needs more development.

The committee noted that two recommendations embedded within the CMP regarding Google Ads and the AAWS YouTube channel will be clearly presented in background material as it is forwarded to the 2022 Conference Committee on Public Information.

Public Service Announcements (PSAs) — The committee reviewed the current video PSAs and found them to be relevant and useful and agreed to forward their findings to the 2022 Conference Committee on Public Information. The committee noted that while the content and messaging of the existing three PSAs* listed below remain relevant, the contact tag lines may need editorial updates to include reference to the Meeting Guide. The committee looks forward to the revised PSAs being made available on aa.org.

- Sobriety in A.A.: We made changes to stop drinking (PSA)
- Sobriety in A.A.: Opening doors to a life without drinking (PSA)

- La sobriedad en A.A.: Desde que logré mi sobriedad, tengo esperanza (ASP)

**Titles reflect SEO retitling*

Radio/Audio PSAs — The committee received an update that the contact A.A. tag lines are revised for the English (20), French (2) and Spanish (4) Radio/Audio PSAs. The newly edited files are available for downloading on aa.org.

TV PSAs — The committee received an update from the staff secretary on the HD Broadcast-quality PSA download files, related to the following:

- *Sobriety in A.A.*: Since getting sober, I have hope
- *La sobriedad en A.A.*: Desde que logré mi sobriedad, tengo esperanza
- *L'abstinence chez les AA*: « Depuis que je ne bois plus, j'ai de l'espoir. »

The committee acknowledged that the PSA files require an edit to the contact A.A. tag line which currently states as follows: “Look for us in the phone book or on the web at aa.org.” The Publishing department plans to complete the project and the committee looks forward to a progress report at the July 2022 meeting.

Review progress report on two new TV PSAs — The committee reviewed current reports for “Sobriety in A.A.: My Drinking Built a Wall” and “Sobriety in A.A.: When Drinking Is No Longer a Party.” There have been approximately 13,000 English TV and Spanish TV airings (Note: as of this reporting). The committee agreed to forward to the 2022 Conference Committee on Public Information the PSA tracking and distribution reports.

Feasibility study on paid placement of PSA videos on streaming platforms — The trustees' Public Information Committee discussed a proposed agenda item requesting to rescind “A feasibility study on paid placement of PSA videos on streaming platforms including, but not limited to, Netflix, Hulu and YouTube be conducted and that a report on the research be brought back to the 2022 Conference Committee on Public Information” and took no action. The committee believes that the purpose of performing a feasibility study is to gather the information needed that will allow for an informed decision to be made on moving forward or not on such a project. The committee asked that the staff secretary add research on the price, the reach and the active versus passive viewing of paid placement PSAs.

The committee agreed to forward to the 2022 Conference Committee on Public Information the research conducted by GSO regarding paid placement of PSA videos on streaming platforms, including added detail on the variety of streaming and video platforms that are available.

Podcasts — The committee discussed the 2022 progress report and GSO Podcast Plan, including the collaborative work that went into the production of a GSO podcast pilot episode. A working group, that included AA Grapevine staff, helped to guide the creation of this epi-

sode. The committee discussed the podcast pilot episode and affirmed GSO can effectively produce a professional sounding podcast and the episode outlined the beginnings of a framework for future theme-based episodes. The corporate boards and office staff listened to the pilot and provided feedback via a podcast survey.

The committee asked the staff to produce another edit to the pilot episode, using the survey feedback, to include in the 2022 Conference background. The committee also asked that documentation be produced that details the specific edits incorporated into the new iteration of the pilot.

The committee also discussed three proposals in the Podcast Plan of a path forward for the GSO Podcast. The committee is asking the Conference committee to discuss the proposals. The committee agreed to forward the following to the 2022 Conference Committee on Public Information:

1. The Progress Report and GSO Podcast Plan.
2. The corporate board and office staff feedback survey results.
3. The new iteration of the pilot episode which incorporates specific committee suggestions, as well as any additional pertinent information for the discussion.

The committee looks forward to the Conference committee's feedback.

A.A. Membership Survey — The trustees' Public Information Committee discussed the proposed agenda item "request for A.A. to develop an online membership survey" and took no action. The committee reports that there is a project underway for a professional survey methodologist to conduct a focused review and analysis of the A.A. Membership Survey questionnaire content as well as the method to perform the triennial membership survey.

The committee recommended, and the General Service Board approved at the August 1, 2021, meeting, that the staff secretary move forward and engage the professional survey methodologist to conduct a focused review and analysis of the A.A. Membership Survey Questionnaire at a cost not to exceed \$8,000.

The committee discussed the 2022 final report requested from a survey methodology consultant regarding an assessment of the questionnaire used for the triennial Alcoholics Anonymous (A.A.) Membership Survey and the approach the organization currently uses to report the results of that survey. The committee agreed to forward to the 2022 Conference Committee on Public Information the 2021 membership survey working group report and the 2022 final report from the survey methodology professional on the Triennial A.A. Membership Survey for full consideration of next steps.

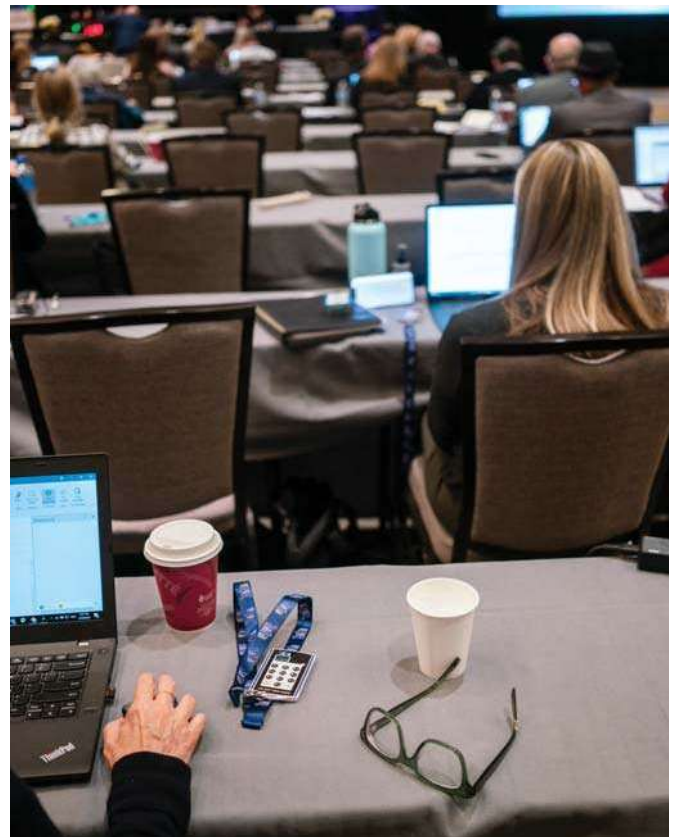
Discuss a Review Grid of Public Information pamphlets/materials — The committee discussed the PI 2021 committee consideration encouraging a continued review of the PI pamphlets/service materials and requesting that

