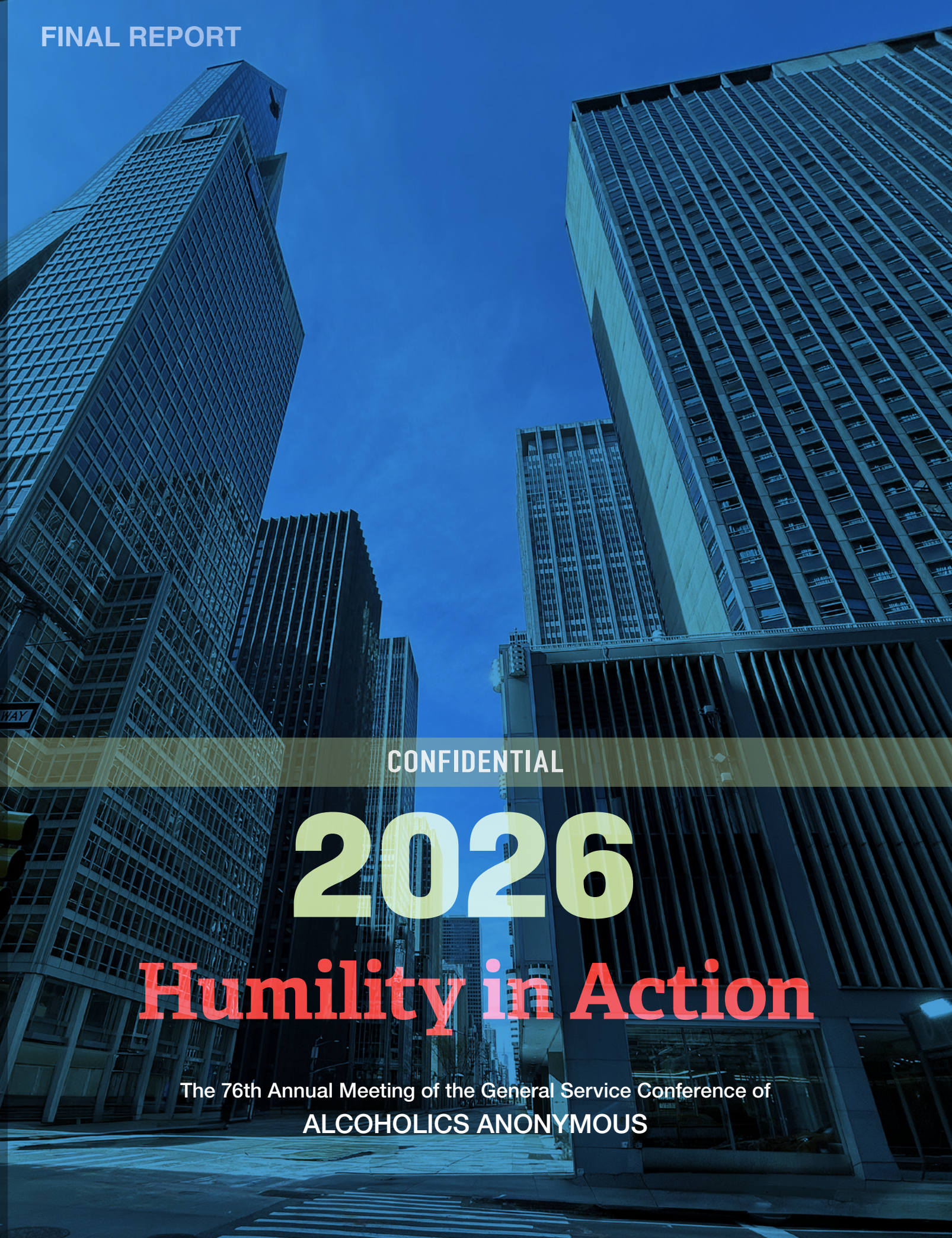
FINAL REPORT



CONFIDENTIAL

2026

Humility in Action

The 76th Annual Meeting of the General Service Conference of

ALCOHOLICS ANONYMOUS

The Seventy-Sixth Annual Meeting of the General Service Conference of Alcoholics Anonymous

"Humility in Action"

Final Report

New York Hilton Midtown,
New York, NY, April 26–May 2, 2026

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The 76th General Service Conference: "Humility in Action"

The 76th General Service Conference was held April 26–May 2, 2026, at the New York Hilton Midtown hotel. Guided by the theme of "Humility in Action," 136 Conference members gathered at the week-long event in the spirit of unity, fellowship and service, prepared to address 70 agenda items critical to the future of A.A. throughout the United States and Canada. The General Service Conference is both a stage for a year's worth of work coming to fruition through spirited deliberation and voting from the Conference body, as well as an opportunity to identify new paths to forge for carrying the message of Alcoholics Anonymous.

The week kicked off Sunday morning with opening remarks from General Service Board Chair Scott H., who set the tone for the week ahead — highlighting the importance of detaching from personal differences and uniting in service to inform the work to be done throughout the Conference. This was followed by a lively roll call of all Conference members conducted by General Service Office General Manager Bob W. Reflecting on this year's theme in his welcome address, Jay T., Conference delegate chairperson from Area 27, Louisiana, addressed the Conference body, saying, "I hope we can approach the week with open minds, patient hearts and a spirit of cooperation. If we remain willing — willing to listen, willing to learn and willing to trust the process — then humility will truly be in action."

In her keynote address, rotating Eastern Canada regional trustee Joyce S. candidly shared about her over 10 years in general service and all the challenges that came with it — feelings of inadequacy and fear, and, at times, a fractured relationship between delegates and the General Service Board. Capping that honesty with a powerful message of resilience regarding past difficulties, Joyce asserted that "despite the pain, the work of the Conference was done. … Our responsibility to the Fellowship was upheld. That tells me something important: A.A. is bigger than any one conflict, any one Conference or any one personality."

Also on Sunday, three delegates presented on the topics of "Restoration and Discovering Grace, Unity and Fellowship"; "Gossip vs. Facts: Examining the Health of Our Own Communications"; and "Finding Common Ground."

The presentations were followed by general sharing from the Conference body, where a palpable feeling of camaraderie and a shared sense of purpose resonated throughout the room. "I'm feeling the love and unity; this is the right start," one Conference member noted, while another lovingly implored, "Let's agree to disagree and leave here strongly united." Following a session of Joint Trustees' and Conference Committee meetings, the first day of the 76th General Service Conference concluded with the annual opening dinner and A.A. meeting.

Much of the week's agenda was centered around the work of 13 Conference committees and the thorough discussion of their reports and recommendations submitted to the Conference body. Additionally, reports from the 2025 Inventory Implementation Committee and the Cross-Functional Communications Group were presented, as well as reports from the General Service Board and its affiliate boards — AAWS and AA Grapevine. There were also presentations highlighting A.A. around the world and a detailed finance report delivered by an independent auditor — followed by a "Picnic Table" finance presentation from Scott H., stepping in for interim Treasurer Terry Bedient, who was unable to attend the Conference.

A workshop titled "Keeping Our Own House in Order" offered Conference members the opportunity to break out into 10 groups, sharing on topics centered around Step Ten as it relates to general service. Two general sharing sessions were held during the week where Conference members were encouraged to ask questions and share on the topics impacting their individual areas — and the Fellowship as a whole. A third sharing session scheduled for Thursday evening was forgone in favor of continuing with the discussion of Conference committee reports.



Perhaps the most widely anticipated of the many agenda items addressed during the week was a draft of the fifth edition of the beloved Big Book, *Alcoholics Anonymous*. Following a 2021 Advisory Action authorizing its development, the draft — including 26 new stories, a new preface and foreword, and updated appendices — is the culmination of five years of work, including the review of nearly 2,400 story submissions. After being put forth as a recommendation from the Conference Committee on Literature, the draft was provided to Conference members to read between Tuesday and Friday morning, when discussion around the agenda item commenced. Expectedly, robust and passionate sharing was heard from the Conference body, ranging from trepidation and concern over the new content to enthusiastic support and excitement, with one member stating, "This book will save lives." Ultimately, the matter was put to a vote, with Conference members approving to publish the fifth edition of *Alcoholics Anonymous*, making it the first new edition of the Big Book since the fourth edition was published in 2001. Additionally, it was voted to remove an offensive term from the first 164 pages of the Big Book, which sparked even further discussion around the matter of founders' writings.

Conference business adjourned Friday evening with heartfelt farewells from the Panel 75 delegates and closing remarks from GSB Chair Scott H. "The survival of A.A. depends less on the work we do and more on how we treat each other," Scott said, echoing the message of his opening remarks delivered almost a week prior. And noting the unified spirit of this year's Conference, he said: "We chose to trust, laugh and be positive. … The energy in the room this week was life changing."

On Saturday morning, Tammy S., Area 86, Western Ontario, was introduced as the 77th General Service Conference delegate chairperson, offering a warm reminder to us all when she said, "Clearly, when I get out of the way, miracles happen." Following a reading of "How It Works," three rotating trustees — Joyce S., Eastern Canada regional trustee; Reilly K., Pacific regional trustee;

and Carolyn W., general service trustee — addressed the Conference body, reflecting on their time in service to Alcoholics Anonymous.

"I have been truly blessed that my Higher Power gave me the opportunity to serve Alcoholics Anonymous all the way from the very top of the triangle down to the bottom. … This journey has touched not only my sobriety, but every part of my life," Joyce stated with gratitude. "Service has a way of shaping us, strengthening us and preparing us for responsibilities we never believed we could handle."

Looking back on 60 years of sobriety, Reilly touched on the trials and triumphs that come with service, noting her time as a regional trustee as "the most joyous highlight" of her journey. Reflecting on an early conversation with her sponsor, Reilly recalled asking if she could be someone important in A.A. and her sponsor replying bluntly, "No." When she asked if she could *do something* important in A.A., her sponsor said, "Just be there. Always be there." And that is exactly what she has done for three quarters of her life.

In her remarks, Carolyn talked about her unlikely path to general service, noting that she was banned from A.A. meetings and struggled to stay sober when she first came to the rooms. On what life looked like after eight years of board service, Carolyn admitted that she was uncertain — though her love for A.A. was never more clear. "I don't know how to go from here and repay to Alcoholics Anonymous what you've given me, but I know that I will try every day," she said. "And when I fall short, I hope you will tell me because Alcoholics Anonymous deserves absolutely nothing but our very best."

Following closing remarks from GSO General Manager Bob W., who expressed his gratitude for a respectful, loving Conference, calling it the "ultimate expression of the Second Tradition," the Conference officially concluded with the Responsibility Statement. And as attendees gathered their belongings, preparing to visit Stepping Stones, make their journeys home and turn their attention to the work and year ahead, the theme of next year's General Service Conference was sure to be on their minds — and in their hearts: "Honoring Our Past, Embracing Our Future."

Greetings

Good morning. Buenos días. Bonjour.

My name is Jay T., and I have the privilege of serving as the delegate for Area 27, Louisiana, and as the delegate chairperson for the 76th General Service Conference. On behalf of the Conference members, it is my honor to



welcome all of you to the 76th General Service Conference. It is truly a privilege to gather here together in service to Alcoholics Anonymous.

Before we begin, I would like to take a moment to acknowledge a couple of groups in the room. To my fellow Panel 75 delegates — welcome back. And to the Panel 76 delegates — welcome to the General Service Conference. This is an experience like no other.

Take time to soak it in. Look around this room and realize the magnitude of what you are participating in. What happens here each year helps guide Alcoholics Anonymous and helps ensure that our Fellowship remains strong and available for the alcoholic who still suffers. But most of all — enjoy it. Enjoy learning more about the Conference structure. Enjoy seeing all the pieces of this Conference working together like a symphony. And enjoy making new friends while deepening the friendships you already have.

This week will go by very fast. And if the experience of past delegates is any indication, by about Wednesday afternoon you may begin wondering how you're ever going to get through all the work left to do. Don't worry — that feeling is completely normal.

I would also like to extend a special welcome to our trustees, Class A trustees, directors and the staff members

of the General Service Office and Grapevine. Your dedication and commitment to Alcoholics Anonymous help make the work of the General Service Conference possible. We are grateful for your service and for the partnership that exists between the Fellowship and the trusted servants who support its work throughout the year.

The theme for this Conference is "Humility in Action." When I think about humility in Alcoholics Anonymous, I am reminded that none of us arrived here because we had everything figured out. In fact, many of us arrived here because we finally realized we didn't. What brought us here was something much simpler: willingness. At some point in our journey — whether in recovery or in service — we became willing. And sometimes that willingness did not come easily.

Many of us know what it feels like to be asked to take on a service responsibility and quietly wonder: Can I really do this? Am I the right person? Should someone else be doing this instead? Those questions are familiar to many of us. Yet time and time again, we discover something remarkable. When we become willing — when we simply say yes to the opportunity to serve — God shows us the way forward. Not always immediately. Not always clearly at first. But step by step, one day at a time, the path becomes visible. And through that process something else begins to grow within us — humility. Humility reminds us that service in Alcoholics Anonymous is never about titles or authority. It is about responsibility. Responsibility to listen carefully to the Fellowship we represent. Responsibility to remain open to new understanding. Responsibility to place principles before personalities.

The General Service Conference is one of the most powerful examples of humility in action within our Fellowship. Here we gather from across the United States and Canada — delegates, trustees, nontrustee directors and Staff — each bringing different perspectives and experiences. We arrive carrying the voices of our areas. Voices gathered from groups, districts, assemblies and countless conversations throughout the Fellowship. And then we begin the work of listening. Listening to one another. Listening for understanding. Listening for the emergence of a true group conscience.

Our literature tells us that the Conference is the voice and the effective conscience of our whole society. That is an extraordinary responsibility and an extraordinary trust. Humility is what allows that process to work. Humility allows us to set aside certainty long enough to hear another point of view. Humility reminds us that we are simply trusted servants working together for the good of the Fellowship. Because ultimately, every agenda item we will discuss this week points back to a single purpose: How can we better carry the message to the alcoholic who still suffers?

Somewhere right now, someone is experiencing the same fear, loneliness and hopelessness that many of us once felt. The work we do here helps ensure that when that person reaches out for help, Alcoholics Anonymous will be there.

As we begin this Conference together, I hope we can approach the week with open minds, patient hearts and a spirit of cooperation. If we remain willing — willing to listen, willing to learn, willing to trust the process — then humility will truly be in action. And the Fellowship we serve will be stronger because of it.

Thank you for allowing me to serve, and welcome to the 76th General Service Conference.

Jay T., 76th General Service Conference Delegate Chair

Keynote Address

Good morning, everyone. My name is Joyce. I am an alcoholic, a member of the St. Clement's Group in Toronto, Ontario and my sobriety date is October 12, 1982. I serve the Fellowship as the Eastern Canada regional trustee and Grapevine director.

I am deeply grateful to our Conference Coordinator, Rainer L., and the Conference Committee for the loving invitation to share this morning. During my term, I have attended four General Service Conferences, many Board Weekends, Regional Forums and service events. It is an honour to serve Alcoholics Anonymous, and it is my hope that what I share reflects the spirit of our theme: Humility in Action.

I attended my first General Service Conference in 2014 as an alternate delegate. I was unprepared for the weight of responsibility I felt — the realization that what happens in this room affects the entire Fellowship. This is now my seventh Conference, and over time I have come to understand what Bill W. meant when he wrote: *We trust our leaders in service, but we do not trust them with power.* That single sentence has shaped how I understand leadership in A.A.

When I was selected as the Eastern Canada regional trustee, it was my third nomination from Area 83, Eastern Ontario. I was shocked, overwhelmed and frightened. Bill W. wrote: *Leadership in A.A. is not a matter of position,*

but of example. At that moment, I did not feel confident or inspiring — I felt inadequate. But humility taught me that inadequacy honestly admitted becomes willingness, and willingness opens the door to growth.

