



## **I. Agenda - Monday - Tuesday**

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

Apr 15, 2024 9:00 AM - Jun 15, 2024 11:00 AM EDT

### **Table of Contents**

#### **I. Discussion and acceptance of trustees' committee report.**

<b>A. Discuss workshop topic ideas for the 2025 General Service Conference.....</b>	<b>3</b>
AG-A0 -Cover_2025-Themes.docx.....	3
<b>1. Suggestions for 2025 Conference Theme.....</b>	<b>4</b>
AG-A1_2025-Themes.docx.....	4
<b>2. List of Conference Themes 1951-2024.....</b>	<b>6</b>
AG-A2-GSC Themes 1951-2024.docx.....	6
<b>B. Review presentation/discussion topic ideas for the 2025 General Service Conference.....</b>	<b>8</b>
AG-B0-Cover_2025-Presentation_DiscussionTopics.docx.....	8
<b>1. List of 2025 Conference presentation/discussion topic ideas.....</b>	<b>9</b>
AG-B1-2025Conf_PresDisc.docx.....	9
<b>2. List of Conference presentation/discussion topics recommended by Conference 1985-2024.....</b>	<b>10</b>
AG-B2-GSC-Presentation-Discussion-Topics-1985-2024.docx.....	10
<b>C. Discuss workshop topic ideas for the 2025 General Service Conference.....</b>	<b>19</b>
AG-C0-2025_WorkshopTopics.docx.....	19
<b>1. List of 2025 Conference workshop topic ideas.....</b>	<b>20</b>
AG-C1-Ideas2025-ConfWorkshops.docx.....	20
<b>2. List of Conference workshop topics recommended by Conference 1985-2024.....</b>	<b>21</b>
AG-C2-GSC-Workshop-Topics-1985-2024.docx.....	21
<b>D. Review the General Service Conference Evaluation Form, distribution process and 2023 Evaluation Summary.....</b>	<b>25</b>
AG-D0 Eval.docx.....	25
<b>1. 2024 GSC Evaluation Form – Conference Members.....</b>	<b>26</b>

AG-D1-2024-Conference-Member-Evaluation.docx.....	26
<b>2. 2024 GSC. Evaluation Form - Observers.....</b>	<b>33</b>
AG-D2-2024-Observers-Evaluation-Form.docx.....	33
<b>3. 2023 Evaluation Summary.....</b>	<b>34</b>
AG-D3-2023-Summary.pdf.....	34
<b>E. Discuss progress report on Conference improvement.....</b>	<b>51</b>
AG-E1-2024-ProgressReport-SubcommConfImprovements.docx.....	51
<b>1. 2024 Subcommittee on Conference Improvements progress report .....</b>	<b>55</b>
AG-E1-2024-ProgressReport-SubcommConfImprovements.docx.....	55
<b>F. Review feedback from Delegate Chairs on quarterly communications.....</b>	<b>59</b>
AG-F0-ConfCommChairs-Survey.docx.....	59
<b>1. Survey Results from Delegate Committee chairs .....</b>	<b>60</b>
AG-F1-ResultsConfCommChairsSurvey.docx.....	60
<b>G. Review Conference Inventory plan for the 2025 GSC.....</b>	<b>67</b>
AG-G0-Cover-Conf-Inventory-Plan.docx.....	67
<b>1. Conference Inventory plan for the 2025 General Service Conference.....</b>	<b>69</b>
AG-G1-Conference-Inventory-Plan.docx.....	69
<b>2. July 2023 Progress Report - Subcommittee Inventory.....</b>	<b>75</b>
AG-G2-July2023-Progress-Report-Inventory-Subcommittee.docx.....	75

## 2024 Conference Committee on Agenda

**ITEM A:** Review suggestions for the theme of the 2025 General Service Conference.

---

### Background notes:

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

Advance themes came into being beginning with the 1962 General Service Conference. Letters mailed to speakers/presenters prior to the Conference reveal that a definite theme was selected before the start of the Conference.

Conference theme and presentation topics revolve around basic principles of A.A. and can spark thought-provoking discussion. Regions, areas and districts often incorporate these topics into workshops, meetings, pre-Conference assemblies, etc., allowing for broad discussion throughout the Fellowship.

---

### Background:

1. Suggestions for 2025 Conference Theme
2. List of Conference Themes 1951-2024

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

**Suggested Theme Topics for the 2025 Conference**

1. A New Age of Growth
2. Out of Our Comfort Zone
3. Let's Double Our Inheritance
4. Making Waves
5. Managing for Growth
6. Standing On Shoulders Instead of Hiding In Shadows
7. Shoulder to Shoulder: Our Common Journey
8. Service: When We Get Busy, We Get Better
9. Service: Vital to Our Growth
10. Service: Our Great Responsibility
11. A Vision of Unity, Through the Three Legacies of A.A.
12. The Long-Term Future of the A.A. Movement Through Services
13. The "U" in Unity – How Service Work Brings Us Together
14. As Our Higher Power Guides Us - Individual Spiritual Freedom
15. Inventory – the Key to the Future
16. The Home Group Conscience: Informed and Reported
17. A.A.'s Essential Voice: The Informed Group Conscience
18. The Informed Group Conscience: Defined, Practiced and Reported
19. The A.A. Group Voice: Responsibility, Accountability and Participation
20. The A.A. Group: Actively Practicing Responsible Authority

**CONFIDENTIAL: 74th General Service Conference Background**

**21. The Entire Conference Structure Takes Its Inventory -- The Acid Test: A Thriving Structure  
Under All Conditions**

**Themes of the General Service Conference 1951 – 2024**

- 2024 - Connecting with Love, Unity and Service
- 2023 - A.A.'s Three Legacies – Our Common Solution
- 2022 - A.A. Comes of Age 2.0: Unified in Love and Service
- 2021 - A.A. in a Time of Change
- 2020 - 2020: A Clear Vision for You
- 2019 - Our Big Book – 80 Years, 71 Languages
- 2018 - A.A. – A Solution for All Generations
- 2017 - Supporting Our Future
- 2016 - Our Spiritual Way of Life: Steps, Traditions and Concepts
- 2015 - Celebrating 80 Years of Recovery, Unity and Service – The Foundation of Our Future
- 2014 - Communicating Our Legacies – Vital in a Changing World
- 2013 - The General Service Conference Takes Its Inventory – Our Solution in Action
- 2012 - Anonymity: Our Spiritual Responsibility in the Digital Age
- 2011 - We Are Responsible for A.A.'s Future – Let It Begin with Us
- 2010 - Practicing A.A.'s Principles – The Pathway to Unity
- 2009 - Our Commitment to Carry A.A.'s Message – Enthusiasm and Gratitude in Action
- 2008 - Communication and Participation – The Key to Unity and Self-Support
- 2007 - Our 12<sup>th</sup> Step Responsibility – Are We Going to Any Length?
- 2006 - Sponsorship, Service and Self-Support in a Changing World
- 2005 - Basics of Our Home Group – Recovery, Unity and Service
- 2004 - Our Singleness of Purpose – The Cornerstone of A.A.
- 2003 - Living A.A.'s Principles Through Sponsorship
- 2002 - Sharing the Steps, Traditions and Concepts
- 2001 - Love and Service
- 2000 - Trusting Our Future to A.A. Principles
- 1999 - Moving Forward: Unity Through Humility
- 1998 - Our Twelfth Step Work
- 1997 - Spirituality – Our Foundation
- 1996 - Preserving Our Fellowship – Our Challenge
- 1995 - Pass It On – Our Three Legacies
- 1994 - Spirit of Sacrifice
- 1993 - A.A. Takes Its Inventory – The General Service Conference Structure
- 1992 - The A.A. Message in a Changing World
- 1991 - Sponsorship: Gratitude in Action
- 1990 - The Home Group – Our Responsibility and Link to A.A.'s Future
- 1989 - Anonymity – Living Our Traditions
- 1988 - Singleness of Purpose – Key to Unity
- 1987 - The Seventh Tradition – A Turning Point

**CONFIDENTIAL: 74th General Service Conference Background**

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

**2024 Conference Committee on Agenda**

**ITEM B:** Review presentation/discussion topic ideas for the 2025 General Service Conference.

---

**Background:**

1. List of 2025 Conference presentation/discussion topic ideas.
2. List of Conference presentation/discussion topics recommended by Conference 1985-2024.



**Suggested Presentation Topics for the 2025 Conference**

1. We Hope You Like the Stewardship We Have Given You
2. Service: A Huge Rotating Committee
3. A Practical Application of the 12 Concepts in Our Service Work
4. The Relationship & Parallels Between the 12 Traditions and 12 Concepts
5. How to Ask the Hard Questions with Respect
6. The Effects of Our Modes of Communication on Our Unity
7. Improving Our Unity by Taking an Inventory
8. Dual Sense of Belonging, Recovery and Services
9. Service: When We Get Busy, We Get Better
10. Service: Vital to Our Growth
11. Service: Our Great Responsibility
12. Service: A Huge Rotating Committee
13. Communication: The Key to an Informed Decision
14. Ultimate Responsibility: Where Is the Missing A.A. Group's Conscience?
15. The A.A. Group: Delivering an Informed Group Conscience
16. Technology's Role in Facilitating Stronger 12<sup>th</sup> Step Work
17. Where the Legal Meets the Spiritual

**Presentations Recommended by Conference  
1985 – 2024**

- 2024: Safety Throughout the Structure in Our Fellowship  
1728 Sponsorship  
Overcoming the Barriers to Participation
- 2023: General Service – Our Mighty Purpose and Rhythm:  
Our Common Perils and Common Solution  
Using A.A.'s Literature in Carrying the Message  
Fostering a Thriving Three Legacy Culture
- 2022: How Do A.A.'S Go to Any Lengths to Recover, Unify and Serve?  
Going Beyond Fear  
How to Reach Anyone, Anywhere
- 2021: Practicing A.A.'s Spiritual Principles in a Changing World:  
Recovery in a Changing World  
Unity in a Changing World  
Service in a Changing World
- 2020: Recovery – Who is Missing in Our Rooms?  
Unity – Practicing Our Principles  
Service – Keeping A.A. Relevant
- 2019: Yesterday's World – Our Legacies Begin  
Today's World – Demonstrating Integrity, Anonymity and Service  
Tomorrow's World – Courage to be Vigilant
- 2018: Today's Alcoholic: Inclusion, Not Exclusion  
Participation in All of A.A. – Is My Triangle Balanced?  
A.A. Technology: Where Innovation Meets the Traditions  
Attraction not Promotion: A.A.'s Relation to the World  
Group Conscience: The Guiding Force
- 2017: 1. Growth:  
Diversity – Outreach and Attraction  
Safety – Our Responsibility  
Communication – Today and Tomorrow
2. Participation:  
Fellowship vs. Membership  
Leadership: "I am Responsible. . ."  
Is Your Voice Heard?
3. Contributions:

Spirituality and Money  
Fully Self-Supporting Our Obligations  
Apathy and Power of the Purse

- 2016: Connecting with the Newcomer  
Connecting with Each Other  
Connecting with A.A. as a Whole
- 2015: Our Common Welfare Through Gratitude in Action
1. Diversity in A.A. - Our Heritage of Inclusion
  2. Safety and Respect – Practicing the Principles Begins in our Home Group
  3. Safeguarding our Traditions Through the Evolution of Technology
  4. Inventory – Looking Back to Move Ahead
- 2014: Living in the Heart of A.A.:
1. Recovery, Unity and Service – Our Responsibility
  2. Passing It on Through Sponsorship
  3. Participating in Our Common Welfare through Contributions
  4. Inventory – A Guiding Tool to Our Future
- 2013: Spiritual Principles for World Service:
1. The Triangle – More Than a Shape
  2. The General Service Conference Inventory – Why Is It Necessary?
  3. Self-Support – What Does It Mean to the Fellowship?
  4. Primary Purpose – Carrying the A.A. Message
- 2012: a: Carrying the A.A. Message:
1. Still Our Primary Purpose
  2. Social Web Sites
  3. Young People in A.A.
  4. Importance of Sponsorship
- b: Change – Essential to A.A.'s Growth:
1. Service: Our Third Legacy
  2. Spirit of Rotation
  3. Diversity – Let's Keep Our Doors Open for Any Who May Suffer from Alcoholism
  4. Archives – Where the Past Meets the Present
- 2011: a: Alcoholics Anonymous in a Digital Age:
1. Practicing Our Traditions in a Digital Age
  2. Carrying A.A.'s Message Online
  3. Grapevine – "A.A.'s Meeting in Print" and More . . .
- b. An Informed Group Conscience: The Voice of A.A.:
1. Self-Support – Where Do Money and Spirituality Mix?
  2. Humility – Accepting the Group Conscience
  3. An Informed Group Conscience – Using the Three Legacies
- c. Diversity in A.A.:

