



74th General Service Conference Highlights

TRICIA DYNON

AREA 61 DELEGATE, PANEL 74

Changes to Conference

- ▶ No Saturday activities prior to conference (other than Literature Committee)
 - ▶ Delegates only meeting
 - ▶ Delegate Meet & Greet eliminated
 - ▶ Remote Communities met prior virtually
 - ▶ 1728 meeting also met virtually prior
- ▶ Replaced some meals with stipends and suggestions for eating on your own
- ▶ Reduction in coffee stations

(Prior to) Conference Activities

- ▶ 2/15 – 1st Delegates Only Meeting
- ▶ 2/27 – Sharing Session
- ▶ 3/12 – 2nd Delegates Only Meeting
- ▶ 3/20 – Founders' Writing Sharing Session
- ▶ 3/21 – Virtual 1728 Meeting
- ▶ 3/21 – Conference Public Information Housekeeping Meeting
- ▶ 3/30 – Virtual Remote Communities Meeting
- ▶ 4/1 – Joint (Trustees & Conference) Public Information Meeting
- ▶ 4/3 – 3rd Delegates Only Meeting
- ▶ 4/5 – Conference Archives Committee Meet & Greet
- ▶ 4/9 – Vote in Alt. Delegates



Almost to Brooklyn...



74th ANNUAL
General Service Conference

Roll Call

SITTING IN QUIET ANTICIPATION OF MY NAME...

Makeup of the 74th Conference

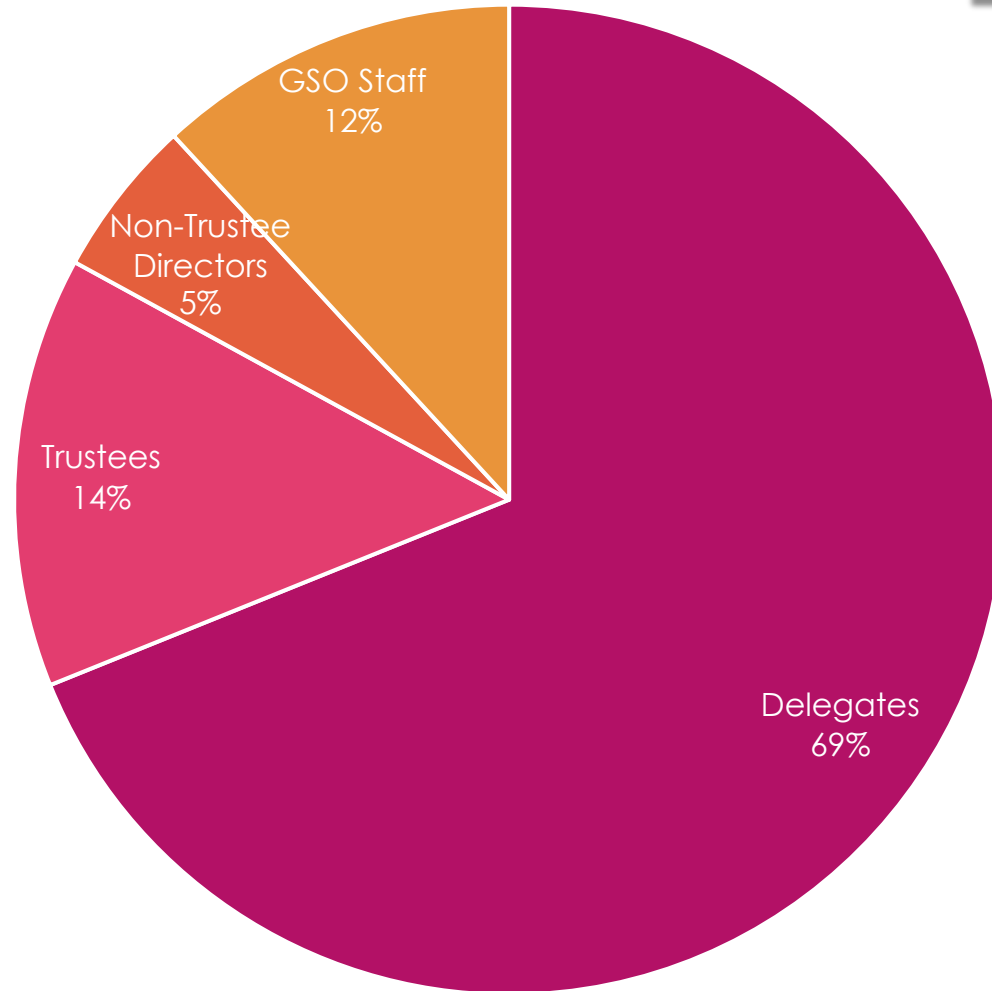
135 Voting Members:

93 Area Delegates

19 Trustees

7 Non-Trustee Directors

16 Staff



Area Delegate Statistics

- ▶ Average Age : 58 years old
 - ▶ Youngest : 28 years old
 - ▶ Oldest : 76 years old
 - ▶ Area 61 : 44 years old
- ▶ Average Length of Sobriety : 23 years
 - ▶ Least : 9 years
 - ▶ Most : 49 years
 - ▶ Area 61 : 15 years
- ▶ Average Time in Service : 18 years
 - ▶ Least : 7 years
 - ▶ Most : 46 years
 - ▶ Area 61 : 13 years

74th General Service Conference NERDS

(Northeast Regional Delegates)

