



# 74<sup>th</sup> General Service Conference

Delegate's Final Conference Report  
Bridget B. Panel 74 Delegate

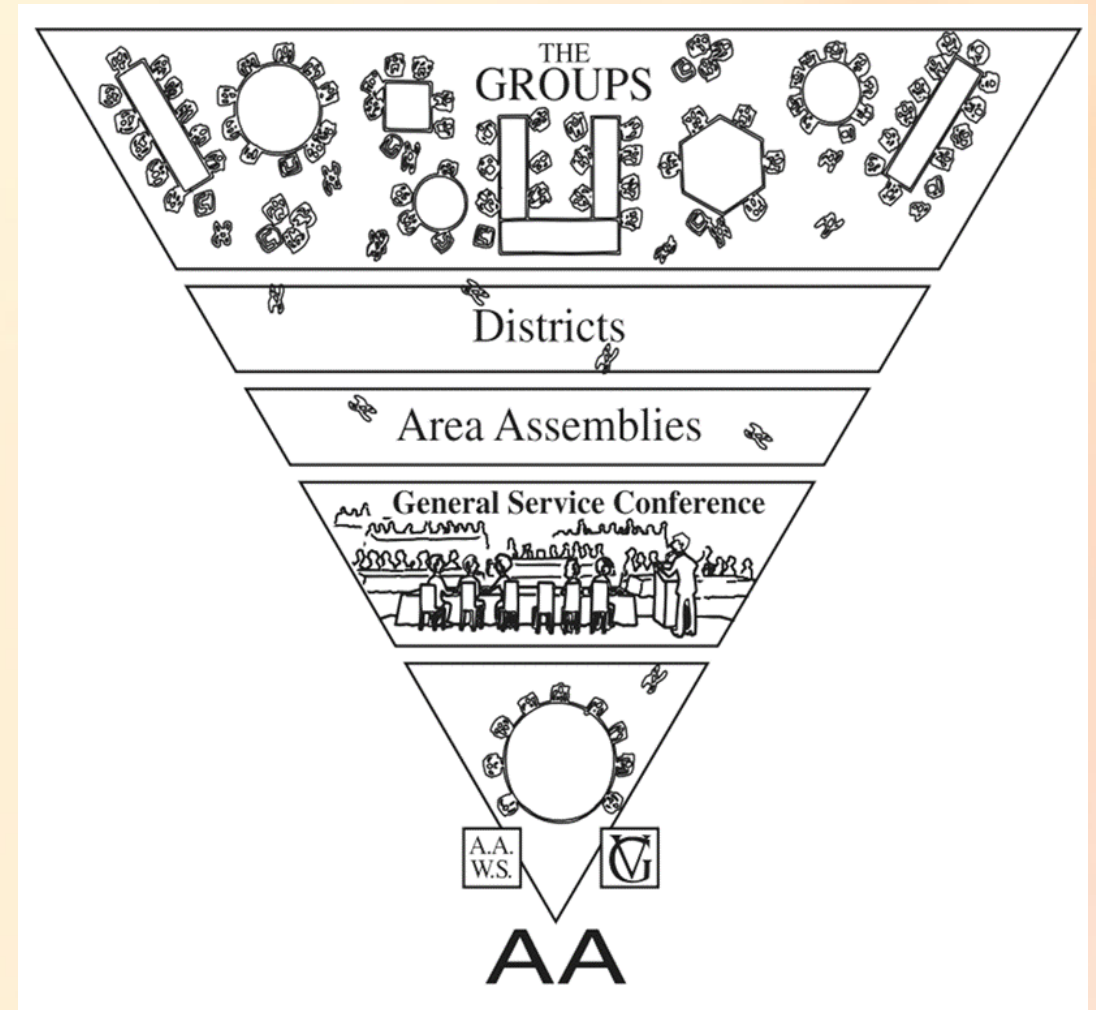


# The 74<sup>th</sup> General Service Conference



# What is the General Service Conference

- The General Service Conference meets once a year and links groups to the General Service Office and the General Service Board. It serves as the group conscience for AA as a whole.
- AA is a spiritual movement; Tradition 2 clearly states our sole authority is a loving God as expressed in our group conscience. The Conference brings together the U.S./Canada service structure for a week of sharing, discussion, and action.



# Delegate Statistics of the 74<sup>th</sup> GSC

	Years
Average Age	58
Oldest	76
Youngest	28
Average Length of Sobriety	23
Longest Sobriety	49
Shortest Sobriety	9
Average Length of Service	18
Longest Service	46
Shortest Service	7

PART I  
PRESENTATIONS

# GENERAL SERVICE BOARD REPORT INVENTORY

- Last year, the Conference asked the Board to undertake an inventory. This was a result of conversation stemming from the resignation of the previous chair of the Board.
- A group of Conference members started developing questions for the inventory, and an outside facilitator was selected. The inventory questions were distributed to Board members, who held their inventory on January 26, 2024.
- The inventory consisted of 23 questions, split into five breakout groups, who were asked to report back, followed by feedback and discussion before prioritizing the action items identified.

# GENERAL SERVICE BOARD REPORT INVENTORY

- The General Service Board offers sincere apology for the damage the poor communication (regarding the resignation of the former Chair of the Board) has caused. The Board is now committed to changing how they communicate.
- Some already-made changes:  
Virtual sharing sessions, quarterly financial reporting, updating Code of Conduct, Whistleblower Policy, and Confidentiality policy
- Upcoming:  
Board retreat, workload management, and a cross-functional group of Conference members to identify improvements in our communication and reporting between the Board and the Conference members

# Financial Information

- Was presented in 2 parts
  - Part 1 Independent Audit Results
  - Part 2 Treasurer Report





# Audit Results

- Unmodified or “clean” audit opinion on the Consolidated Financial Statements
  - The financial statements are fairly stated in all material respects.
- All records and information requested were freely available for inspection.
- BDO noted that they received full access to all information requested while performing the audit, and acknowledged the excellent cooperation extended by all levels of GSO and GV personnel throughout the course of the work.
- Recognition of Value of Donated PSA airtime -- \$33 million in 2022, \$17 million in 2023. To be recognized annually going forward. Not recognizing the value was considered a significant deficiency.
- 1 control deficiency (100 contributions occurring in 2024 were recorded in 2023)
- 6 recommendations (1 HR, 3 GV, 1 Intercompany, 1 GSB) compared to 5 in
  - 2022