## CONFIDENTIAL: 74th General Service Conference Background

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

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

## CONFIDENTIAL: 74th General Service Conference Background

- 2003:
  - a. Sponsorship:
    - 1. Responsibilities of Sponsorship
    - 2. Is Sponsorship Fading Away?
    - 3. Working with Medical Practitioners, Other Professionals and Friends
  - b. Principles:
    - 1. What Are the Principles?
    - 2. Living the Principles, Accepting Our Differences
- 2002:
  - a. Unity:
    - 1. Spirit of Rotation—Letting Go!
    - 2. Does Our Committee System Work?
    - 3. The Internet—A Part Of or Apart From?
  - b. Inventory:
    - 1. A.A. Literature—Is It Being Utilized or Collecting Dust?
    - 2. Seventh Tradition and Spirituality—Do They Really Mix?
- 2001:
  - a. Sponsorship:
    - 1. The Home Group
    - 2. Sponsorship into Service
    - 3. Never Too Late to Get a Sponsor
  - b. Language of the Heart:
    - 1. Listening to the Language of the Heart
    - 2. Sharing Experience, Strength and Hope
    - 3. Passing On Our Three Legacies
  - c. The G.S.R.'s Role in A.A.:
    - 1. In the Home Group
    - 2. Link to the District, Area and G.S.O.
    - 3. Guardian of the Traditions
- 2000:
  - a. Recovery:
    - 1. Trust the God of Your Understanding
    - 2. Clean House
    - 3. Work With Others
  - b. Unity:
    - 1. Our Common Welfare
    - 2. The Informed Group Conscience and Substantial Unanimity
    - 3. Practicing Genuine Humility Through Anonymity
  - c. Service:
    - 1. I Am Responsible...
    - 2. Our Primary Purpose
    - 3. Spirit of Rotation
- 1999:
  - a. Our Responsibility to A.A. Unity:
    - 1. Home Group
    - 2. A.A. Service Structure
    - 3. A.A. Worldwide

## CONFIDENTIAL: 74th General Service Conference Background

- b. Many Faces—One Fellowship
    - 1. Accepting Our Differences
    - 2. I Am Responsible...
    - 3. Principles Before Personalities
  - c. Our Future Together:
    - 1. Sponsorship
    - 2. A.A. Literature
    - 3. Tradition Seven
- 1998:
- a. Our Twelfth Step Work:
    - 1. Reaching the Newcomer
    - 2. Carrying This Message
    - 3. Back to Basics
  - b. Tools for Twelfth Stepping:
    - 1. The A.A. Member
    - 2. Sponsorship
    - 3. Literature
  - c. Diversity of Twelfth Step Work:
    - 1. Home Group
    - 2. Service Structure
    - 3. Around the World
- 1997:
- a. Group Conscience—Seeking Our Ultimate Authority
  - b. Carrying A.A.'s Message Around the World
  - c. The Hat—Where Money and Spirituality Mix
- 1996:
- a. Preserving Our Fellowship—Let It Begin with Me
  - b. Preserving Our Fellowship—Carrying Our Original Message
  - c. Preserving Our Fellowship—Unity and Spirituality in All Our Affairs
- 1995:
- a. Pass It On: Recovery—Our First Legacy
  - b. Pass It On: Unity—Our Second Legacy
  - c. Pass It On: Service—Our Third Legacy
- 1994:
- a. Spirit of Sacrifice: Bill's and Dr. Bob's Farewell Messages:
    - Bill's Message
    - Dr. Bob's Message
  - b. Spirit of Sacrifice in the Long Form of the Traditions:
    - Traditions One, Two and Three
    - Traditions Four, Five and Six
  - c. Spirit of Sacrifice in the Long Form of the Traditions:
    - Traditions Seven, Eight and Nine
    - Traditions Ten, Eleven and Twelve
- 1993:
- a. A.A. Takes Its Inventory
    - The Purpose of the General Service Conference
    - The A.A. Conference Relation to A.A.

## CONFIDENTIAL: 74th General Service Conference Background

- The General Service Conference and Its General Procedures
    - b. A.A. Takes Its Inventory
      - Conference Relation to the General Service Board and Its Corporate Services
      - The General Service Board: Composition, Jurisdiction, Responsibilities
    - c. The General Warranties of the Conference
    - d. A.A. Takes Its Inventory: Finance
    - e. A.A. Takes Its Inventory: The Grapevine
- 1992:
  - a. The A.A. Message in a Changing World
    - Our Common Welfare
    - Unity: Together We Can
    - The Language of the Heart Worldwide
  - b. The Joy of Living
    - The Newcomer: A.A.'s Future
    - Principles Before Personalities
    - Humility Through Rotation
  - c. Love and Service
  - d. GSO Finances
- 1991:
  - a. Sponsorship
    - Help and Hope
    - I Am Responsible
    - A Way of Life
  - b. Our Collective Humility
    - How We Identify Ourselves
    - Anonymity—Our Spiritual Foundation
    - In All Our Affairs
    - Self-support Project—Five Years Later
    - GSO Finances
- 1990:
  - a. The Importance of the Home Group
    - In Recovery
    - For Unity
    - For Service
  - b. Sponsorship
    - In Recovery
    - For Unity
    - For Service
  - c. Self-support
  - d. GSO Finances
- 1989:
  - a. Self-support
  - b. GSO Finances
  - c. Anonymity
    - How It Developed



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

The Importance of Rotation

- 1985: (Presentation and/or workshop for 1985)
- a. Will the Hand of A.A. Always Be There?  
The Middle Years of Sobriety—A Dangerous Time  
Are We Diluting Ourselves?  
Communication Within the Fellowship
  - b. The Warranties
  - c. Beyond the Seventh Tradition—Group Responsibility  
In the Meeting Place  
To the Newcomer
  - d. Fifty Years of Caring and Sharing  
In Treatment Centers  
In Correctional Facilities  
With Young People  
In the Group
  - e. The GSR—The Key Role  
Obtaining the Most Qualified Member  
The Service Sponsor

**2024 Conference Committee on Agenda**

**ITEM C:** Discuss workshop topic ideas for the 2025 General Service Conference.

---

**Background:**

1. List of 2025 Conference workshop topic ideas.
2. List of Conference workshop topics recommended by Conference 1985-2024.

**Suggested Workshop Topics for the 2025 Conference**

1. Respect For the Past and Appreciation of Current And Future Needs
2. How Online Groups Are Changing the Face of A.A.
3. The Importance of Unity in Our Service Structure
4. A Better Understanding of "Custodial Oversight"
5. What Are Essential Services and How Do We Meet Them?
6. Unity -- Putting Our Principles into Practice
7. Unity in a Changing World
8. How to Access A.A. Principles and Structures Online
9. Carrying This Message to All Who Want It
10. What Can We Be Doing to Encourage Members to Become More Active in Carrying Our Message?
11. Why Has Being a Movement of Carrying Our Message Become Less Important to Us?
12. Inventories Across the Service Structure (Group, District, Area, Conference, GSB)
13. Give the Time to Ad Hoc and Subcommittees for Reporting Back to the Conference.  
Ex. Finding a Home for On-Line Groups in the Service Structure. This Will Save Time Overall and Provide Adequate Time for Questions and Answers on Very Pertinent Topics
14. Where the Legal Meets the Spiritual
15. Is a Structure Created Long Ago Working Today?
16. Is It Time for All Our Areas to Look at 'Changing Boundaries' (i.e., Redistricting, Rearranging, and the Like)?

**Workshop Topics Recommended by General Service Conference  
1985 – 2024**

- 2024: Connecting Home Groups to the Conference Throughout the Year, to Better Inform the Group's Conscience
- 2023: Practicing Our Twelve Traditions Across All Group Settings
- 2022: The Warranties – Our Promise to the Fellowship and the World
- 2021: Inform - Communicate  
Involve - Act  
Inspire - Attract
- 2020: Attraction Through Action
- 2019: Clarity of Purpose – Addressing the Needs of Our Meetings
- 2018: Getting the A.A. Message Out...
- 2017: Anonymity – The Spiritual Foundation
- 2016: GSB Brainstorming Ideas – no Workshop
- 2015: Conference Inventory – no Workshop
- 2014: Conference Inventory – no Workshop
- 2013: Conference Inventory – no Workshop
- 2012: Safety in A.A.: Our Common Welfare
- 2011: How to Increase Participation in A.A. – Striving for Self-Support in All Our Affairs
- 2010: Discuss the General Service Agenda Selection Process
- 2009: Language of the Heart – Keeping It Simple
- 2008: Love and Tolerance, Now More Than Ever
- 2007: Spiritual Value of Our A.A. Dollars
- 2006: Passing It On in a Changing World

## CONFIDENTIAL: 74th General Service Conference Background

- 2005: Do I Carry the A.A. Message or My Own?
- 2004: How Is Singleness of Purpose Important to the Individual, Group, District, Area, GSO and Grapevine Office?
- 2003: Sponsorship – Remembering to Practice Our Principles
- 2002: Using the Steps, Traditions and Concepts in Our Daily Lives
- 2001: Love and Service
  - a. Carrying the A.A. Message of Service
  - b. Living the A.A. Principles in All Our Affairs
  - c. Maintaining the Spirit of Anonymity
- 2000: Trusting Our Future to A.A. Principles
  - a. Twelve Steps
  - b. Twelve Traditions
  - c. Twelve Concepts
- 1999: Moving Forward: Unity Through Humility
  - a. Harmony in the A.A. Community
  - b. Principle of Rotation
  - c. Spiritual Significance of Anonymity
- 1998: Our Twelfth Step Work
  - a. In the Home Group
  - b. In the Service Structure
  - c. Around the World
- 1997: Spirituality – Our Foundation
  - a. Spirit of Rotation
  - b. Working with Faith, Serving with Love
  - c. Unity – We Are Responsible
- 1996: Preserving Our Fellowship – Our Challenge
  - a. Through Your Home Group
  - b. Through Your District
  - c. Through Your Conference Area
- 1995: How We Pass It On:
  - a. Our Basic Message
  - b. Sponsorship in Recovery and Service
  - c. Communication – The Language of A.A.
- 1994: The Twelfth Step in Action:
  - a. Where Have We Been?

## CONFIDENTIAL: 74th General Service Conference Background

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

**CONFIDENTIAL: 74th General Service Conference Background**

In the Group

- e. The GSR—The Key Role  
Obtaining the Most Qualified Member  
The Service Sponsor



## 2024 Conference Committee on Agenda

**ITEM D:** Review the General Service Conference Evaluation Form, distribution process and 2023 Evaluation Summary.

---

### Background notes:

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

The committee reviewed and accepted a final report from the 2023-24 Subcommittee on Conference Improvements. The committee noted activities focused on improvement opportunities based on the 73rd General Service Conference evaluations. The committee noted improvements to daily workflow and end times to improve the Conference Week Schedule and that the 2024 General Service Conference evaluation questionnaires will include opportunities for Conference members to provide feedback on the schedule. The committee noted the cost savings of approximately \$112,000 to the Conference Week Schedule. The committee also reviewed the new format of the 2023 Conference evaluation summary, including a cost savings summary.

The committee **agreed to forward** the Subcommittee on Conference Improvements final report, the 2023 Evaluation summary, and the 74th General Service Conference evaluation forms to the 2024 Conference Committee on Agenda.

### Secretary Note:

*The 74th General Service Conference evaluation forms will be distributed to General Service Conference Members and Observers through an electronic survey during the Conference week.*

---

### Background:

1. 2024 GSC Evaluation Form – Conference Members
2. 2024 GSC. Evaluation Form - Observers
3. 2023 Evaluation Summary

April 2024

## 74th GENERAL SERVICE CONFERENCE EVALUATION FORM

To: All Conference Members

***Please take the time to share your experience and opinions  
by filling out & turning in this Conference Evaluation.***

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

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

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

### **I. Pre-Conference (Events and Activities) up to Saturday April 13, 2023**

Please rate and comment on the Pre-Conference Communications.

Please rate and comment on the Conference Manual.

Please rate and comment on the Conference Week Schedule.

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

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

Please rate and comment on the communication around the dress code and the casual dress day.