Through service, I have learned that humility does not mean weakness. It means recognizing that I am not in charge. I am responsible, accountable and always learning. A service sponsee once told me they had noticed how much I had changed over the past four years — that I was more open and more willing to listen. Anyone who knows me well knows that change does not come easily to me. That growth came not from control, but from trusting others and allowing myself to be shaped by experience.

When I first came to A.A., I confused humility with humiliation. I thought being humbled meant being diminished. Bill W. addressed this misunderstanding directly when he wrote: *True humility is not groveling or self-deprecation; it is a clear recognition of what and who we really are, followed by a sincere attempt to become what we could be.* That understanding transformed how I approach service.

Humility in action shows up when I say, "I don't know." There were many times in committee meetings where I had to Google words I had never heard before. It shows up when I ask for help — and accept it. It shows up when I listen carefully, especially when I disagree. It shows up when I place the welfare of Alcoholics Anonymous ahead of my personal comfort or opinion.

Tradition Two reminds us that our leaders are but trusted servants; they do not govern. Bill W. warned us what happens when humility is replaced by ego: *Power, prestige, money, and pride can be fatal temptations for any leader.*

Concept Nine reinforces this, reminding us that leadership in service requires careful definition of authority and responsibility. Authority is delegated — never seized. Responsibility is accepted — never avoided. When humility is present, leadership becomes service. When humility is absent, leadership becomes control.

As we gather at the 76th General Service Conference, I am reminded that we are not the owners of Alcoholics Anonymous — we are its caretakers. Bill W. said it plainly: *We are sure that A.A. can remain democratic in thought and action only if it never attempts to govern.*

This is where I need to speak honestly. The last three General Service Conferences have been very difficult for me. I was hurt. I was deeply affected. At times, I was devastated. It was painful to sit through allegations of mistrust and to feel the emotional weight of division in rooms meant for unity and service. Bill W. understood that even in A.A., fear can distort perception. He cautioned: *Whenever fear enters the picture, spiritual values are likely to be compromised.*

I am not sharing this to assign blame, but to speak truthfully. Despite the pain, the work of the Conference was done. Reports were heard. Decisions were made. Our responsibility to the Fellowship was upheld. That tells me something important: A.A. is bigger than any one conflict, any one Conference or any one personality.

Last year, I was deeply moved when Panel 75 delegates, shaken by what they had witnessed, reached out with kindness and concern. That reminded me that humility is not only structural — it is personal. It lives in compassion, restraint and the willingness to support one another.

Concept Five speaks to the importance of minority opinion. Bill W. insisted that dissent be protected, writing: *The minority voice must be heard, for it may contain the very truth the majority has missed.* Humility requires us not only to tolerate dissent, but to respect it — without ridicule, without punishment and without defensiveness.

Warranty Six speaks powerfully here. It calls us to act in mutual respect and love, to avoid anger and haste, to protect minorities and to guard against tyranny — whether it arises in the majority or the minority. Bill W. described these safeguards as: *The very essence of democracy in action and in spirit.*

Humility in action means remembering that democracy without humility becomes chaos, and authority without humility becomes tyranny. But when humility guides us, democracy becomes a spiritual practice.

Bill W. reminded us that: *We cannot stand still; we must grow, or else we must perish.* We can grow — not by being perfect, but by being willing. Willing to pause. Willing to listen. Willing to trust our principles.

We are here because Alcoholics Anonymous saved our lives. Also, because our fellow members have faith that we will do the right thing. We are here to ensure that future alcoholics — people we will never meet — have access to the same spiritual solution we were given. So let us make this a great Conference — not because it is easy, but because it matters. Let us lead as Bill W. urged us to lead — with patience, restraint, love and humility in action. Thank you for allowing me to share and thank you for your service to Alcoholics Anonymous.

Joyce S., Eastern Canada Regional Trustee

Reports from the General Service Board, AAWS and Grapevine Corporate Boards



GENERAL SERVICE BOARD REPORT

Welcome to the 76th General Service Conference of Alcoholics Anonymous. We come together this year with the theme of "Humility in Action." Welcome to our new Panel 76 delegates. And welcome back to our friends and colleagues from Panel 75. Our General Service Board welcomed eight new members this year as a result of nine trustees rotating after last year's Conference. Obviously, this represents a significant change in experience. So, welcome to your first Conference in this role.

It has been another busy year in our Conference structure as we work together to find the most effective ways to carry our message of recovery to the still-suffering alcoholic.

Many of you had the opportunity to attend the International Convention in Vancouver to celebrate 90 years of Alcoholics Anonymous. Approximately 35,000 people who would normally not mix, from all over the world, gathered together to celebrate the miracles wrought in the lives of so many. We celebrated with meetings, workshops, presentations, block parties, dance parties, gallons upon gallons of coffee and all of those amazing interactions among us in between. As much as the experience of this International Convention had a profound effect on those who were privileged to attend, the spirit and light brought to the City of Vancouver and the entire province of British Columbia by the attendees has had a lasting effect on the broader community. Many public officials remarked at the sense of energy and joy brought to the city during this time. We have received letters from other tourists who were in the city, speaking to how the happiness and joy brought by attendees so positively impacted their experience in the City of Vancouver.

Some of the other highlights of the International Convention include:

- Presentation of the 43 millionth copy of the book Alcoholics Anonymous to Warden C. Lam from the Dorchester Penitentiary in New Brunswick, Canada, home of the oldest prison group in Canada.
- A standing-room-only Grapevine skit.
- A Grapevine writing workshop that provided dozens of stories for AA Grapevine.
- A dance party enjoyed by both young and those a little less young.
- Three extraordinary "big meetings" including one of the best ever "oldtimers" meetings.

With amazing work done by the General Service Office, our local Cooperation with the Professional Community Committees and our local Public Information Committees, we had more opportunities to reach out through the media to convey the message of what we do in A.A. than at any previous International Convention. The cooperation between our General Service Office and local workers and contacts brought amazing opportunities to reach and

provide valuable information to health care professionals, all levels of government and broad sections of the public. It was an incredible Twelfth Step call.

While at the time of writing this report, there are still some final financial details to be received from our event vendor, the International Convention was at least a breakeven event.

Members of the General Service Board also had the opportunity to attend four Regional Forums this year. Those events were in the East Central, West Central, Southwest and Northeast Regions. Additionally, there was a special online forum for the Deaf A.A. community. This latter event was the first of its kind. By all accounts it was a very successful event. It was the product of many hours of work by our General Service Office staff and many volunteers.

Some of the highlights of the work done by the General Service Board you already know about. From the trustees' Literature Committee, a draft of a fifth edition of the Big Book has been advanced to the Conference Committee on Literature for consideration. Appointed committee members have been approved to assist with two pamphlet projects — one for the transgender alcoholic and the other for the Asian and Asian American alcoholic.

The Military Outreach project undertaken by the trustees' CPC/Treatment/Accessibilities Committee has been concluded. A number of audio segments are now available on aa.org. In those audio segments, active service members and veterans from both Canada and the U.S. share their experience, strength and hope. The trustees' CPC Committee has also advanced some in-house video projects using current Class A trustees. It is anticipated that these videos will soon be made available as service material.

Our General Service Board continued its work on the items identified in the General Service Board inventory conducted in January 2024 and reported in the 74th General Service Conference *Final Report*.

Further to the GSB report made last year, the General Service Board held a three-day retreat in September of 2025 regarding leadership and improving communications. It also held several sessions regarding barriers to effective communication in the course of its regularly scheduled weekend work. All of this work has seen improved communication, greater cohesiveness and, I think, more effective work by our General Service Board and its committees. This work is also consistent with some of the discussions heard at last year's full Conference inventory. Communication is a constant topic in A.A. — whether that is communication from the General Service Board up the service triangle or hearing from groups and areas back down the service triangle, or communication within the Fellowship. Board training sessions allow opportunities for clearing obstacles among the board members and among all three boards. But that training also allows better understanding of some obstacles to communication up and down the service triangle.

A three-day retreat was also held the first weekend of January 2026, in pursuit of developing a Strategic Plan for the General Service Board to help establish and focus our priorities in carrying out our responsibilities. This work is ongoing right up to the beginning of our Conference and will continue in the next board cycle. You will recall strategic planning was identified as a priority in that GSB inventory from 2024.

At our July Board Weekend, the General Service Board participated in a town hall meeting with members of our General Service Office to discuss the ongoing issue of workload. The demands made on our office, our trustees, our nontrustee directors and our appointed committee members continue to be overwhelming. There will be ongoing discussion and follow-up on a number of possible action items that were identified. A follow-up to this town hall event is being scheduled for late May or early June of 2026. This virtual session will build off of the work done in the July 2025 town hall and work done independently in our office and all three of our boards.

The General Service Board is also making efforts to reimagine our weekends to make more efficient use of our time, and through establishing clearer priorities, make the best possible use of our finite human and financial resources.

As much as the General Service Board, as a committee of the whole, met fewer times outside of our Board Weekends than last year's 15, we still had in the order of 150 committee, subcommittee and ad hoc committee meetings between Board Weekends. We are examining ways to reduce the number of interim meetings.

One element of the General Service Board inventory that the board was able to continue to follow through on this year was participation in and receiving a report from the cross-functional communications working group. As reported last year, this working group was established in the latter part of 2024 and consisted of four Panel 74 area delegates chosen at random, a Staff member chosen at random, one nontrustee director chosen at random, and two trustees. Bob W., General Manager of our General Service Office, and I were ex officio members

of this committee. The working group met 11 times over the course of 2025 and produced a report for the General Service Board. That report was shared with the General Service Board as its First Quarter Board Weekend in February of this year.

The working group did not make recommendations to the GSB, in part because this was an item from the GSB's inventory, but its report offered a number of points for consideration of the GSB. The report will continue to be discussed and digested by the GSB. We expect some of these ideas to be actioned and implemented as they are further developed. We also expect some of those ideas will merit discussion by Conference members.

The board has asked that the report's highlights be shared with you.

Some highlights include:

- A Communications Abstract (now or soon-to-be available on aa.org). This Communications Abstract grew out of questions the working group considered in lead-up sessions held by the General Service Board.
- The new Board Packets, which were a suggestion that the working group gracefully shared ahead of completing its work. These Board Packets are shared, on a trial basis, with all Conference members through the OnBoard Communication Platform. The request was for an anonymized communication that would allow information to be more easily shared with local committees. Because these Board Packets would be largely reporting on work undertaken at the request of the Conference, the information was to be shared with Conference members only. It was suggested that other communications would be better suited for broader audiences. After a couple of efforts to work out some of the process "bugs," the last Board Packet was posted 11 days after the close of the Board Weekend. This is obviously the result of very focused efforts of our GSO administrative staff, Staff secretaries and the entire General Service Board.

  While circumstances may not always allow Board Packets to be posted that quickly, the goal is to have an expected cadence of two to three weeks so that Conference members can communicate reasonable expectations as to when they will have information to share. The GSB recognizes that part of clearer communication is to set and meet reasonable expectations of timelines.

  In order to identify improvements in our communication and reporting between the boards and the members of the General Service Conference, the first step is to acknowledge that overlapping communications, duplications of efforts and the sheer volume of communications have made the current practice untenable as illustrated by the Communications Abstract.
- Prioritize the *Quarterly Report* from GSO and improve the timeliness of its availability after board meetings.
- Consider the development of a centralized schedule, detailing the key communications and expected dates of availability, which Conference members may reference at their convenience. This centralized schedule could aid in creating a common understanding of expectations and predictability of communications which fosters trust among the Fellowship; as well as allowing for the prioritization of language projects and alleviating workload constraints. Another benefit of a centralized schedule is the opportunity it presents to educate the Fellowship of the year-round Conference process through trustees' committee updates, GSO Staff assignment activity updates and reports from the corporate boards as they relate to Conference-related items.

  Such a calendar would also aid in avoiding overlapping communications such as the AAWS Highlights and Quarterly Report; as well as creating consistency in relaying information throughout the upside-down triangle. Consider the development of a reliable cadence of communications from the office and boards and to align communications with the yearly calendar of the service structure.
  - Include and leverage nonconventional methods of communication that have proven effective such as the video presentation shown at Regional Forums, graphics in digital and printed AAWS materials, and the AA Grapevine podcast and social media presence in communication plans.
  - Develop short videos, following board meetings, in which board chairs may provide quarterly reporting and consider what can be eliminated because of any added resources.
  - Consider the development of an app to centralize communications and memos that has notification functionality (rather than website primary).
  - Ensure that the website can remain a PI tool and resource.

As you will hear or read in the GSB/AAWS audit and budget presentations, contributions were below what was budgeted for 2025. As a consequence, the 2026 budget is based on reduced contributions. One of the consequences of reduced contributions is reduced budgets for the

General Service Board and the work it carries out through its committees.

Each committee will have a budget that is less than what it had in 2025. Since most of the work carried out by the GSB committees consists of carrying out the work determined by the General Service Conference to be the work needed to fulfill A.A.'s primary purpose, some projects and work will likely be deferred.

With reduced contributions, there will be fewer projects that the General Service Board will be able to advance. These are all projects that have been requested by the full Fellowship of Alcoholics Anonymous through the delegated authority of the General Service Conference.

The Quarterly Financial Report (QFR) has been expanded as requested by the 75th General Service Conference Advisory Action and to include some information about the Reserve Fund.

The QFR is the standard of reporting to Conference members and the Fellowship between *Final Conference Reports,* where our audited financial statements appear. The most recent version ran to more than 50 pages. Your area delegate will have a copy of the QFR and be able to provide you with the financial information that is reported in that document.



Lastly, pursuant to an Advisory Action from the 73rd General Service Conference that requested that at least two all-Conference member sharing sessions be held between the annual Conferences, three sharing sessions were held over the past year. The topics of the sharing sessions were Workload, Financial Sustainability and How the Conference Operates/The Committee Experience.

We all look forward to the work we continue this week as both the culmination and the beginning of our year-long process.

Scott H., Chair

ALCOHOLICS ANONYMOUS WORLD SERVICES, INC. CORPORATE REPORT

AAWS Board of Directors: Ken T., *AAWS Chair;* Julie C.; Charlie H.; Matt K.; Clint M.; Racy J.; Carolyn W.; John W.; Bob W., *General Manager*

INTRODUCTION

Since the close of the 75th General Service Conference in May 2025, the A.A. World Services, Inc. (AAWS) Board of Directors has met regularly, working diligently to fulfill our responsibilities to the Fellowship of Alcoholics Anonymous across the United States and Canada. This report summarizes our board's activity from the 75th Conference through February 2026, and we offer it with the hope that it provides Conference members with a clear and useful account of the work undertaken on behalf of the Fellowship during this period.

Several significant developments defined this service year. The 2025 International Convention in Vancouver was, by every measure, a profound success and a joyful celebration of 90 years of Alcoholics Anonymous. The GSO office retrofit, following an extended period of remote operations, is proceeding on schedule and within budget. The *Plain Language Big Book* has continued to reach members who need it. And this board committed meaningful time to strategic planning, including an honest self-inventory of our own governance practices. Each of these matters is addressed in detail below.

BOARD COMPOSITION

Following the 75th General Service Conference, the AAWS Board welcomed three new directors: West Central Regional Trustee Charlie H. and nontrustee directors Julie C. and Matt K. Their orientation into board committee work proceeded smoothly, and we are grateful for their willingness to serve.

The board also conducted nominating processes for the nontrustee director and general service trustee vacancies.

For the nontrustee director, 66 individuals applied, a number that speaks to the health and engagement of this Fellowship. The Nominating Committee scored all applications individually, conducted three rounds of interviews between August 25 and August 28, and advanced a candidate to the trustees' Nominating Committee for review. In addition, after a review and interview, the board forwarded a candidate for general service trustee for consideration.