a comprehensive report be brought back to the 2022 Conference Committee on Public Information including suggestions and input related to which PI pamphlets/materials may need revision, editorial updates, new formats or possible retirement to make room for improved public information messaging tools. The committee determined that the review will be included as part of the ongoing development of the Comprehensive Media Plan. The committee discussed the following pamphlets/materials presented for review.

"A Brief Guide to A.A." — The committee discussed a staff suggestion to retire "A Brief Guide to A.A." Additional information was requested regarding our current stock and pamphlet sales to allow for an informed committee analysis. The committee tabled discussion to retire "A Brief Guide to A.A." to the July 2022 meeting.

"A.A. at a Glance" — The committee discussed and agreed to forward to the 2022 Conference Committee on Public Information a suggestion to revise the Conference-approved flyer "A.A. At a Glance." The committee is asking the Conference committee to consider if editorial updates and a more modern look would improve the ability to carry the message captured in this flyer.

Revision to "Speaking at Non-A.A. Meetings" pamphlet — The committee discussed and agreed to forward substantial revisions to the pamphlet "Speaking at Non-A.A. Meetings" to the 2022 Conference Committee on Public Information. It was suggested by the committee that the list of available publications in the pamphlet also be reviewed for possible updates.



The staff secretary reported to the committee that a suggestion to update to a template PowerPoint presentation for the purpose of providing shared experience on “how to” present about A.A. at non-A.A. events will need to be considered after a decision is made on the revision to the pamphlet “Speaking at Non-A.A. Meetings.” The committee looks forward to a progress report on this effort at the July 2022 meeting.

Discuss a revision to “Message to Teenagers” — The committee discussed the 2021 advisory action “That the trustees’ Public Information Committee revise the flyer ‘A Message to Teenagers’ to better reflect carrying the A.A. message to young people.” The chair led a discussion to reach consensus from the trustees’ Public Information Committee on suggestions on how this flyer messaging can be more effectively delivered.

In addition to revisions to language in the twelve questions and updated graphics, the committee agreed that a flyer format is outdated and discussed a variety of options as part of this item’s revision including: infographics, a visual representation of information using images and text to convey messages, creating GIFs or memes to cross-post messages on our different media channels. The committee looks forward to continued discussion at the July 2022 meeting.

Discuss revisions to “Understanding Anonymity” — The committee discussed and agreed to forward to the 2022 Conference Committee on Public Information suggested revisions to the pamphlet “Understanding Anonymity.” The staff secretary reminded the committee that the Publishing department has received a memorandum detailing editorial updates to the pamphlet that reflect current technology terminologies and service resources to be included at its next printing.

Review PI Press Media Kit — The committee agreed to forward to the 2022 Conference Committee on Public Information a request to retire “The A.A. Fact File” (M-24) and replace it with a service material version of a new digital PI Press Media Kit.

Create a new form of communication to address anonymity on social media — The committee continued to discuss and review the proposed agenda item requesting “to create a new form of communication to address anonymity on social media.” The committee agreed to forward to the 2022 Conference Committee on Public Information the request “to create a new form of communication to address anonymity on social media” and a draft survey developed to gather shared experience from the Fellowship.

Review Young People’s Video Project communication (flyer) — The committee reviewed and approved a new digital and print version of the Young People’s Video Project communication (flyer). The staff secretary will work with Publishing to create a plan that includes an annual timeline of how this project requesting Fellowship video submissions can be completed each year. The committee looks forward to a progress report at the July 2022 meeting.

Review Public Information Service Cards (formerly called “post” cards) — The committee reviewed and discussed five Public Information Service Cards. While the committee agreed with the suggested use of the new service cards, in digital and print form, by local PI and CPC committees in their service work and as part of our National Exhibits materials, there were several edits requested.

The committee agreed that the service card with a primary audience of young people needs revisions to the graphics. The card directed at professionals which includes emphasizing text “We Get It” needs revisions so wording related to A.A. is similar to the other cards, such as, “Can’t stop drinking.” Also, adherence to accessibility standards regarding font colors used is needed. Finally, the Meeting Guide App card needs updated images related to professionals and improved messaging on what the app can do. The committee requested that the staff secretary work on revisions and provide a progress report at the July 2022 meeting.

Public Information Kit and Workbook — The committee plans to discuss kits and workbooks and any Conference Committee on Public Information suggestions at the July 2022 meeting.

Beau B., Chair

Staff Report: The goal of the Public Information assignment at GSO is to assist the Fellowship in assuring that the A.A. message of recovery reaches the still-suffering alcoholic by keeping the public informed about the A.A. program of recovery from alcoholism.

This assignment is also charged with assisting the A.A. members who carry our message to the suffering alcoholic through the general public. These A.A. members share information about A.A. at schools, health fairs, community events, libraries, and through all forms of media, including public websites. Below are some of the ways that this task is carried out:

- Communicate with 893 PI committee chairpersons at the area, district, intergroup/central office and group level, providing them with aa.org resources, Workbooks, Guidelines, and current shared information on Public Information activity. Many of these materials can be provided digitally and/or in print version.
- Provide literature to supplement the efforts of local Public Information committees, at local health and community fairs, sharing information about Alcoholics Anonymous.
- Respond to all media inquiries that come to the office providing them with accurate information about Alcoholics Anonymous. Coordinate media coverage of A.A.’s International Conventions, held every five years and work closely with the Publishing and Communication Services departments regarding the development and distribution of press releases and other key communications from the General Service Office.
- Read and review media stories that mention Alcoholics Anonymous and share relevant information as need-

ed. Receive information from members regarding anonymity breaks at the level of press, radio, films, television and the Internet, including many forms of social media.