### **OnBoard Platform**

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

### **Joint Committee meetings**

Please rate and comment on the videoconference Joint Committee meeting.

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

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

**Videoconference meeting venue of the 1728 and Remote Communities**

**(Estimated savings of \$18,600)**

Please rate and comment on the videoconference meeting venue of the 1728 Meeting.  
Please rate and comment on the videoconference meeting venue of the Remote Communities Meeting.

**II. During the Conference Week**

**SUNDAY, APRIL 14**

**Reading Room Accommodations to view the Plain Language Translation**

Please rate and comment on the reading room accommodations to view the Plain Language Big Book draft.

**Opening Session:**

Please rate and comment on the Sunday Opening Session.

**Area Highlights**

Please rate and comment on the Area Highlights.

**Presentation/ Discussion Theme**

Please rate and comment on “Safety Throughout the Structure in our Fellowship.”

Please rate and comment on “1728 Sponsorship.”

Please rate and comment on “Overcoming the Barriers to Participation.”

**Sunday Lunch and Delegate Orientation by Region**

Please rate and comment on the Sunday Regional Delegate Luncheon.

**Workshop Discussion**

Please rate and comment on “Connecting Home Groups to the Conference Throughout the Year, to Better Inform the Group’s Conscience.”

**Sunday onsite venue for Joint Committee Meeting**

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

**General Service Board Report**

Please rate and comment on the General Service Board Report.

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

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

**MONDAY, APRIL 15**

**Reading Room Accommodations to view the Plain Language Translation**

Please rate and comment on the reading room accommodations to view the Plain Language Big Book draft.

**Area Highlights**

Please rate and comment on the Area Highlights.

**General Sharing Session: What's On Your Mind?**

Please rate and comment on the General Sharing Session.

**Discussion on Co-founders' Writing**

Please rate and comment on the Discussion on Co-founders' Writing.

**Finance Report**

Please rate and comment on the Finance Report and Discussion.

**TUESDAY, APRIL 16**

**Reading Room Accommodations to view the Plain Language Translation**

Please rate and comment on the reading room accommodations to view the Plain Language Big Book draft.

**Area Highlights**

Please rate and comment on the Area Highlights.

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

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

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

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

**General Sharing Session: What's On Your Mind?**

Please rate and comment on the General Sharing Session.

**International Convention Report and Skit**

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

**WEDNESDAY, APRIL 17**

**Reading Room Accommodations to view the Plain Language Translation**

Please rate and comment on the reading room accommodations to view the Plain Language Big Book draft.

**AA Grapevine Board Report**

Please rate and comment on the AA Grapevine Board Report.

**General Sharing Session: What's On Your Mind?**

Please rate and comment on the General Sharing Session.

**Wednesday Regional Lunches for Delegates**

Please rate and comment on the regional luncheon.

**Trustee Elections**

Please rate and comment on the Trustee Elections.

**Secondary Committees Joint Dinner Meetings**

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

**Wednesday Dinner on your own off-site (Estimated savings of \$11,500)**

Please rate and comment on the Wednesday dinner on your own off-site.

**Location Plus Report/Discussion**

Please rate and comment on the Location Plus Report/Discussion.

**Conference Committee Reports**

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

**Mid-Week Conference Review**

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

**Conference Member Participation**

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

	Not Enough	Just Right	Too Much
Delegates			
Trustees			
Directors			
Staff			

**THURSDAY, APRIL 18**

**Reading Room Accommodations to view the Plain Language Translation**

Please rate and comment on the reading room accommodations to view the Plain Language Big Book draft.

**Conference Committee Reports**

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

**General Sharing Session: What's On Your Mind?**

Please rate and comment on the General Sharing Session.

**FRIDAY, APRIL 19**

**Conference Committee Reports**

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

**Conference Member Participation**

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

	Not Enough	Just Right	Too Much
Delegates			
Trustees			
Directors			
Staff			

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

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

**Reduced Coffee Stations (at a saving of \$24,000)**

Please rate and comment on consolidating the number of coffee stations from about 25 to 15 during the week.

**French and Spanish Interpretation**

Please rate and comment on the support of participation of Conference members in Spanish and French languages.

Please rate and comment on the positioning of the Interpretation booths at the GSC.

**IV. Post Conference**

**Saturday after Conference**

Please rate and comment on removing the Saturday brunch on April 20, for an estimated savings of \$18,600 (write in).

Please comment on the Saturday, April 20, 2024, gathering to announce the 2025 New

## CONFIDENTIAL: 74th General Service Conference Background

Delegate chairperson and farewell talks given by rotating trustees (write in).

Please comment on the Stepping Stones visit Saturday afternoon April 20, 2024 (write in).

Please comment on the suggestion to make voluntary contributions to GSB to offset the costs for the Stepping Stones visit for an estimated savings of \$14,000 (write in).

Please comment on the decision not to reimburse for an extra hotel night on Saturday, April 20, 2024, after the Conference, due to late afternoon return from the Stepping Stones visit. **\$12,500** (write in)

### **V. Future Conferences**

Please rate and comment on adding stipends for offsite lunches outside of the hotel, when possible, for an estimated savings of **\$ 8,500** per lunch.

For future Conferences, please rate and comment on moving the Joint Committee follow-up meeting to videoconference held prior to the Conference.

For future Conferences, please rate and comment on replacing the Sunday plated dinner banquet with a coffee/desert service prior to the Sunday A.A. meeting for an estimate savings of **\$37,275**.

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

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



APRIL 2024

**74th General Service Conference  
Observer Evaluation Form**

To: Conference Observers

We thank you for taking the time to complete this Conference Evaluation.

Your feedback helps the General Service Office and the trustees' Committee on General Service Conference to plan the next annual meeting of the General Service Conference.

**Conference Manual**

Please rate and comment on your experience with the Conference Manual:

**Conference Week Overall Experience:**

Please rate and comment on the following:

- Opening Sessions
- Board Reports
- Committee Reports
- Sharing Sessions
- Backup Plan
- Area Highlights
- Presentations/Discussions

**Conference Member Participation**

Please rate and comment on Conference Member Participation (grid )

	Not Enough	Just Right	Too Much
Delegates			
Trustees			
Directors			
Staff			

**Comments and Suggestions for the 75th General Service Conference**

How can we improve on the overall Conference experience and expense?

(e.g. Meals, Hotel Accommodations, Reimbursement, Conference Activities, etc.)

## 2023 Evaluation Summary Summary of Opportunities

- Onsite registration worked great; hard copy binders helpful; PowerPoint slides were great.
- Long times each day was ineffective and brutal. Conference schedule should reflect a “Business first focus.”
- Need to receive the Conference Manual, reports, and schedules earlier.
- Use of the electronic voting from Sunday to Friday, and agreements need to be more concrete.
- More frequent and less formal Pre-Conference communications.
- Dashboard needs to let people view files and reorganize them so to use when in a hurry.
- Sunday AA Dinner registration confirmation.
- Virtual Ask It basket for when Conference Members are cut off waiting in line, their questions will get answered.
- Prioritize Sharing Sessions or “What’s On your Mind.” Delegates want the opportunity to ask direct questions to all Conference Members since we are in the same place and time to discuss issues.
- Board reports were enjoyed and appreciated but should focus on answering questions.
- Map the Committee reports to the Proposed Agenda Items; and have better version control of the committee reports.
- More communication about coming to a new city and a new adventure, dress code, and casual day.
- Invest in interpreter booths to allow interpreters can do their jobs well without creating distractions for the Conference Members in the back of the room.
- Repetitive meals and inconsistent or late vegan (or GF) meals.
- Confirmation when RSVP’ing for Sunday banquet.
- Need fresh fruit and protein breakfast options.
- Need training for the Trustee Elections.
- Saturday Activities are not really optional, so approve hotels starting on Friday evening.
- Quiet Room or a meditation space where people could just go sit and be quiet away from other humans for a minute. Not all Conference Members had a hotel room by themselves, so having a designated room would be appreciated.

## Reading Room to view the Plain Language Translations



"Would of preferred more time even a half hour more. It went by too quickly to get a real feel and sense and before I knew it I ran out of time to check a few areas I had hoped to...Appreciated the quiet reading space."

"This might be one of the greatest ideas to come from a Trustee committee in a long time. I am hopeful we remember how impactful this experience was for all Conference members and how much this will help the Fellowship with trust in the Conference process. I am hopeful we will implement this same type of experience in future years with any new material that is controversial in our movement OR with edits of any of our co-founders' writings."

1

## Reading Room continued.



"I had a wonderful experience in the reading room. It felt like reading with my sponsor, sponsee, or friend. I understand there were many suggestions given and that they were taken. I was very impressed with how well the Language of the Heart was translated into plain language.

This book will not replace the OG Big Book, but it will reach many more people than our original book ever could because it is so easily comprehended. What a labor of love. Keep up the great work on this, and continue to fine-tune it until it is the best translation possible."

2

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

## Joint Trustee Meeting Videoconference & on site

---


“Our committee had very sensitive work to do and I appreciate the joint meeting as we received very valuable information that changed the tone of our work”

“Felt better prepared for committee work after the Joint Zoom meeting.”

“Most of the committee did not have the drafts of the material, which was revealed during the meeting. This caused me to be a bit distracted during our time with the trustees.”

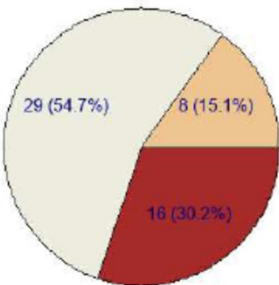
Provide tools to prepare for and participate in this meeting in advance.

“Please note that we met by Zoom prior to Conference. Very disappointed that we were only allowed as a Committee to use 1 hour of that 3 hour window of time.”



3

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



Value Category	Count	Percentage
Not valuable	8	15.1%
Somewhat valuable	29	54.7%
Very valuable	16	30.2%

■ Not valuable

■ Somewhat valuable

■ Very valuable

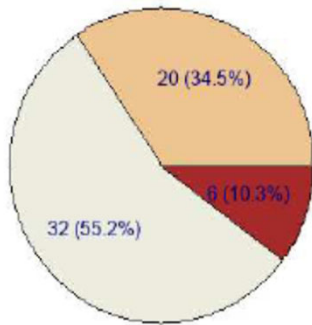
“The joint committee meeting at the Conference was much more valuable & helpful than the Zoom meeting prior to Conference.”

“I like the way it was down this year at the conference where our committee was able to discuss EDW and other topics in our own room with our trustees.

Very valuable at the time...but why was on the agenda again in person.

4

## Was there enough time for discussion of Conference committee reports?



- “Yes. I said not enough because I think we could have used a little more time. However, we made time for what mattered in the committee reports. I appreciate that and all the hard work the committees put into their reports. I think the committee work time and reporting time have to be the conference's priority. We could do an even better job with a bit more time. “
- “We need to arrange the agenda to make more time to discuss and vote on agenda items. There are too many agenda items anyway. Working all day and into the early hours of the next morning is not civilized. It's really hard on the delegates and board and the hard working staff. Not good. “

5

## Conference committee reports Continued



“I think we might benefit from more time for committee reports in order to make time for floor actions at the end of the Conference”

“There will never be enough time for discussions of this sort! I am glad that we sacrificed rigidity in our schedule to allow for full discussions of this and trustee elections. It was very important that everyone that wanted to speak had time to speak and I feel we did a good job to make sure that happened every step of the way. Very well done!”

6

## Board Reports

---



“Listening to a report read verbatim is just not an effective use of our time.”

“Provide the reports ahead of time, and then they don't need to be read to us. We could come prepared to ask questions and keep it moving.”

“I appreciated the information in the report, and it was well presented. It felt as if the time for questions was very brief. I am not sure why we hear the reports verbatim to what is already written in our binders.”

“Perhaps a top-line report with more time for questions would be better.”

7

## Board Reports continued

---



“So much work is being done by our staff with minimal employees. Are we overworking them? A very detailed report was provided!! The PowerPoint was also very helpful. Looking forward to having a copy so I can share it with my area.”

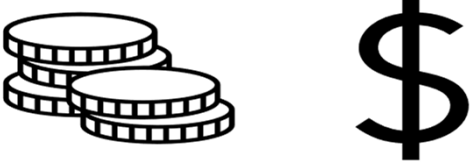
“Very informative and answered many questions I had. Absolutely fantastic report.”

“I appreciated the information in the report, and it was well presented. However, it felt as if the time for questions was very brief. I am unsure why we hear the words verbatim to what is already written in our binders. Perhaps a highlight with more time for questions would be better.