INTERNAL AUDIT COMMITTEE

The Internal Audit Committee continued its important work supporting strong governance and accountability throughout this period. While this committee's work is often conducted behind the scenes, it is foundational to the integrity of our organization.

In June, the committee updated its policy reference list to assist in orienting newer members, provided detailed feedback on the Disaster Recovery and Business Continuity Plan (BCP) and confirmed that the annual financial audit sign-off complied with New York State requirements. In July, the committee reviewed the semiannual Intellectual Property, Copyrights, Trademarks and Domain Names report and advanced the updated BCP for board adoption. The committee also identified a typographical citation error in the AAWS Bylaws, specifically in Article XII, which referenced the incorrect subsection of the N-PCL. The board approved the editorial correction.

By October, the committee had accepted the 2024 Human Resources annual report and was continuing its review of the Finance RACI and Employee Handbook updates. The December meeting brought several significant actions: the board approved updated Anti-Harassment and Whistleblower policies, both of which had been thoroughly reviewed and legally vetted. A new Bring Your Own Device (BYOD) policy was also adopted to address data security risks identified in prior audits. The committee additionally clarified that reports approved between board meetings should be shared with the full board, an important step for transparency and accountability.

In January 2026, the committee reviewed the semiannual Intellectual Property, Copyrights, Trademarks and Domain Names report. Given the committee's delegated responsibility for matters pertaining to the A.A. name, the Internal Audit Committee works closely with the Legal, Licensing and Intellectual Property Department on these reviews. After careful review and several months of discussion, the board approved a new Bereavement Policy and the 2026 Employee Handbook, inclusive of that policy as amended on January 15, 2026. The board also accepted the 2025 HR RACI.

At the March 2026 meeting, the committee completed the final quarterly reviews of its annual governance cycle, covering the areas of management and directors. Reviews of the Finance Department and Human Resources Department had been completed in prior quarters. Each quarterly review considers policies, internal controls and regulatory requirements. The committee also initiated an overarching policy review with the goal of improving clarity, strengthening mutual understanding and reducing workload duplication. This review will clarify which policies require ongoing AAWS Board oversight and which are more operational in nature and appropriately under the purview of management. The committee discussed long-term data access and retention as document and file formats evolve and expressed satisfaction with current Archives Department practices. Future discussions will include structured consideration of data compatibility when engaging in new software and tools. The board approved updated Management and Directors RACIs, as well as a new Policy on Categorizing Governing and Operational Policies.

FINANCE COMMITTEE

The Finance Committee has given careful and sustained attention to our financial health throughout this service year.

FINANCIAL PERFORMANCE

Through April 2025, the organization was carrying an operating surplus of just over $1 million before depreciation, even as total revenue came in approximately 3% below budget. Literature sales performed well throughout the year and helped offset a persistent shortfall in contributions, which ran below projections for much of the year.

By mid-year, the committee reforecast operating expenses to $19.15 million, a reduction of approximately 1.8% from the original budget, while projected revenue held at $20.3 million. This yielded an anticipated surplus of approximately $1.1 million before depreciation. The 2025 International Convention was expected to at least breakeven, and the GSO office retrofit costs were capped at $2.1 million.

For the nine months ending September 30, 2025, total operating revenue was $13,775,293, approximately 6% below the year-to-date budget. The operating surplus before depreciation had narrowed to $110,534, compared to a budgeted surplus of $549,561. Through October 31, the organization was carrying a slight operating deficit of $214,393, with operating cash on hand of $169,934 against

accounts payable of $1.617 million as of late November 2025. The Reserve Fund stood at 6.2 months of budgeted operating expenses, below the target range of nine to 12 months. Returning the Reserve Fund to its target range remains a priority for the board.

In December, the committee reviewed the preliminary 2026 budget. Projected expenses were near inflation levels, while revenue assumptions, particularly contributions, remained under review pending year-end results. The committee agreed to convene an additional meeting in early January 2026 to reassess contributions before finalizing budget recommendations. At the December board meeting, the board approved a literature price increase of $3 per book and 15% on all other items, effective February 1, 2026. The committee had initially proposed an increase of $2 per book; the board amended the recommendation upward.

In January 2026, the Finance Committee completed its review of the 2026 budget and unanimously approved it for recommendation to the board and forwarding to the trustees' Finance and Budgetary Committee. After extensive review across multiple meetings, the committee agreed to maintain a conservative approach, keeping projected contributions unchanged despite receiving some late 2025 contributions that exceeded expectations. This approach reflects a responsible posture in the face of ongoing uncertainties, including challenges related to international contributions.

YEAR-END 2025 FINANCIAL RESULTS

For the year ending December 31, 2025, total operating revenue was $18,853,249, approximately 7% less than the budget of $20,283,275. Total operating expenses before depreciation were $18,528,182, approximately 2% less than the budget of $18,967,187. The operating surplus before depreciation was $325,068, compared to a budgeted surplus of $1,316,088. These figures do not include International Convention revenue and expense, which is tracked separately by Talley Management Group, nor do they include retrofit expenditures of $492,775 as of December 31. It should be noted that December transactions were still being recorded as of the reporting date, and 2025 financial data remains subject to change pending completion of the audit.

As of January 26, 2026, operating cash on hand was $574,974 against accounts payable of $1,138,055, resulting in a short-term deficit of $563,081. The General Service Board authorized a Reserve Fund drawdown of up to $750,000 for AAWS and GSB operations; $500,000 of that authorization had been drawn at that time. The Reserve Fund stood at 5.92 months of 2025 budgeted operating expenses. Assuming the full retrofit drawdown authorization is utilized, the Reserve Fund is projected to be at approximately five months of operating expenses by April 2026, when cash disbursements for the retrofit are expected to be completed.

EARLY 2026 FINANCIAL POSITION

For the month ending January 31, 2026, total operating revenue was $1,843,071, approximately 1% above the year-to-date budget. Total operating expenses before depreciation were $1,218,797, approximately 27% below budget. The operating surplus before depreciation was $624,274, compared to a budgeted surplus of $163,356. The Reserve Fund stood at 5.60 months of 2026 budgeted operating expenses as of that date. As of February 23, 2026, operating cash on hand was $1,343,372 against accounts payable of $1,245,533, resulting in a short-term surplus of $97,839.

INTERNATIONAL LITERATURE FUND GRANTS

In January 2026, the board approved three International Literature Fund grant requests that exceeded the $8,000 threshold requiring board approval: a grant to Bolivia of $13,400, a second Bolivia grant of $16,129.50, and a Mexico trademark renewal of $8,622.53. Each was forwarded in accordance with policy.

SELF-SUPPORT

The board continues to prioritize self-support as a matter of both principle and financial sustainability. The Self-Support Subcommittee developed materials for the International Convention in Vancouver, including a poster, business card and postcard, all designed to communicate self-support principles clearly and accessibly. These were well received.

In October 2025, Nick S. started serving in a newly created Self-Support service desk assignment, coordinating self-support communications and recurring-contribution initiatives across departments and reporting regularly to the subcommittee. The board asked that monthly self-support communications to Conference members be initiated, developed in consultation with the AAWS treasurer, the GSB chair and the general manager.

In January 2026, the subcommittee supported staff efforts to improve the clarity and accessibility of self-support information, including new resources submitted for publication such as "Contributions = Service" and a consolidated self-support resource list. A call for member

sharing on self-support was also developed, including a brief introductory video and a phased rollout approach.

By March 2026, "Contributions = Service" was available in English, French and Spanish, and several related materials had been updated, including the FAQ on Practicing the Seventh Tradition at Virtual Meetings. The subcommittee discussed the possibility of sharing high-level financial outcomes quarterly through the Contributions and Self-Support page on aa.org, reviewed progress on an evaluation of online contribution platforms and continued advancing the call-for-sharing initiative aimed at deepening the Fellowship's understanding of self-support.

INTERNATIONAL FUNDS

The board adopted a new International Literature Fund Policy in June and approved fund activity reports at each subsequent meeting for forwarding to the trustees' International Committee. During the year, concerns were raised about the visibility of AAWS's own contributions within the International Literature Fund report. The board has asked that future reports include explanatory notes, a narrative on staff time contributed and projections for upcoming translation work, so that the full picture of AAWS's involvement is clearly reflected. The World Service Meeting Fund report was approved with a minor correction, changing the reference from "United Kingdom" to "Great Britain." The IRS Form 990 was reviewed and forwarded to the General Service Board in October.

PUBLISHING COMMITTEE

The Publishing Committee's work this year has been particularly gratifying, with meaningful progress on literature access, pricing and several significant upcoming projects.

THE *PLAIN LANGUAGE BIG BOOK*

We began this service year with more than 150,000 copies of the *Plain Language Big Book* distributed, and we close it with more than 215,000 print copies reaching members, along with over $1.9 million in revenue and approximately 7,500 e-books. The book holds a 4.5-star rating on Amazon with more than 300 reviews, and the response from members has been deeply moving. One letter received at the General Service Office described a member living with a brain injury who, for the first time, felt able to fully appreciate the spiritual depth of the program. Letters like that remind us why this work matters.

In July, the board approved moving forward with an audiobook version of the *Plain Language Big Book*. Two narrators have been secured, production is estimated at approximately $10,500, and we are targeting a mid-2026



launch. The value of this format for members who struggle with print, and particularly for use in corrections settings, made this decision straightforward.

PRICING AND PROMOTIONS

The committee set a permanent list price of $2.00 for the commemorative first-edition reprint (Item B-0), prioritizing broad availability and accessibility. Initial prices were established for two new pamphlets: "Indigenous People in A.A." (Item P-21) at $1.50 and "The Twelve Steps Illustrated" (Item P-55) at $0.75. A fall promotion offering 10% off new and revised pamphlets was approved, and QR codes were added to all new Conference-approved pamphlets to facilitate access to digital versions on aa.org.

In October, the International Convention Souvenir Book was reduced to $15.00, effective 90 days after notification to central offices and intergroups. A New Year's bundle pairing the *Plain Language Big Book* with a hardcover *Alcoholics Anonymous* (in English, French or Spanish) at $1.00 off the combined price was also approved. A broader review of which materials should be offered free on aa.org is underway.

At the December meeting of the A.A. World Services Board, the board approved a price increase of $3 per item for books and a 15% increase for all other literature items, with standard rounding applied. The new prices went into effect on February 1, 2026.

CORRECTIONS LITERATURE ACCESS

Nearly 85,000 literature items were accessed via tablets in correctional facilities during 2025, representing a 300% increase over the prior year. A pilot project in Canada has expanded digital access in that context, and new U.S. vendor partnerships are being developed to broaden reach in federal and state facilities. This work reflects our shared commitment to carrying the message wherever members are.

LOOKING AHEAD IN PUBLISHING

At the December meeting, we received an update on the fifth edition Big Book. The selection of stories for the new edition has been completed, a meaningful milestone, and work on the supporting sections is continuing. Format and cover options are being explored. The committee also discussed improving access to *The A.A. Service Manual* for GSRs, including the possibility of electronic distribution. The 2025 Final Conference Report was released in print with a new epub format that enables page numbers on compatible devices, and French and Spanish versions are available upon request.

By January 2026, *Plain Language Big Book* sales had reached 228,363 copies, generating $2,004,490 in revenue. The PLBB audiobook remains on track for a June 2026 launch. The English version of the "The Twelve Concepts Illustrated" whiteboard animation video was released on February 9, 2026, bringing the Twelve Concepts to life and illustrating how participation across A.A.'s inverted triangle supports the shared effort to carry the message. French and Spanish versions are in development. Readers using Amazon Kindle versions of AAWS e-books can now display corresponding print edition page numbers, a feature welcomed by many members.



The committee also approved a tabletop display of The Twelve Steps Illustrated, to be produced in three languages at an initial production cost of approximately $11,000 and an initial price of $25 per unit. Pricing was approved for AAWS audiobooks and e-books in accordance with a proposed price list from the Publishing Department, with the e-book price for *A.A. in Prison* held at $2.99.

David R., Director of Publishing, will be retiring at the end of March 2026. We are deeply grateful for his leadership and dedication, which have contributed significantly to the success and growth of AAWS publishing efforts over many years.

COMMUNICATIONS AND LANGUAGE SERVICES COMMITTEE

This committee was newly formed following the 75th General Service Conference, as part of restructuring the prior Technology, Communication and Services Committee into two more focused bodies. We are pleased with the work it accomplished during its inaugural year.

The committee held its first meeting in June, adopting its Composition, Scope and Procedure document and beginning work on a Social Media Policy. That policy was adopted in July and forwarded to the trustees' Committee on Public Information. In December, the committee refined the policy further, clarifying that new social media initiatives will be communicated to appropriate trustees' committees and, when appropriate, to corresponding Conference committees, while reaffirming that operational decisions remain with GSO and AAWS.

Throughout the year, the committee reviewed quarterly reports for the AAWS website, Meeting Guide app, YouTube, Google Ads, Online Business Listings and the *Our Primary Purpose* podcast, forwarding them to the trustees' Committee on Public Information. LinkedIn reports were forwarded to the trustees' CPC/Treatment and Accessibilities Committee. The podcast surpassed 43,000 cumulative downloads by year-end, and season two is now in production. The new Online Meetings view in the Meeting Guide app was launched successfully and has been well received by members.

On the language services side, the committee approved recommendations to deliver key finance-related materials simultaneously in English, French and Spanish whenever feasible. The board also affirmed, upon recommendation of the committee, that publications in languages other than English or in accessibility formats such as Braille or ASL are not subject to translation into English for General Service Conference approval. This affirmation reinforces established practices and provides clear guidance for future communications.

An Analytics Dashboard and Data Warehouse project is proceeding on schedule, with recommendations expected in 2026. Improved data and reporting tools will strengthen our capacity for informed decision-making.

In January 2026, the committee completed its annual review of the AAWS Website Policy and discussed evaluating website-related policies to ensure alignment with Conference Advisory Actions and current communication needs. The committee also requested additional data on Meeting Guide app HelpDocs usage and discussed including year-over-year website utilization data in future reports. The board approved a revised AAWS Website Policy, updated to reflect the committee's current name.

At the March 2026 meeting, the committee received an update from the Language Services Working Group on its ongoing review of Staff Services materials, part of a broader effort to ensure clarity and consistency in translation practices. The committee discussed developing a Language Services fact sheet to help the Fellowship better understand the scope of translation and interpretation services and how Seventh Tradition contributions support this work. The committee also began a deeper review of the AAWS Website Policy and related practices, with the goal of clarifying where authority for website updates resides across office administration, AAWS Board governance and Conference oversight, and considering where the office may be able to operate more nimbly while remaining consistent with Conference decisions.

SERVICES AND TECHNOLOGY COMMITTEE

The Services and Technology Committee was the second new body formed from the restructuring of the prior TCS Committee. It took up its work promptly and has addressed a range of important service and technology matters throughout the year.

At its inaugural June meeting, the committee approved making the Self-Support Packet available for order on the B-to-C web store, with a limit of 10 packets per order to ensure broad distribution. Through the summer and fall, the committee worked on data integrity improvements, duplicate group record cleanup and enhancements to NetSuite integration.

By December, the committee was conducting fact-finding on Canadian-dollar transactions, reaching out to Canadian intergroups and central offices to gather input before bringing a recommendation to the full board. Work continued on improving the reliability of the recurring contributions experience, with a relaunch planned following engineering updates. The committee also addressed complexity around group listing accuracy, distinguishing between intellectual property concerns and directory accuracy issues and is supporting a coordinated path forward with appropriate staff and legal review. The committee discussed expanding communication outreach through opt-in mechanisms at events and registrations, while remaining attentive to privacy and compliance considerations.