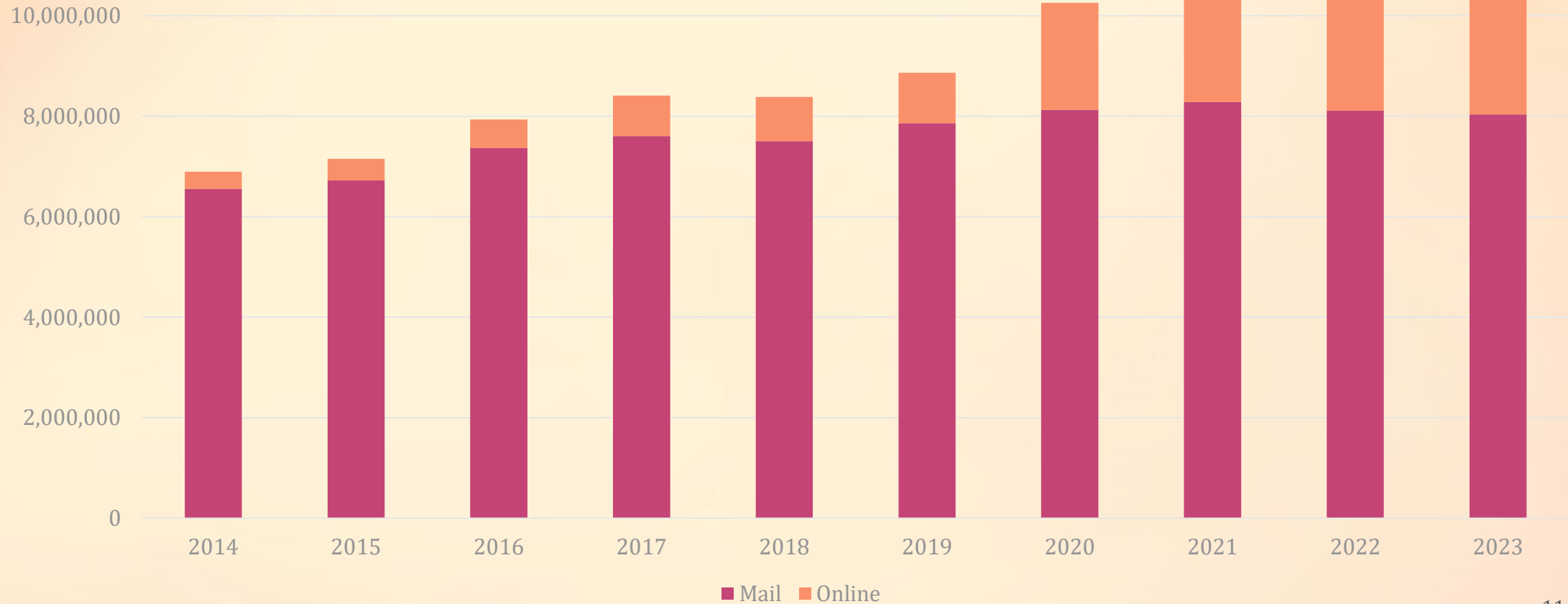


# GSB Treasurers Report

## 2023 GSO Financial Highlights

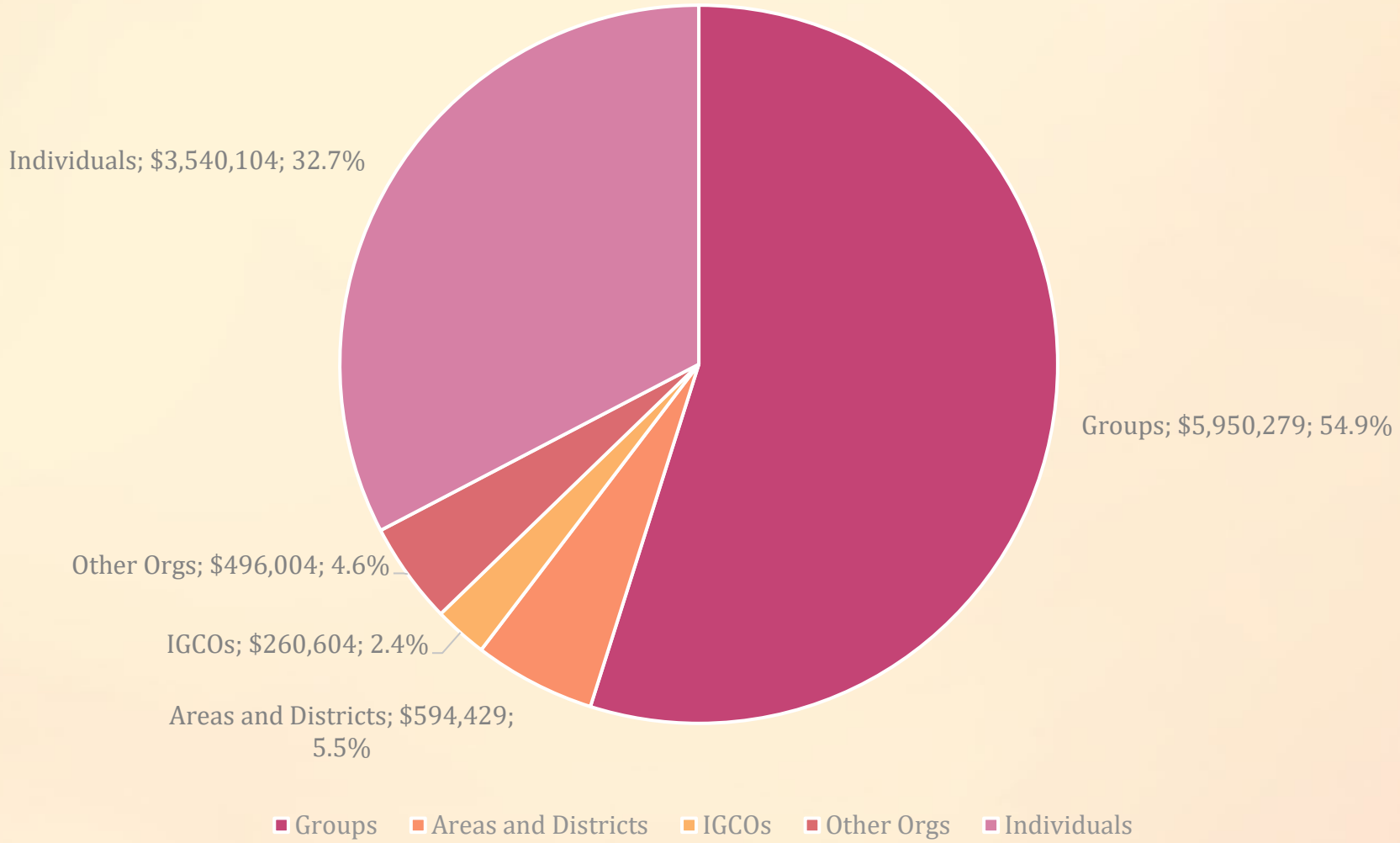
- ❖ 7th Tradition of Self-Support – \$10.84 million up 2.8% from \$10.55 million in 2022
- ❖ Operating Expense before Depreciation - \$17.47 million up 9.9% from \$15.90 million in 2022
  - ❖ Program Service Expense - \$9.00 million up 46.5% from \$6.14 million in 2022
  - ❖ Supporting Services Expense - \$8.47 million down 13.1% from \$9.76 million in 2022
- ❖ Self-Support - covered 62% of operating expense
- ❖ **Individual Challenge Number – \$6.43**
- ❖ **Group Challenge Number - \$157.28**
- ❖ AAWS publishing gross profits – \$6.76 million up 38.2% from \$4.89 million in 2022
- ❖ Operating surplus before depreciation of \$581,907; operating cash increase of \$358,588