“I enjoyed the World Service Meeting report. I heard the Language of the Heart so clearly in it.”

8

# Finance Report

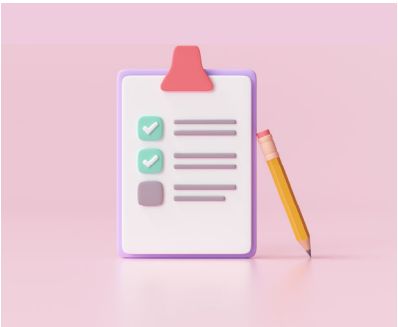


“Like the style of presentation. It had to be difficult with the uncertainty of the body toward him this year. He did his "job" very well in an understandable and entertaining way.”

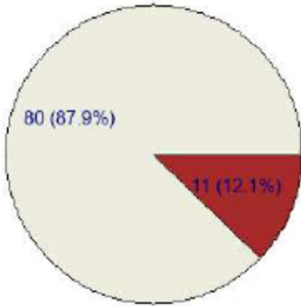
“I think these are all valuable, I only wish there was more time to ask questions after each report. I also like the power point”

9


## Equitable Distribution Workload year 2



“I was on a committee that received EDW items both years; I think its a good system, there’s just definitely some bugs to still work out. It was a little frustrating to have an item that we wanted to do something with but all we could do is an additional committee consideration because it wasn’t under our scope to make a recommendation.”



Response	Count	Percentage
Yes	80	87.9%
No	11	12.1%



10



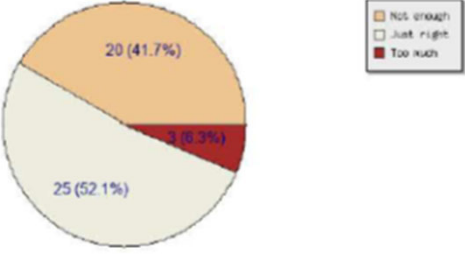
## General Sharing Session- What's On Your Mind

“



---

“These sessions are our sole legacy to the old Conference days where 'issues affecting the movement' can be discussed.”

“We did not have enough time for these sessions. They often followed reports, so they were more of the Q and A for the prior session rather than set aside for open sharing, or we just ran out of time and skipped them. I know we had a hectic agenda, so not sure what to do to make time except to cut presentations which feels unfair if we have scheduled presenters.”



Response	Count	Percentage
Not enough	20	41.7%
Just right	25	52.1%
Too much	3	6.3%


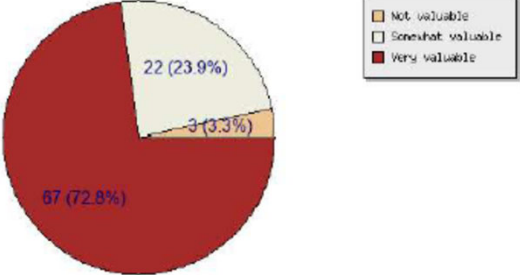



11

## Location Plus Ad Hoc Committee Report Please rate

“I thought the Location Plus report was thorough and contained all of the information I needed to inform my area and the groups back home about the facts of the matter. The details about the process we are going through to assess and address concerns about our location, current space utilization, and possible alternatives were very informative and useful.”

“Information was good, but I never understood the "Plus." Sounded non AA. Very corporate, like a new streaming service company”

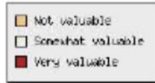
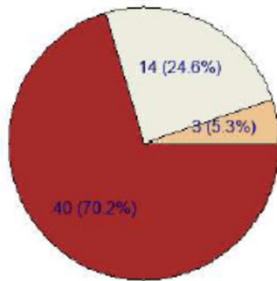
Response	Count	Percentage
Very valuable	67	72.8%
Somewhat valuable	22	23.9%
Not valuable	3	3.3%

12



## Report from Online Groups POG Ad Hoc Committee Report

“Very informative and love that we need to keep talking about it in our areas to get as much information as possible, love the idea that online groups/districts could have a survey and that we are in the development phase of figuring out how these groups can stay connected”

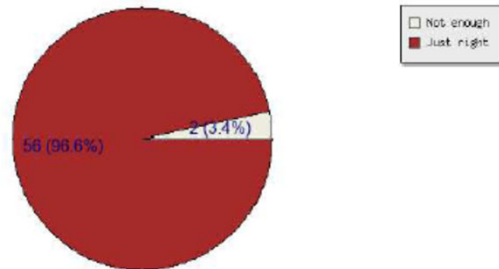


13

## Discussion on the Plain Language Big Book

“We had a lot of feedback on the book and most of it was positive which was somewhat of a surprise considering all the negative comments I was hearing towards the project.

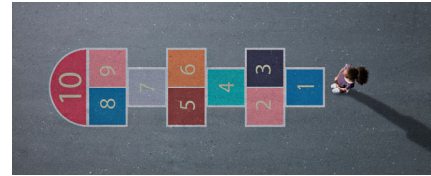
I was in favor of this from the outset but was reserved on my opinion of what it would look like until I could sink my teeth into it a little bit I had got a quick bite like everyone else but it left me with an appetite for some more”



14

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

# Area Highlights



“Really enjoyed the evening of Area highlights. Maybe consider one block of time (like tonight) for all highlights. They were great and informative.”

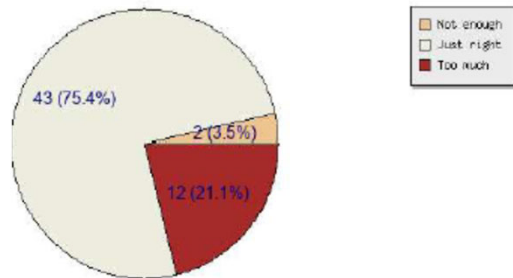
“Overwhelming to hear all Highlights at once instead of over 3 days, but it really made an impact on some new delegates to absorb how much bigger AA is than their little corner of the world.”

“No disrespect, but area highlights use much conference time. Although they are very interesting, the time is not quite worth it. Highlights are printed in the final report and some regions provide the delegate's the experience of sharing them in person.”

“Wastes too much time. Just put them in the Final Report.”

“They are interesting and enjoyable, but time is so very limited that I would sacrifice them.”

“One marathon session on the first night might be a better schedule option.”



15

# Comment on the Conference dashboard

“The dashboard is difficult to navigate still...and I am a second-year delegate. I wish I could look at an item without having to download it to my device. Sometimes I just need a little information and I have to download it to see.”

## Versus

“The dashboard is valuable. It is essential for conference members. However, it is a challenge to navigate. The inability to view a file is a negative.

The weekly update email was helpful.”



16

## Was the advance material and preparation from G.S.O. adequate

---

“There isn’t a question about registration. It needs to be mentioned that registration on site was very organized and smooth. Also, the printed conference manual is MUCH appreciated.”

“Too much information coming at the 11th hour. Anything g that comes in a week before conference is difficult to get to.”



17



## Usefulness of the opening session

“Very exciting and so grateful for the spiritual space this creates at the beginning of the conference”

“Can a poll be sent to conference members in advance asking all the things we’re agreeing on?”

“I would like to see us take a moment of silence.”

This is where we realize we are at THE GENERAL SERVICE CONFERENCE!!!! I loved being welcomed so warmly!”



18

## Lunch and delegate orientation by region meeting

“Both regional lunches are invaluable to the Conference process and should be preserved at all costs.”

“Meeting with Regional Delegates is an opportunity to share conference swag, make decisions about Regional Forum bids, and discuss the regional A.A. service assembly business with the outgoing and incoming chairs. My regional delegates are a solid group, and we lean on each other for help with agenda item commentaries and discussions, copies of meeting notes, sharing presentation power points and spreadsheets, and for emotional and spiritual support before, during, and after the conference.”



19

## Wednesday Regional Lunches for Delegates

“Being together mid-week with my fellow regional members and our trustee is very special.”

“I do not feel the lunch prepared us for the process of selecting our Regional Trustee.”



20

## Workshop: “ Practicing Our Twelve Traditions Across All Group Settings”



“Loved that we broke up into groups with members of many different regions to discuss and share ideas and suggestions.

This allowed for a lot of discussion from all members in my group.

Recommend to continue doing this, because is the large group we run out of time, and not all members are heard (just who gets to the mic first).”

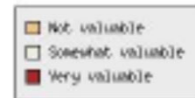
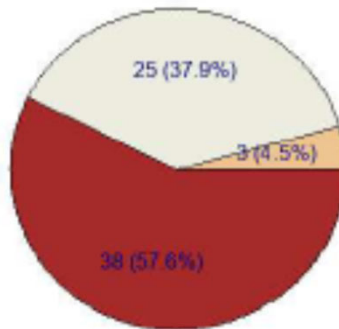
	Percent	Count
Not valuable	8.8%	8
Somewhat valuable	38.5%	35
Very valuable	52.7%	48
Times answered	94.8%	91
Times skipped	5.2%	5

21

## 3. Presentations

“All three speakers wrote and presented very moving presentations.”

“Topics and presentation excellent“



22



## Trip to General Service Office

“The opportunity to talk to staff and employees was valuable “

“Please consider another day for the tour. Tuesday afternoon is one of the most important days of the entire week. All of the conference secretaries have to come out of committee and write the reports, and it sometimes take hours and hours. Some of the committees were still meeting that afternoon. It's one of the worst times of the week to leave the hotel, and go all the way up to the office in my opinion. Very very hard on the staff and delegates.”



23

## Mid-Week Conference Review



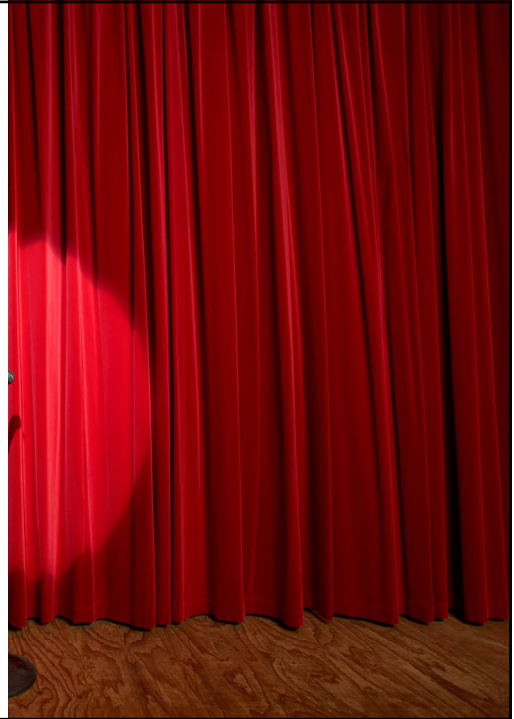
“Since we only did one sharing session they must not be as valuable as we think they are. They appear to be disposable. However we were assured plenty of time to ask questions and that was not the case. For example there were more question about the board reports and we were told not to worry that we could ask them during the sharing session that we did not have. The AAWS report contain a whole lot of information and would benefit a larger time slot because they report on the AAWS budget and activities alongside the GSB Budget and GSO activities.”

24

**CONFIDENTIAL:** This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

## Participation of Conference Members

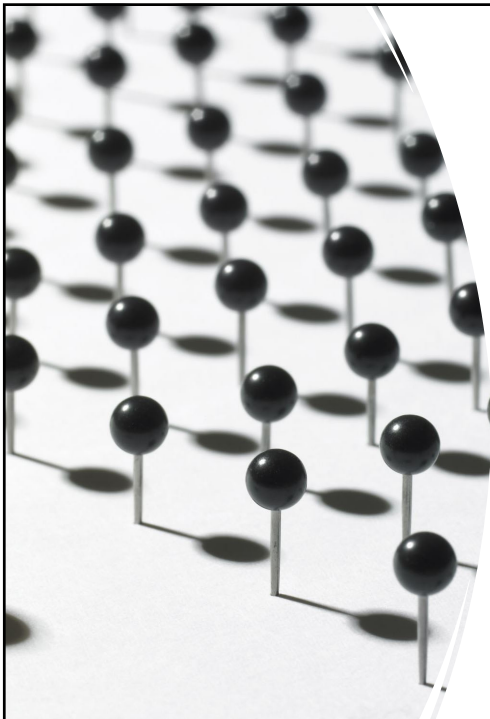
“I am glad we hear from our staff, directors, and trustees. They answered questions well. They did share opinions but not over much. This has very much been a conference of all the conference members”



25

## Please rate and comment on the participation

“the delegates seem to be way more vocal than those other trusted servants and paid staff that are doing the work, I would really love to hear more from them.”