In January 2026, the committee engaged in a detailed discussion regarding cost-effective platform alternatives for online contributions. Members noted that while alternative platforms may better serve AAWS's needs, customization of those platforms can reduce their cost-effectiveness. For example, replacing standard terminology such as "donation" with "contribution" can substantially increase costs. The committee expressed general support for utilizing platforms best suited to the Fellowship's needs, while ensuring that a landing page on aa.org provides necessary context and disclaimers prior to any contribution transaction. The committee acknowledged that AAWS is not a software developer and emphasized the importance of open-mindedness regarding the practical nuances of using existing external platforms, while maintaining that any content created by AAWS should use language consistent with A.A. principles.

At the March 2026 meeting, the committee continued its discussion of alternative contribution platforms, including the use of digital translation tools for Spanish and French content on any future platform, and the option for members to cover payment processing costs. Given the complexity involved, the committee noted that a focus group may be useful in exploring platform options. The committee also received a report from the Working Group on Groups and Meetings, which discussed improvements to service materials related to estimates of A.A. membership, data integrity and the potential value of AAWS presentations at Regional Forums that include reminders about group record updates, supported by QR codes to facilitate data entry.



2025 INTERNATIONAL CONVENTION

The 2025 International Convention in Vancouver, British Columbia, was a profound milestone for the Fellowship. Members gathered from around the world to celebrate 90 years of Alcoholics Anonymous, and by every account the experience was memorable and unifying.

Reaching Vancouver required years of planning and months of intensive final coordination: city logistics, emergency protocol planning, volunteer training, coordination of more than 180 sessions and hundreds of speakers and the development of a mobile app as the primary program resource. A temporary lane closure near the convention center was arranged to accommodate pedestrian and Convention traffic. The team managed all of it with skill and dedication.

The General Service Office managed all media relations for the Convention in-house, a first for the organization. Expressions of deep gratitude were received from members across the Fellowship. Special recognition is due to Patrick C., Staff Associate Marissa Sblendorio and all GSO employees for their exceptional commitment before and during the event. A brief period of soft close following the Convention allowed staff to rest and recover.

The financial wrap-up confirmed that the event met budget expectations, with strong collaboration among staff, vendors and Fellowship volunteers. Final financial reconciliation was completed and forwarded to the trustees' Finance and Budgetary Committee. Planning for 2030 International Convention, to be held in St. Louis, Missouri, is already underway, and we anticipate even greater attendance at that gathering.

GSO OFFICE RETROFIT

The long-anticipated renovation of the General Service Office has been a significant undertaking during this service year, and we are grateful for the patience and flexibility of our staff, trustees and directors throughout the process.

GSO staff transitioned to remote operations in mid-August 2025, and construction began in September. Following a brief pause for adjustments, construction resumed and was active by December, with abatement nearing completion. The project remains on schedule and within budget. Mail and shipping operations were temporarily relocated but continued without interruption. Phone services were maintained throughout, ensuring that members could always reach the office.

GSO STAFF

James H. retired in September after years of dedicated service to the Fellowship, and we wish him well in retirement. Kacie N. joined the Corrections assignment, and Nick S. began serving in the new Self-Support service desk role. The year concluded with an in-person employee engagement event that included formal recognition awards, a meaningful occasion given the extended period of remote work.

WORKLOAD AND OFFICE CULTURE

The 75th General Service Conference raised honest concerns about workload challenges for both GSO staff and Conference members, and the board has taken those concerns seriously. The GSO undertook a comprehensive office-wide inventory during 2025. An all-employee meeting was held on June 25 to review the results,

followed by a town hall session during the August General Service Board weekend at which trustees, directors and employees discussed workload challenges together. Those discussions continued at the September GSB Strategy and Leadership Retreat in Rosemont, Illinois.

A dedicated all-staff meeting was held on December 1, 2025, to identify priority areas for improvement and develop implementation plans. A follow-up inventory session was scheduled for January 7, 2026, specifically focused on workload solutions and the development of a clear action plan for the AAWS Board. A new interdepartmental project-management process for Conference Advisory Action implementation was developed, coordinated by Staff Services, with an automated tracking tool to maintain accountability across the office.

Staff engagement and morale remained a priority throughout the year. Events such as the employee appreciation breakfast and a lighthearted office gathering contributed to a positive workplace culture during a demanding period. The creation of the Self-Support service desk assignment reflects the board's commitment to investing meaningfully in the people who carry out this work.

REGIONAL FORUMS AND TRAVEL

Maintaining active engagement with the Fellowship through Regional Forums, zonal meetings and area and state conventions is a responsibility we take seriously. The following events were attended during this service year:

- East Central Regional Forum, Indianapolis, Indiana: 383 in-person attendees, with a livestream pilot extending participation to 73 remote attendees
- West Central Regional Forum, Omaha, Nebraska 241 in-person attendees and 80 remote participants
- Asia-Oceania Service Meeting (AOSM), Singapore: Delegates from across Asia and Oceania shared experience on message-carrying, literature, digital platforms and finance
- Southwest Regional Forum, Albuquerque, New Mexico (November 14–16, 2025)
- Northeast Regional Forum, Providence, Rhode Island (December 5–7, 2025)
- Special Online Forum for Deaf A.A. Members, Virtual (January 17, 2026)

The general manager also represented AAWS at a Pacific Region celebration of the XXIX Anniversary of La Viña and at several state and area conventions throughout the year. These connections to the Fellowship are not ceremonial. They are how we remain grounded in the primary purpose that guides all our work.

75th CONFERENCE ADVISORY ACTIONS

Implementation of Advisory Actions from the 75th General Service Conference is well underway. A new interdepartmental tracking process, coordinated by Staff Services, uses an automated tool to monitor progress and maintain accountability across the office. Notable items include:

- On a one-year trial basis, AAWS subscribed to a LinkedIn Premium Business account at a cost not to exceed $1,000 per year. A report on the effectiveness of this subscription will be presented at the 2026 Conference.
- The Conference-approved limit for individual bequests to the General Service Board was raised from $10,000 to $12,500.
- The trustees' Literature Committee has begun work on updating the language and content of *Living Sober*. A progress report or draft manuscript will be brought to the 2026 Conference Committee on Literature.
- Proposals to rescind or revise the *Plain Language Big Book* were collected and deferred to the 77th General





Service Conference in 2027, allowing the Fellowship additional time with the book. A process for receiving, assessing and forwarding proposed changes was established within the trustees' Literature Committee.

STRATEGIC PLANNING

This year, the AAWS Board made a deliberate and sustained commitment to strategic planning. We met three times: four hours in September 2025, six hours in December 2025 and seven hours in March 2026. The depth and quality of those conversations reflect a shared recognition that our service to the Fellowship requires not only day-to-day governance, but longer-term, intentional thinking about who we are and how we work.

SEPTEMBER 2025

The September session opened with a careful examination of AAWS communications with the Fellowship. The board reviewed a comprehensive summary of communications over the prior 12 months, including newsletters, AAWS Highlights, announcements on aa.org and the Meeting Guide app, and communications to Conference members. From that review, the board identified opportunities to be more strategic, including the establishment of predictable release schedules and the exploration of a centralized, accessible location for Fellowship communications.

Additional topics addressed during the session included engaging in financial health discussions with the Fellowship, optimizing the use of digital communication tools, establishing a clearer and more consistent cadence for department reports to the board and the role of the AAWS Board in the context of broader inventory discussions taking place across the service structure. With respect to that last topic, the board reviewed the inventories recently undertaken by the General Service Board, the General Service Conference, and the General Service Office, and agreed to undertake its own self-inventory during the December session.

DECEMBER 2025

The December session was devoted to the board's own inventory. We examined questions related to role clarity and appropriate boundaries, workload and capacity, how to best support trusted servants and GSO employees and the quality and consistency of our communications. The session was infused with A.A. spirit throughout, including a guiding question about the extent to which the board is making full use of A.A.'s Twelve Traditions and Twelve Concepts for World Services in its own functioning, and what steps can be taken to more fully embody those principles.

The discussion was candid and productive. Among the commitments that emerged: adopting a more intentional approach to board meetings; ensuring clearer and more explicit definitions of roles and responsibilities; maintaining awareness of the appropriate audience for each communication; prioritizing and adhering to stated timelines; acknowledging inquiries in a timely manner even when a full response must be deferred; establishing consistent and predictable communication cadences; and reaffirming the foundational importance of mutual respect in all interactions. The board recognizes that the value of an inventory lies entirely in the action that follows it, and we are committed to carrying this work forward alongside our ongoing strategic planning.

MARCH 2026

The March session brought a welcome addition: officers from the AA Grapevine Board and the General Service Board were invited to join a portion of the meeting for a shared discussion on inter-board communication. That conversation was rich and unifying, and it reflected a recognition that the three boards serve the Fellowship better when they communicate openly and consistently with one another.

The session also included time to identify topics requiring continued attention in the 2026 to 2027 service year. There is a meaningful difference between strategic planning and strategic talking, and the board has been attentive to that distinction. We carry these efforts forward into the coming year with genuine commitment and enthusiasm.

Ken T., Chair

AA GRAPEVINE, INC. REPORT

Grapevine and La Viña continue to improve their reach to AA members as well as their financial performance year over year thanks to the support of the Fellowship and the passion, hard work and innovation of the publisher, staff and board of AAGV, Inc.

Since the last Conference, AA Grapevine, Inc., with our 10 and a half — that is right, only 10 and a half — employees produced 12 monthly issues of Grapevine and six bimonthly issues of La Viña. We also produced a keepsake "Language of the Heart" Grapevine Journal for the International Convention and a commemorative issue of one of AA Grapevine's most beloved books, The Language of the Heart for Vancouver. The Next Frontier, a hard-cover edition combining our books Emotional Sobriety I and II, proved to be our best-selling book of 2025. For 2026, we just launched our newest title, Gratitude.

For La Viña we launched an all-new *The Best of La Viña* book as well as the first La Viña Agenda for groups to keep records of meeting information, a very popular tool in Hispanic AA groups. This year we have two new La Viña titles — one a translation of the English-language book *Our Twelve Steps*, or *Nuestros Doce Pasos*, and another all new La Viña Spanish-language title — *Despertares espirituales* or *Spiritual Awakenings*.

We also invested significant time and energy in developing a new five-year plan for Grapevine and in broader strategy and innovation work — some of which is reflected in the plan, but most of which is still underway. Grapevine and La Viña will continue to grow and evolve as the needs of the Fellowship and the media environment continue to change. Standing still is not an acceptable strategy for long-term viability.

As you know, the Grapevine is amid a multiyear turnaround. To drive this critical evolution, we have increased revenues and gross margins by launching new products and driving the expansion of digital products while managing costs. We have grown revenues from $2.6M in 2023 to $3.2M in 2025, a 22% improvement. During the same period, we increased gross margin (revenues less cost of goods sold) from $1.2M to $2.0M — a 66% increase. In addition, we have rigorously controlled costs — we have made hard decisions to pare down staff to lower our overhead and truly appreciate how the GV/LV team has pitched in so that we are able to do more with a smaller team.

The turnaround for Grapevine is proceeding. However, we are not done — i.e., we are not yet at breakeven, but we have dramatically lowered our losses.

2023	-$857k	
2024	-$854k	$3k better than 2023
2025 Actual	-$284k	$573k better than 2023

As I once heard, "progress, not perfection."

We anticipate continuing to build on these improvements and expect to pare the loss by $85k in 2026 to -$199k and to reach breakeven in 2028.

As you all know we launched the new Grapevine and La Viña apps in October 2023. We have accelerated our efforts in getting the word out, putting notices in the magazines, on the podcast and Instagram and by increasing attendance and visibility at AA events — particularly those which reach members outside the core AA service folks. We ended 2025 with 17,315 app subscribers across GV Complete, Online and App subscriptions.

Grapevine also reached an important milestone: since launch we have earned more than $450k from the Apple App Store and Google Play, exceeding the $400k GSB capital investment to build the apps.

In January of this year, we launched the apps across the European Union and sold 209 new app subscriptions in just the first month, with limited outreach to date.

I'd like to share with you the monthly reach of the Grapevine and La Viña into the Fellowship:

THE NUMBER OF TIMES WE CARRY THE A.A. MESSAGE EACH MONTH

Outlet	Monthly Contact
Grapevine Magazine subscribers	60,000
La Viña Magazine subscribers	8,000
App GV non-magazine users	21,000
App LV non-magazine users	460
Podcast listens	24,000
Instagram GV views	97,000
Instagram LV views	34,000
YouTube Channel views	3,300
Book Sales GV units	6,000
Book Sales LV units	1,040
Website visits GV	120,000
Website visits LV	3,400
Prison Tablets GV and LV content	2,000
Daily Quote Grapevine	1,575,980
Daily Quote La Viña	126,420
WhatsApp La Viña	5,292
Number of times we carry the AA message each month	**2,087,892**
Year	**25,054,704**



AA Grapevine, Inc. continues to expand its successful Carry the Message (CTM) Project to help members and groups get Grapevine and La Viña subscriptions into the hands of alcoholics in need. AAGV, Inc. has collaborated with GSO's Corrections desk to fulfill hundreds of Carry the Message subscriptions for persons in custody. The Corrections desk continually sends us lists of incarcerated AA members in need of subscriptions. In the year 2025, our Carry the Message program fulfilled 1,384 Grapevine subscriptions and 197 La Viña subscriptions to members in need.

The GV/LV staff and board members have participated in many events in the U.S. and Canada, both in person and virtually, such as the National Corrections Conference, Founders' Day, ICYPAA, the Intergroup/Central Office Seminar, the National Hispanic AA Convention, La Viña Anniversaries and all four GSO Regional Forums. We also participated in many GV and LV conferences and workshops. Thank you to the delegates who have invited us to their areas!

2025 FINANCIAL RESULTS **(Pending Audit)**

GRAPEVINE

Total circulation and subscription income for 2025 was 58,574 and $2,063k and both exceeded the reforecast, by 439 copies and $72k respectively. The combined back issues and prison/hospital sales are particularly strong as they are $49k over reforecast and $38k higher than last year.

Direct cost for subscriptions is an improvement over reforecast by $24k.

Gross margin on subscriptions is $1,173k, a $97k improvement over reforecast.

Books and other published items revenue is $1,163 and higher than the reforecast by $35k. Gross margin is $778k, which is a $45k improvement compared to the reforecast.

Total gross margin for Grapevine is $1,951k, which is an improvement of $142k compared to the reforecast. Additionally, the total gross margin is $309k (18%) higher than last year.

Grapevine's expenses are higher than the reforecast by a total of $49k but $275k lower than last year. These costs will be monitored, and reductions are expected to continue in 2026.

Overall, the net deficit is $284k, which is $105k improvement compared to the reforecast and a $567k improvement over last year.

LA VIÑA

Circulation numbers for La Viña continue to do well in 2025 compared to 2024. However, there were subscriptions that were not renewed in recent months. We associate that with the price increase. This is being monitored carefully and there will be continuous efforts to encourage renewals.

Subscription income continues to improve and is $8k higher than the reforecast. Magazine cost of goods sold (COGS) is $1k lower than the reforecast and subscription gross margin is a $9k improvement over the reforecast.

La Viña's other published items revenue continues to increase but is $3k lower than the reforecast. However, this is a $40k (26%) improvement compared to 2024.

La Viña's total gross margin is $178k through December 31, 2025, which is a $11k improvement over the reforecast and $69k higher than 2024.

La Viña's operating expenses are $630k, which is $1k lower than the reforecast and a $36k improvement compared to last year.

Overall, La Viña's bottom line improved by $16k compared to the reforecast and saw a $95k improvement compared to last year. Therefore, the support from the GSB decreased $95k compared to 2024.