- ▶ Largest Region (by # of Delegates)
- ▶ 18 Areas
- ▶ From Maine to Maryland
- ▶ Other Regions range from 7 - 16



Regional Lunches

Sunday & Wednesday

- ▶ NERD Bags
- ▶ Friendly Faces
- ▶ NERD 2026 – Area 12, Delaware
- ▶ NERF 2027 – Area Western NY (not WENY)
- ▶ NERAASA 2027 – Area 49, SENY

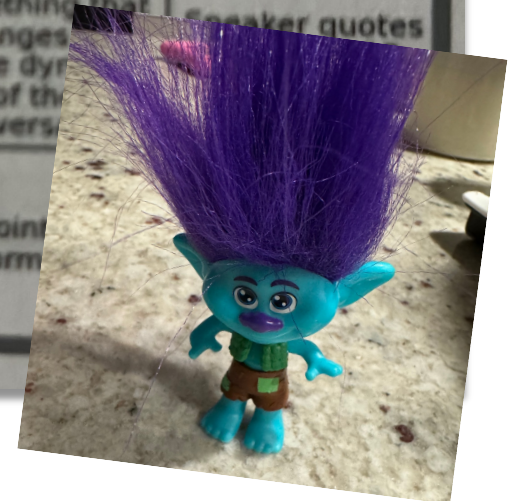


BINGO!!!

- ▶ Thank you for all the copies!
- ▶ Had 20-30 people playing the first couple days, including a few staff, many delegates and 1 trustee.

Tricia Goes to the 74th GSC

Someone says how grateful they are to be part of the GSC	Someone says 'there's too much food'	Someone makes the same exact point the previous speaker made	You've made a new friend today	Speaker quotes out of the Service Manual
Speaker quotes out of the big book	Tricia goes to the mic for the first time	Tricia goes to the mic	Circular discussion ensues past 15 minutes	Full GSC recites Declaration of Unity with gusto
The speaker is wearing purple :)	Someone changed your mind on the topic being discussed	Tricia is being of service :)	Something to the effect of the progress of AA is slow, but steady	Time limit at the mic is reduced from 2 minutes to 1 minute
Prudent reserve gets emphasis	Tears of gratitude leak out	Committee Chair phones a friend during report	Someone says something that changes entire dynamic of the conversation	Speaker quotes
Someone says 'Let Go and Let God'	Someone just won't stop coughing	Speaker has their own state's merchandise on	Point inform	



The background features a dark purple overlay on a collage of financial data. It includes a bar chart on the left with values 20, 45, 33, 55, and 68. A central bar chart has a y-axis from 0 to 140 and values 73, 11, 15, 8, 65, 12, 69, 12, 90, 50, 82, 36, and 17. A pie chart on the right shows percentages: 13%, 12%, 7%, 5%, 5%, 10%, and 9%. Stacks of coins are scattered across the scene. A solid pink vertical bar is in the top right corner.

Financial Report

AUDITED FINANCIALS AND GENERAL SERVICE BOARD TREASURER'S REPORT

2023 Audit Results

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

“

Wow, I can't believe how interested you all are...

”

AUDITOR DURING Q&A SESSION

We all just laughed, and continued with the barrage of questions 😊

2023 Audit Results (cont.)

6 Recommendations

- ▶ Ensure that documentation for all pay rate changes is maintained.
- ▶ GV consider using NetSuite instead of QuickBooks Online.
- ▶ GV estimate and update allowance for doubtful accounts regularly.
- ▶ The accounts of GV and LV should be separated and tracked on their own.
- ▶ Revise the intercompany agreement to specify what transactions are appropriate and provide guidance on allocation of expenses
- ▶ Implement detailed procedures for the regular verification and reconciliation of the post-retirement medical fund liability.