# Growth of Online Contributions 2014-2023



**A mail contribution costs \$5.60 to process. An online contribution costs \$2.93 to process, a \$2.67 savings.**

# Contributions by Type of Contributor



# GSO Expenses Under Budget in 2023

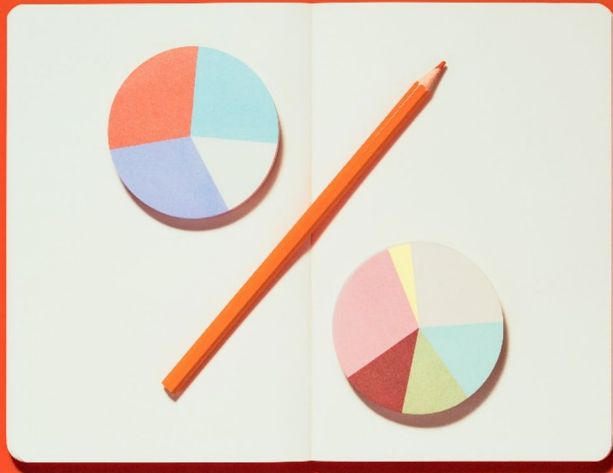
Under Budget Categories represent 90% of Total Operating Expense

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

# GSO Expenses Over Budget in 2023

Over Budget Expenses Represented 10% of the overall budget in 2023

EXPENSE	ACTUAL	BUDGET	DIFFERENCE
<b>Payroll Taxes</b>	692,343	659,745	32,598
<b>Facility and Equipment</b>	1,223,760	1,166,861	56,899



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# 2023 Grapevine Financial Highlights

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



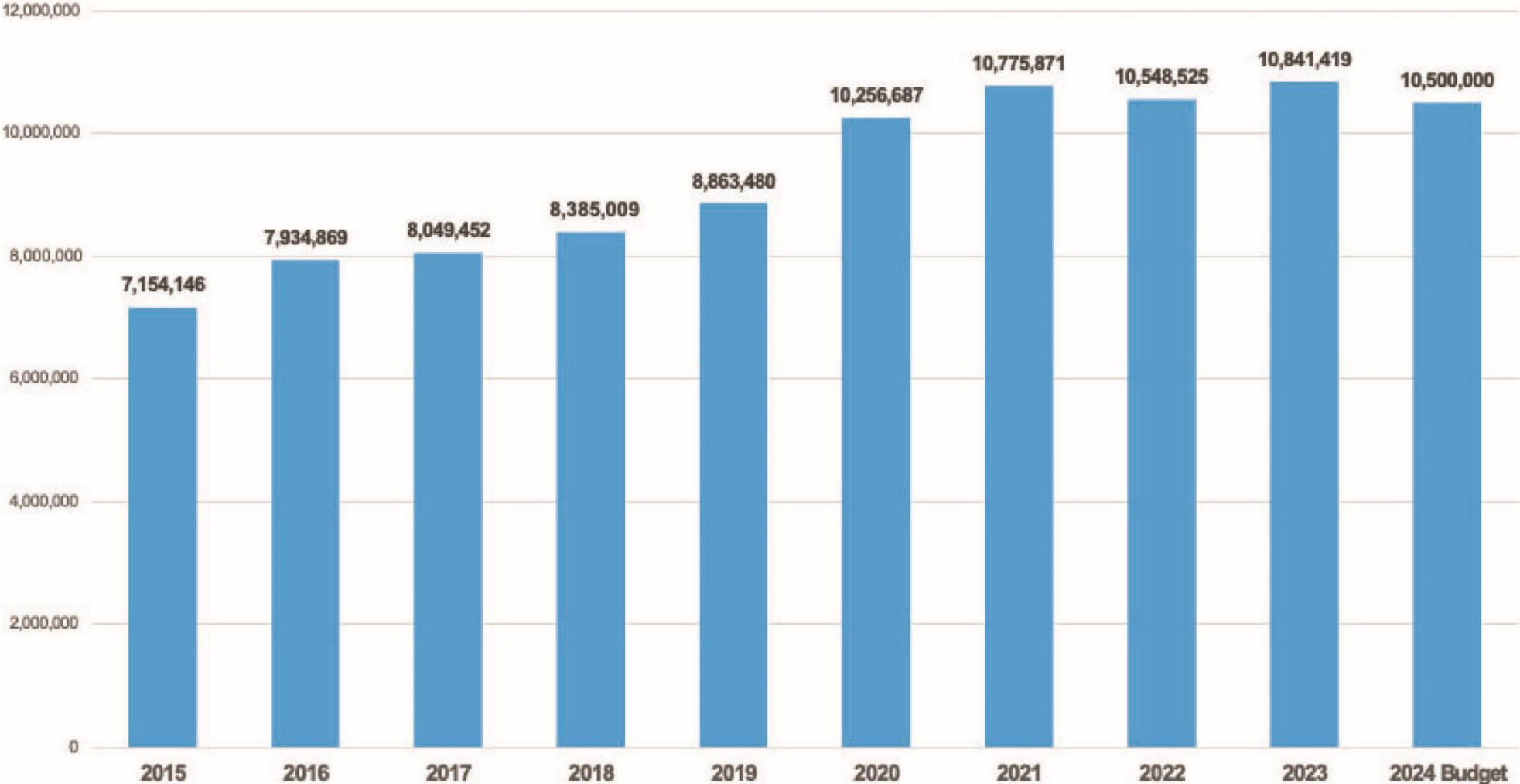
# 2024 GSO Budget

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

# 2024 Grapevine Budget

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

# 7<sup>TH</sup> TRADITION SELF-SUPPORT – 2015 – 2024



# AAWS Publishing 2023 Actual vs 2023 Budget

	2023 ACTUAL	2023 BUDGET	INCREASE (DECREASE)
<b>Gross Sales – Literature</b>	14,641,118	15,900,000	<b>(1,258,882)</b>
<b>Discounts</b>	<b>(453,706)</b>	<b>(715,500)</b>	<b>(261,794)</b>
<b>Shipping Charges</b>	302,805	397,500	<b>(94,695)</b>
<b>Net Sales - Literature</b>	14,490,217	15,582,000	<b>(1,091,783)</b>
<b>Cost of Literature Sold - Printing</b>	7,726,991	7,632,000	<b>94,991</b>
<b>Gross Profit</b>	6,763,226	7,950,000	<b>(1,186,774)</b>
<b>Gross Profit Percentage</b>	<b>46.2%</b>	<b>50.0%</b>	<b>(3.8%)</b>

# 2023 Prudent Reserve

<b>Beginning Balance January 1, 2023</b>	<b>12,924,561</b>
Investment Earnings	206,301
Drawdowns	(500,000)
Additions	0
<b>Ending Balance December 31, 2023</b>	<b>12,630,862</b>

<b>Composition of Ending Balance</b>	
Cash	2,706,106
Certificates of Deposit (CDARs)	10,449,356
Accrued Interest	48,413
Less Grapevine subscription liability	(573,012)
<b>Ending Balance</b>	<b>12,630,862</b>

<b>Number of Months Expenses Held</b>	<b>Based on 2023 expenses</b>	<b>Based on 2024 expenses</b>
January 1, 2023	7.35	6.98
December 31, 2023	7.18	6.82