26

**CONFIDENTIAL:** This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

## End-of-Week Conference Review

"At the end of the week, I felt physically, mentally, and spiritually drained by the process of the discussion and voting on floor motions. I am glad we did that at the Conference, and I hope the message will carry back to all A.A. members that A.A. is in good hands and we can trust the process. My spiritual tank was renewed Saturday morning with discussions among delegates and talks with rotating Trustees that we are all okay after the week of conference work.

"I have to say, this was the most well organized, most smoothly run Conference I can remember. The Mets team did a fantastic job, including the supporting staff and all the many moving parts. I was so impressed with the job the team at GSO did. Congratulations!

And Diana is an angel. I don't know how she pulled it off. In the future, I think we need a Conference department, not just a Conference desk. It keeps growing, becoming bigger, more complicated and takes up more months of the year every year. Just a thought."



27

## Responses to Suggestions For The 74th General Service Conference How can we improve on the overall Conference experience and expense?

"Overall the conference was well organized with few hiccups. Staff were well prepared and exceptionally helpful (as usual). The meals were tasty and ready on time. Beverages were a good assortment. Would prefer better wifi and the first ballroom. "

"the days were entirely too long. i believe the breaks could have been longer, but the length of time of the entire conference was brutal. i think by the end people were voting just to get it over with. i really think this needs to be looked at and discussed about how the same work can be accomplished in a different manner. Marriott's staff as well as the GSB staff were exceptional. "



28

**CONFIDENTIAL:** This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.



## Suggestions for the 74th General Service Conference

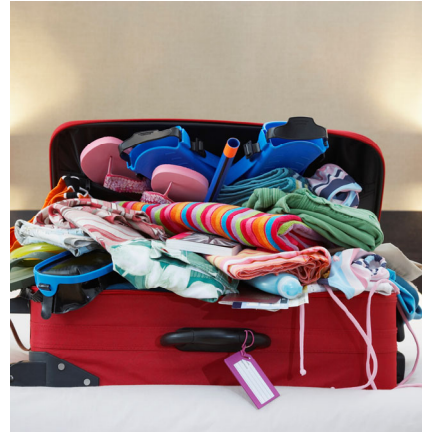
---

“My experience was positive, however there was no heat in the hotel and the Conference room could get very cold, such as on the Opening Dinner night and other days/nights.

For meals; although there were a few vegan options; the buffet did not always have options beside salad. The staff was always keen on preparing a dish, but it would require a back and forth with the manager, chef or other staff and would take another 30 minutes making it difficult to eat at the same time as others.

A colleague had mentioned having tripped last year, I personally did as well I think the extension cords are hazardous. Many hotels now have desks and tables with incorporated outlets and this hotel has not caught up with that yet.

METS Team was amazing!! :) “



### Summary of Cost Savings

In review and discussion of the 2023 evaluations, the Conference Improvements Subcommittee suggested the following cost savings of approximately **\$112,000** which the Trustees' General Service Conference Committee agreed to incorporate in the 2024 Conference budget:

- Saturday before the Conference, moving the onsite venue of Pre-Conference activities to videoconference (Remote Communities, Saturday Delegates' Only, and 1728 Meeting). **\$18,600**
- Friday night before the Conference, cost savings from a reduction in extra hotel nights due to on-site Saturday Pre-Conference events. **\$12,500**
- Wednesday evening of the Conference week, replacing a buffet dinner for Conference participants with a stipend for a meal outside of the hotel, with adequate travel time, and a list of local options; except for buffet dinner for Secondary Conference Committees. **\$11,500**
- During the Conference week, reduce the number of coffee stations from about 25 to 15. **\$24,000**
- Saturday morning after the Conference, remove the breakfast buffet before the meeting to hear trustees' rotation talks. **\$18,600**
- Saturday afternoon after the Conference, the GSB receives voluntary self-support contributions from Conference Members to offset the costs of the Stepping Stones visit, organized by the Board. **\$14,000**
- Cost savings from not paying for an extra hotel night on Saturday after the Conference, due to late afternoon return from the Stepping Stones visit. **\$12,500**

**Trustees' Committee on the General Service Conference (TCGSC)  
2023-2024 Subcommittee on Conference Improvements (SCI)  
Progress Report**

Subcommittee: Paz P., Chair; Vera F., John W. and Diana L., Secretary

Scope: The committee was appointed with the following scope in mind:

- Review 73rd GSC Evaluations, Post Conference Sharing Session notes, a summary evaluation from the Conference Coordinator to GSO's Conference Management Team (see items D3 and D4).
- Review Draft 2024 Conference Week Schedule.

2023 Evaluations: The committee reviewed and discussed the 2023 evaluations, and the Conference week schedule, and noted the following actionable items that could improve the experience or expenses at the 74th General Service Conference (GSC):

Pre-Conference:

- Well in advance (3-4 weeks prior to the Conference starting), Conference members receive Board reports, and the Conference Week Schedule.
- Well in advance (3-4 weeks prior to the Conference starting), useful information for first-time visitors to New York City including dress codes during the Conference week.
- Joint Committee meetings continue to be held by videoconference prior to the Conference Week, with access to a trustee committee member to discuss a forwarded item from the Equitable Distribution of Workload pilot if assigned. The committee noted the positive feedback received from the 73rd GSC and agreed to continue with a virtual meeting venue.
- A 30-minute follow-up session for Joint Committee meetings be held on Sunday afternoon at the start of the Conference. The committee noted the concerns raised by Conference members whether an in-person meeting venue for follow-up was

## CONFIDENTIAL: 74<sup>th</sup> General Service Conference Background

needed. A question on having in-person Joint Committee meetings at future Conferences was included on the 74th GSC evaluation form.

- Friday evening on April 12, an extra hotel night due to early arrival to attend on-site Pre-Conference Saturday activities, would be at the Conference member's own expense for an estimated saving of **\$12,500**.
- Saturday afternoon on April 13, change the on-site venue of the following Pre-Conference Saturday activities such as a meet/greet gathering for Conference members and their Guests; The Remote Communities Meeting, and the 1728 meeting to a virtual meeting for an estimated savings of **\$18,600**.

### During Conference Week

- Board Chair report summaries will have 90 minutes, and chairs should take up to half the allotted time scheduled, which can facilitate more time (up to 45 minutes) for open discussions and sharing sessions.
- On Wednesday, April 17 replace the buffet dinner for Conference participants with a stipend for a meal outside of the hotel (**\$50 stipend**), with adequate travel time, and a list of local options; except for a buffet dinner for Secondary Conference Committees and Board members for an estimated savings of **\$11,500**.
- Consolidate the number of coffee stations from about 25 to 15 during the week for an estimated savings of **\$24,000**. In 2023, the price of coffee was \$19 per cup. In 2024, it is estimated to be \$22 per cup.
- GSO explore ways to support the participation of Conference members in Spanish and French languages, including translation booth positioning at the GSC, and interpreter technologies.
- Reading room accommodations for Conference members to review portions of the final Plain Language Big Book (PLBB) draft will be on a specific day and time as assigned by the Conference Coordinator. A 90-minute session for Conference members is intended to give Conference members the opportunity to review portions of the final PLBB draft, noting the full schedule of activities. A new communication would be needed to clarify the changes to the Reading Room Guidelines this year, and what expectations are needed from Conference members.
- Based on the positive feedback about the Backup plan for the 73rd General Service Conference, the committee suggested continuing with the plan. The committee

## CONFIDENTIAL: 74<sup>th</sup> General Service Conference Background

noted the Backup plan provided Conference members a way to participate in a discussion and a vote, who cannot be physically in the main session room, due to unforeseen events.

### Post Conference:

- Saturday morning on April 20, 2024, remove the breakfast buffet before gathering to hear the talks by rotating trustees, for an estimated savings of **\$18,600**.
- Saturday afternoon on April 20, 2024, Conference Members could make voluntary self-support contributions to offset the costs of the Stepping Stones visit organized by GSB for an estimated savings of **\$14,000**.
- On Saturday, April 20, an extra hotel night due to late afternoon return from a Stepping Stones visit be at the Conference member's own expense for an estimated saving of **\$12,500**.

### Future Conferences

The committee agreed that the following improvements could enhance the experience and expenses of future GSCs:

- Replace in-person Sunday Joint Committee Meetings with a videoconference meeting held prior to the Conference Week. Consideration should be made to hold a follow-up meeting before the Conference if needed. The time on Sunday afternoon would be available for other activities such as Conference committee meetings, Area Highlights, and presentations.
- Replace the Sunday plated dinner banquet with a coffee/desert service prior to the Sunday A.A. meeting for an estimate savings of **\$37,275**.
- Whenever possible, replace buffet lunches with a stipend for Conference members to have lunch outside of the hotel, with adequate travel time, and a list of local options, for an estimated savings per meal of **\$8,500**.

In review and discussion of the 2023 evaluations, the committee suggested approximately **\$112,000** in cost savings to the Conference Budget. The committee noted that the Trustees' General Service Conference Committee agreed to incorporate these suggestions during their review of the 2024 Conference Budget at their October 2023 meeting.

## **CONFIDENTIAL: 74<sup>th</sup> General Service Conference Background**

2023 Conference Evaluation Summaries: The committee reviewed the new format of the 2023 Conference evaluation summary and agreed to include a summary of cost savings.

2024 Conference Evaluation Forms: The committee agreed to include specific questions about the new changes to the 2024 Conference Week Schedule in the evaluation form.

2024 Conference Week Schedule: In addition to cost savings, the committee suggested several ways to improve the workday flow and the placement of committee report discussion in the draft 2024 Conference Week Schedule. The improvements are intended to have reasonable ending times of general sessions later in the week. The schedule also reflects reasonable time for Conference members to discuss important topics from Board reports such as the General Service Board Inventory, Location Plus, Discussion on Co-founders' Writings, General Sharing Sessions, A.A. International, and the 2025 International Convention.

###

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

**Trustees' Committee on the General Service Conference (TCGSC)  
2023-2024 Subcommittee on Conference Improvements (SCI)  
Progress Report**

Subcommittee: Paz P., Chair; Vera F., John W. and Diana L., Secretary

Scope: The committee was appointed with the following scope in mind:

- Review 73rd GSC Evaluations, Post Conference Sharing Session notes, a summary evaluation from the Conference Coordinator to GSO's Conference Management Team (see items D3 and D4).
- Review Draft 2024 Conference Week Schedule.

2023 Evaluations: The committee reviewed and discussed the 2023 evaluations, and the Conference week schedule, and noted the following actionable items that could improve the experience or expenses at the 74th General Service Conference (GSC):

Pre-Conference:

- Well in advance (3-4 weeks prior to the Conference starting), Conference members receive Board reports, and the Conference Week Schedule.
- Well in advance (3-4 weeks prior to the Conference starting), useful information for first-time visitors to New York City including dress codes during the Conference week.
- Joint Committee meetings continue to be held by videoconference prior to the Conference Week, with access to a trustee committee member to discuss a forwarded item from the Equitable Distribution of Workload pilot if assigned. The committee noted the positive feedback received from the 73rd GSC and agreed to continue with a virtual meeting venue.
- A 30-minute follow-up session for Joint Committee meetings be held on Sunday afternoon at the start of the Conference. The committee noted the concerns raised by Conference members whether an in-person meeting venue for follow-up was

## CONFIDENTIAL: 74<sup>th</sup> General Service Conference Background

needed. A question on having in-person Joint Committee meetings at future Conferences was included on the 74th GSC evaluation form.

- Friday evening on April 12, an extra hotel night due to early arrival to attend on-site Pre-Conference Saturday activities, would be at the Conference member's own expense for an estimated saving of **\$12,500**.
- Saturday afternoon on April 13, change the on-site venue of the following Pre-Conference Saturday activities such as a meet/greet gathering for Conference members and their Guests; The Remote Communities Meeting, and the 1728 meeting to a virtual meeting for an estimated savings of **\$18,600**.