GSB Treasurer's Report

KEVIN PRIOR, C.P.A., CLASS A TRUSTEE

Office Financial Highlights

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

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

2023 Office Expenses Under Budget

AS COMPARED TO THE 2023 REFORECASTED BUDGET

2023 Office Expenses Over Budget

AS COMPARED TO THE 2023 REFORECASTED BUDGET

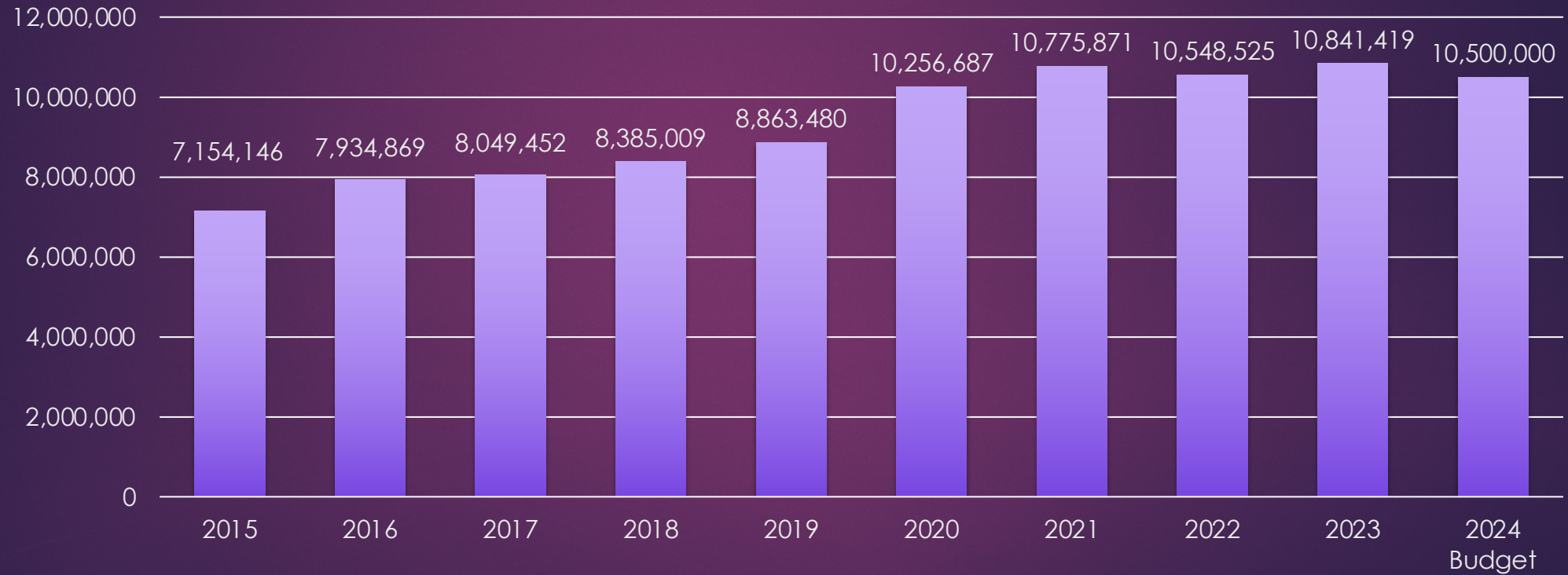
EXPENSE	ACTUAL	BUDGET	DIFFERENCE
Payroll Taxes	692,343	659,745	32,598
Facility and Equipment	1,223,760	1,166,861	56,899

Grapevine Financial Highlights

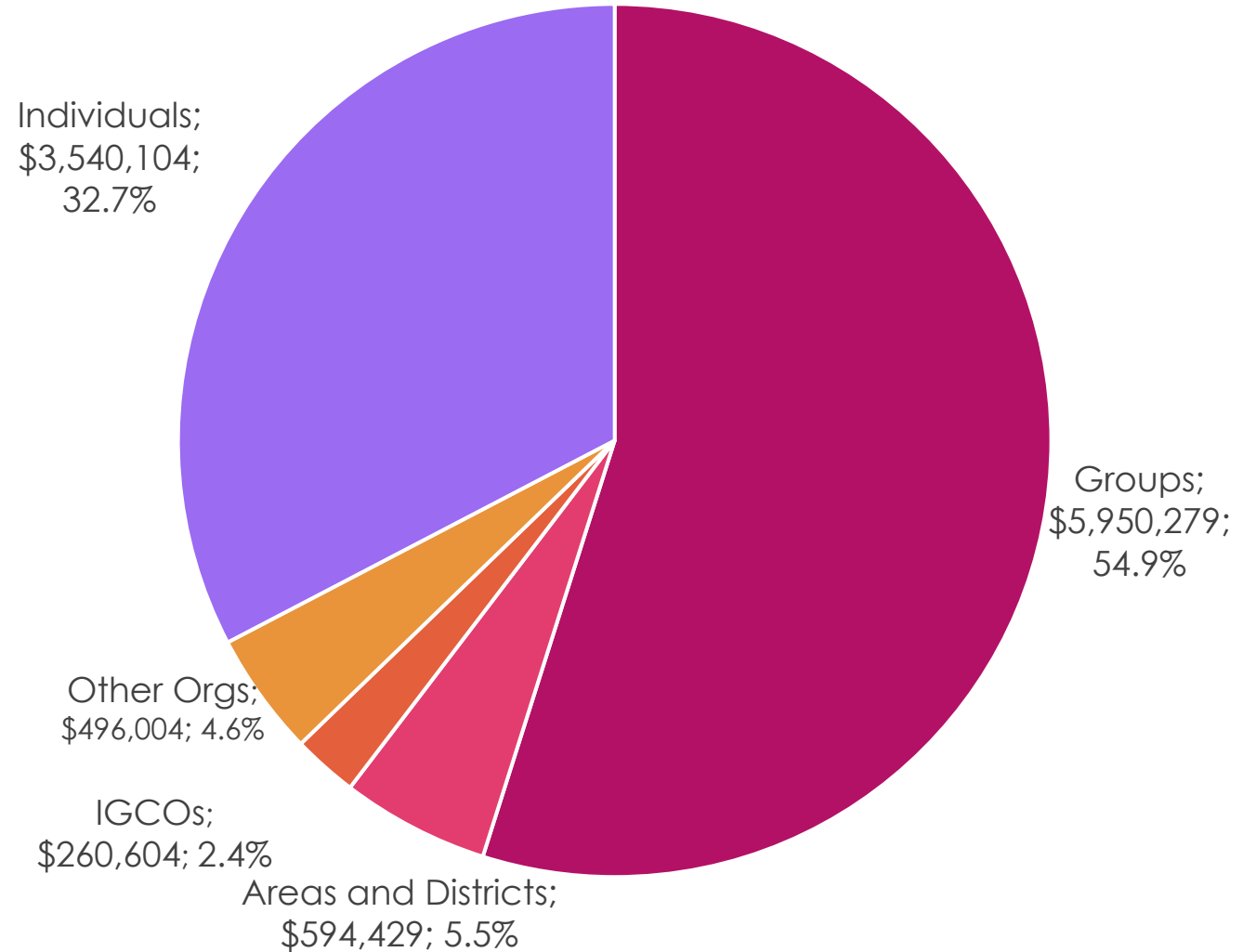
- ▶ Grapevine paid print subscription income decreased 12% in 2023.
- ▶ Subscription income for the online, complete and mobile app magazine increased 72% due to the mobile app and increased Complete subscriptions.
- ▶ 2023 Grapevine results were a gross margin on subscriptions of \$601,088 and a gross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