KEY STATISTICS

GV Total Subscriptions (print, digital, apps)

Print:	41,258
Complete:	5,564
Online:	4,219
App:	7,532
Total:	***58,573***

Total subscriptions were 439 over reforecast with online and apps leading the way.

LV Total Subscriptions (print, digital, apps)

Print:	7,298
Complete:	162
Online:	92
App:	399
Total:	***7,951***

Total subscriptions are 594 under reforecast. We did sell 500 gift subscriptions in one large order in December, but it will take time for these to be redeemed.

Greeting Cards Sales

Grapevine:	817 boxes
La Viña:	64 boxes
Revenue:	approximately $31,700
Profit:	approximately $17,700
	56% Gross Margin

Digital Media Services (as ofJanuary 22, 2026)

Podcast:

- 1,327,319 total downloads, averaging 872 per day, 6,102 per week and 24,400 per month.

Instagram:

- Grapevine: 15,765 followers. 62,227 views over last month — 94% followers, 6% non-followers
- La Viña: 2,255 followers. 16,254 views over last month — 92% followers, 8% non-followers

YouTube:

- 17,000 subscribers
- 436 videos
- 291k views

WhatsApp — La Viña:

- Launched on 11/18/2025
- 371 Members, up 145 since last meeting.

GV LV APP AND DIGITAL SUBSCRIBER SUMMARY

Grapevine

In app:	7,532
Online:	4,219
Complete:	5,564
Total:	17,315
GV app downloads:	75,500

La Viña

In app:	399
Online:	92
Complete:	162
Total:	653
LV app downloads:	2,600

Book Sales

2025 Trade Channel Sales: $159,816

GRAPEVINE & LA VIÑA ONLINE STORES: TOP TEN TITLES IN 2025

TITLE	Number of Purchases	Quantity	Revenue
The Next Frontier: Emotional Sobriety I & II	1,460	4,729	$79,427
Emotional Sobriety (Softcover)	935	3,884	$56,502
Language of the Heart (Softcover)	478	2,121	$35,238
El Lenguaje del Corazón	197	2,095	$34,006
Emotional Sobriety II (Softcover)	435	2,062	$30,012
Voices of Women in AA	528	1,945	$28,442
Our 12 Steps	457	1,724	$24,993
Prayer and Meditation	513	1,540	$22,335
Spiritual Awakenings: Journeys of the Spirit	528	1,644	$22,139
Sobriedad Emocional	193	1,456	$21,121

In closing, I would like to recognize the trustees completing their service on the AAGV, Inc. Board: Joyce S., Teresa J. and Molly Oliver. Thank you for your many contributions and leadership and support on behalf of Grapevine and La Viña. I would also like to welcome our incoming trusted servants as well as our incoming chair, Gail P. It has been a privilege and honor to serve as chair of Grapevine and La Viña. Thank you.

David S., Chair

Finance Report

The Finance report, which is summarized and condensed here, was given on Monday evening by Scott H., chair of the General Service Board, covering the audited 2025 finances of the General Service Board, AAWS, the Grapevine and La Viña. The accompanying slides are not included in this publication but are available upon request. For more details on A.A. finances, see the report of the trustees' Finance and Budgetary Committee (p. 76) and the independent auditor's statement and audited consolidated financial statements (pp. 123–144).

Good evening. My name is Scott, and I am a Class B trustee and chair of the General Service Board. It is my privilege to deliver this year's finance report to the 76th General Service Conference of Alcoholics Anonymous.

AUDIT

As per the five-year rotation policy adopted by the trustees' Finance and Budgetary Committee and implemented by the trustees' Audit Committee, BDO has been our audit firm since the 2023 independent audit. Matthew Becker, BDO lead engagement partner, presented the audit report.

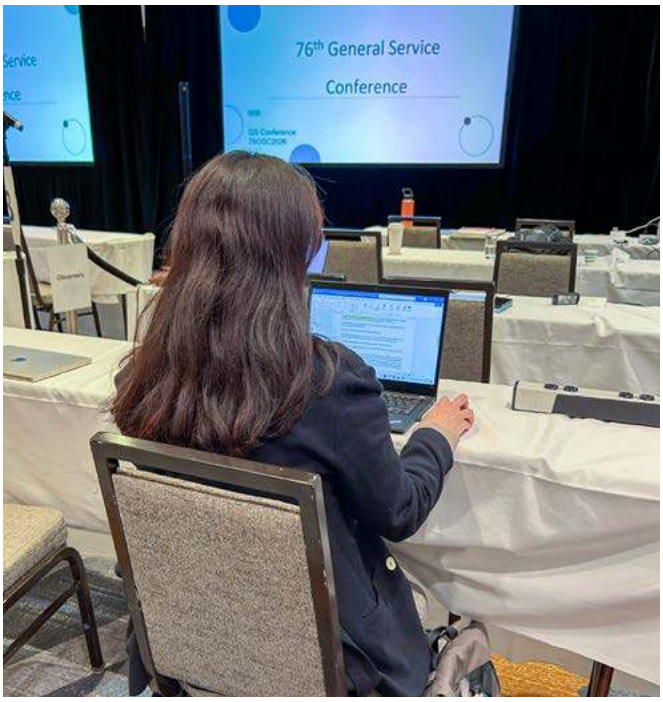
BDO issued an unmodified or "clean" audit opinion on the 2025 financial statements, which means that the financial statements are fairly stated in all material respects. In addition, BDO made no adjusting entries in 2025. This means that the auditors found no material transactions that needed to be corrected.

The management letter noted one control deficiency:

The Grapevine revenue recognition process relies significantly on externally prepared reports and journal entries for monthly revenue recording. As a result, certain process documentation and underlying support was not readily available during the audit. Grapevine management responded that a transition to an upgraded software platform with its fulfillment vendor is expected to be completed in May 2026. This will provide vastly improved reporting on demand.

The letter of business recommendations included the following recommendations:

1. Grapevine consider formalizing an expense allocation policy, outlining the methodology for allocating expenses across functional categories.
2. AAWS implement a periodic review of inventory for slow moving or obsolete items.
3. AAWS management evaluate administrative access rights for the payroll software and determine whether they are necessary and appropriate.
4. Grapevine management evaluate administrative access rights for the accounting software and determine whether they are necessary and appropriate.

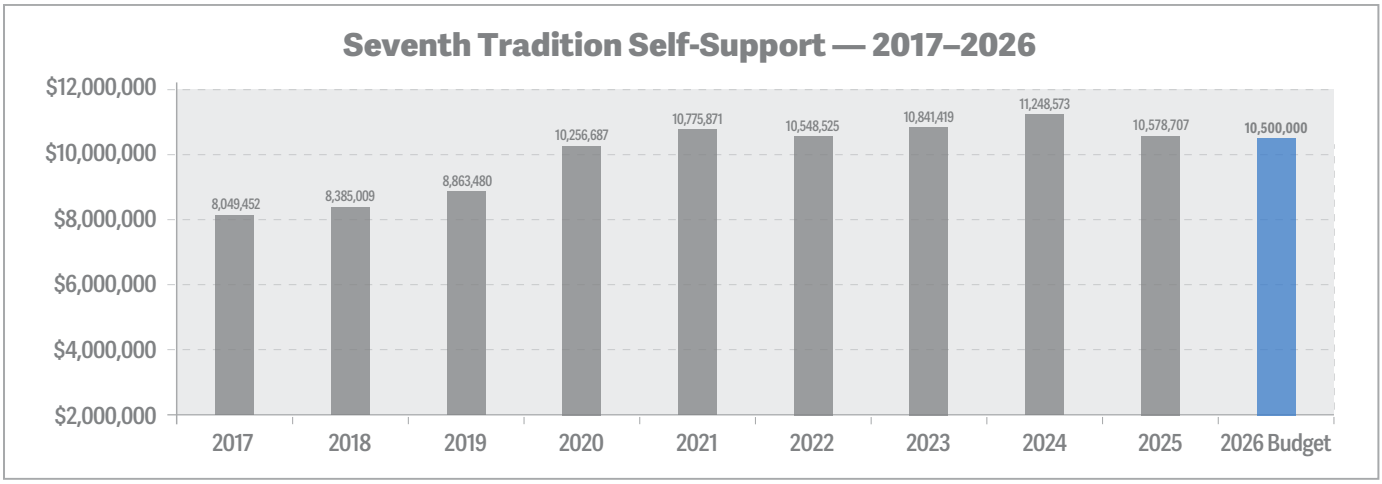


SELF-SUPPORT

Seventh Tradition self-support was $10.579 million USD in 2025, 6% less than the $11.249 million USD received in 2024. We are grateful to the Fellowship for their continued support especially due to the effects of inflation on publishing gross profit, which was $7.456 million USD in 2025, 2.4% less than the $7.640 million USD in 2024.

Additional facts about 2025 contributions include:

- 60% of contributions were received from groups and other organizations in the service structure and 40% from individual members of the Fellowship.
- Slightly more than one third of active groups contributed, and the average annual group contribution was $344.25 USD, compared to $403.19 USD in 2024.
- The average individual contribution was $138.06 USD, compared to $124.25 USD in 2024. The most common individual contribution remained $50.00 USD.
- 60% of group contributions and 71% of individual contributions were $100 USD or less. The core of self-support is the many members of the Fellowship who make smaller contributions and not the few who make large contributions.



- Self-support covered 57% of operating expense compared to 60% in 2024.
- The cost of program services per member was $5.16 USD (based on 1.7 million members).

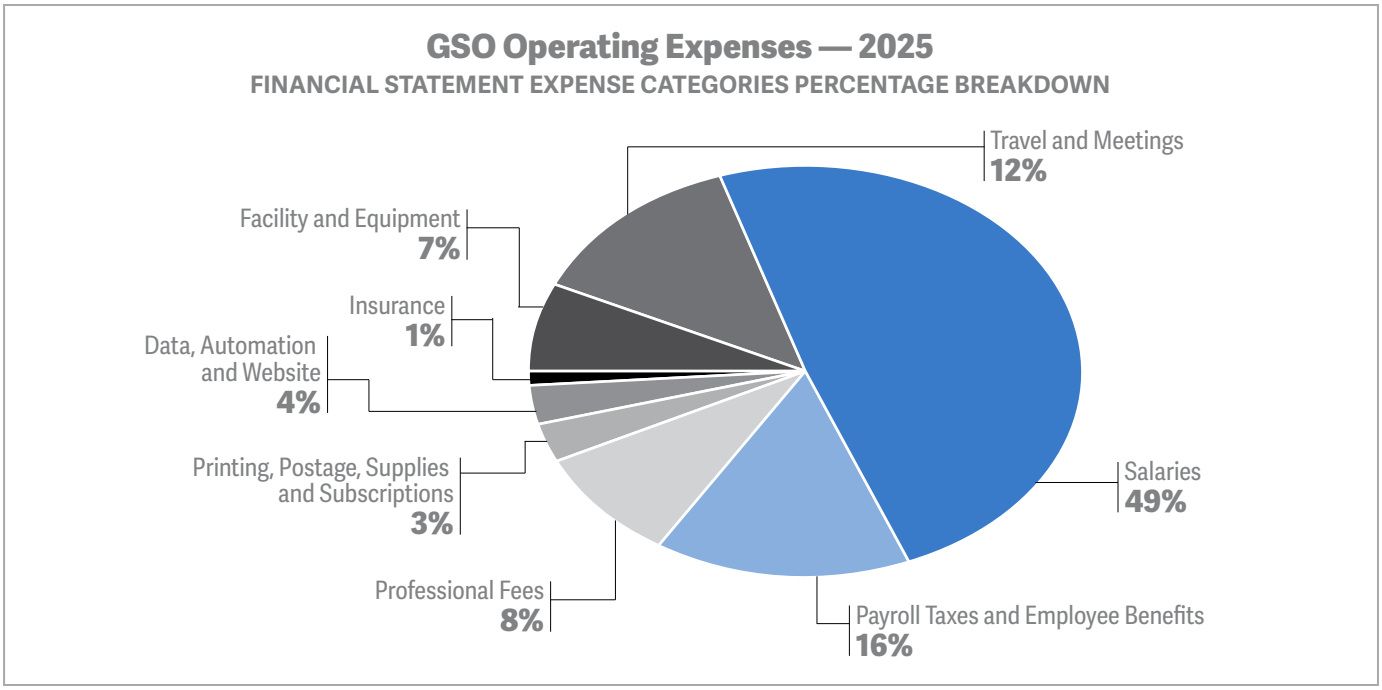
REVENUE AND EXPENSE

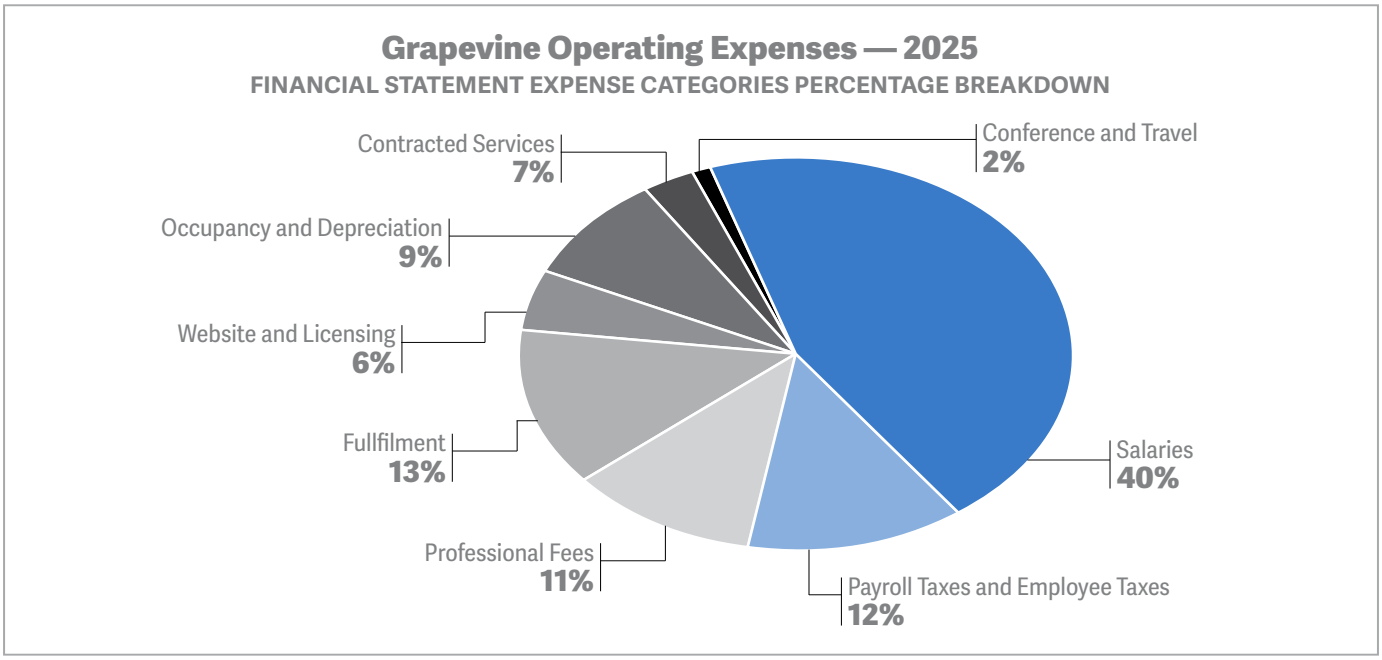
GSO operating expense before depreciation was $18.528 million USD, up about 0.5% from $18.444 million USD in 2024 but less than the budget of $18.967 million USD. 2025 operating expenses were lower than inflation-adjusted operating expense in nine of the past 10 years. Program service expense was $8.778 million USD and supporting services expense was $9.750 million USD.

The GSO ended the year with an operating surplus before depreciation of $325,068 USD.