### During Conference Week

- Board Chair report summaries will have 90 minutes, and chairs should take up to half the allotted time scheduled, which can facilitate more time (up to 45 minutes) for open discussions and sharing sessions.
- On Wednesday, April 17 replace the buffet dinner for Conference participants with a stipend for a meal outside of the hotel (**\$50 stipend**), with adequate travel time, and a list of local options; except for a buffet dinner for Secondary Conference Committees and Board members for an estimated savings of **\$11,500**.
- Consolidate the number of coffee stations from about 25 to 15 during the week for an estimated savings of **\$24,000**. In 2023, the price of coffee was \$19 per cup. In 2024, it is estimated to be \$22 per cup.
- GSO explore ways to support the participation of Conference members in Spanish and French languages, including translation booth positioning at the GSC, and interpreter technologies.
- Reading room accommodations for Conference members to review portions of the final Plain Language Big Book (PLBB) draft will be on a specific day and time as assigned by the Conference Coordinator. A 90-minute session for Conference members is intended to give Conference members the opportunity to review portions of the final PLBB draft, noting the full schedule of activities. A new communication would be needed to clarify the changes to the Reading Room Guidelines this year, and what expectations are needed from Conference members.
- Based on the positive feedback about the Backup plan for the 73rd General Service Conference, the committee suggested continuing with the plan. The committee



## **CONFIDENTIAL: 74<sup>th</sup> General Service Conference Background**

noted the Backup plan provided Conference members a way to participate in a discussion and a vote, who cannot be physically in the main session room, due to unforeseen events.

### Post Conference:

- Saturday morning on April 20, 2024, remove the breakfast buffet before gathering to hear the talks by rotating trustees, for an estimated savings of **\$18,600**.
- Saturday afternoon on April 20, 2024, Conference Members could make voluntary self-support contributions to offset the costs of the Stepping Stones visit organized by GSB for an estimated savings of **\$14,000**.
- On Saturday, April 20, an extra hotel night due to late afternoon return from a Stepping Stones visit be at the Conference member's own expense for an estimated saving of **\$12,500**.

### Future Conferences

The committee agreed that the following improvements could enhance the experience and expenses of future GSCs:

- Replace in-person Sunday Joint Committee Meetings with a videoconference meeting held prior to the Conference Week. Consideration should be made to hold a follow-up meeting before the Conference if needed. The time on Sunday afternoon would be available for other activities such as Conference committee meetings, Area Highlights, and presentations.
- Replace the Sunday plated dinner banquet with a coffee/desert service prior to the Sunday A.A. meeting for an estimate savings of **\$37,275**.
- Whenever possible, replace buffet lunches with a stipend for Conference members to have lunch outside of the hotel, with adequate travel time, and a list of local options, for an estimated savings per meal of **\$8,500**.

In review and discussion of the 2023 evaluations, the committee suggested approximately **\$112,000** in cost savings to the Conference Budget. The committee noted that the Trustees' General Service Conference Committee agreed to incorporate these suggestions during their review of the 2024 Conference Budget at their October 2023 meeting.

## **CONFIDENTIAL: 74<sup>th</sup> General Service Conference Background**

2023 Conference Evaluation Summaries: The committee reviewed the new format of the 2023 Conference evaluation summary and agreed to include a summary of cost savings.

2024 Conference Evaluation Forms: The committee agreed to include specific questions about the new changes to the 2024 Conference Week Schedule in the evaluation form.

2024 Conference Week Schedule: In addition to cost savings, the committee suggested several ways to improve the workday flow and the placement of committee report discussion in the draft 2024 Conference Week Schedule. The improvements are intended to have reasonable ending times of general sessions later in the week. The schedule also reflects reasonable time for Conference members to discuss important topics from Board reports such as the General Service Board Inventory, Location Plus, Discussion on Co-founders' Writings, General Sharing Sessions, A.A. International, and the 2025 International Convention.

###

CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

# CONFIDENTIAL: 74<sup>th</sup> General Service Conference Background

## 2024 Conference Committee on Agenda

**ITEM F:** Review feedback from Delegate Chairs on Quarterly Communications.

---

### **Background notes:**

*Excerpts from the January 2024 meeting:*

The committee **agreed to forward** the feedback report of the Delegate Chairs on the quarterly communications report to the 2024 Conference Committee on Agenda.

### **Secretary's Note:**

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

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

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

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

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

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

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

These conference calls have taken place annually since 2019.

---

### **Background:**

1. Survey Results from Delegate Committee chairs

Page 1 of 1

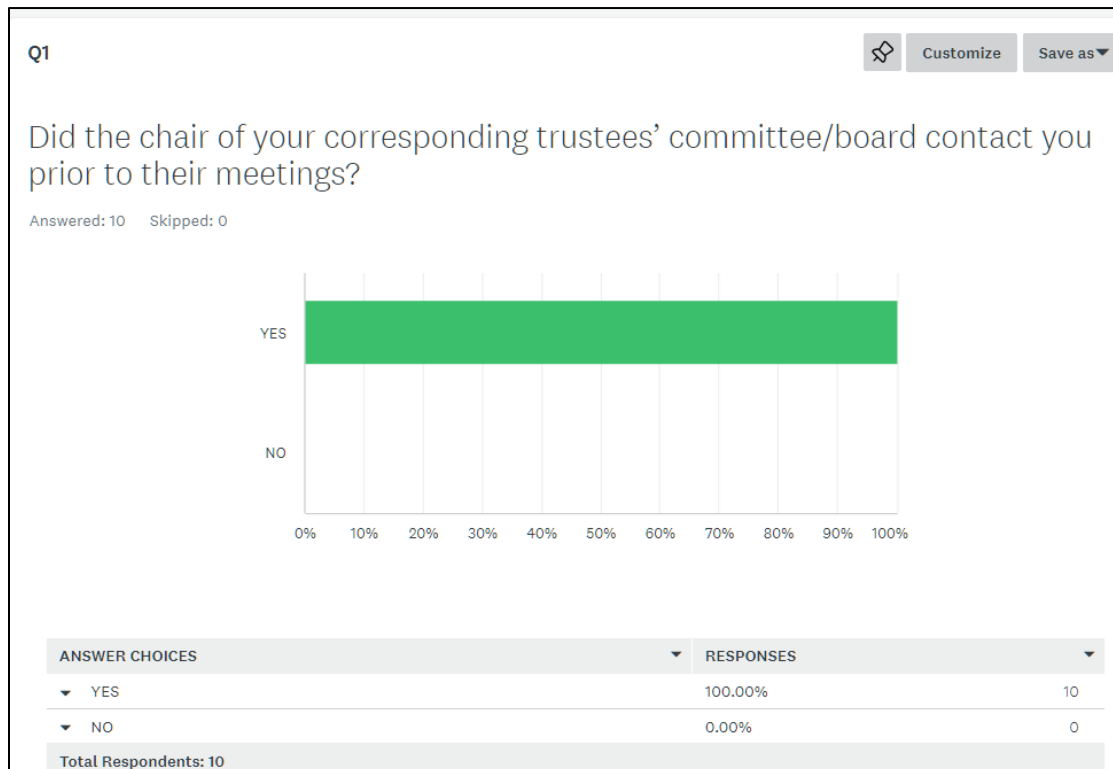
CONFIDENTIAL: This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members’ full names and addresses.

Results from Delegate Chairs on Quarterly Communications

Survey Questions:

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

Survey Results

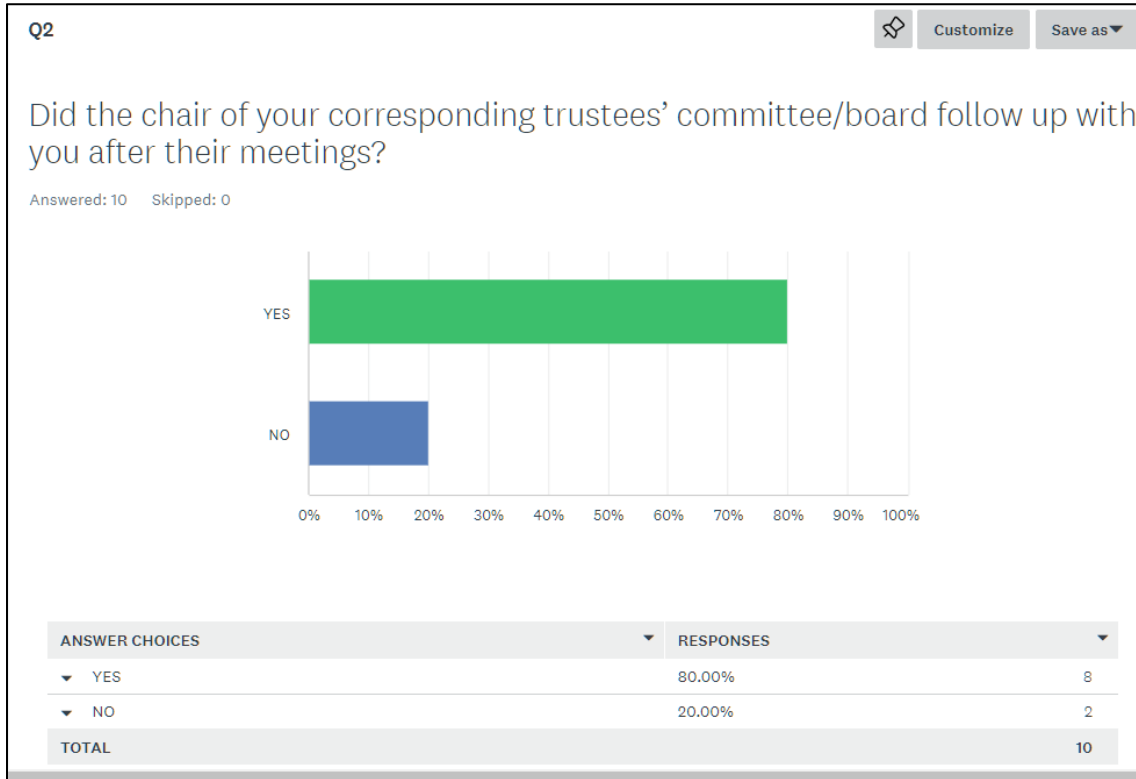


Q1 Comments

1. Always
2. Communication was sparse, but we did communicate.
3. We have met regularly before and after each board weekend.

## CONFIDENTIAL: 74th General Service Conference Background

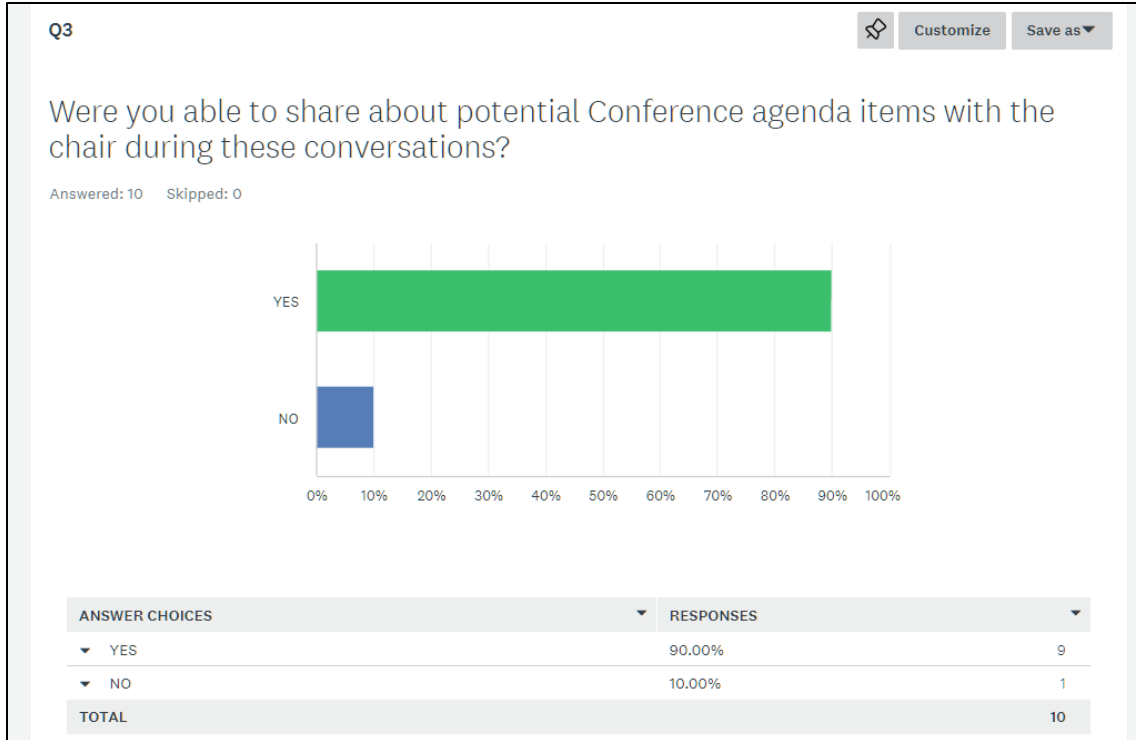
4. There is no corresponding Trustees' committee for my Conference committee, but I did meet with the chair of the Trustees' Committee on the GSC.