# AA AROUND THE WORLD

- Cuba: Trustee delivering literature
- Venezuela: Military officer thought AA was funded by the government; when told it wasn't, he wanted pamphlets
- Haiti: Chapter 5 and Is AA for Me translated into Haitian Creole
- Many countries now working on their own stories (rather than using our full fourth edition)

# WHAT GSO DID

- Staff responded to 192,715 emails and 15,485 phone calls
- 31,168 literature orders
- Processed 35,623 incoming and 9,599 outgoing mail
- 1470 individual visitors and an additional 12 large groups (or more than 20) visited GSO
- Backlog on licensing (from other countries) is now cleared – working with a 45-day window for new requests
- Translation into English, Spanish, French for all communication: **starting to use translation software soon (DeepL) but will continue to use an editor**



# ARCHIVES HIGHLIGHTS

- Archives current projects include the Ephemera Collection (awards, tokens, memorabilia, flags... 200 items identified)
- Digital preservation of paper records an ever-continuing long-term project
- Digitizing Bill's unpublished correspondence with AA members from 1939-1962
- Archives Disaster Prevention, Preparedness and Response Plan
- Assistant archivist (hired July 2023) reorganizing and creating an inventory of oversized files



# CORRECTIONS HIGHLIGHTS

- 320 connections from persons in custody, corrections professionals, and AA members to local committees
- 1350 people in custody were matched with outside members for correspondence
- 7<sup>th</sup> Tradition Contributions have enabled AAWS and AAGV to be available on tablets found in correction settings. There were 41,450 UNIQUE interactions with AA eBooks in 2023 (4388 fully read), and 48,603 contacts with audiobooks (37,463 completed)

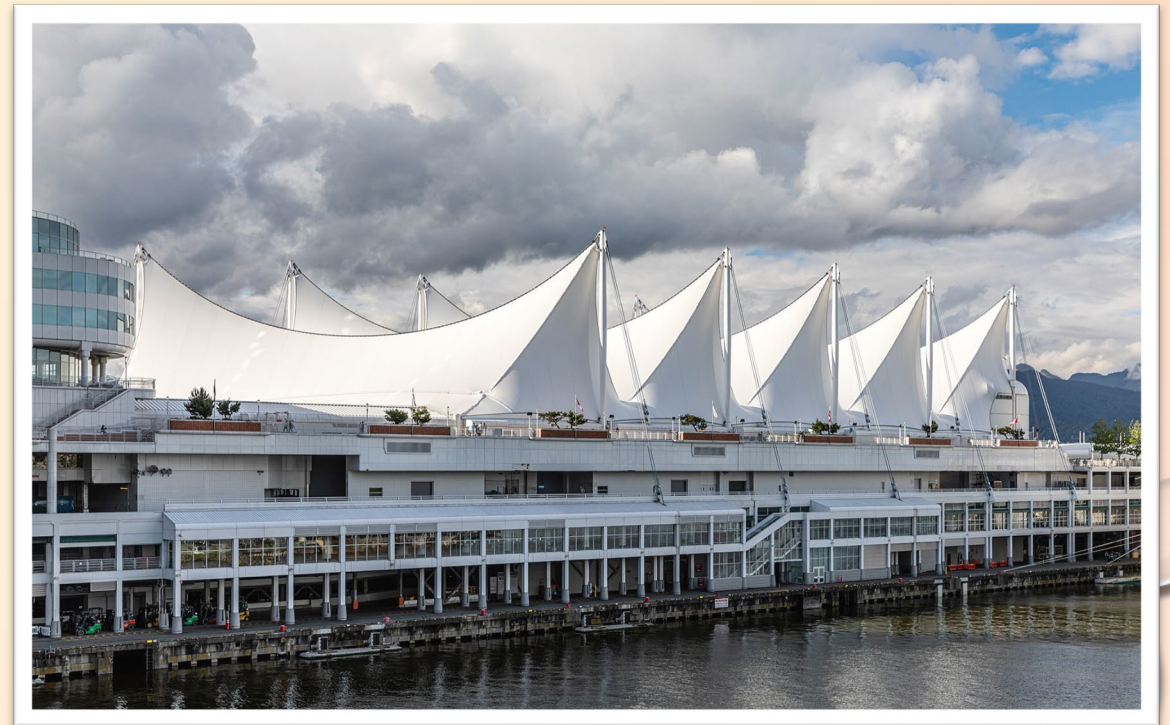
# INTERNATIONAL CONVENTION

- Theme: 90 Years: Language of the Heart
- Big meetings Friday, Saturday, and Sunday
- 750 speakers in 200 meetings
- Information posted, more in August, and registration opens in September 2024; mailed registration will be sent out in August (but won't open until September)
- **Can't get housing until you register**
- [International Convention | Alcoholics Anonymous \(aa.org\)](https://www.aa.org)



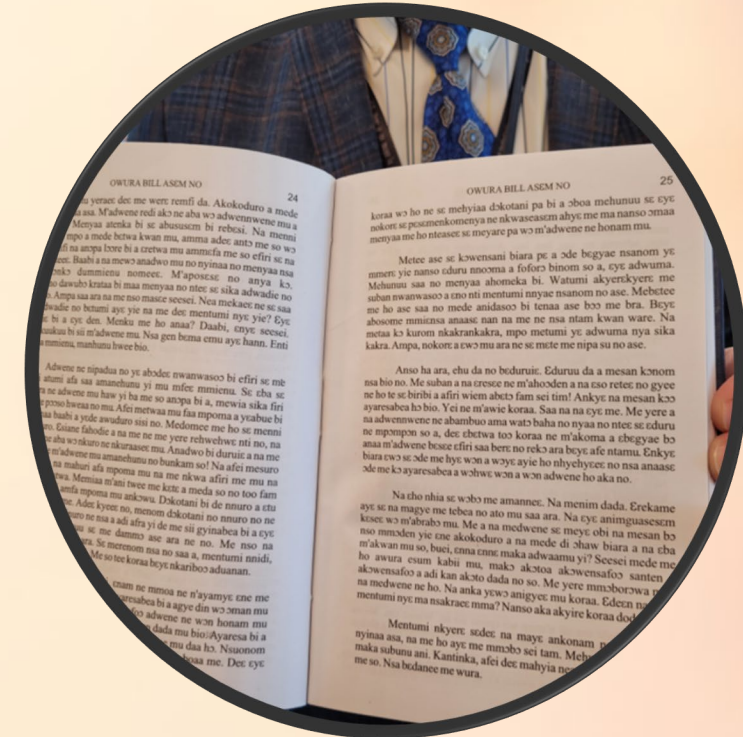
# INTERNATIONAL CONVENTION INFORMATION

- Cost: \$160 (starting in September); increases to \$185 a few months later through on-site registration
- Partial virtual programming will be available; more details as they become available, but it will require registration (and payment)
- Registration is required
- More info on [aa.org](http://aa.org)
- 2030 St. Louis Missouri



# WORK ON LITERATURE

- Fifth Edition – all stories now reviewed. Reviewing which 4<sup>th</sup> edition stories to keep and drop; goal for next Conference to be able to vote on this next conference
- Fourth Edition (Spanish) – stories now reviewed and selection continues
- Do You Think You're Different – need more stories
- Jacketless covers – industry best practice in the face of rising material and printing costs
- High sales of AA for the Older Alcoholic, Young People in AA, Audio Daily Reflections, and the ASL translation of Access to AA pamphlet



# DIGITAL LITERATURE

- Net total sales for eBooks and Audiobooks: \$206,330.71
- 11 percent increase from 2022 to 2023
  
- Digital Big Book: 16,056 copies
- Digital Twelve and Twelve: 10,172
  
- Audio Big Book was 30,241
- Audio Twelve and Twelve was 11,177

LE YOUR LOVE...