7th Tradition of Self-Support

2015 THROUGH 2024 (BUDGET)

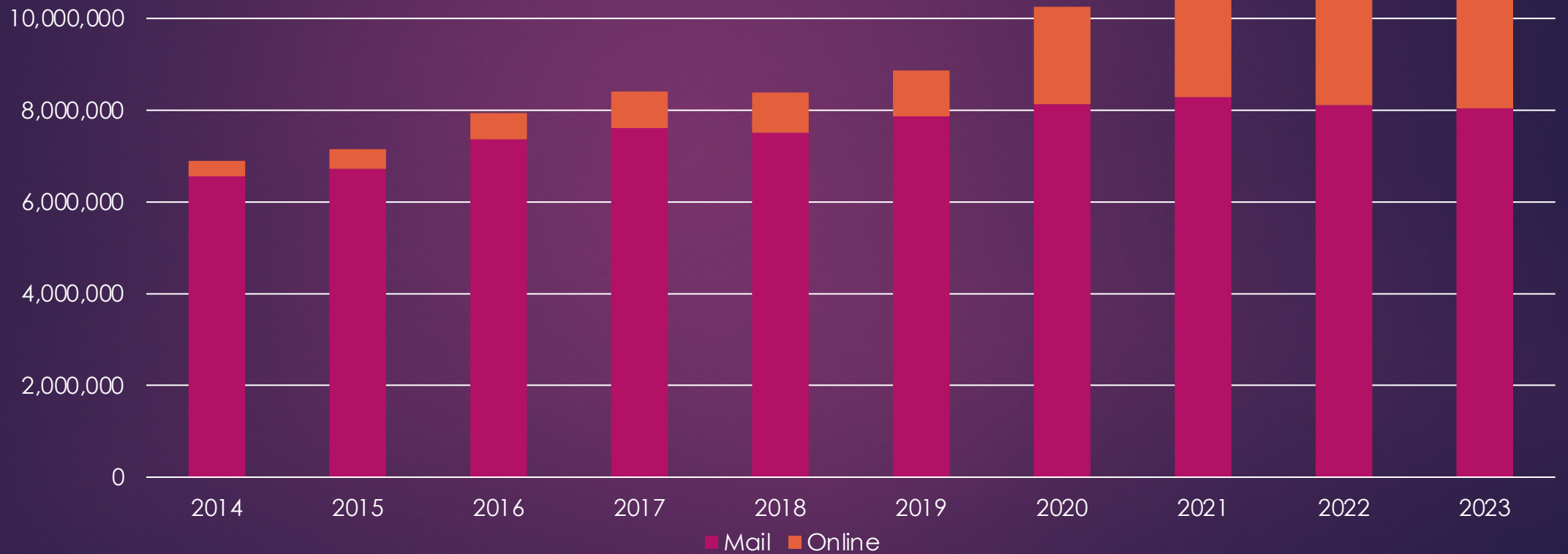


Contributions by Type of Contributor (2023)