No comments provided

### Question 3

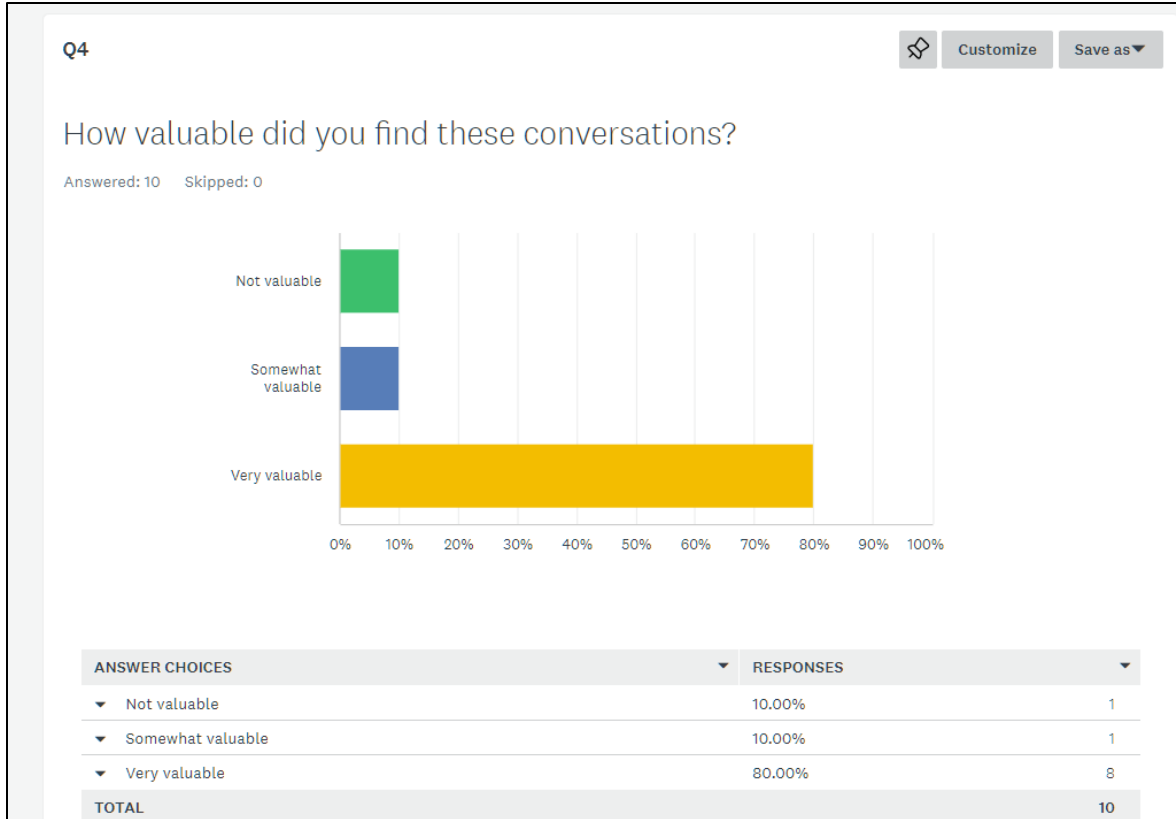
# CONFIDENTIAL: 74th General Service Conference Background



## Q3 comments

1. The opportunity was made available, but we didn't have any PAIs submitted for our committee.
2. Everyone had input.
3. The entire committee met with the board chair.

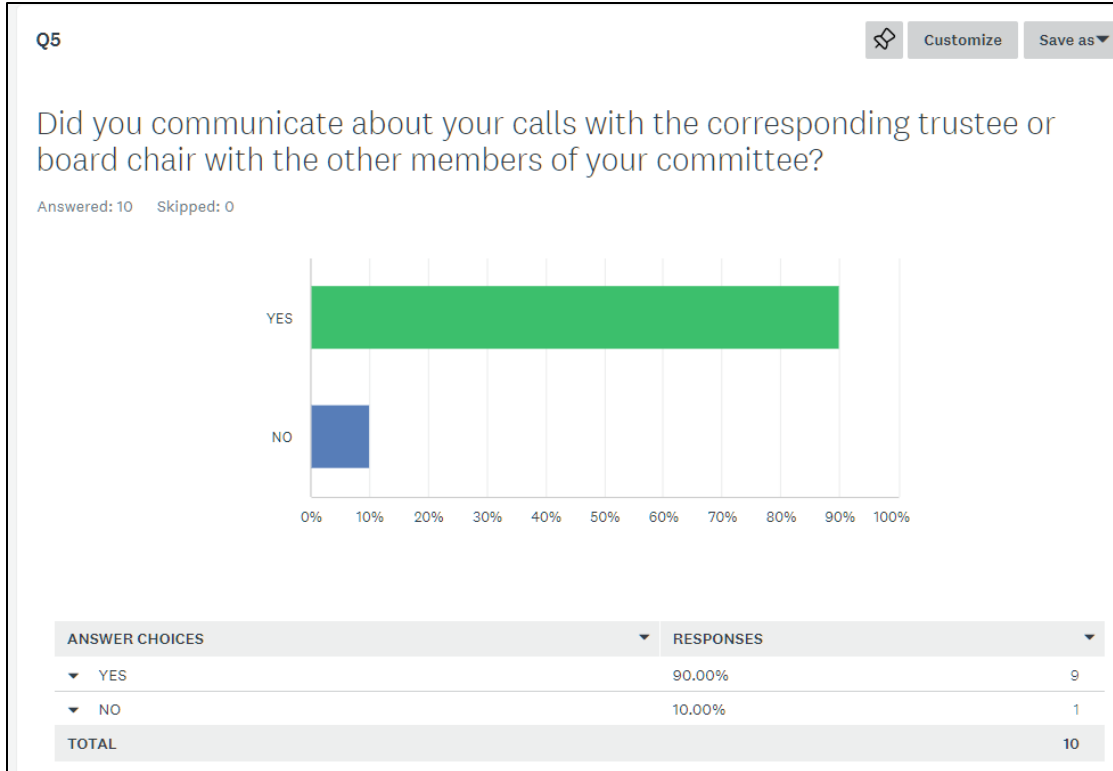
# CONFIDENTIAL: 74th General Service Conference Background



## Q4 comment

1. It allowed me to ask questions and to learn more about process and have them share their experience of committee work & previous Conferences.

## CONFIDENTIAL: 74th General Service Conference Background



### Q5 comments

1. No real need. We had time during our meetings.
2. I gave a report to the committee about our meeting.
3. I meet with my committee members before & after each meeting.

### Question 6 – Comments only

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

### Q6 Comments

1. Not sure I can really speak to this as we didn't have any PAIs related to our committee. Aside from discussing committee-specific items, I'm not sure what opportunity for input there is on the rest of the conference agenda.
2. Am very satisfied.
3. Ok. It was nice. But it could have been more.
4. Very satisfied.
5. Highly.
6. I have a smaller committee, so there was not much to communicate.
7. I was mostly satisfied. The only concern was we wanted three PAIs to be given to our committee and when the board chair went and asked if we could have



## **CONFIDENTIAL: 74th General Service Conference Background**

them, we were told no and that it was the board's "purview" to send them where they wanted them to go. We were given no explanation as to why they couldn't be given to us, just that the board said no.

8. it was a great experience and it really makes you feel part of the year long Conference process.
9. Very satisfied.

### **Q7 Comments only**

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

1. More involvement with the committee chairs, or perhaps delegates in general, regarding the Conference week and the parts of the agenda outside of the committees.
2. Just keep up the communication and encourage members to be part of.
3. I keep hearing that the Conference is a year long thing. However, the Conference committee is really relegated to the background 51 weeks out of the there. With today's technology there is more opportunity to really utilize the committee beyond what is currently being done.
4. None at this time.
5. None really.
6. Overall, I think it works and will continue to do so for so long as the lines of communication stay open between the board and Conference committees.
7. Could the "Information & Suggestions for Conference Committee Chairs" be updated with more information about what to be doing with your committee members prior to conference. I was instructed to meet with mine before and after each board weekend. Also to cc the secretary and trustee with all correspondence going out to the committee members. None of that was in the information sheet.
8. It is somewhat frustrating that Report and Charter is not directly aligned with a Trustees' Committee as it can be confusing and frustrating to follow up on our advisory actions.

## CONFIDENTIAL: 74th General Service Conference Background

<input type="checkbox"/> More involvement with the committee chairs, or perhaps delegates in general, regarding the conference week and the parts of the agenda outside of the committees.	1/4/2024 12:48 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/> Just keep up the communication and encourage members to be part of	1/3/2024 06:52 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/> I keep hearing that the conference is a year long thing. However, the conference committee is really relegated to the background 51 weeks out of the there. With today's technology there is more opportunity to really utilize the committee beyond what is currently being done.	12/30/2023 06:35 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/> none at this time			

<input type="checkbox"/> None really	12/28/2023 07:15 AM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/> Overall, I think it works and will continue to do so for so long as the lines of communication stay open between the board and conference committees.	12/27/2023 11:20 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
<input type="checkbox"/> Could the "Information & Suggestions for Conference Committee Chairs" be updated with more information about what to be doing with your committee members prior to conference. I was instructed to meet with mine before and after each board weekend. Also to cc the secretary and trustee with all correspondence going out to the committee members. None of that was in the information sheet.	12/27/2023 10:48 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼

<input type="checkbox"/> It is somewhat frustrating that Report and Charter is not directly aligned with a Trustees' Committee as it can be confusing and frustrating to follow up on our advisory actions	12/27/2023 10:43 PM	<a href="#">View respondent's answers</a>	<a href="#">Add tags</a> ▼
--	---------------------	---	----------------------------

###

## CONFIDENTIAL: 74th General Service Conference Background

### 2024 Conference Committee on Agenda

**ITEM G:** Review Conference Inventory plan for the 2025 General Service Conference.

---

#### Background notes:

*Excerpts from the January 2024 Trustees' General Service Conference Committee meeting*

Subcommittee on Inventory: At their January 12, 2024, meeting, the committee reviewed and accepted the final report from the Inventory Subcommittee. The committee expressed their gratitude to the Inventory Subcommittee for their work on the GSB Inventory and the plan for a conference inventory to take place at the 75<sup>th</sup> GSC. .

The committee **agreed to forward** the 2025 Conference Inventory Plan to the 2024 Conference Committee on Agenda.

The committee noted that a summary of activities related to the GSB inventory will be included in the GSB Board report at the 74th GSC. The committee expressed their gratitude for the work of the Inventory subcommittee and accepted the report.

*Excerpts from the July 2023 Trustees' General Service Conference Committee meeting:*

Subcommittee on Conference Inventory: The committee reviewed a progress report from the Subcommittee on Conference Inventory (See attached). The subcommittee chairperson reported on the efforts of the established Working Group that consisted of 73<sup>rd</sup> GSC Conference Members who developed a list of proposed inventory questions to be considered. The chairperson mentioned that the subcommittee will gather input from other Conference Members.

The committee also noted the subcommittee's next steps are to form a GSC Inventory Planning Committee at their August 2023 meeting and **agreed to forward** the progress report to the 2024 Conference Committee on the Agenda.

The General Service Conference Inventory Plan results from the following Advisory Action of the 73rd General Service Conference:

“The General Service Conference conduct a thorough inventory of itself during the 2025 General Service Conference and that a Conference Inventory Planning Committee be established by the General Service Board to develop a comprehensive inventory plan, timeline and cost estimate to bring forward to the 2024 Conference Committee on Agenda for consideration.” – *Conference Committee on Agenda*

## CONFIDENTIAL: 74th General Service Conference Background

*Excerpts from the January 2023, Trustees' General Service Conference Committee meeting:*

The committee continued their review and discussion of an expanded and amplified draft report by the committee's vice-chairperson that summarized the selected outcomes from the 2013-2015 Conference Inventory. The committee agreed that the previous 2013-2015 plan received extensive time and preparation and did not receive any reports of procedural flaws.

The committee **agreed to forward** to the 2023 Conference Committee on Agenda a report and draft plan for a potential Conference Inventory with considerations of its value, timeline and approach.