- Pass along instances of anonymity breaks in the media to the delegate in the area in which the break occurred and provide them with an opportunity to contact the member and share experience regarding our Eleventh Tradition.
- Send out the Annual Anonymity Letter to the Media. The January 2022 letter was emailed to over 30,000 media outlets in the U.S. and Canada. The email included a link to view a brief video on anonymity on aa.org. The letter was distributed to reporters, editors and publishers at a variety of outlets in print, broadcast and online media.
- Work closely with the Publishing department regarding development and updating of Conference-approved literature and assignment-related service material.
- Coordinate an evaluation of the triennial A.A. Membership Survey process, questionnaire and how best to report out the results. The latest survey completed was in 2014.
- Participate as a member of the GSO Website Committee, which reviews suggested changes to the aa.org website, a key aspect of our Public Information efforts.
- Coordinate production of new television and radio Public Service Announcements (PSAs) as requested by the Conference, and work with the Communication Services department regarding available formats and delivery options.
- Work closely with the Communication Services department, on the development of PSAs and other projects requested by the Conference, along with special media and digital projects under the purview of GSO, such as the AAWS, YouTube Channel, Google Ads, a GSO podcast and a new A.A. Press Media Kit.

Development and implementation of a Comprehensive Media Plan is underway as of this report. The vision and architecture of the plan is complete. Work continues to complete a full plan.

Patrick C.

STAFF COORDINATOR

Staff Report: The General Service Office provides services to A.A. groups and members, and shares A.A. experience when available. Currently, eleven A.A. members comprise the “GSO Staff” with each person responsible for a functional assignment in addition to responding to requests from a specific region in Canada, the United States, or from other countries. The staff coordinator shares responsibility with the Conference coordinator for corresponding with members from the Southwest region, generally covering correspondence during the busy six months prior to Conference.

The staff coordinator helps to assure that letters are

answered when staff members are involved in large projects or away from the office to attend A.A. events, or at times of illness or vacation. Mail and email are currently responded to within a window of ten business days with every effort made to respond quickly.

GSO staff benefits from the experience of A.A. groups gathered over many years. These resources are passed on to members who seek guidance for their group, central office, district or area assembly. Questions and requests for sharing from the Fellowship are often brought to weekly staff meetings so that responses reflect either research from A.A. literature or service material or the collective experience of GSO staff and archives. Our weekly staff meetings provide a forum for sharing ideas on how to better serve A.A. groups and members and how to provide the most complete answers to Fellowship inquiries and often include the general manager and director of staff services.

GSO staff members serve as secretaries to trustee and Conference committees and also are voting members of the General Service Conference. The staff coordinator is secretary to the Conference Committee on Policy/Admissions.

Due to the Covid-19 pandemic, the office closed in mid-March of 2020 and has not yet re-opened for visitors. In past years, GSO welcomed up to 3,000 individual visitors each year, including many English- and Spanish-speaking groups ranging in size from 10 to 40. Each visitor had an opportunity to see and hear “how GSO works” and view a display of Grapevine materials during a tour of GSO. Visiting members and guests often attended the open A.A. meeting held at GSO at 11:00 a.m. on Fridays. Traditionally, this has also been an opportunity for the GSO staff to welcome A.A. members from all over the world or from around the corner. We look forward to welcoming members to visit the office again as soon as it is safe to do so.

As assistant secretary to the General Service Board, the staff coordinator is responsible for scheduling board and committee meetings, distributing advance material, preparing minutes of board meetings and gathering information on board activities that appear in the *Quarterly Report*. During most of 2021 these meetings were held virtually but we were able to hold the Fourth Quarter Board weekend in-person with a hybrid component. We are continuing to look at when we can hold meetings virtually for greater accessibility and cost savings. The staff coordinator also serves as secretary to the ad hoc committee on Orientation and helps coordinate the annual trustees’ orientation.

The staff coordinator has the privilege of serving as a director on A.A. World Services, Inc., in accordance with Concept IV, and serves as liaison between staff members and other GSO departments. None of these activities would be possible without the dedication and skill of a very capable staff coordinator assistant who also serves as recording secretary for General Service Board meetings.

Jeff W.

■ Finance Report

The Finance report, which is summarized and condensed here, was given on Monday evening by Kevin Prior, treasurer of the General Service Board and chair of the trustees' Finance and Budgetary Committee, covering the audited 2021 finances of the General Service Board, A.A.W.S., the Grapevine, and La Viña. The full report, accompanying slides and detailed notes are not included in this publication, but are available upon request. For more details on A.A. finances, see the report of the trustees' Finance and Budgetary Committee (page 47) and the independent auditor's statement and audited consolidated financial statements that appear on pages 139–157 of this report.

Good evening. My name is Kevin Prior and I am a Class A trustee and treasurer of the General Service Board. It is my privilege to deliver this year's Treasurer's report to the 72nd General Service Conference of Alcoholics Anonymous.

The 2021 independent audit resulted in an unmodified or "clean" audit opinion, which means that the financial statements are fairly stated in all material respects. The auditors found no material weaknesses nor did they find any significant deficiencies. They did present three recommendations to strengthen G.S.O. financial operations and two to strengthen Grapevine financial operations, which management will implement.

Seventh Tradition Self-Support reached \$10.78 million in 2021, the third consecutive year of record support. We are grateful to the Fellowship for their continued support especially in light of the pandemic's adverse effect on publishing gross profits, which were \$6.30 million, down 4.3% from \$6.58 million in 2020. This was the second consecutive year that publishing gross profits declined.