Growth of Online Contributions

2014 THROUGH 2023



Contribution Statistics

INDIVIDUALS

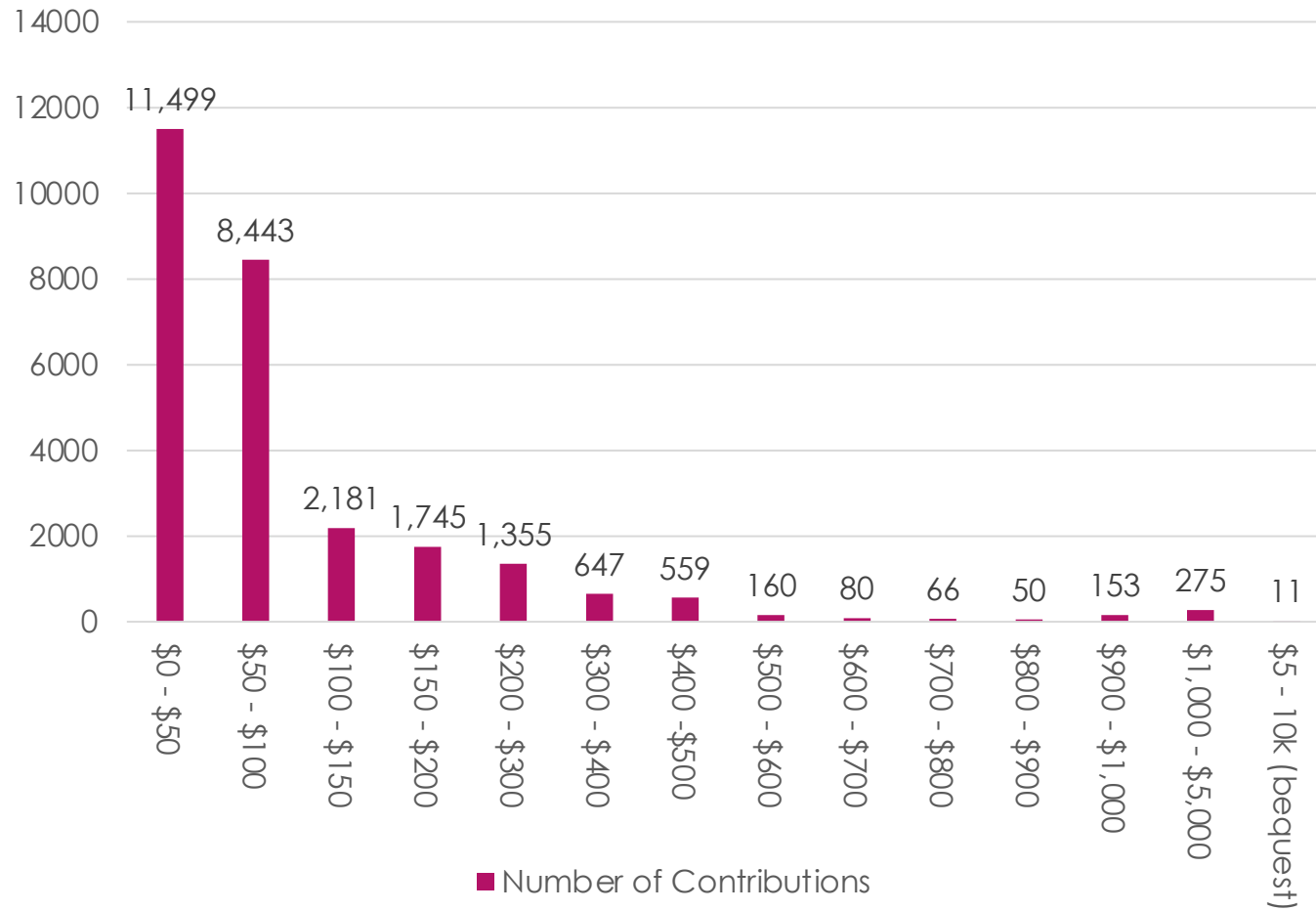
7 th Tradition Self-Support Contributions	3,540,104
Average Contribution	129.88
Most Common Contribution	50.00
Number of Contributions	27,235

GROUPS

7 th Tradition Self-Support Contributions	5,950,279
Number of Active Groups	57,222
Number of Groups Contributing	18,105
Percentage of Groups Contributing	31.64
Average Contributed by a Group During the Year	328.65