Grapevine paid print subscription revenue increased 5% in 2025, mainly due to a 2024 price increase, the first in 12 years. Subscription revenue for the online, complete and mobile app magazine subscriptions increased 20% due to growth in the number of subscriptions.

Overall, Grapevine achieved a gross margin on subscriptions of $1,174,238 USD and a gross margin of $751,851 USD on other published items. Operating expenses of $2.243 million USD resulted in an operating loss of $299,727 USD compared to a loss of $851,735 USD in 2024. La Viña magazine circulation increased by 6% in 2025 compared to a 17% increase in 2024. General Service Board support of the *La Viña* service activity was $480,315 USD in 2025 compared to $571,939 USD in 2024 and $755,749 USD in 2023. This is an improvement of $275,434 USD (36%) in two years.





An analysis of 2025 GSO operating expenses by type shows that personnel expenses (salaries, benefits and payroll taxes) make up 65% of operating expenses. This is typical for nonprofits or any organization that produces a service rather than a product. Travel and meetings make up about 12% of operating expenses. The remaining operating expenses are comprised mainly of:

- Facilities (including rent) and equipment 7%
- Professional fees 8%[1]

A similar analysis of Grapevine operating expenses shows that personnel makes up 52% of operating expenses. Fulfillment makes up 13% of operating expenses, and professional fees make up 11%.[2]

BUDGET

The General Service Board has approved a 2026 GSO budget with an operating surplus before depreciation of $1,352,503 USD. This budget forecasts operating revenue of $21.118 million USD compared to $18.853 million USD in 2025. Revenue is largely made up of contributions, budgeted at $10.5 million USD and literature gross margin, budgeted at $9.896 million USD. Operating expense before depreciation is budgeted at $19.766 million USD compared to $18.528 million USD in 2025. 2026 capital expenditures are budgeted at $2.092 million including the GSO retrofit. Without the retrofit, 2026 capital expenditures are $242K USD compared to $299K USD in 2025. The total retrofit budget, spanning 2025 and 2026, is $2.1 million USD.

The budget includes an intention to deposit $250,000 USD in the Reserve Fund subject to contributions meeting budget.

In addition, the GSB approved a 2026 Grapevine budget with a net operating deficit of $198,917 USD compared to a deficit of $299,727 USD in 2025. Gross margin on subscriptions is budgeted at $1.256 million USD compared to $1.174 million USD in 2025. Grapevine print magazine circulation is expected to be 40,875 while online, complete and mobile app subscribers are expected to total 19,061. La Viña projects a magazine circulation of 7,313. Additionally, online, complete and mobile app subscribers are expected to be 670. General Service Board La Viña support is budgeted at $434,049 USD compared to $480,315 USD in 2025.

RESERVE FUND

During 2025, our prudent reserve decreased by $892,320 USD from $11.915 million USD to $11.022 million USD (net of $540,000 USD Grapevine subscription liability). The decrease resulted from $1,246,869 in drawdowns offset by $354,549 USD in investment earnings. The $11.022 million USD balance as of December 31, 2025, represents 6.17 months of GSO and GV 2025 operating expenses. Because operating expenses are budgeted to increase in 2026, the December 31, 2025 prudent reserve balance represents 5.89 months of 2026 operating expenses. After additional drawdowns for the retrofit in 2026, the prudent reserve balance on December 31, 2026, is projected to be 4.79 months of 2026 operating expenses.

[1]The remaining categories are data, automation and website (4%); printing, postage, supplies and subscriptions (3%); and insurance (1%).
[2]The remaining categories are occupancy and depreciation (9%); website and licensing (6%); contracted services (7%); and conferences and travel (2%).

Presentations



Restoration and Discovering Grace, Unity and Fellowship

My name is Doug. I'm an alcoholic, Panel 75, Area 36, serving on Conference Committee on Literature. I'm grateful for the privilege to serve alongside all of you.

When I was asked to speak on restoration and discovering grace, unity and fellowship, I thought about a reading from *As Bill Sees It*, "Trouble Becomes an Asset," page 82:

"I think that this particular General Service Conference holds promise and has been filled with progress — because it has had trouble. And it has converted that trouble into an asset, into some growth, and into a great promise.

"A.A. was born out of trouble, one of the most serious kinds of trouble that can befall an individual, the trouble attendant upon this dark and fatal malady of alcoholism. Every single one of us approached A.A. in trouble, in impossible trouble, in hopeless trouble. And that is why we came.

"If this Conference was ruffled, if individuals were deeply disturbed — I say, 'This is fine.' What parliament, what republic, what democracy has not been disturbed? Friction of opposing viewpoints is the very modus operandi on which they proceed. Then what should we be afraid of?"

When people care deeply, we will have differing viewpoints. Healthy discussion is not a threat to unity — it's part of how unity is formed. We can disagree passionately and still walk out together in fellowship.

Today, we are operating in a changing world. Our Fellowship hasn't grown in recent years and neither have individual or group contributions. We rely heavily on printed literature sales in a digital world, where some members have never owned or even held a textbook in their lives. Others attend meetings entirely online — how are we serving them? Our prudent reserve gives direction above 12 months, but none below nine months — and it was written for a mail-based world, not today's digital one. Our board has the fiduciary responsibility of managing our finances, but are we as a Conference participating fully in sharing our loving guidance? Are we asking what something will cost — and what we're willing to give up bringing it forward? Are we as a Conference truly providing guidance and then trusting our trusted servants?

The question isn't whether change is happening; it's whether we are willing to adapt how we serve without changing our message.

In A.A., there is no "they"— only "we." Fifty-one weeks a year, I serve the groups of Area 36. During Conference week, we serve Alcoholics Anonymous as a whole. My personal opinion or vote, doesn't matter. When we come together and vote, we walk out of Conference as the collective conscience that we reach together. To me, that's humility in action.

I am mindful of the need to bring my recovery into my service work. This past year, I spent time in a 20-week Step study adding in the *Plain Language Big Book* and

focusing on my part in our Conference. I've committed to daily meditation. I made my Birthday Plan contribution and set up autopay for many years to come. And, as treasurer of my home group, I get reminded regularly that 2+2 still must equal 4.

Restoration isn't just about repairing the past; it's about building a better way to live and serve today. Grace helps us heal. Unity keeps us together. Fellowship reminds us that we never have to do this alone.

In the end, humility in action is simply the willingness to keep showing up — honestly, openly and ready to grow. When we do that, even our troubles become assets. Lives are restored, hope is renewed and together we continue this journey one day at a time.

Doug H., Panel 75 Delegate, Area 36

Gossip vs. Facts: Examining the Health of Our Own Communication

TURNING DARKNESS INTO LIGHT

"Gossip barbed with our anger, a polite form of murder by character assassination" (From Step Six, p. 67 of *Twelve Steps and Twelve Traditions*)

As an alcoholic, I am restless, irritable and discontent. Instant gratification makes me feel better. What I am actually searching for is connection. Connection asks us to risk our own vulnerability in order to feel love, but we might get hurt. It is so much easier to use the currency of someone else's story or reputation to try to connect. Gossip is like taking a drink — everybody does it, and we immediately feel better at someone else's expense. The more we do it, the easier it is. With practice, however, we can learn to respond differently. Is there a way I can express my fear and resentment vulnerably, sticking to how I feel instead of pointing the finger or blaming someone else? Do I have the tools to move from "you're wrong" to simply listening while remaining calm inside? A closed mind is one that already knows everything and is unavailable to listen.

"As we go through the day we pause, when agitated or doubtful, and ask for the right thought or action." (*Alcoholics Anonymous*, p. 87)

Am I speaking from a place of love or fear? Am I being kind, helpful? Do I have to complain, blame and explain why I am right? When I have a resentment, I am disturbed. Underneath the initial anger is fear. Anxiety. I can use inventory to dig in. What does it feel like? Am I overwhelmed, nervous, frozen? Am I being excluded, do I feel inferior or insignificant? Where does it hit in my body? When have I felt this before? Am I being resistant? What am I afraid of? Am I in self-reliance? What would reliance on my higher power look like? I need to look at the parts of me that I dared not acknowledge before, that rule me and keep me unconscious and in reaction. Becoming aware means responding rather than reacting. Reacting is blaming others and the outside world. Responding is looking at my part. I can face my feelings, show my darker side some love, and just sit. If I want freedom, it requires vulnerability and self-forgiveness. In order to heal, to forgive ourselves, we need to identify the parts we hide and move into loving acceptance. If I practice loving all the parts of me, only then can I love all the parts of you. This is what unconditional looks like. The process is simple.

First, we inventory (Step Four). Then we take the power out by sharing with someone we trust (Step Five). We walk through our fear together. We bring awareness to our shadow side — the things we are afraid to look at. In survival mode, our coping mechanism to deal with fear was to release by gossiping. How do we learn new habits? My teacher has been general service. We learn to just hear someone rather than respond or fix. We are asked to remain teachable. To be familiar with our Traditions. To let go of the need to know, and to serve where there is a need. I have learned how to connect by being me, not by fitting in. A.A. has taught me how to eloquently express what's going on inside. To communicate effectively, kindly and from the heart. To take inventory. To speak up. To be accountable. That conflict is healthy. That unity is not uniformity. What does that mean?

As someone who has found healing through the Twelve Steps, I have a responsibility to make sure that I am a safe space. Because I know what it is like to not feel safe. To close off and want to die. We gain new skills. I can practice respectfully listening to others who do not think, look or feel like me. To encourage everyone's voice. Especially the quiet ones, those that feel different, who are afraid to speak. The minority. Concept Four reminds us that we have a responsibility to share our voice and to let the voices of others be heard. We learn to feel less threatened inside when others have a different point of view. We create a safe space for discussion and practice not showing positive or negative reactions. We listen to each person's opinion, forming a group conscience. No one is more or less valuable than anyone else. Tradition Two says that our higher power is expressed through this group conscience. We are training ourselves to move

from reaction, gossip and fear to pausing, deep listening and cultivated response. We are not saints, but we are shifting from what we are doing to how we are doing it. We are learning prudence — the perfect balance of head and heart in every action. I am very grateful for general service. Thank you.

Chitra S., Panel 75 Delegate, Area 6

Finding Common Ground

My name is Denise M., and I am an alcoholic. It is an honor and a privilege to serve as the Panel 75 delegate for Area 51, North Carolina.

Welcome everyone to the 76th General Service Conference! How amazing is it that we all find ourselves here in this moment, brought together from our various Areas, regions, countries, boards and offices to be, as stated in Concept II, "the actual voice and the effective conscience for our whole Society." No pressure, right?

I am deeply grateful that we get to do this work together.

I would like to thank Rainer for the "loving invitation" to share some thoughts on the topic of "Finding Common Ground." Presumably it was chosen because it may be especially applicable to our work this week!

So, what does finding common ground mean? In my research, the common definition was identifying shared beliefs, interests or values among individuals — especially when they hold different opinions. When I relate this to our organization in general and our Conference in particular, it doesn't seem like this should be a tall order. After all, we all share a primary purpose. And yet, in my experience, it can become quite challenging once discussion on a topic begins in earnest. We may all share a deep desire to help the still sick and suffering alcoholic and still have vastly different opinions on how best to carry that out.

Which brings me to the next question: How do we find common ground, especially in the midst of a lively discussion?

I am not a communication expert, nor have I ever served on a debate team, so I don't have any special expertise to offer. What I can share are a few pearls of wisdom I have heard and try to keep in mind when discussing difficult or controversial topics.

First: Be grateful and thankful for the passion. It is the difficult and controversial topics that bring people into general service. The full participation of an involved and informed fellowship is something to be celebrated, regardless of the topic or the final decision that is reached.

Second: Assume good intent. This is one of my favorite phrases. I need to begin with the assumption that everyone loves A.A. as much as I do, even when I don't understand or agree with a particular opinion. When I start there, my heart is more open to asking questions and truly seeking understanding, rather than becoming defensive of my own beliefs.

Third: Listen as if I have no opinion. This one is hard, because I do have opinions! But if I want to truly hear others, I have to be willing to set mine aside. Otherwise, I'm not really listening; I'm just busy rehearsing what I plan to say next to convince you of your folly.

Fourth: Ask myself, "Is this a fear-based decision?" Before getting sober and doing the Steps, nearly all my decisions were based on fear. And I made a lot of really bad decisions! This is still an easy default for me to slip into if I am not careful. Fear based thinking often keeps me from being willing to try something new, with an "If it's not broken, don't fix it!" attitude. But inaction is not always the best course and fear is rarely a reliable guide.

Another important aspect of finding common ground is being willing to compromise. In the Leadership essay, Bill speaks directly to this when he writes: "Another qualification for leadership is 'give and take', the ability to compromise cheerfully whenever a proper compromise can cause a situation to progress in what appears to be the right direction." I must admit that I am still working on being cheerful about compromise but do see the wisdom in incremental progress that everyone can live with. A.A., after all, only moves at the speed of trust.

Ultimately, finding common ground is about building connection and listening more than speaking. It asks us to focus on the ***why***, not just the ***what***, and to remain open to compromise. It requires enacting our Conference Theme, "Humility in Action."

For me, humility in action means remembering that I am not always right. It means being willing to let go of my ideas and supporting the group conscience, trusting that a loving Higher Power can work through our collective conscience and the result will be far better than my individual idea. When I approach our discussions with humility, I create space for something greater than my own perspective to emerge.

When I hear the phrase "finding common ground," I can't help but think of our First Tradition, which reminds us that our common welfare comes first and that personal recovery depends on A.A. unity. By working together to



find common ground, we allow the most effective conscience for our whole society to emerge.

Denise M., Panel 75 Delegate, Area 51

Special Presentation on *La Vigne*

Hello everyone. It is with sincere gratitude that I present to you today Les Éditions de *La Vigne* and its magazine, *La Vigne 2.0*, an essential recovery resource for French-speaking members across Quebec's four areas, as well as for all French-speaking members throughout Canada and the United States.

A LOOK BACK AT HISTORY

To fully understand what *La Vigne* is today, we must go back to its origins.

The Alcoholics Anonymous Fellowship was founded in 1935, and by 1944, the English-language magazine *AA Grapevine* was being published. That same year, A.A. arrived in Quebec. However, it wasn't until 1965 that *La Vigne AA*, the French-language magazine inspired by the *Grapevine*, was launched.

A prototype was presented in 1962 at the Conference, and Bill W.'s response was unequivocal: "You should go ahead with this project."

The first issue was published in April 1965, printed in Val-d'Or, Quebec by a group of dedicated members, with a print run of 2,000 copies.

This first issue included, among other items:

- A letter from Bill W. congratulating the French-speaking members who were beginning production of a magazine inspired by the *Grapevine*
- A letter from Dave B., the founding member of A.A. in Quebec
- An article on the Twelve Steps by Reverend Samuel Shoemaker
- An article celebrating the 21st anniversary of the *Grapevine*
- Seven personal stories, some of which were translated from English to French with the *Grapevine's* permission.

From the outset, the mission was clear: to carry the message of Alcoholics Anonymous in French and thereby reach French-speaking alcoholics.

Over the years, the magazine grew in popularity:

- In 1975, circulation reached 8,000 copies.
- In 1994, it peaked at over 16,000 copies.
- In 1991, a major milestone was reached: *La Vigne* registered under the name Les Éditions de La Vigne, thereby becoming a structured, sustainable and autonomous organization.