G.S.O. operating expense declined to \$15.28 million, down 31.6% from \$22.34 million in 2020, which included one-time voluntary retirement incentive program costs of \$4.9 million. The G.S.O. ended the year with an operating surplus of \$1.70 million. However, operating cash increased only \$53,000 due to:

- Investment in literature inventory
- Transfer of \$250,000 from operating cash to the prudent reserve
- Timing of literature sales, contributions, payment from

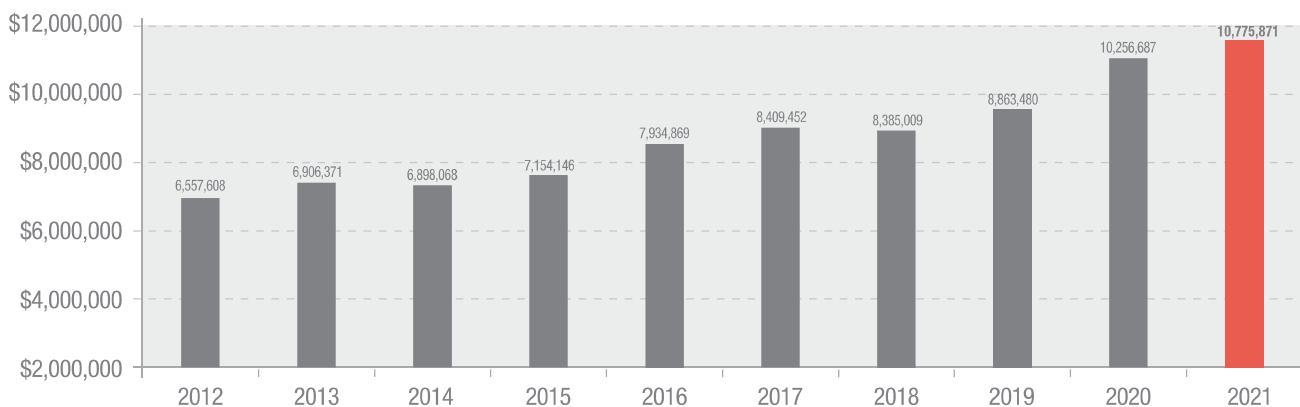
Grapevine for shared services, and payment of Social Security payroll tax

Grapevine paid print subscriptions decreased 11.5% in 2021, but subscriptions for the online and mobile app magazine increased 73.3%. Overall, Grapevine achieved a gross profit of \$1.09 million on the magazine and \$411,000 on other published items. Operating expenses of \$1.81 million resulted in an operating loss of \$113,000 compared to a loss of \$299,000 in 2020. La Viña magazine circulation decreased by 12.4% in 2021 compared to a 36.6% decrease in 2020 after several prior years of growth. General Fund support of the La Viña service activity was \$389,000 in 2021, essentially the same as the \$386,000 in 2020.

As we transition out of the pandemic, we will incur in 2022 the additional expense of an in-person Conference, Regional Forums, and Board meetings, but do not expect publishing gross profits to recover until 2023. With expenses increasing and revenue remaining unchanged, the result is a one-time planned deficit. The General Service Board has approved a G.S.O. budget with an operating deficit of \$1.35 million. Fortunately, the surplus from 2021 is available to pay for the expected 2022 deficit, allowing 2022 to be a transition year to give the G.S.B time to evaluate revenues and expenses as we emerge from the pandemic.

The 2022 G.S.O. budget includes total revenue of \$16.76 million compared to \$17.38 million in 2021. Revenue is largely made up of contributions, budgeted at \$10.0 million and literature gross profit, budgeted at

Seventh Tradition Self-Support — 2012–2021



\$6.53 million. Operating expense is budgeted at \$18.11 million compared to \$15.28 million in 2021.

In addition, the G.S.B. approved a Grapevine budget with a net operating surplus of \$19,000. Gross profit on subscriptions is budgeted at \$1.24 million. Grapevine print magazine circulation is expected to be 62,000 while online and e-Pub Grapevine circulation is expected to total 8,842. La Viña projects a magazine circulation of 7,500. General Fund La Viña support is budgeted at \$402,000.

As noted previously, Seventh Tradition Self-Support reached a record \$10.78 million in 2021. Almost \$2.5 million, or 23%, of these contributions were received online, which set a record for online participation. Almost 45% of contributions received were \$50 or less and about two thirds were \$100 or less. The core of Self-Support is the many members of the Fellowship who make smaller contributions and not the few who make large contributions. In fact, only 44 contributions were the maximum amount of \$5,000 while 48,255 contributions were \$100 or less.

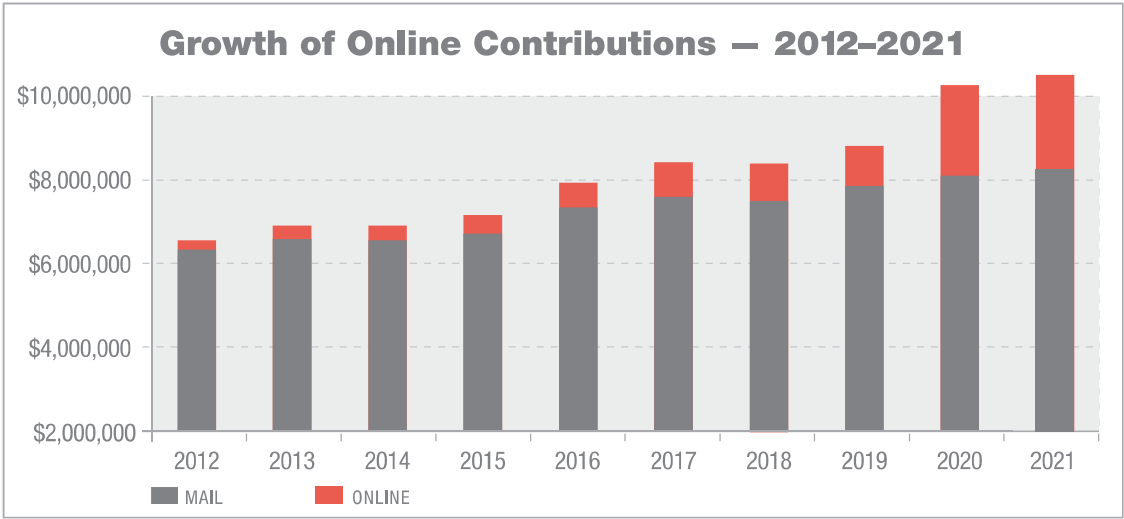
- Data, automation, and website maintenance
- Printing (other than literature)

Looking at 2021 expenses by activity, the largest categories are literature development and outreach services, both of which are about 17.5% of operating expenses. Service leadership and group services are each between 4 and 4.5 % of the total. Grapevine and La Viña account for a little over 12% and supporting services are about 44.5% of total expenses. Supporting services primarily include:

- General and Administration
- Technology Services
- Finance
- Human Resources
- Member Service/Operations