Number of Group Contributions by Amount

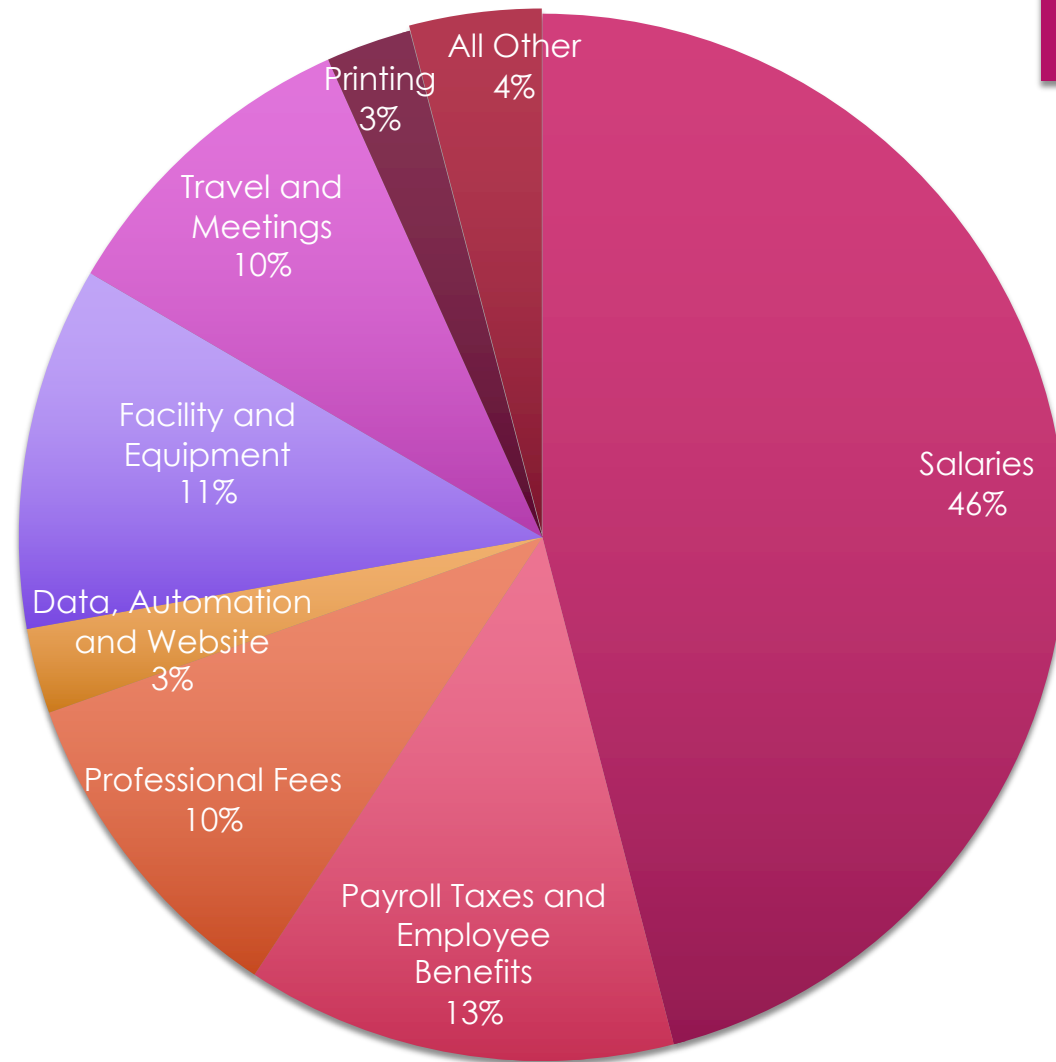




Number of Individual Contributions by Amount

Consolidated Operating Expenses

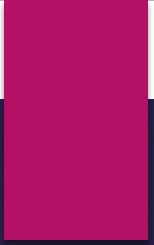
General Service Office & Grapevine





General Service Board Report

With a Board Inventory Focus



“ 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. ”

ADVISORY ACTION OF THE 73RD GENERAL SERVICE CONFERENCE

Some of the Inventory Questions



Is the “collective conscience” of AA at work within the GSB?



How does this experience strengthen me? Has it shown me anything that I might work on myself personally or in the GSB as a whole?



What would help the GSB stay focused on its role as leaders of a spiritual movement?



What are three ways we can improve to better serve Alcoholics Anonymous?

Solutions & Action Items of Inventory

Results

- ▶ Board development away from board weekends.
- ▶ Create cross functional group of conference members to determine communication needs
- ▶ Board zero tolerance for misconduct. Some situations are serious and require immediate action.

Action Items

- ▶ Hosting a Board Retreat focused on leadership training and strategic planning.
- ▶ Developing a workload management plan to alleviate stress for both staff and Board members.

Location Plus Report

- ▶ New York City (100) scores the highest across talent & access categories and lowest per taxes, incentives, & labor climate.
- ▶ Jersey City (100) shares the talent and access advantages of NYC, and a marginally better tax, incentives, and labor c
- ▶ Atlanta (102) offers the opportunity of a large professional talent base, attractive relocation environment, and excellent air service --- and recent layoffs in the market have enhanced employer competitive positioning.
- ▶ Philadelphia (97) also offers a large talent pool and its proximity to NYC may enhance relocation acceptance.
- ▶ Indianapolis (90), although having the greatest cost savings, displays the lowest performance to non-cost criteria scores – the market is much thinner and air access more limited versus NYC, both significant disadvantages.

Location Plus Report (cont.)

Guiding Principle	1. STAY	2A - Downtown	2B – Jersey City	3. Atlanta	3. Indianapolis	3. Philadelphia
Relocation HR Impact	✓✓✓	✓✓✓	✓✓✓	xxx	xxx	xxx
Mission Continuity	Neutral	Neutral	Neutral	Some move induced impact	Some move induced impact	Some move induced impact
Destination Appeal	✓✓✓	✓✓✓	✓✓✓	✓	✓	✓
Access	✓✓✓	✓✓✓	✓✓✓	✓✓✓	✓	✓✓
Talent Sourcing	✓✓✓	✓✓✓	✓✓✓	✓✓	✓	✓✓
Alignment to Values / Members	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral
Bus./ Labor Climate	xx	xx	x	✓✓✓	✓✓✓	✓
Cost to STAY	\$2.4 mil	--	--	--	--	--
Cost to GO	--	\$2.9 mil	\$3.4 mil	\$6.6-6.8 mil	\$6.9-7.1 mil	\$6.7-6.9 mil
Annualized 10-yr NPV Savings	--	-\$0.47 mil	-\$0.09 mil	\$0.67 mil	\$0.81-0.87 mil	-\$0.09 mil) - \$0.05 mil
% 10-yr NPV difference		-(4.1%)	-(0.8%)	5.8%	7.1-7.6 %	-(0.8%) - 0.4%
Incentives Offsets	--	Marginal	Limited	Marginal	Favorable	Limited

Location Plus Report (cont.)

- ▶ The impact to current employees
- ▶ Business disruption
- ▶ The cost to renovate 475 Riverside Drive (estimated at \$2.4 million) will be considerably less than the upfront costs at any other location:
 - ▶ \$0.3 - \$1.0 less than downtown and Jersey City options
 - ▶ \$4.3 million - \$4.7 million less than the long-distance options

Changes to the Founders' Writing

SEVERAL (HUNDRED)
SHARING SESSIONS
LATER...

THE FINANCE
COMMITTEE TOOK
NO ACTION

Discuss options for closing the Big Meeting at the International Convention.

- ▶ International Committee recommended the Serenity Prayer, Responsibility Statement, Declaration of Unity, 3rd Step Prayer, 7th Step Prayer.
- ▶ Original recommendation amended to include a Moment of Silence.
- ▶ Amendment to include the Lord's Prayer failed.

Online Groups

Review report of the
GSB Ad-Hoc
Committee on
Participation of Online
Groups in the
U.S./Canada Service
Structure.

The committee noted that at this time there are no clearly expressed needs outlined in order to move forward with the creation of an additional Delegate area for online groups.

Discuss the reporting of Simple Majority Items.