*Excerpts from the December 2022 Trustees' General Service Conference Committee meeting:*

The committee continued their discussion on the 2022 Advisory Action, "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." The committee reviewed and discussed a draft report by the committee's vice-chairperson and agreed with its approach to summarize the selected outcomes. The committee agreed to continue their discussion of the draft report and plan at their January 2023 meeting.

---

### Background:

1. Conference Inventory plan for the 2025 General Service Conference
2. July 2023 Progress Report - Subcommittee Inventory

**Conference Inventory Planning Committee  
2023**

**INVENTORY PLAN**

**I. Timeline and Process**

a. December 2024

- Members of inventory workshop groups will be selected by lot in December 2024 by one or two members of the trustees' Committee on the General Service Conference and the Conference Coordinator.
- There will be fifteen workshop groups, each with approximately nine members.

b. January/February 2025

- The preliminary inventory will be conducted via an online survey consisting of all questions included in the Conference Inventory Plan.
- Information about the survey, including background, instructions, and a link to the survey, will be distributed to voting members of the 2025 General Service Conference via OnBoard, General Service Conference tile, or using an alternate survey tool.
- Voting members of the 2025 General Service Conference will have an opportunity to complete the survey by an agreed-upon deadline that allows time for compilation, translation, and distribution of the survey results.
- A summary of survey results will be distributed to Conference members via OnBoard, General Service Conference tile.
- Conference members will review survey results in preparation for the 2025 General Service Conference Inventory.

c. 2025 General Service Conference:

- Inventory workshops:
  - Workshop groups will meet during time slots usually reserved for presentations or other workshops.
  - One or two members of the trustees' Committee on the General Service Conference and the Conference Coordinator will assign four inventory questions to each workshop group, using a selection process that ensures all questions are assigned.

## CONFIDENTIAL: 74th General Service Conference Background

- Each workshop group will discuss its four assigned questions and the survey report. Then, topics not addressed by inventory questions may also be considered.
- Each workshop group will prepare a Conference Inventory workshop report, including the results of their discussions
- Full Conference Sharing Sessions:
  - Representatives from each workshop group will present Conference Inventory workshop reports for discussion and sharing.
  - Discussion and/or sharing sessions will be held during time slots usually reserved for presentations or sharing sessions.
- d. After the 2025 General Service Conference:
  - Include an overview report in the 2025 Final Conference Report (see *Reporting*)
  - Prepare & distribute a separate comprehensive GSC Inventory Report,

### II. Participation

- a. Every voting member of the General Service Conference will be included in the inventory process to ensure that the inventory reflects current experience and a broad range of opinions/experiences.
- b. Each inventory group will have the best possible proportionate representation, including by region where feasible, of:
  - i. First-year delegates
  - ii. Second-year delegates
  - iii. Trustees and Directors
  - iv. Staff

### III. Reporting

- a. An overview report on the Conference Inventory will be included in the 2025 Final Conference Report.
- b. A separate digital *Comprehensive Inventory Report* will be produced after the inventory process is complete. This report will include a thorough account of the Conference Inventory sessions, including discussions related to each inventory question, and may include suggestions for future Conference agenda items or improvements in how the Conference serves the Fellowship.
- c. Distribution

**CONFIDENTIAL: 74th General Service Conference Background**

- The digital *Comprehensive Inventory Report* will be distributed electronically to Conference members and made available at aa.org.
- Information about the inventory may be included in Box 459 and other AAWS publications.
- Printed reports will be distributed as requested.

**IV. Finance**

- No additional facility costs would be incurred since the inventory would take place during the regular Conference week.
- *Final Conference Report* costs depend on the overview report's length. It is possible that a 6–8-page report could be worked into the *Final Conference Report* at no additional manufacturing cost. A longer report would require adding 32 pages to the *Final Conference Report*.

**2025 GSC Inventory Report  
Estimated Costs**

	<u>Digital</u>
Digital Editorial Costs for Comprehensive Report <sup>1</sup>	\$1500
Digital layout for the Comprehensive Report <sup>1</sup>	\$1000
2025 Final Conference Report with a summary of the Conference Inventory, 192 pages	<u>Printing/Mailing/Shipping<sup>2, 3</sup></u>
M-23 (English) 30,000 copies for (\$2.52 ea.) <sup>4</sup>	\$75,692.02
FM-23 (French) 2,500 copies for (\$2.67ea.) <sup>4</sup>	\$6,680.40
SM-23 (Spanish) 5,500 copies for (\$2.35 ea.) <sup>4</sup>	\$12,927.43
<b>Estimate Total Cost</b>	<b>\$97,799.83</b>

**Notes from Finance and Publishing Departments**

- 1. There has been communication with the GSO Chief Financial Officer regarding a budget for freelance digital design and layout assistance in 2024.**
- 2. Based on today's material costs for the 2023 Conference Report.**
- 3. Based on printing industry reporting, a 10-20% increase in overall print costs by press time in Q3 2025 is likely.**
- 4. Total cost per language version. English, French and Spanish would be sold at same amount.**

**CONFIDENTIAL:** This is background for the General Service Conference, and as such may be a confidential A.A. document. Distribution is limited to A.A. members. Placement of this material in a location accessible to the public, including aspects of the Internet, such as Web sites available to the public, may breach the confidentiality of the material and the anonymity of members, since it may contain members' full names and addresses.

## CONFIDENTIAL: 74th General Service Conference Background

### V. Questions:

#### Working Together, Increasing Trust

1. Are we practicing the 36 principles of the A.A. program as we consider, discuss, and make decisions affecting the entire Fellowship?
2. Reflecting on Concept Two, a) How can we better serve as the actual voice and be an effective conscience for our whole society? b) How are we hearing the voices from the back of the room?
3. How is the Conference fulfilling its purpose as stated in Article 1 of the Conference Charter?
4. What matters affecting the Fellowship as a whole, now and into the future, merit greater focus from the Conference?
5. Reflecting on Concepts One and Two, does the current process for submission of proposed agenda items and the subsequent process for selection of final agenda items result in the Conference addressing the most widely expressed needs within the Fellowship?
6. Reflecting on Warranty Six: How do we foster a spirit of mutual trust and respect within the Fellowship regarding Conference matters? What can be done to educate one another on the negative impact that lobbying or the politicization of Conference matters may have?
7. Reflecting on Tradition Two and Concept Nine, how do we navigate the use of social media as a tool for accurate and well-informed communication between Conference members and the Fellowship of A.A.?
8. Does the Conference committee system function in accordance with our principles? If not, what changes should we consider regarding: a) structure, b) composition, c) effectiveness, and d) timing?

#### Leadership in A.A.

9. Reflecting on Concept Nine and the essay "Leadership in A.A.: ever a vital need," does the current method of identifying and nominating Class A trustees, Class B general service trustees, and directors: a) allow the Fellowship sufficient input in choosing our leaders, b) ensure the deliberations of our boards are always informed by the widest range of perspectives, and c) result in trustees and directors that are representative of our Fellowship?
10. Is our structure encouraging each individual in the Fellowship to feel and act as a member of a "society of alcoholics in action"? Have we identified the issues with communicating up and down the triangle? How can we



## **CONFIDENTIAL: 74th General Service Conference Background**

continue to ensure the entire Fellowship feels included in the Conference process?

11. What more could be done to ensure broad diversity of representation in our A.A. leaders?
12. Reflecting on Concept Six, how can the Conference ensure that the authority we delegate to the General Service Board is commensurate with the responsibility we have entrusted to them?
13. What actions do we take to ensure the final responsibility and ultimate authority for A.A. world services always reside in the collective conscience of our whole Fellowship? What could we do better?
14. Are we asking too much of our trusted servants, particularly their time? Is the work being done focused on a balance of quantity and quality?

### **Self-Support and use of A.A. Contributions**

15. Prudent use of our Seventh Tradition contributions and literature revenue is an integral factor in our budget process. How can we improve understanding of and communication about this process?
16. How does the Conference effectively communicate its finite resources to the Fellowship, such as monetary limitations and time limitations?

### **Communication**

17. Keeping a balance between ultimate authority and responsibility and the active, day-to-day functioning of world services means there must be consistent communication among all elements of the structure, groups<>district <> area <>< delegate and Conference <> GSB. Where is the greatest need for improvement in this communication? How can we improve it?
18. Reflecting on Concept Three, is communication from the General Service Board to the delegates and Fellowship clear, consistent, and timely? How can this be improved?
19. How can we better communicate that the Conference process is more than one week in New York? How do the delegates and regional trustees support the yearlong process effectiveness, and how can we improve?

## **VI. Follow-up:**

- a. Following the 2025 General Service Conference, Conference members are encouraged to provide feedback, such as progress on actionable items from the Inventory Report, reports from local discussions, lessons learned, and

## **CONFIDENTIAL: 74th General Service Conference Background**

opportunities for improvement, to [conference@aa.org](mailto:conference@aa.org). This information will be included in the background for the 2026 General Service Conference and discussed during a full Conference sharing session led by the chair of the trustees' Committee on the General Service Conference. A report from this session will be included in the 2026 Final Conference Report.

- b. Topics of interest from the Inventory Report may be selected for Regional, Local, and Special Forum presentations and workshops, area assemblies and conferences, and other appropriate venues.

**Trustees' General Service Conference Committee  
Subcommittee on Inventory Progress Report  
July 29, 2023**

At their June 2023 meeting, the trustees' General Service Conference Committee (TGSCC) discussed implementation of the following Advisory Actions of the 73rd General Service Conference:

"In an effort to improve communication, ensure Board policies are reflective of our principles, and reestablish a relationship of trust between the General Service Conference, the General Service Board and the Fellowship of Alcoholics Anonymous, the General Service Board is asked to undertake an inventory prior to the 74th General Service Conference. To assist the Board in this endeavor, the 73rd General Service Conference will establish a working group to aid the General Service Board in formulating possible inventory questions."

"The General Service Conference conduct a thorough inventory of itself during the 2025 General Service Conference and that a Conference Planning Committee be established by the General Service Board to develop a comprehensive inventory plan, timeline and cost estimate, to bring forward to the 2024 Conference Committee on Agenda for consideration."

The TGSCC agreed to appoint an Inventory Subcommittee, consisting of: Cathi C., East Central Regional Trustee, chairperson; Vera F., AAWS Nontrustee Director; Tom H., Southeast Regional Trustee, and Irma V., Western Canada Regional Trustee. The scope of this Subcommittee includes both the GSB Inventory and the GSC Inventory Plan to be considered by the 74<sup>th</sup> GSC. Work to date has focused on the GSB Inventory.

The TGSCC also agreed that the GSB Inventory working group would include the following voting members of the 73rd General Service Conference:

- 4 Panel 72 Delegates\*\*
- 4 Panel 73 Delegates\*\*
- 3 Trustees\*
- 1 Nontrustee Director\*
- 1 GSO Staff member.
- 1 Grapevine Staff member.

\*Conference Inventory Subcommittee members

\*\*Total of eight delegates, one from each region

An announcement from the interim GSB Chairperson and TGSCC was sent to members of the 73rd General Service Conference, requesting that they notify the Conference

## **CONFIDENTIAL: 74<sup>th</sup> General Service Conference Background**

Coordinator if they were not available to participate in the working group.

As of July 12, 2023, the Subcommittee has completed the following tasks:

- Developed a random selection process to determine which delegates and Staff members would serve on the working group. The selection process ensured that one delegate from each region - four Panel 72 and four Panel 73, and one Staff member each from GSO and Grapevine would be chosen.
- Determined a process and procedures for a virtual meeting of the working group.
- Scheduled a meeting with working group members and invited each to prepare up to three questions for possible inclusion in the GSB inventory.
- Participated in the working group meeting, where members reviewed the forty questions submitted and selected eight for inclusion in the inventory, and four for inclusion with minor clarifications to be completed by the Inventory Subcommittee.

The Subcommittee's next steps include:

- Review questions selected, consider additional sources of potential questions, and prepare recommended set of questions, including the twelve selected by the working group.
- Provide GSB Inventory Plan, including recommended set of questions, to the TGSCC for approval in October 2023. (Final set of questions to be made available upon approval)
- Discuss facilitation of the GSB Inventory, source potential facilitator(s) and make recommendation of a facilitator to the TGSCC in October 2023.
- Compile and distribute Inventory materials, including background and questions, to GSB members.
- GSB Inventory – January 26, 2024.
- Prepare and provide final report/presentation on the GSB Inventory to the 74th General Service Conference.
- Develop 2025 General Service Conference Inventory Plan, including timeline and cost estimate, for consideration by the 2024 General Service Conference Committee on Agenda.