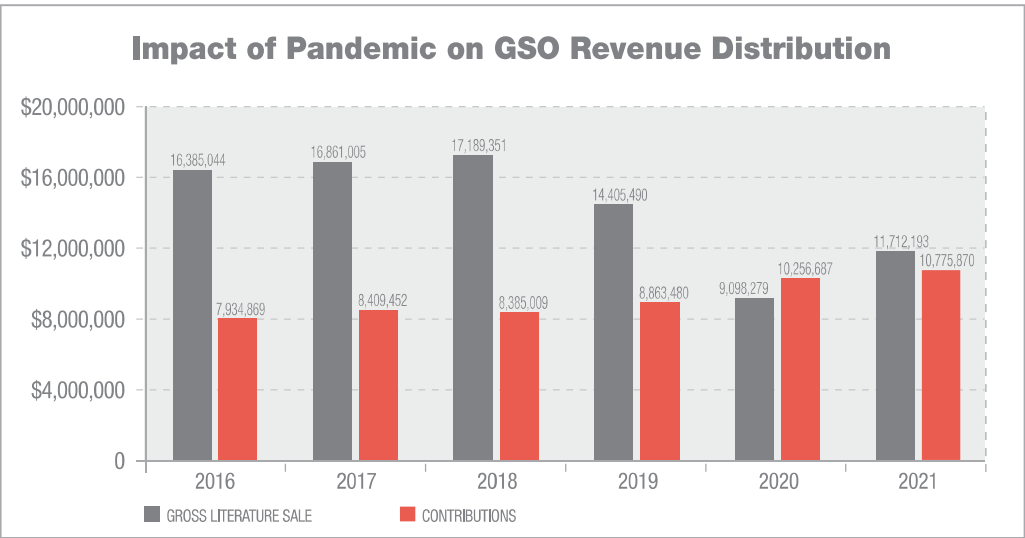
During 2021, our prudent reserve increased by \$403,000 from \$12.45 million to \$12.85 million (net of Grapevine subscription liability). The increase resulted from a \$250,000 transfer from the General Fund and

\$153,000 in investment earnings. The \$12.85 million balance as of December 31 represents 8.50 months of 2021 operating expenses. Because operating expenses are budgeted to increase in 2022, the 12/31/21 prudent reserve balance represents 7.84 months of 2022 operating expenses.



A more detailed analysis of 2021 G.S.O. expenses shows that personnel expenses (salaries, benefits, and payroll taxes) make up almost two thirds of operating expenses. This is typical for not-for-profits or any organization that produces a service rather than a product. Professional fees make up about 15% of operating expenses. The remaining 20% of operating expenses is comprised mainly of:

- Facilities (including rent) and equipment



■ Advisory Actions

Conference Advisory Actions represent recommendations made by the standing committees and approved by the Conference body as a whole or recommendations discussed and voted on by all Conference members during general sessions. The group conscience of the Fellowship in the United States and Canada was expressed in the following Advisory Actions, which the General Service Board accepted in its legally required annual meeting following the 2022 Conference.



FLOOR ACTIONS

It was recommended that:

- 1 The trustees' Committee on Literature continue to make edits to the draft pamphlet "The Twelve Steps Illustrated" with a new draft or progress report to be brought back to the 2023 Conference Committee on Literature, keeping in mind: color, diverse expressions of spirituality and accessible interpretation of meaning in the illustrations.
- 2 The 2022 Membership Survey questionnaire receive final editorial review by the trustees' Public Information Committee after consulting with our professional survey methodologist, to address concerns raised by the 72nd General Service Conference related to the survey questions about Racial and Ethnic Background, and Employment Status.

AGENDA

It was recommended that:

- 3 The theme for the 2023 General Service Conference be: "A.A.'s Three Legacies — Our Common Solution."
- 4 The presentation theme, and topics for the 2023 General Service Conference be:
Presentation Theme: "General Service — Our Mighty Purpose and Rhythm"
Presentation Topics:
 1. "Our Common Perils and Common Solution"
 2. "Using A.A.'s Literature in Carrying the Message"
 3. "Fostering a Thriving Three Legacy Culture"

- 5 The workshop topic for the 2023 General Service Conference be: "Practicing Our Twelve Traditions Across All Group Settings."
- 6 The General Service Board develop a status report on the progress and outcomes from the 2013–2015 Conference inventory and include a draft plan for another Conference inventory with considerations of its value, timeline and approach to be brought back to the 2023 Conference Committee on Agenda.

ARCHIVES*

No recommendations

COOPERATION WITH THE PROFESSIONAL COMMUNITY

No recommendations.

CORRECTIONS

No recommendations.

FINANCE

No recommendations.

GRAPEVINE AND LA VIÑA

No recommendations.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS*

No recommendations.

*Members serve on this committee as a secondary committee assignment.

LITERATURE

It was recommended that:

- 7 The pamphlet “Questions and Answers on Sponsorship” be revised to add the following text regarding safety and A.A.:
 1. In the section “For the person wanting to be a sponsor” (p. 14) under the heading “What does a sponsor do and not do?”:

Stresses the importance of A.A. being a safe place for all members and encourages members to become familiar with service material available from the General Service Office such as “Safety in A.A. — Our Common Welfare.”
 2. In the section “for groups planning sponsorship activity” (p.23), under the heading “How does sponsorship help a group?” add a fourth paragraph:

Sponsorship can also help a group to create a welcoming and secure environment. Safety is an issue affecting all members and it is important for groups to remain accessible to all who are seeking recovery. Sponsorship can help keep the group focused on the common welfare.
- 8 The booklet *Living Sober* be revised to add the following paragraph regarding safety and A.A. in chapter 29, page 76:

“Of course, A.A. is a reflection of the larger society around us and problems found in the outside world can also make their way into the rooms of A.A. But by keeping the focus on our common welfare and primary purpose, groups can help provide a safe and secure environment for all their members.”
- 9 The video animation of the pamphlet “The Twelve Concepts Illustrated” (currently published by the General Service Board of A.A. Great Britain) be adapted and produced by the Publishing department. The committee requested a progress report or rough cut be brought back to the 2023 Conference Committee on Literature.
- 10 The draft of the pamphlet “Young People and A.A.” be approved.
- 11 The pamphlet “Twelve Traditions Illustrated” be updated with non-offensive, contemporary text and illustrations and that a progress report or draft pamphlet be brought back to the 2023 Conference Committee on Literature.
- 12 The updated pamphlet “Is A.A. for You?” be approved.
- 13 The updated pamphlet “Is There an Alcoholic in Your Life?” be approved.
- 14 The updated pamphlet “Frequently Asked Questions About A.A.” be approved.
- 15 The updated pamphlet “This Is A.A.” be approved.