La Vigne has been mentioned at the Conference on several occasions since 1962, as evidenced by these excerpts:

- ***Resolution excerpted from the Final Report of the 61st Conference:*** "The 61st General Service Conference expresses its appreciation and gratitude to the French-language magazine La Vigne and its value to the French-speaking members of Alcoholics Anonymous, as well as the respect shown by La Vigne for the Traditions of Alcoholics Anonymous."
- ***Excerpt from the Final Report of the 64th Conference, following a presentation by Donald C., trustee for Eastern Canada:*** "Following Donald's excellent presentation on La Vigne, Terry Bedient asked Conference members to inform French-speaking members in their areas, districts and groups about La Vigne. Conference members rallied in recognition of La Vigne as the magazine for French-speaking A.A. members within our Conference structure, and that it could serve French-speaking A.A. members in the U.S. and Canada."

THE CURRENT STRUCTURE: A COLLECTIVE EFFORT

Today, Les Éditions de La Vigne is a nonprofit corporation, entirely run by volunteer A.A. members.

Its structure rests on several key pillars:

- A nine-member Board of Directors: the executive committee consisting of the chair, alternate chair, treasurer, secretary and administrative assistant — all elected members — supplemented by delegates from the four areas of Quebec.
- A 15-member Editorial Committee: the executive, the editor-in-chief, the audio technician, the technology manager, the graphic designer, the shipping manager, the archivist and *La Vigne* representatives from our four areas of Quebec.
- A 12-member Promotion and Projects Committee for promotion and development.
- A six-member Financial Oversight Committee: the treasurer and his assistant, plus one representative per area.
- And above all, a large team of volunteers — often compared to a beehive — in which everyone plays an essential role. We have over 50 volunteers: from proofreading to recording podcasts to shipping coordination.

Our business model is based on volunteerism, which is the foundation of our financial success. We log over 7,500 volunteer hours per year. Within our structure, there is only one paid position: our graphic designer. Everyone works in the same spirit: one of respect for our Twelve Steps, Twelve Traditions and Twelve Concepts, which guide every decision and direction.

The magazine is published six times a year, with a print run of 5,000 copies per issue for 4,650 subscriptions. Considering that there are approximately 15,000 French-speaking members in our four areas of Quebec, we estimate our subscription rate at over 30%, which demonstrates members' attachment to our magazine.

Today, we can say that our finances are in good shape. Our working capital, our development fund for publishing projects and our prudent reserve have all been established in accordance with the resolutions passed by the board of directors. It is important to note that we do not accept any outside contributions. Sales of our magazine and books are our sole source of revenue.

But beyond the numbers, *La Vigne* is first and foremost a Twelfth-Step tool, an effective means of carrying a message of hope and recovery.



A KEY ISSUE: FRENCH SPEAKERS OUTSIDE QUEBEC

A fundamental aspect of our current mission — reaching French speakers outside Quebec — deserves special attention.

La Vigne is recognized as the only French-language A.A. magazine within the Conference structure that reaches members outside the province of Quebec, within Canada and the United States.

And the need is very real.

In Canada, approximately 10 million people speak French, but only a small fraction is reached by *La Vigne*. In the United States, more than two million people speak French at home. Yet very few have access to a recovery resource in their language.

While work remains to be done in carrying our Twelfth-Step message, we are reaching suffering alcoholics in all four areas of Quebec. However, we need all members of the Conference to help spread the word about our magazine to French-speaking members in Canada and the United States.

This reminds us of something essential: language is a fundamental stepping stone to recovery. Reading a personal story in one's native language, understanding the nuances, seeing oneself reflected in the words — this can make all the difference for someone seeking a message of recovery. That is why *La Vigne* is not only for current members but also for those who might one day seek recovery — no matter where they might be.

PROJECTS FOR OUR FUTURE

Today, Les Éditions de La Vigne looks to the future with confidence and determination.

Several projects are already underway or in development:

- ***Diversification of publications***, such as the 60th-anniversary book titled ***Un cœur rempli de gratitude (A Grateful Heart)***, featuring testimonials from members across Quebec. Published in 2025, the launch was a success with 4,800 copies sold in the first few weeks.
- ***Digital development***, with a complete redesign of our website and the expansion of social media platforms such as Instagram to reach a new generation.
- ***Strengthening the network of representatives***, who remain the magazine's finest ambassadors.
- And above all, ***expanding to a larger French-speaking audience outside of Quebec.***

However, for these projects to come to fruition, one element is indispensable: the involvement of Conference members like you. Because *La Vigne* is not just a magazine; it is a collaborative endeavor. It thrives on subscriptions, sharing and active engagement.

CONCLUSION

In closing, let us remember that since 1965, La Vigne has pursued a simple yet fundamental goal: to allow French-speaking members of our Fellowship to share their experiences of recovery and carry the message.

Today, with *La Vigne 2.0*, this goal remains as strong as ever. In a constantly changing world, where distances are vast and realities are diverse — particularly for French speakers in minority communities — *La Vigne* represents a connection, a voice and a message of hope.

So, whether as a reader, subscriber, contributor or ambassador, each of us has a role to play. Because at the end of the day, every page of *La Vigne* can change a life. Thank you.

Jocelyne C., Panel 75 Delegate, Area 89

A.A. International

REDELA — MEETING OF THE AMERICAS

Thank you for the opportunity to share about some of the ways we, as a Fellowship, support alcoholics and Alcoholics Anonymous around the world. Trustees-at-large have the duty and pleasure of being delegates on behalf of our General Service Board to the World Service Meeting in even-numbered years, and REDELA in the odd-numbered years. REDELA — which stands for Reunión de las Americas, or Meeting of the Americas — is the zonal meeting in which our U.S./Canada structure participates. Our zone includes 35 countries across South and Central America, the Caribbean, Mexico, the U.S. and Canada. REDELA provides an opportunity for us to come together as service structures to share experience, strength, and hope.

The 24th REDELA was held in October 2025 in Santa Cruz de la Sierra, Bolivia, with the theme "Our Great Responsibility." Twenty-five international delegates were in attendance, representing 20 countries (19 service structures), along with three GSO Staff members — Patrick, our International Coordinator; Edith from Mexico; and Medardo from Bolivia.

While this was my second international trip in this role,



it was the first time I participated fully as a world service delegate. I was told that this first REDELA experience is something of a rite of passage for a new trustee-at-large — and it certainly felt that way.

A pre-REDELA event was held for the local Fellowship, featuring a series of panels with many of the international delegates. The chair of the Bolivian General Service Board welcomed us as "ambassadors of hope."

I was assigned the topic, "How Do New Technologies and Changes Affect Alcoholics Anonymous?" In addition to speaking more broadly about how our guiding principles can inform decisions around technology, I shared my home group's experience transitioning to a hybrid format after the pandemic and how that has helped bridge the gap for alcoholic women in a local treatment center. After the panel, several women approached me with questions about the non-technical aspects of a women's group that offers childcare.

REDELA itself spans five full days and includes country highlights, presentations, workshops, committee meetings and sharing sessions. These provide opportunities for discussion, debate and updates on A.A. activities in our respective countries — offering fresh perspectives and new possibilities for carrying the message forward.

Identifying ways to strengthen our service naturally emerged in topics such as sponsorship in virtual meetings, sponsorship of nonalcoholic friends of A.A, country-to-country sponsorship and communication from GSO to GSO. A particularly thoughtful moment occurred during a workshop titled "What Happened to Those Who Left?" when José Alfredo from Mexico suggested that we may be losing newcomers due to increasing rigidity — perhaps, he said, "by focusing on the letter, we've forgotten the spirit."

Robert L., serving as our second-term delegate, presented a report on the 28th World Service Meeting and led a workshop on preparing future Class B trustees, beginning at the group level. I can only assume the workshop was fabulous, as I was assigned to a different group in the same time slot.

Patrick C. delivered a much-appreciated presentation on behalf of our GSO about the International Literature Fund (ILF) and the World Service Meeting Fund. In addition to explaining how these funds help carry the message worldwide, he shared that while the ILF is currently well funded, the World Service Meeting Fund would benefit from additional contributions from participating countries — supporting both the Seventh Tradition and broader participation.

A few years ago, our zone established a REDELA fund, supported by contributions from member countries, to help other member countries defray the cost of attending REDELA. Thanks to the contributions to the REDELA fund, nine service structures were able to send delegates who otherwise would not have been able to attend. In many ways, the fund is more than financial assistance; it is a tangible expression of our shared responsibility — and of hope for greater participation and unity.

Two countries participating for the first time were Barbados and Guyana, and their delegates carried powerful stories of hope. Rhanda, the delegate from Barbados, shared that they have been trying for over 20 years to participate in REDELA. She said she likely knows all 100 members in her island country, approximately 90 men and 10 women. She noted that cultural factors can present barriers for women seeking help.

Annita from Guyana shared that while there has been an A.A. presence in her country on and off since 1969, it has only recently experienced significant growth and truly come of age. Groups in Guyana began using the Big Book in 2022 and became much more active, forming an intergroup in 2023. In 2024, a General Service Office was established.

A highlight was visiting the Bolivian GSO and two local groups. Bolivia has approximately 100 groups and an estimated 1,000 members. Grupo San Roque, the oldest group in Santa Cruz, celebrated its 50th anniversary in 2025. The meeting included members with many years of sobriety, as well as one brand-new newcomer at her very first meeting. And of course, the three of us visiting from the U.S. and Canada were invited to share that evening.

The second group I attended with my new friends was Fortaleza y Esperanza ("Strength and Hope"), which was celebrating its seventh anniversary the night we visited. Although it is the only A.A. meeting in a heavily populated part of the city, the group struggles with low attendance. Melvin, a past international delegate for Bolivia and the group's secretary, pointed out that not many groups can say they have hosted ten international delegates in a single evening. His hope is that hosting REDELA will help Alcoholics Anonymous continue to grow in Bolivia. Each of us was invited to speak briefly, and it was powerful to hear even a glimpse of one another's recovery stories after spending so much time together in business meetings. Our interpreters, Hernán and Luciana, were invaluable to our participation throughout the week and a joy to be around.

Paraguay was selected to host the 25th REDELA in

2027, with Cuba serving as the alternate. The theme will be "Love and Service Without Borders."

It is in that spirit that I will close with excerpts from a presentation by Eduardo from Brazil: "Unity does not mean for us to be alike, but to walk in the same direction.... In times of division, Unity becomes an act of courage. When we decide to unite, we open a space for dialogue, for empathy and understanding. It is in the daily small actions where we build bridges, celebrating diversity and promoting peace. I hope that we can always seek Unity because, together, we make great transformations."

Jennifer B., Trustee-at-large/U.S.

A.A. AROUND THE WORLD

My name is Patrick, I am an alcoholic, and I am grateful to be a member of Staff at the General Service Office (GSO). Currently I have the privilege of serving on the International desk. I've been asked to share with you about this assignment and my experience of shifting my work focus to A.A. around the world.

One of my favorite lines in an assignment document called the "World Service Meeting Statement of Purpose" is, "The primary purpose of the World Service Meeting is the same as that of all A.A. activity — to carry the message to the alcoholic who still suffers, wherever in the world (they) may be, whatever the language (they) speak." That small addition to our often spoken primary purpose statement of adding "wherever in the world they may be, whatever the language they speak" to the end of "carry the message to the alcoholic still suffers" gave me a vision and strategy for how to approach this unique GSO Staff member assignment.



The rotation initially felt like performing a complete 180-degree turn from the U.S. and Canada service structure. Since September 2025, I have been meeting a whole new group of A.A. members serving within their own countries. I learned quickly that it is all the same Fellowship!

To make this point, walking into my first REDELA Zonal meeting several languages were being spoken — Spanish, French, Portuguese and English. The A.A. members and friends were all chatting, laughing and sharing. To allow full participation we had professional interpreters to help us close any language gaps and make the Fellowship connection that is needed to develop an informed conscience for the work that was on the agenda to be completed at this Zonal meeting. Important to note: the International GSO Staff member attends this meeting as a resource, not as a participant or voting member.

The International desk is the contact point at GSO for members on all continents and for all who participate in and support the world activity of A.A. This is a truly exciting assignment, where you can see A.A. springing up or reigniting in places where there was none before. But even from the vantage point of this desk, what can be seen is only a small fraction of the world activity of A.A. Today, A.A. is present in approximately 181 countries, with about 66 GSOs around the world. Virtual platforms have offered accessible avenues to connect with alcoholics. The phrase "A.A. Around the Globe" has taken on a much broader meaning. "A.A. Around the Globe" (Item SMF-165) is available on aa.org.

The 2025 and 2026 trip events included the 24th REDELA Zonal Meeting of the Americas, the 16th Asia-Oceania Service Meeting (AOSM), the 23rd European Service Meeting (ESM), the 8th East African A.A. Convention and a virtual observation of the 2nd Service Conference of Moldova. The exchange of information, meetings and the one-on-one conversations with A.A. members we met provided the following opportunities for country-to-country sponsorship, A.A. action and relationship building. Here are some examples:



- A Bolivia General Service Office visit allowed for their general manager and a board member to share with us about current concerns regarding availability of A.A. literature to address local needs.
  - ***Action:*** The Board of Bolivia GSO sent in two proposals requesting funds from the International Literature Fund to license, print and distribute literature and to purchase A.A. literature from AAWS and La Viña to stock needed titles. These proposals were fulfilled.
- During the Asia–Oceania Service Meeting (AOSM) in Singapore, participants focused on overcoming language and cultural barriers to better reach suffering alcoholics and emphasized the importance of unity and inclusion throughout the Fellowship.
  - ***Action:*** Updated contact information was collected from several countries where previous records were incomplete, strengthening international communication and future collaboration.
- At the European Service Meeting, I chatted with the ESM delegate from Romania, a young member, who reported they had participated in a radio program recently and were getting push back from their A.A. group members who felt this was promoting A.A.
  - ***Action:*** Shared Public Information service work materials on our website, which they had not ever seen before. Offered guidance on how to further share with A.A. group members and discover how they can discuss carrying the message locally within the A.A. Traditions.
- At the East African A.A. Convention, I engaged with members across various meetings and workshops and learned that online meetings have significantly contributed to growth in Kenya. Local members also shared how certain patriarchal norms can limit women's ability to attend meetings or even acknowledge a problem with alcohol. In some cases, women may only be able to participate online — and even then, they may need permission to use a device. These were important potential barriers to recovery that I had not previously understood. Notably, the convention itself reflected meaningful progress — of the more than 200 registered participants, nearly half were women, many of them young.
  - ***Action:*** Since the trip, many requests for support in Africa have come to the International desk. Due to the presentations, we made, and the relationships and connections solidified during the trip to East Africa, we are connecting A.A. members and professionals more effectively. Contacts for A.A. in Malawi, Cameroon and Uganda have been linked up!
- Observing the 2nd Service Conference of Moldova, we were able to share about the upcoming 29th World Service Meeting (WSM).
  - ***Action:*** Moldova recently shared they would like to apply to participate as a new country in the World Service Meeting. We have provided them with the information needed to complete an application and be considered for admission by the WSM Policy, Admission and Finance Committee.

Note: Final reports for the four A.A. Zonal meetings are available in English upon request to the assignment email at international@aa.org.

As you can see, supporting country-to-country sponsorship is a natural focus of the assignments work buoyed by the contributions of the A.A. groups in the U.S. and Canada Service Structure. Delegates from countries where the Fellowship is firmly established, or where it barely has a toehold, offer progress reports on how they carry the message. Just as at regular A.A. meetings, they share their experience, strength and hope — and frequently return home armed with some very

workable solutions to respective challenges. To know more about country-to-country sponsorship, please find the service piece: (Item F-168) "Country-to-Country Sponsorship: Carrying the A.A. Message Worldwide" on our website: aa.org

Another responsibility of the assignment is coordination of the World Service Meeting. It was conceived as a closed forum where members from around the world could share with each other how A.A. operates in their respective countries. While the WSM is not a policy-making body, and their decisions pertain only to the functioning of the WSM itself, the sharing of experience, the sponsorship and the bonds created at these meetings are invaluable in our common purpose of reaching suffering alcoholics anywhere in the world.