# BECOME A GRAPEVINE REP!

## IN THIS ROLE, YOU WILL:

- Announce the latest issue at your group
- Talk about the magazine's contents; our stories make great topics for discussion
- Encourage your group to participate by sending in stories, art work, or photos
- Spread the word about Grapevine's services and products

## HOW TO GET STARTED:

- Offer to be of service - let your home group know that you are interested.
- Sign up on our website at [www.aagrapevine.org/GVR](http://www.aagrapevine.org/GVR)
- You will receive a complete information kit from the Grapevine office.

- Grapevine and La Viña still need our help. Our magazines are the linchpin; corrections, CPC, outward facing messaging, and service to the fellowship all stem from this
- Grapevine is celebrating 80 years; it is now a multimedia publisher
- The magazine has published 960 magazines, with more than 24,000 English-language stories archived
- Last year, 294 stories were audio recorded and published; audio is particularly popular with members in custody

# THE GRAPEVINE APPS AND WEBSITE

- GV: 4,918 in-app subscriptions – trying to DOUBLE that this year
- LV: 156 in-app subscriptions
- App was in the top 20 in Apple's Top 200 newspaper and magazine app charts

# GRAPEVINE YOUTUBE

- 253 videos, recovery stories, how to be GV rep, how to use apps, and now the podcast
- 12,900 subscribers
- 196,193 views
- Core audience is between 18- and 34-years-old; average user spends about 20 minutes a day on the platform
- Working with Deaf members using ASL AA sharing; watch for that soon
- [AA'S TWELFTH STEP TOOLS: GRAPEVINE AND LA VIÑA \(youtube.com\)](#)

# GRAPEVINE INSTAGRAM

- Follower growth, LV went from 1100 to 1574 (29.48 percent increase)
- GV now has more than 12,000 followers (up 33 percent from start of year)
- @alcoholicsanonymous\_gv



# GRAPEVINE BOOKS

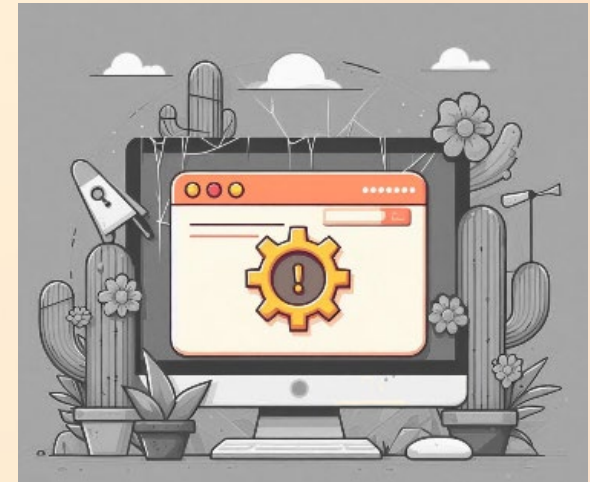
- The books are an important driver of profits for GV and LV
- GV gross margin SALES FROM BOOKS NEARLY EQUAL TO gross margin sales form magazines; books are twice as profitable
- *Emotional Sobriety I and II, Prayer and Meditation, and Language of the Heart* are top selling books.
- *El Lenguaje del Corazon* and *Sobriedad emocional* are top selling Spanish books

## GRAPEVINE PODCAST

- Available on multiple platforms, on The GV website.
- 5,700 downloads each week, 193,000 unique listeners
- Most people listen on Monday (that's the day it posts)
- In the top 1.5 percent of all podcasts; listeners in 60 countries
- On track to reach 1 million downloads this year
- New third host: Olis, an Oakland native and a woman of color

# ALCOHOLICSANONYMOUS.COM

- Under the direction of the General Manager, AA legal counsel approached the owners of AlcoholicsAnonymous.com
- Conversations, tried to buy it, etc.
- Sought legal counsel, got different opinions, and signed settlement agreement – AA will take ownership effective July 31 at NO COST
- Will redirect to aa.org (currently redirecting to an app, rather than the fake meeting list)



# LOCATION PLUS: GENERAL SERVICE OFFICE LOCATION

- Relocation studies for the General Service Office are conducted approximately every ten years.
- The office was initially in Newark; New York has been the home of the office since 1940.
- It has moved six times, and has been at its current location since 1992; most early moves were to accommodate for growing services and staff.
- Since 1975, there's been discussion about moving the office out of New York. The current lease of our office ends in 2025; leadership is deciding whether to renegotiate the lease or move.
- A very detailed report reviews how much it would cost to move.

## LOCATION PLUS: GENERAL SERVICE OFFICE LOCATION

- We employed a vendor to assess for us; this vendor ([WDG](#) and [Cresa](#)) determined:  
*There is not an overarching imperative for transformative change to / realignment of the workforce... rather, a desire for stability in the workforce and stability in serving AA members.*
- The vendor explored downtown Atlanta, Indianapolis, and Philadelphia, along with downtown NYC and Jersey City, along with our current location. Staying in our current location (total cost includes salaries, rent, operating costs, and one-time costs) would cost \$2,172,700; moves into other parts of New York City would cost more, and moves to Atlanta, Indianapolis, and Philadelphia would cost more than \$6 million.