POLICY/ADMISSIONS

It was recommended that:

- 16 Rio D., alternate delegate, Area 79 British Columbia/Yukon Territory, be seated as a Conference member at the 72nd General Service Conference because Bob K., Panel 71 delegate for Area 79 is unable to attend.
- 17 Christopher M., alternate delegate, Area 47 Central New York, be seated as a Conference member at the 72nd General Service Conference because Todd D., Panel 71 delegate for Area 47 is unable to attend.
- 18 The “Process for Approving Observers to the Conference” be changed. The revised process would allow the Policy/Admissions committee to approve routine admissions from structures outside the U.S. and Canada without having to poll the full Conference. As with the current process, the trustees’ General Service Conference Committee and then the General Service Board would first need to approve the request prior to forwarding it to the Policy/Admissions Committee for their action.
- 19 The committee recommended that the Scope of the Conference Committee on Policy/Admissions which currently reads:

Admissions function: Is responsible for reviewing all requests for admissions to the Annual Meeting of the General Service Conference.

Be revised to read:

Admissions function: Is responsible for reviewing all requests for admissions to the Annual Meeting of the General Service Conference; and for approving routine requests for admissions from A.A. service structures outside of the U.S./Canada service structure to observe the Annual Meeting of the General Service Conference.

And that the following be added to the Procedure of the Conference Committee on Policy/Admissions:

Procedure

 1. To approve routine requests from qualified representatives of other A.A. service structures to observe the Annual Meeting of the General Service Conference.
- 20 The compilation of all Conference committee background be made available simultaneously in English, French and Spanish.
- 21 The committee recommended that two persons from A.A. in Brazil, Maria Z. and Ana Elisa L., Board of Trustees “Class B,” and one person from A.A. in Argentina, a trustee, be admitted to the 72nd General Service Conference as observers. (Note: This item was passed pre-Conference using the Conference Polling process.)

PUBLIC INFORMATION

It was recommended that:

- 22 The following revisions be made to the pamphlet “Understanding Anonymity.” The question and answer that currently reads:

Anonymity in the digital age

- Q.** I maintain an Internet website and a personal page on a social media site. I also belong to an online meeting. At what level should I protect my anonymity on the Internet?
- A.** Publicly accessible aspects of the Internet such as websites featuring text, graphics, audio, and video can be considered the same as publishing or broadcasting. Unless password-protected, a website requires the same safeguards that we use at the level of press, radio, and film. Simply put, this means that A.A.s do not identify themselves as A.A. members using their full names and/or full-face photos.

Be changed to:

Anonymity in the digital age

- Q.** I maintain a website and social media pages. At what level should I protect my anonymity on the Internet?
- A.** Publicly accessible aspects of the Internet such as websites featuring text, graphics, audio, and video can be considered the same as publishing or broadcasting. Unless password-protected, a website requires the same safeguards that we use at the level of press, radio, and film/video. Simply put, this means that A.A.s do not identify themselves as A.A. members using their full names and/or full-face photos.
- It is suggested that when A.A.s gather as A.A.s or as an A.A. group on social media pages and other similar platforms that these pages are set to “private” rather than “public.”

23 The following text be added to the pamphlet “Understanding Anonymity”:

- Q.** Are virtual A.A. meetings considered “Public”?
- A.** These online gatherings are not streamed to the general public; however, information about the meeting is provided to A.A. members, potential members, and the general public similar to in-person meetings.
- While some members feel comfortable using their full names and faces, other members feel it is more aligned with Tradition 11 to use only their first name and last initial or turning their camera off. For safety purposes some groups have provided helpful reminders in their group format that picture-taking or screen shots are not in keeping with anonymity principles.

24 The outdated “A.A. Fact File” be retired.

25 The format changes, two new questions and six changed questions on a 2022 membership survey questionnaire be approved.

New questions

12. Have you attended an A.A. meeting virtually (online or by phone)? (if yes, answer question 12b)

12b. Do you prefer virtual meetings or in-person meetings?

- ☐ In-person
☐ Virtual
☐ Both equally

13. What attributes do you prefer or need in meetings you attend?

- ☐ accessibility (such as no stairs, or served by public transportation)
☐ held in a particular language (please list language)
☐ other members similar to me (please describe how)
☐ additional characteristics (please describe)

Changed questions

14. What is your age?_____years

15. Which of these best describes you:

- ☐ Male
☐ Female
☐ Prefer to describe

16. Relationship status:

- ☐ Single, never married
☐ Married or Life Partner
☐ Divorced
☐ Separated
☐ Widowed
☐ Prefer to describe_____

17. Racial and ethnic background (Check all that apply)

- ☐ Asian
☐ Black, or African American
☐ Hispanic, Latino, or Spanish origin
☐ Native American, Alaska Native, First Nations, or Indigenous
☐ Pacific Islander or Hawaiian Native
☐ White, Caucasian, or European American
☐ Prefer to describe_____

18. What is your employment status now?
(Check one only)

- ☐ Employed full time
☐ Employed part time
☐ Unemployed and looking for work
☐ Unemployed, not currently looking for work
☐ Student
☐ Retired
☐ Homemaker

19. If you are employed, what is your job?_____

- 26 After a thorough review of the professional survey methodologist report detailing actions to perform a sound membership survey, a 2022 A.A. Membership Survey be conducted with a budgeted cost not to exceed \$20,000. The process will include mailing, digital back-end response and analysis, creation of message and distribution, including a “How to video” for groups/members.

Joyce S.
Irma V.
Carolyn W.

REPORT AND CHARTER

It was recommended that:

- 27 Chapters 8, 9, 10, 11 and 12 of *The A.A. Service Manual* be revised to correct inaccuracies and to provide clarity and consistency on the roles, responsibilities and relationships between the General Service Office, AA Grapevine and A.A. World Services, Inc. (Note: Because 2023 is a printing year these changes would be reviewed by the A.A.W.S. Board, AA Grapevine Board and the General Service Board prior to being brought to the Conference Committee on Report and Charter. This process is in keeping with the 2018 advisory action regarding review of *The A.A. Service Manual Combined with Twelve Concepts for World Service*.)
- 28 Items 5 and 6 that relate to Regional Directories be removed from the Scope of the Report and Charter Composition, Scope and Procedure. (Note: Regional Directories are no longer being produced.)