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

Grapevine Items

- ▶ Took no action on services provided by Grapevine
 - ▶ Committee requested a survey be done of the fellowship to determine the usefulness of these services
- ▶ Committee recommended a 5-year plan be created for La Viña
 - ▶ (Passed 108-18)



A Moment from Home

Consider a request to develop a pamphlet on the transgender alcoholic in A.A.

- ▶ The Conference Corrections Committee recommended that a pamphlet on the transgender alcoholic in A.A. be developed.
- ▶ Discussion included statistics on LGBT community in Alcoholics Anonymous
- ▶ Votes:
 - ▶ Motion to call the question. 86 – 41; Passed.
 - ▶ Final vote: 86 – 40; Passed by 2 votes.
 - ▶ Motion to reconsider. 62 – 68; Failed.

Literature Items

- ▶ "Too Young?" video adaptation:
 - ▶ The committee recommended permanently suspending the project
 - ▶ Passed 117 - 10
- ▶ "A.A. for the Black and African American Alcoholic.":
 - ▶ The committee recommended revisions be passed and retitled "Black in A.A.: Experience, Strength and Hope"
 - ▶ Passed 121 - 3
- ▶ "Donation" and "Contribution" be swapped
 - ▶ The committee recommended that the word "donation" be utilized to state that A.A. does not accept donations from outside entities and that the word "contributions" be utilized when referring to Seventh Tradition contributions from A.A. members

Update on 5th Edition

All stories have been read! Now in the pruning process.

Progress report or a draft manuscript to be brought next year

Consider a request to develop a pamphlet on the unhoused alcoholic in A.A.

Cooperation with the Professional Community Committee took no action.

- ▶ “A pamphlet would not be an effective tool to carry the message to the unhoused community.”
- ▶ The committee suggested that the trustees consider exploring methods of how to better serve the unhoused population.
- ▶ There was a floor action that the pamphlet be created.
 - ▶ Motion to decline to consider. 90 – 39; Passed. Floor action failed.

Young People's Video Project

Young people sought out



18 stories captured at ICYPAA



Stay tuned for the Area Assembly

Public Service Announcements

Relevance

The :30 English language version of the Public Service Announcement (PSA) "Since Getting Sober I Have Hope" be discontinued.

The :60 English language version of the Public Service Announcement (PSA) "Since Getting Sober I Have Hope" be discontinued.

The :15 English language version of the radio Public Service Announcement (PSA) "We Know How You Feel" be discontinued.

Streaming

- Current financial state
- Currently available Public Service Announcements
- Create two plans for placing PSAs on streaming media with a focus on reaching a general audience with budgets not to exceed \$50,000 and \$100,000

Mesmerize Point

- Gather analytics
- Info on Canadian counterpart

Public Service Announcements (cont.)

- ▶ Two Public Service Announcements be distributed on broadcast media, tracked and evaluated at a cost of \$17,000 which would be in addition to the \$48,000 that is planned to be spent to track the Value of Donated airtime on PSAs in 2024 per the audit requirement. The total expenditure should not exceed \$65,000 and that the information gathered from the process be brought back to the 2025 Conference Committee on Public Information.
- ▶ \$48,000 to track PSAs has been accepted as an audit requirement. The committee requested that this expense be allocated to the trustees' Finance and Budgetary Committee budget.

Additional Public Information



AAWS Instagram:

Took no action.
Recommended a social media policy. (Failed 36 – 90)



GSO Podcast:

First season should be out this year



Board Communication:

Board minutes to all conference members (Failed 56 – 72)

Consider a request to develop a pamphlet on the Asian and Asian-American alcoholics in A.A.

Grapevine / La Vina
Committee took no
action.

- ▶ “Because of the anticipated cost and workload associated with developing a new pamphlet at this time, the committee suggested that the need expressed in this agenda item may be addressed in other AAWS and AA Grapevine publications instead.”
- ▶ A floor action was made to develop the pamphlet...
- ▶ Motion to decline to consider. 69 – 60; Failed. We will discuss
- ▶ Vote on original motion. 79 – 50; Failed (Needed 86 for 2/3)

Asian & Asian-American Pamphlet

Minority Opinion

A screenshot of the AA.Org search results page for the query 'Asian-American'. The page displays a list of search results categorized by type. The first result is a document titled 'A.A. for the Native North American' with a snippet: '... for the Native North American P-21 A.A. for ...'. Below this is a section for 'RESOURCES - PAMPHLETS' with a result: 'A.A. for the Black and African-American Alcoholic' with a snippet: '... the Black and African-American Alcoholic P-51 ...'. Another 'RESOURCES' section shows a 'Pamphlet Update Announcement' for 'A.A. for the Black and African-American Alcoholic' with a snippet: '... the Black and African-American Alcoholic ...'. An 'AUDIO/VISUAL' section features a video result: 'Twelve Steps and Twelve Traditions - American Sign Language (ASL) Press Release' with a snippet: '... Twelve Traditions - American Sign Language ...'. A final 'AUDIO/VISUAL' section shows a 'Press Release' for the 'Big Book Fourth Edition - American Sign Language' with a snippet: 'Book Fourth Edition - American Sign Language ...'.