# LOCATION PLUS: GENERAL SERVICE OFFICE LOCATION

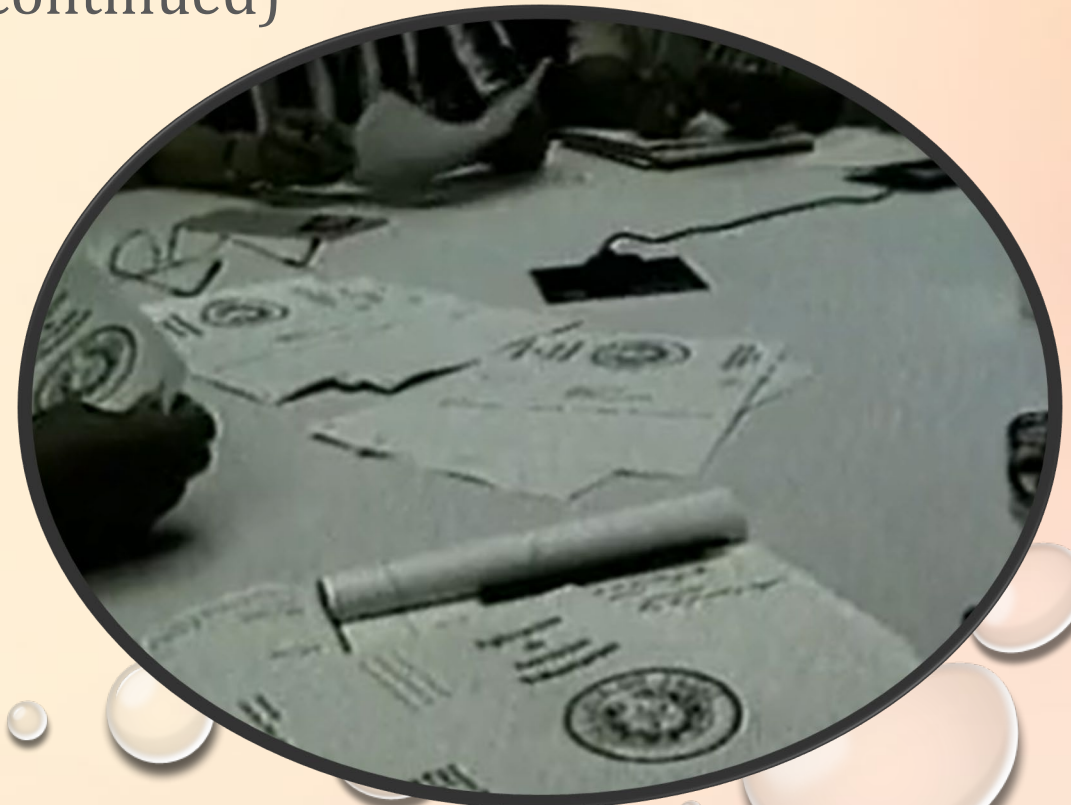
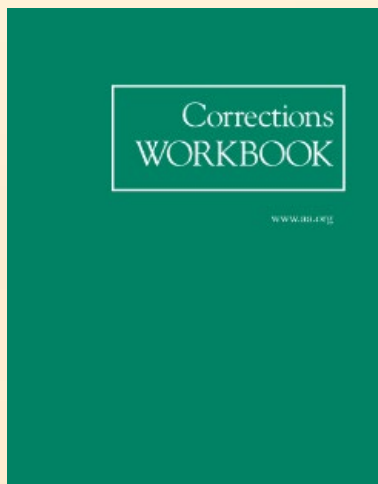
- Employee turnover would also likely be dramatic because of relocation demands
- The case to move does not appear supportable at this time. It would result in high attrition of staff, and upwards of \$7 million in upfront costs.
- There are no compelling advantages in moving elsewhere.



PART II  
COMMITTEE WORK

# DAY 01

- Singleness of Purpose description (removing professional terminology)
- Carrying the Message Behind the Walls (discontinued)
- Updates to Corrections Kit and Workbook



## DAY 02

- The pamphlet for the Transgender Alcoholic
- 90 minutes of committee discussion...

PART III  
THE CONFERENCE FLOOR



# Conference Statistics

2024	2023	
78	85	Agenda Items
45	29	Advisory Actions
9	4	Failed Recommendations
102	78	Committee Considerations
15	10	Floor Actions

# VOTING ON THE CONFERENCE FLOOR

- How does it work?
- Committee Recommendations turn into Advisory Actions
- Committees also have conversations that don't result in recommendations – considerations
- Who is a voting member?
- Electronic voting
- Floor actions



# COOPERATION WITH THE PROFESSIONAL COMMUNITY

- No recommendations
- **Considerations:**
  - Pamphlet for mental health professionals continues to be in development
  - Develop hard copy service material for CPC committees to provide professionals
  - CPC videos: explore options to repurpose videos, update script – report next year
- Pamphlet for the Unhoused Alcoholic:
  - Committee believed it would not be an effective tool to carry the message to this community
  - Asked AA to explore other methods to better serve the unhoused population

# CORRECTIONS

- **Recommendations:**

- Update to use non-professional language in pamphlets – **approved**
- Retire video because it was dated and had mixed audiences – **approved**

- **Considerations:**

- Update kit list to remove “videos for professionals” when they’re not for professionals
- Gather information on getting involved and the benefits of corrections work
- Gather stories for the Grapevine on getting involved and the benefits of corrections work

# PAMPHLET FOR THE TRANSGENDER ALCOHOLIC

- Trusting a collective Higher Power
- Cost of pamphlets, staff over-work, and turning points in discussion
- The General Service Conference recommended (by substantial unanimity) that a pamphlet for the Transgender alcoholic be produced – **approved**

# TRUSTEES

- **Recommendations:**

- A slate of Trustees, including a new Class A (Dawn Klug, who is the Director of a North Carolina-based Employee Assistance Network), new Trustees elected earlier, returning Class B Trustee, Scott Huyghebaert (incoming Chair) – **slate approved**
- So was the entire slate of Officers for the Board – **slate approved**
- A new slate of Directors of AAWS was also approved – **slate approved**
- So was a slate of Directors of AA Grapevine (including Teddy Basham-Witherington) – **slate approved**
- The committee recommended a change to its scope to review the resumes of all Trustees, rather than just newly-nominated Trustees – **not approved**

- **Considerations:**

- Do You Think You're Different – work continues: only about 25 stories were submitted
- No changes to deadline for proposed agenda items

# GRAPEVINE AND LA VIÑA

- **Recommendations:**

- Grapevine develop a five-year financial plan for La Viña, with the goal to reduce shortfall and increase revenue (previous plan was developed for Grapevine in the past) – **approved**

- **Considerations:**

- Grapevine and La Viña develop a plan for a more effective subscription procedure, fulfillment process, and customer service experience
- Clearer financial reporting system
- Minor editorial updates to the Grapevine Workbook
- Upcoming Grapevine and La Viña books
- Getting feedback from the fellowship on the services GV provides (podcast, Instagram, YouTube)

## PAMPHLET FOR THE ASIAN/ASIAN AMERICAN ALCOHOLIC

- The Grapevine committee did not forward a request for a pamphlet for the Asian/Asian American alcoholic in AA – staff burnout and cost of pamphlets were reasons listed
- **Floor action is made... more will be revealed**

# FINANCES

- **Recommendations:**

- Changes to the pamphlet “Self-Support: Where Money and Spirituality Mix” to clarify where contributions go – **approved**
- Maximum contribution for an individual increased to \$7,500 – **approved**
- One Quarterly Board weekend be held virtually – **not approved**
- That Trustee Emeriti be invited, but at their own expense – **not approved**

- **Considerations:**

- Supplemental financial reporting on services and projects, including new literature, software, apps, website, maintenance, and international services (reporting be done quarterly); revenue for items we sell, drawdowns from the prudent reserve, and long-term costs (like for server fees)

# THE FOUNDER'S WRITINGS

- History of the discussion
- Considering the development of a policy
- Was assigned to the Finance as part of EDW

## **HOW SHOULD WE TREAT A.A. FOUNDERS' WRITINGS**

### SUGGESTED QUESTIONS FOR DISCUSSION

1. *Do you think that A.A. Founders would object to or embrace revisions to their writings? If yes, why? If not, why?*
2. *Do you think the Founders' writings are effective in reaching new members? If not, what measures do you think can be taken to resolve this issue?*
3. *What reasons would you consider for changing our Founders' writings?*
4. *How do you feel about changing A.A. Founders' writings to replace outdated references?*
5. *What suggestions do you have for preserving the Founders' writings, along with keeping pace with our current A.A. Society and its future?*
6. *Should there be a special Conference process for approval of changes to our Founders' writings? (e.g., super, or qualified majority – 75%, and/or 2-year consideration process.)*
7. *What additional ideas, thoughts or suggestions can you share about changing or not changing the Founders' writings?*

*Please be as concise as possible in your responses to the questions.*

# CONFERENCE: THE FOUNDER'S WRITINGS

- Change a lot
- Change things, but just some things
- Don't change anything
- Change things that were changed back – but only some of the things – or all of the things
- Don't change anything, but create a new book to make it more understandable
  
- Deep attachment to Bill's writings; lack of awareness of what is in the writing
- What are the Founder's writings? Twelve Steps and Twelve Traditions? The Service Manual? Our Great Responsibility? Just Bill, or Bob? How about the others?
  