TREATMENT AND ACCESSIBILITIES

It was recommended that:

- 29 The Long Form of Tradition Five be added to the pamphlet “The A.A. Group” on page 12 in the section “What is an A.A. Group?” at its next printing.

Note: As a result of the 2021–22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Treatment and Accessibilities.

TRUSTEES

It was recommended that:

- 30 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 April 30, 2022, following presentation at the 2022 General Service Conference for disapproval if any:

Class A Trustees

Molly Anderson
Linda Chezem, J.D.
Sr. Judith Ann Karam,
C.S.A.
Hon Kerry Meyer
Al Mooney, M.D.,
FAAFP, FASAM
Andie Moss
Kevin Prior, MBA,
CFA, CPA

Class B Trustees

Cathi C.
Jimmy D.
Josh E.
Francis G.
Tom H.
Reilly K.
Deborah K.
Trish L.
Mike L.
Paz P.
Marita R.

- 31 The following slate of officers of the General Service Board be elected at the annual meeting of the members of the General Service Board on April 30, 2022, following presentation at the 2022 General Service Conference for disapproval if any:

<i>Chairperson:</i>	Linda Chezem, J.D.
<i>First Vice-Chairperson:</i>	Jimmy D.
<i>Second Vice-Chairperson:</i>	Francis G.
<i>Treasurer:</i>	Kevin Prior, MBA, CFA, CPA
<i>Secretary:</i>	Cathi C.
<i>Assistant Treasurer:</i>	Paul Konigstein*
<i>Assistant Secretary:</i>	Jeff W.*

*G.S.O. employees

- 32 The following slate of directors be elected at the annual meeting of the members of the A.A. World Services Corporate Board on April 30, 2022, following presentation at the 2022 General Service Conference for disapproval if any:

Cathi C.	Carolyn W.
Vera F.	John W.
Deborah K.	Bob W.*
Clinton M.	Jeff W.*
Irma V.	

*G.S.O. employees

- 33 The following slate of directors be elected at the annual meeting of the members of the AA Grapevine Corporate Board on April 30, 2022, following presentation at the 2022 General Service Conference for disapproval if any:

Molly Anderson	Coree H.
Chris C.*	Mike L.
Josh E.	Paz P.
Cindy F.	David S.
Tom H.	

*AA Grapevine employee

- 34 The “Suggested Procedure to Reorganize the General Service Board and the boards of A.A.W.S., Inc. and AA Grapevine, Inc.” be approved as one acceptable pathway to a whole or partial reorganization of the Boards, understanding that, as provided by the Conference Charter, the final process will be determined by which-ever General Service Conference might be considering reorganization.

- 35 The trustees’ Literature Committee revise the pamphlet “Do You Think You’re Different?” to update the stories to represent greater diversity and bring back a draft pamphlet or progress report to the 2023 General Service Conference.

Note: As a result of the 2021–22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Trustees.

■ Committee Considerations

An Advisory Action of the 1990 General Service Conference states: "Items discussed, but no action taken or recommendation made, as well as committee recommendations which are not adopted, be included in a separate section of the Final Report." Listed by committee, such items are included here "in their entirety" per Advisory Action of the 2019 General Service Conference.



AGENDA

Committee Considerations:

- The committee expressed appreciation for the special Board presentation related to the participation of online groups in the U.S./Canada service structure at the 72nd General Service Conference.

The committee agreed that a sharing session with more time for a broader range of perspectives from among Conference members would be helpful. The committee requested that the General Service Board conduct an interactive sharing session at the 73rd General Service Conference on the participation of online groups in the U.S./Canada service structure and include the following question within the framework of the sharing session:

- » What are the successes and challenges at the group, district and area levels with respect to this topic?

ARCHIVES

Committee Considerations:

- The committee reviewed the Archives Workbook and expressed satisfaction with the content. The committee also received a verbal report on some of the revisions and updates to the draft workbook, including:
 - » New shared experiences and a new subsection from local archivists on specific topics pertaining to archival work;

- » Revised Guidelines for Collecting Oral Histories to include text offering suggestions on ways to conduct ASL interviews with members in the Deaf community to offer a wider diversity of sharing;
- » Replaced gender-specific language throughout the workbook;
- » Updated Archives policies; and other minor editorial updates.

COOPERATION WITH THE PROFESSIONAL COMMUNITY

Committee Considerations:

- The committee reviewed a progress report on the LinkedIn page implementation and an update from the senior digital communications analyst. The committee requested that a progress report be brought back to the 2023 Conference Committee on CPC and suggested that it include the following content:
 - » An additional cadence strategy that increases the number of posts per month developed over the year.
 - » A strategy of posting often, to increase the search result ranking.
 - » Posts targeted to professionals on topics such as A.A. anonymity, Self-Support, cooperation without affiliation, and our public relations policy.
- The committee also discussed a comprehensive approach in exploring and optimizing digital resource-

es. The committee requested that the staff secretary send a memo to the trustees' Public Information Committee with the following suggestions to be included as part of the Comprehensive Media Plan (CMP):

- » Explore effective ways to post videos and documents on non-A.A. platforms.
- » Noting the multiple committee and Board discussions on the use of QR codes, identify where and how to approach QR code usage in A.A. materials at CPC/PI events.
- The committee reviewed the suggested revisions to the draft pamphlet "A.A. in Your Community" and received an update from the executive editor. The committee offered additional suggestions and asked the staff secretary to forward a memo to the trustees' CPC/TA committee with additional sharing and suggestions on the content. The committee requested that a progress report or final draft pamphlet be brought back to the 2023 Conference Committee on Cooperation with the Professional Community.
- The committee reviewed a progress report on the development of an outward facing pamphlet for mental health professionals and expressed their appreciation. The committee noted that utilizing a focus group was a useful approach to explore and identify the needs of mental health professionals when they are addressing the suffering alcoholic. The committee asked that the staff secretary forward a memo with additional suggestions to the trustees' CPC/TA committee. The committee requested that a progress report or draft pamphlet be brought back to the 2023 Conference Committee on Cooperation with the Professional Community.
- The committee considered a request to create a new pamphlet designed to help CPC committees reach as many doctors as possible and took no action, noting that many healthcare professionals may lack the time to meet with CPC committees and that health care systems differ in the U.S. and Canada. The committee suggested that service material could be developed for A.A. members on how to speak with their own healthcare provider about Alcoholics Anonymous.
- The committee reviewed the CPC Kit and Workbook and asked that the following suggestions be incorporated:
 - » Develop a disclaimer that clarifies that the printed version of the items in the kit may not reflect the most up-to-date revisions on aa.org. Online versions will reflect the most updated versions.
 - » Include a list of changes of revised pamphlets and service materials based on the AAWS literature policy.
 - » Include experience from online, in-person and virtual CPC events and activities.
 - » Use accessible formats for all digital devices.