AA.Org search for:
Asian-American

A screenshot of the AAgrapevine.org search results page for the query 'Asian-American Alcoholic'. The page shows a list of search results. The first result is an article titled 'The All American Housewife' dated 'AUGUST 2000' by 'CHRIS D.C. | FISHKILL, NEW YORK'. The second result is an article titled 'A Native American Legend' dated 'AUGUST 2007' by 'CINDY C. | MANCHESTER, NEW HAMPSHIRE'. The third result is an article titled 'Native North American Special Forum' dated 'SEPTEMBER 2006' by 'TOM K. | VIBANK, SASKATCHEWAN' with a snippet: 'The Morongo Reservation hosts an event to discuss carrying the message to Native American ...'.

AAgrapevine.org
search for:
Asian-American Alcoholic

A screenshot of the AA.Org search results page for the query 'Asian-American Alcoholic'. The page displays search results categorized by type. The first result is a document titled 'A.A. for the Black and African-American Alcoholic' with a snippet: '... the Black and African-American Alcoholic P-51 A.A. for ...'. Below this is a section for 'RESOURCES' with a result: '"A.A. for the Black and African-American Alcoholic" Pamphlet Update Announcement' with a snippet: '... the Black and African-American Alcoholic" Pamphlet ...'. Another 'RESOURCES - PAMPHLETS' section shows a result: 'A.A. for the Native North American' with a snippet: '... for the Native North American P-21 A.A. for ... found recovery from alcoholism in A.A. while ...'. An 'OTHER' section features a result: 'Welcome to the "A.A. for the Black and African-American Alcoholic" Pamphlet Update story submission page!' with a snippet: '... the Black and African-American Alcoholic" Pamphlet ...'. A final 'RESOURCES' section shows a result: 'Submit Your Recovery Story for the "A.A. for the Black and African-American Alcoholic" Pamphlet Update'.

AA.org search for:
Asian-American Alcoholic



Physical Repurcussions

Finance Committee's Items

Maximum annual contribution from an individual A.A. member be increased from \$5,000 to \$7,500
(Passed 95 – 28)

General Service Board hold one Quarterly Board weekend a year virtually when possible
(Failed 18 – 106)

Trustees Emeriti be invited to Conference and Board weekend at their own expense
(Failed 23 – 101)



A Plain Language Book is Coming

And now, the saga of its approval...

What it was
like

My Experience with the manuscript

- ▶ Glossary
- ▶ Jaywalker
- ▶ To the Partners
- ▶ Step Explanations
- ▶ Tradition Explanations
- ▶ Concept Explanations

What happened

- ▶ Every other conference member was also given 2 hours with the book.
- ▶ The literature committee met all day Saturday to review the book.
- ▶ They read 30 pages at a time and reviewed any “sticking points”.
- ▶ They then used a decline to consider process to go through those points.
- ▶ The result was unanimous committee approval of the book with 2 changes...

“ The committee recommended that the draft manuscript *Plain Language Big Book: A Tool for Reading Alcoholics Anonymous* be approved with minor editorial changes to include:

Relocation of the “A.A. Steps Table” to constitute an Appendix (on the Twelve Steps) at the back of the new publication.

Replace the references to “addiction” and “addicted” with language related to alcoholism.

”

CONFERENCE LITERATURE COMMITTEE

Let the motions begin...

The Votes

- ▶ Motion to require $\frac{3}{4}$ approval for the Plain Language Big Book if the project is recommended from committee.
 - ▶ Motion to Table: 105 – 29; Passed.
 - ▶ Motion to take from the table: 61 – 69; Failed.
- ▶ Motion to go to 90 seconds. 68 – 58; Passed.
- ▶ Motion to amend, revising the editorial changes to include removal of the explanations of the Steps, Traditions, and Concepts. 32 – 97; Failed.
- ▶ Motion to amend, revising the editorial changes to include putting Bill & Dr. Bob's stories back into their own words. 68 – 58; Failed.
 - ▶ Motion to Reconsider. 55 – 74; Failed.

The Votes (cont.)

- ▶ Motion to go back to 1 minute at the mic. 92 – 29; Passed.
- ▶ Motion to Recommit the manuscript.
 - ▶ Call the question on the recommit. 113 – 18; Passed.
 - ▶ Vote on the recommit: 35 – 95; Failed.
- ▶ Call the question on the original recommendation. 99 – 31; Passed.
- ▶ Vote on the original committee recommendation: 91 – 38; Passed.
- ▶ Motion to reconsider. 58 – 71; Failed.

Minority Opinion

- ▶ Definition of “Higher Power”
- ▶ Issues with Concept VII
- ▶ "I am not in support of this recommendation at this time NOT because I don't like the books content, but because of the process it's had in getting us to this point. The disunity it's caused in our Fellowship has been palpable."
- ▶ “We will have hundreds of PAIs”

What it's like Now

- ▶ Memo process has begun between Publishing department and the Conference Literature Committee
 - ▶ My personal “sticking points” are in the memo.
- ▶ Title of the book is in question from floor actions not heard
- ▶ Explanations are in question from floor actions not heard

Floor Actions

- ▶ There were 15 floor actions made throughout the conference.
- ▶ Only 4 of 15 were heard due to losing translation and technology teams.
- ▶ Among those not heard were:
 - ▶ The Literature Committee's additional suggested changes to the Plain Language Book
 - ▶ Changing the title of said book to *The Plain Language Guide to A.A.'s 12 Steps of Recovery*
 - ▶ Removing the Steps, Traditions & Concept explanations from said book
 - ▶ Creating a new 5-year plan for Grapevine
 - ▶ Sending all Preamble PAls as a group to the 75th conference