- Should there be a policy? Footnotes? A super-majority approval? A two-or-more-year process?

# CONFERENCE: THE FOUNDER'S WRITINGS

- The Finance committee suggested that there will be no policy regarding changes to the founders' writings. They noted that current Conference procedures provide a process wherein future proposals for changes can be considered by the group conscience, negating the need for a mandated policy.

# TREATMENT AND ACCESSIBILITIES

- **Recommendations:**
  - Draft pamphlet 'Bridging the Gap' be approved – **approved**
  - Flyer "Where Do I Go from Here" be updated with current inclusive language and information on how to find AA both in person and online – **approved**

# TREATMENT AND ACCESSIBILITIES

- **Consideration (highlights):**
  - Military project: landing page for military audio interviews, prioritize interviewing a Canadian Francophone AA member in the military, and include military audio interviews on the YouTube page
  - Gather shared experience on outreach efforts to Veterans Affairs and active military in the US/Canada for service material

# TREATMENT AND ACCESSIBILITIES

- **Consideration (highlights):**
  - Accessibilities inventory with minor edits, make it available on the Accessibilities Committee page on the website, distribute to professionals, and include it on the AA LinkedIn page
  - Update resource list for Remote Communities and Cooperation with Elder Community
  - Gather shared experience on neurodivergence and alcoholism to inform service material updates; current service material is not relevant to the subject (some have nothing to do with that experience)

# LITERATURE

- **Recommendations:**

- 'It Happened to Alice' and 'What Happened to Joe' be retired – **approved**
- Revised 'Black in AA: Experience, Strength, and Hope' be approved – **approved**
- Suspending the 'Too Young?' video project – **approved**
- The word 'donation' (from outside entities) and 'contribution' (for Seventh Tradition contributions from AA members) in AAWS literature – **approved**

- **Considerations:**

- 'The Twelve Steps Illustrated' update, still in progress
- 'AA for the Native North American' update, still in progress
- Fourth edition of *Alcohólicos Anónimos* is in progress, many stories, good submissions
- Fifth edition of *Alcoholics Anonymous* is in progress as well
- No updates regarding racism and trauma in Q&A, focus instead on what was *already requested*





# Literature

- The committee recommended that the draft manuscript *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous* be approved with minor editorial changes to include:
  - Relocation of the “A.A. Steps Table” to constitute an Appendix (on the Twelve Steps) at the back of the new publication.
  - Replace the references to “addiction” and “addicted” with language related to alcoholism.
- Notes I can’t possibly convey the amount of discussion that went into this agenda item. The Literature committee members had 8 hours to go over the book in detail. We each had 2 hours to read it. We spent 4 hours of discussion – rested for the night – then had 2 additional hours of discussion the next day before it was all over. Every delegate went to the mic at least once and some multiple times. Many times we asked for a moment of silence to allow God into the room
- **Passed 91 to 38**

# WHAT IS PLAIN LANGUAGE?

- Plain English is clear, straightforward expression, using only as many words as are necessary. It is language that avoids obscurity, inflated vocabulary and convoluted sentence construction. It is not baby talk, nor is it a simplified version of the English language. Writers of plain English let their audience concentrate on the message instead of being distracted by complicated language. They make sure that their audience understands the message easily.

# PLAIN LANGUAGE: PREFACE/DOCTOR'S OPINION

- Preface emphasizes “not a replacement,” but “another tool”
- “This version is different: It offers the same message and ideas as the first Big Book, but it is written to be more easily understood. This book is not intended to replace Alcoholics Anonymous. It is written to make the ideas presented in the Big Book easier to access. It is another tool for sharing the message of Alcoholics Anonymous’ program of recovery.”
- New Foreword gives a history of the project
- Original Doctor’s Opinion side-by-side with plain language

# PLAIN LANGUAGE: HOW IT WORKS

- Steps are **not** in plain language; there is an explanation side by side, in an appendix
- Step 08 Explanation: “After that, we work on a list of everyone we have hurt. We prepare to make amends to them, and to find ways to heal our relationships.”
- Step 11 Explanation: “In this step, we try to improve our connection to our Higher Power. We use practices like prayer and meditation to do so. While we do this, we ask for guidance and the strength to do what our Higher Power would have us do.”
- ‘Bondage of self’ is explained as ‘prison of self,’ though the Third Step prayer remains the same, with an explanation immediately following

# PLAIN LANGUAGE: TO PARTNERS

- A note from the editor about the title change:  
“For this plain language version, the title has been adapted. When the book was published, they were mostly men.”
- “The power of God goes deep (no change: page 114).”

# PLAIN LANGUAGE (IN FAVOR)

- Love this book and can't wait to read it with my sponsees
- Spanish-speaker: I can understand what it says. Cries. People start crying
- Low literacy, needs in remote communities – they deserve access to AA materials
- There is a need – people are trying to fill the need
- People are using other books instead of our shared experience and our common solution
- Our language evolves – our channels of contact have always been changing with the language of the heart
- Bill spent a lot of time explaining the book to people... he acknowledged it was elevated
- Other translations have simpler language and have seen dramatic growth in Fellowship
- Use everyday language when dealing with someone who has spiritual concerns

# PLAIN LANGUAGE (OPPOSED)

- Bill's story and Bob's story should not have been changed
- The Conference Charter does not allow us to change the Steps
- No warmth, the severity of alcoholism is not felt
- It is not perfect / Does not work for specific individuals
- My Area is opposed so I can't support it
- I fear a backlash and am concerned about people not contributing or being upset
- It's divisive
- There are massive errors and missing parts



# Agenda

- **Recommendations:**

- Theme of 2025 Conference: “Working Together, Increasing Trust” – **approved**

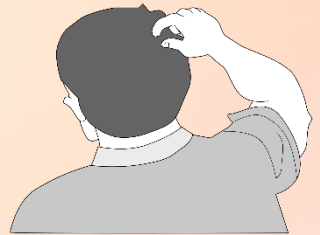
- Presentation/Discussion Topics: Asking for Help, Voice of Every Group count, Our Financial Responsibility – **approved**

- Workshop Topic (How do we address new financial reality) – **approved**

- Suspending oral highlights for more general sharing – **not approved, earlier in the week**

- Inventory plan for 2025 – **approved**

- Electronic-only distribution of comprehensive summary of inventory – **approved**



- **Note – we discussed this for over an hour. Apparently workshop names for workshops we probably won't have is very important**