CORRECTIONS

Committee Considerations:

- The committee reviewed the Corrections Kit and Workbook and provided a detailed list of revisions to the trustees' Corrections Committee for their consideration. During their discussion, the committee noted the increased use of online A.A. meetings in correctional facilities and suggested that GSO staff gather shared experience regarding online meetings in correctional facilities for addition to the Corrections Workbook.
 - The committee discussed the request to reconsider use of the term "person in custody" in A.A. literature and took no action. The committee affirmed the need for language that is inclusive and non-stigmatizing, as expressed by the 71st General Service Conference. The committee also discussed that implementation of the advisory action was already in place and that it would be premature at this time to reconsider the action.
 - The committee discussed the request to limit changes to the book *Alcoholics Anonymous* and took no action. While the committee discussed the concerns expressed by the Fellowship, the committee noted that we operate on a system of trust and checks and balances and agreed that A.A.'s Twelve Concepts adequately provide guidance to our trusted servants to make decisions that reflect the informed group conscience of the Fellowship as a whole.
- Note:** As a result of the 2021-22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Corrections.
- The committee suggested that during the development of the Fifth Edition Big Book the trustees' Literature Committee consider including a reference in the section of Appendices III and V that additional information is available on www.aa.org.

The committee discussed the request to make A.A. literature changes slowly and with A.A.'s primary purpose in mind and took no action. The committee agreed the cadence and role of the annual General Service Conference already provides the appropriate guidance. The committee also noted that through Concept Four, "The Right of Participation," all members of Alcoholics Anonymous are invited to participate in the year-long process of the General Service Conference.

Note: As a result of the 2021-22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Corrections.

FINANCE

Committee Considerations:

- The committee reviewed the Self-support Packet and requested that the trustees' Finance and Budgetary Committee undertake a full review of the service items in the packet. The committee compiled a list of suggestions for the service material in order to provide

language that is clear and consistent for the U.S. and Canada.

- The committee requested that the trustees' Finance and Budgetary Committee review the service materials and the pamphlet "Self-Support: Where Money and Spirituality Mix" to clarify that although contributions are sent to the General Service Office, contributions are made to the General Service Board of Alcoholics Anonymous. The committee asked that an update report or draft pamphlet reflecting the changes be brought to the 2023 Conference Committee on Finance for review.
- The committee discussed the agenda item "Consider request to add a historical disclaimer to the front of the book Twelve Steps and Twelve Traditions" and took no action. The committee agreed that the current introduction in the book Twelve Steps and Twelve Traditions already addresses concerns regarding the language in the book.

Note: As a result of the 2021-22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Finance.

- The committee discussed the agenda item "Consider request that all proposed changes to the book Twelve Steps and Twelve Traditions be handled in footnotes" and took no action. The committee agreed that they did not want to mandate a specific format for possible changes to a future Conference. The committee noted that future proposals for changes should be considered by the group conscience of each Conference.

Note: As a result of the 2021-22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Finance.

GRAPEVINE AND LA VIÑA

Committee Considerations:

- The committee reviewed the progress report on the AA Grapevine Workbook revisions and looks forward to having it available on the website, in English and Spanish. The committee also forwarded editorial suggestions for the workbook to the Grapevine office.
- The committee reviewed the progress report on the Grapevine and La Viña Instagram accounts and requested a progress report be brought back to the 2023 Conference Committee on Grapevine and La Viña. The committee appreciated the diligence of the AA Grapevine Corporate Board in considering anonymity protection when developing content for both Instagram accounts. The committee also appreciated the dedication and enthusiasm the staff applied to the Instagram accounts. The committee also forwarded suggestions to the Grapevine office to encourage members to submit anonymity-protected content to Instagram pages.
- The committee agreed to forward to the AA Grapevine Corporate Board the suggestion that Grapevine produce in the year 2023 or later:

1. Best of Dear Grapevine (working title)
Previously published letters from the pages of Grapevine by A.A. members which were printed in the magazine's letters section, Dear Grapevine.
 2. Book for Newcomers (working title)
Previously published stories by A.A. members sharing helpful tools and suggestions during their first year in sobriety.
 3. Best of La Viña II (working title) (La Viña book)
Spanish-speaking A.A. members share their experience, strength and hope, from the pages of La Viña.
 4. Prayer & Meditation (working title) (La Viña Book)
Previously published stories by Spanish-speaking A.A. members sharing about the many ways they practice Step Eleven (possibly including some translated stories from the GV version).
- The committee discussed the wide-ranging impact the AA Preamble change has had on the Fellowship. The committee felt that after careful consideration of Fellowship feedback, it would be premature to quantify the impact when many A.A. members are still either uninformed or ambivalent about the change. The committee emphasized that at every level of our Conference process there is a reciprocal responsibility of all A.A. members and trusted servants, of participation and communication, to embrace the guiding principles of trust and transparency.
 - The committee requested that the Grapevine office consider the feasibility of producing or utilizing American Sign Language (ASL) content.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

Committee Considerations:

- The committee reviewed the update report submitted by the trustees' committee regarding surveying the Fellowship on methods of closing the Big Meetings at the International Convention. The committee understands that a survey has been developed to gather information from the Fellowship regarding aspects of the 2025 International Convention; and that a question(s) regarding use of the Lord's Prayer and options to the use of the Lord's Prayer (e.g., the Third Step Prayer, the Seventh Step Prayer and A.A.'s Declaration of Unity) will be added to the survey. It is anticipated that the survey will be dispatched in May 2022 via mail and through multiple communication platforms (e.g., Box 4-5-9, AA Grapevine/La Viña, etc.); and that a progress report be brought back to the 2023 Conference Committee on International Conventions/Regional Forums.
- The committee discussed ways to encourage interest in Regional Forums and attract first-time attendees and suggested:
- Consider options to the title "Regional Forum" utilizing more current language.