# AGENDA

- **Considerations (highlights):**
  - Streamlined, cost-saving Conference this year
  - Highlights remain useful, but no decision on whether to permanently suspend oral highlights
  - Did not cancel the yearly meet-and-greet and Opening Night Dinner
  - Enforcing mechanisms / rules of Conference
  - Continue workshops at Conference



# Report and Charter

## **Recommended Edits** to the Service Manual:

- Improving readability for color-blind members – **approved**
- Edits regarding the Board's Custodial Oversight – **approved**
- The order of chapters in the Service Manual – **approved**
- Footnote about polling between the annual meetings of the Conference –

## **UNANIMOUS!**

- That items receiving a simple majority at the Conference be included in the Final Conference Report – **approved**

## Considerations (highlights):

- Potential creation of a corresponding Trustees' committee for Report and Charter
- An amendments section could be drafted



# Public Information

## Recommendations:

- ‘Since Getting Sober I Have Hope’ (30 and 60 second videos) discontinued – **approved**
- PSA: ‘We Know How you Feel” (15 seconds) discontinued – **approved**
- PSAs distributed, tracked, and evaluated (\$17,000) – **approved**
- 18 Young People Video Project videos edited and distributed – **approved**
- “AA at a Glance” pamphlet updates – **approved**
- “Speaking at Outside Meetings of AA” pamphlet updated – **approved**
- “A Message to Teenagers” pamphlet retired – **approved**
- Creating a draft plan for social media channels – **not approved**
- Unedited minutes of the Board Meetings be provided to Conference members – **not approved**

- [Young and Sober in AA: It could save your life | Alcoholics Anonymous](#)

# PUBLIC INFORMATION

- **Considerations:**
  - Adding literature to Meeting Guide App
  - Listing online meetings not by location in Meeting Guide App
  - Making Seventh Tradition contributions through the Meeting Guide App
  - Clarifying that the location of a meeting doesn't mean affiliation on the Meeting Guide App
  - Exploring chat functionality on the AA website
  - QR Codes on some pamphlets and PSAs
  - Reducing the length of PSAs and exploring their efficacy
  - Podcast still in progress
  - Streaming PSAs: Plans to place PSAs, either at \$50K or \$100K
  - Instagram: The committee took no action regarding creating an AAWS Instagram account
  - Communicating with Young People: How young people would like to be communicated with



# Policy and Admissions

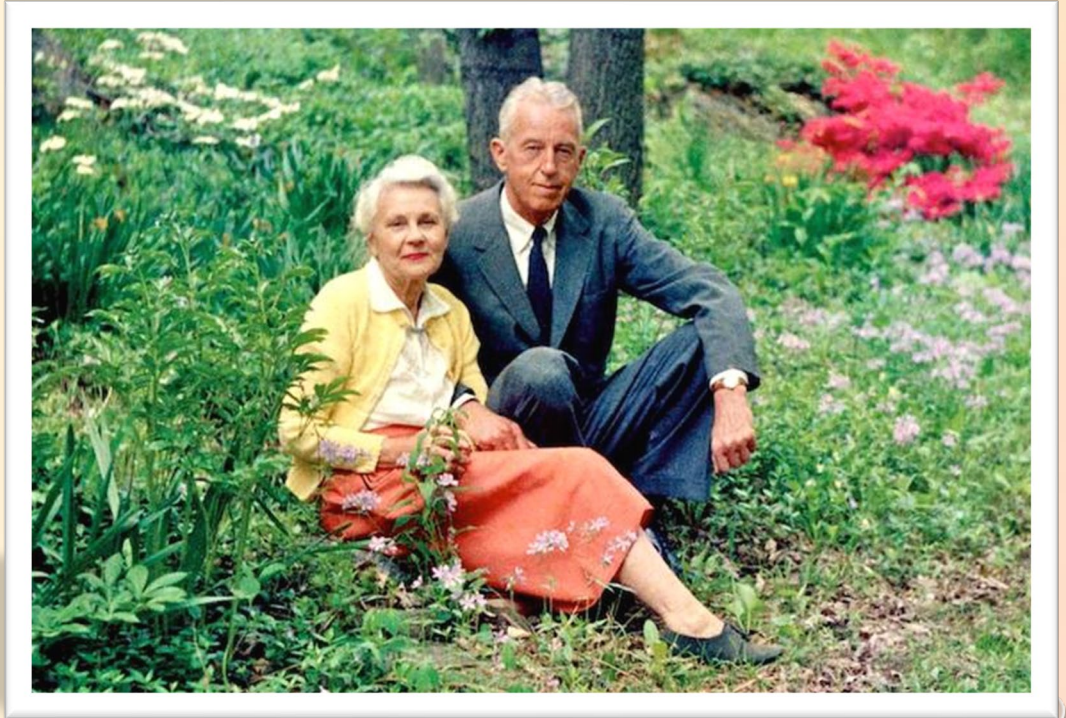
- **Recommendations:**
  - Equitable Distribution of Workload (EDW) adopted – **approved**
  - Proposed Agenda Item deadline in 2025 be no earlier than September 30 – **approved**

# POLICY AND ADMISSIONS

- **Considerations (highlights):**
  - Possibly reorganizing current Conference committees to accommodate heavier workloads
  - Possibly creating additional secondary committees
  - Updating Proposed Agenda Item (PAI) form
  - Noting what PAIs are coming from individuals, and asking why
  - No online Area currently being requested
  - No changes to how Committee Chairs and Delegate Chair are selected

# ARCHIVES

- **Considerations:**
  - Continue distributing the video *Markings on the Journey* in multiple formats
  - Minor updates to Archives Workbook, including reference to archiving digital materials





# International Convention and Regional Forums

- **Recommendations:**

- Anonymity-protected photograph of the flag ceremony – **UNANIMOUS!**

- 

- Anonymity-protected video of the flag ceremony – **approved**

- 

- Anonymity-protected video highlights of the Convention – **approved**

- 

- Anonymity-protected digital access stand-alone product of the three Big Meetings – **approved**



# Floor Actions

- There were a total of 15 floor actions presented at the conference. We were only able to discuss 4 of them. It was approved to forward the remaining floor actions to the appropriate Trustees committees for consideration.
- The only Floor Action that passed was the request to develop a pamphlet for the Asian and Asian-American Alcoholic in AA be developed
  - Initially did not pass but after the minority opinion and much discussion it **passed 99 to 26**

# INTERNATIONAL CONVENTIONS

- **Considerations:**
  - \$35 two-day, eight-session virtual program of the International
  - A potential new declaration to be adopted in 2030

# INTERNATIONAL CONVENTIONS: CLOSING PRAYERS

- Committee recommended five options to close the Big Meetings at the International:
  - Serenity Prayer
  - Responsibility Statement
  - Declaration of Unity
  - Third Step Prayer
  - Seventh Step Prayer
  - A Moment of Silence was added as a sixth option (after an amendment to the motion)
- A motion to amend the motion to add the Lord's Prayer failed; discussion centered on the disunity of using religious prayers in a non-religious program



# PART IV

# FLOOR ACTIONS

# WHAT IS A FLOOR ACTION?

- Items people came to the Conference to propose
- Items that did not come out of committee that someone feels merit consideration