The 29th WSM's coordination is well underway. None of this would be possible without the help of a stellar Staff associate, Victor Navas, who is fluent in three languages, as well as several GSO departments and their dedicated employees. If you want to know more about the WSM you can read the 28th WSM Final Report available on aa.org in English and Spanish (the languages of the WSM).

In partnership with the A.A. World Services (AAWS) Board; the general manager; the Finance Department and the Legal, Licensing & Intellectual Property Department; the desk supports the administration of the World Service Meeting Fund (WSMF) and the International Literature Fund (ILF).

- The WSM Fund — The WSM Fund has been instrumental in enabling many countries' service structures to participate when they otherwise would not have had the financial means. It has also helped offset significant costs for our own structure that are not covered by delegate fees.
- The ILF — The International Literature Fund was established by the World Service Meeting and is managed by AAWS (within their purview as the publishing arm of the U.S. and Canada service structure), to allow participating countries to contribute financially toward the production of literature, and related administrative expenses, designed to carry the message worldwide.
- Regular reports are received by the AAWS Board, GSB, all the zonal meetings and the WSM to ensure appropriate oversight of both funds. Current projects supported by these funds include the Haitian Creole Abridged Big Book translation, the Zulu Big Book and the Gaelic Big Book, among others. WSM Fund, ILF and international translations reports are included in the WSM *Final Report* as well as included in the AAWS reports.

This year, the General Service Board's trustees' International Committee discussed ways to better inform the Fellowship about the work of the committee, our trustees-at-large U.S. and Canada and the work completed through the International assignment in communication with A.A. around the world.

With a growing global Fellowship and ever-increasing opportunities to travel, attend meetings and make connections around the world, GSO receives many questions from A.A. members in the U.S. and Canada, including expats, about how best to support A.A. members, groups, and service structures in other countries. Members are, of course, free to meet with others to study A.A. literature and principles together.

From the perspective of the GSO International desk, we first encourage connecting international members to their local service structures, where cultural context and local experience can best be honored. Send such requests to international@aa.org to help make this connection.

Based on experience, here are a few considerations when and if an A.A. member in the U.S. and Canada service structure is asked to give presentations or lead discussions abroad:

- Clearly state, and reiterate, that speakers are not representing the U.S. and Canada service structure, as is done in regular public information talks.
- For questions related to publishing, licensing, translation or intellectual property, refer members to GSO's Legal, Licensing, and Intellectual Property (LLIP) Department.
  - LLIP: tl@aa.org
  - International Literature Fund questions: international@aa.org
- There is a U.S. and Canada General Service Conference Advisory Action that guides our structure to avoid involvement in local matters but to simply share our experience, strength and hope.

Our goal this year was to provide the 76th General Service Conference members with the tools and information you need to further report and share locally with the A.A. Fellowship about the work of your General Service Office and General Service Board regarding A.A. around the world.

Patrick C., GSO Staff, International Assignment

Workshop Summary

On Sunday morning, workshop sessions brought Conference members together in small groups supported by a moderator and recording secretary for open sharing around the topic "Keeping Our Own House in Order." Sessions were broken up into three sections grounded in passages from Alcoholics Anonymous, Twelve Steps and Twelve Traditions *and* The A.A. Service Manual/ Twelve Concepts for World Service. *Below is a recap of what was shared those sessions.*

Section One: Willingness to Be Imperfect in Service

"To conclude that others were wrong was as far as most of us ever got."

— *Alcoholics Anonymous,* p. 66.

"Gossip barbed with our anger, a polite form of murder by character assassination, has its satisfactions for us, too."

— *Twelve Steps and Twelve Traditions*, p. 67.

- Am I willing to be imperfect in service, supported by a Tenth Step admission and ongoing spiritual progress?
- Do I act with charitable assumption? (i.e., "they were almost always concerned with ways to make A.A. more effective, how to do the most good for the most alcoholics" — *Twelve Steps and Twelve Traditions,* p. 181).

Conference members reflected on growth in A.A. service as being a journey of owning our mistakes. The gradual move towards gratitude for the experience shows an understanding that this is a process of spiritual growth and not simply an intellectual exercise. The charity that individual members find within their imperfections becomes a graceful tolerance of imperfection in others. The growth process is experienced within each new service rotation and with it, each additional opportunity to shoulder a responsibility for our common welfare.

Imperfection becomes a spiritual asset through a disciplined practice of A.A.'s Tenth Step. Each individual's attempts to live up to principles and ideals creates a recognition that we are all engaged in a similar process of growth. We can meet each other as we are and treat each other based upon where we might one day be. Charitable assumption is a discipline which is cultivated through this understanding of our individual movements from the member who first arrived in A.A. to a member sincerely trying to grow in the image and likeness of a Higher Power of their own choosing.

The deep care that each member possesses can manifest as strong personal opinions and the drive to be right. It was shared that these natural instincts undermine our effective service and the ability to form relationships with one another. Looking at, and sharing, our personal mistakes allows us to build trust, operate transparently and cultivate an environment of shared efforts towards a single goal — offering A.A. our very best.

Section Two: Inventory, Restraint and Informed Group Conscience

"Nothing pays off like restraint of tongue and pen. ... For we can neither think nor act to good purpose until the habit of self-restraint has become automatic."

— *Twelve Steps and Twelve Traditions*, p. 91.

"There are few better means of self-survey and of developing genuine patience, than the workouts these usually well-meaning but erratic brother members afford us."

— *The A.A. Service Manual/ Twelve Concepts for World Service*, p. C-30.

- How has general service contributed to disciplined practices of inventory and pausing?
- How do I balance my triangle? How do I keep my own house in order to avoid excitement, fear, anger, worry, self-pity and foolish decisions?
- Am I often guided by a desired outcome, or am I listening patiently for the expression of an informed group conscience?

A key theme was the role of humility and self-awareness. Attendees reflected on the tendency to judge or critique others, recognizing instead the importance of examining one's own actions and motives. The inventory process was described as a tool for "neutralizing" ego and fostering a more balanced perspective. Participants emphasized that their role in service is not to defend positions, but to listen, share and communicate clearly.

Discussions emphasized the importance of *pausing* and *practicing restraint*, particularly in communication. It was noted that acting or speaking too quickly can lead to harm that cannot be undone, reinforcing the value of practicing the Tenth Step in real time — pausing, reflecting and making prompt corrections when necessary.

Daily spiritual discipline was identified as essential to effective service. Participants highlighted the importance of consistent practices such as quiet reflection, prayer and inventory, noting that repetition helps build lasting habits.

Service experience can be a powerful avenue for spiritual growth, offering opportunities to shift from criticism to understanding and from self-centeredness to collective responsibility. Those at the workshop sessions encouraged each other to focus not simply on *what* we are doing, but on *how* our work is being done, ideally with integrity, kindness and intention.

Overall, the sharing reinforced that growth in service comes through daily practice, self-reflection and a commitment to thoughtful, spiritually grounded action.

General service can sometimes be a defect amplifier. Topics of great interest are thoroughly discussed for hours, and it can be difficult not to arrive at a fixed position. Passion for a position can masquerade as certainty about an outcome; an attachment to an outcome is a natural response as well as a spiritual hazard. It was recognized that reaching an informed group conscience is the outcome we truly desire; and the ability to change your mind is an important portion of A.A. principle in action.

Section Three: Reporting With Integrity

"No personal sacrifice is too great for preservation of the Fellowship."

— *Twelve Steps and Twelve Traditions*, p. 130.

"Is he not, even in his best moments, a producer of confusion rather than harmony?"

— *Alcoholics Anonymous*, p. 61.



- How do I report on group conscience decisions which may not reflect my personal perspectives?
- Does my reporting balance an honest account of our personal experience while supporting the integrity of the Conference?

Area delegates are responsible for being the conduits of clear communication, and reporting is a vital support to the integrity of the Conference. Some attendees shared about their personal freedom to contribute as individuals within a discussion, noting that once a group conscience has been expressed, there is no longer an opportunity for an outsized minority opinion. The group conscience becomes a collective point of reporting and agreement. Personal perspectives become secondary to a faithful reporting of group decisions.

The goal in good reporting is not to suppress personal experience but to use our individual lessons as a demonstration towards the expression of group conscience. A delegate's words carry a special weight in the eyes of an area, particularly to members new to service. There can be a sacrifice offered to maintain A.A. unity by setting aside personal opinion to report with integrity on A.A.'s group conscience.

Many in the workshop shared a value in avoiding reports on vote tallies — actions are approved by substantial unanimity; barely passing is not reflected within the voting standard of substantial unanimity. Faithful reporting, like all of service, is ultimately an act of sacrifice in the best sense: a willingness to set aside our personal attitudes in order to serve something larger.

The role of the area delegate — in service to the whole — is primarily rooted in communication: to shepherd information to and from the area clearly and faithfully. Participants noted that most members simply want accurate information and can be trusted to determine their own response. Maintaining a spirit of mutual trust and a common understanding is vital to effective service.

Ultimately, Conference members shared an appreciation for the workshop topics and the composition of the 10 workshop groups. There was a substantial amount of overlap and consensus between the 10 sessions which demonstrated a shared commitment to the proven principles that members have found in A.A. The Three Legacies of Recovery, Unity and Service offer the Conference a stability within its function, and attendees found that the early discussion within the workshop sessions helped to establish a tone which continued throughout the 76th General Service Conference.

Advisory Actions

Conference Advisory Actions represent recommendations made by the standing committees and approved by the Conference body as a whole or recommendations discussed and voted on by all Conference members during general sessions. The group conscience of the Fellowship in the United States and Canada was expressed in the following Advisory Actions, which the General Service Board accepted in its legally required annual meeting following the 2026 Conference.

FLOOR ACTIONS

It was recommended that:

- The suggested area contribution for delegate expense to attend the Conference be increased from $2,200 to $3,000.
- AAWS offer a print version of the 2026 Final Conference Report (FCR) to be available for purchase. If production costs of the project are not covered by sales, the FCR print version will end for the 2027 General Service Conference.
- The word "Eskimo" be removed from the *Twelve Steps and Twelve Traditions* essay on "Tradition Eight" and replaced with a neutral, non-racial term.

AGENDA

It was recommended that:

- The following theme for the 2027 General Service Conference: "Honoring Our Past, Embracing Our Future."
- The following presentation theme and topics for the 2027 General Service Conference:
  - "The Spirit of Rotation: Cultivating Leadership."
  - "Anonymity, Our Spiritual Compass."
  - "Innovation Meets Tradition."
- The following workshop topic for the 2027 General Service Conference: "Unexpected Spiritual Lessons."

ARCHIVES†

No recommendations.

COOPERATION WITH THE PROFESSIONAL COMMUNITY

No recommendations.

CORRECTIONS

It was recommended that:

- The pamphlet "The A.A. Member — Medications and Other Drugs" (Item P-11) be revised and that a progress report or draft pamphlet be brought back to the 2027 General Service Conference.
  Note: As a result of the 2025–2026 Equitable Distribution of Workload (EDW) plan, the above item was on the agenda of the Conference Committee on Corrections.

FINANCE

It was recommended that:

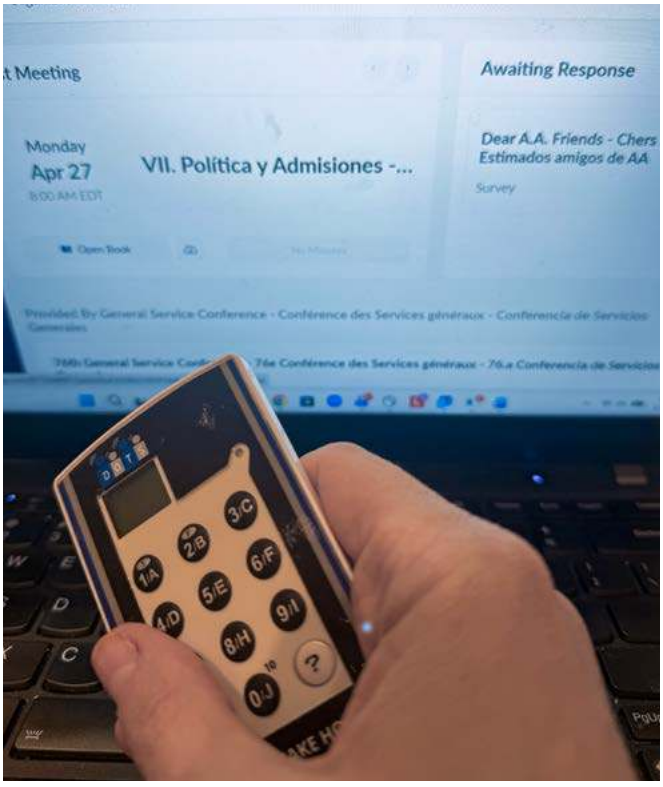
- "Self-Support: Where Money and Spirituality Mix" (Item F-3) be updated with the following change:
  The question and answer on a group making financial contributions to AA Grapevine on page 12, which reads:

  "Q: Can our group make financial contributions to AA Grapevine?

  A: No. AA Grapevine, Inc. is not set up to take contributions from groups or individuals. Groups and individual members support the Grapevine by purchasing Grapevine and La Viña subscriptions and other Grapevine publications and using them in their Twelfth Step work."

  Be replaced with:

  "Q: How can our group support AA Grapevine / La Viña?
  A: AA Grapevine, Inc., does not accept contributions from groups or individuals. Groups and individual members support the Grapevine by



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

purchasing Grapevine and La Viña subscriptions and other Grapevine publications and using them in their Twelfth Step work. When your group is discussing how your funds should be used, you may consider purchasing subscriptions, gift certificates, books and other materials, or supporting the Carry the Message project to ensure that Grapevine and La Viña continue to carry the message of Alcoholics Anonymous. For further information, visit aagrapevine.org."

GRAPEVINE AND LA VIÑA

No recommendations.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS†

No recommendations.

LITERATURE

It was recommended that:

- The following language be added to the Conference Committee on Literature Composition, Scope and Procedure under the Procedure section:
  "To have the Conference Committee chairperson maintain consistent contact with the chairperson of the trustees' Literature Committee throughout the year."
- The fifth edition of the book *Alcoholics Anonymous* be approved with minor editorial changes.
- The word "Eskimo" be removed from "Chapter 7: Working With Others" and replaced with a neutral, non-racial term.

POLICY/ADMISSIONS

It was recommended that:

- Following the 78th General Service Conference the Equitable Distribution Workload (EDW) process be discontinued.

PUBLIC INFORMATION

It was recommended that:

- A pilot 2026 Membership Survey, with a budgeted cost not to exceed $10,000, explore how to include groups not listed by the General Service Office in a future full membership survey. The committee requested a progress report or pilot survey results be brought back to the 2027 Conference Committee on Public Information.
- The revised pamphlet "Understanding Anonymity" (Item P-47) with the new title "Anonymity — Our Spiritual Foundation" be approved.

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

REPORT AND CHARTER

It was recommended that:

- The question "What happens if a group decides not to hear a GSR report?" be added to Chapter 1 FAQs section in the 2026–2028 Edition of *The A.A. Service Manual/ Twelve Concepts for World Service* and that the question and answer be included as follows:

  "What Happens if Our Group Decides Not to Hear my GSR Report?
  If a group decides not to hear a GSR report during a meeting, the information can still be shared in other ways. This may include a written report with printed copies, email, group messaging, a shared online document, or posting the report on a bulletin or noticeboard. When utilizing these methods, it is important to respect Tradition Eleven and protect anonymity; so that members' names are not publicly available.
  Hearing the GSR report is important because it helps keep the group connected to A.A. as a whole. As cofounder Bill W. explained, A.A. groups hold the ultimate responsibility for A.A. world services. The GSR serves as the communication link between the group and the larger Fellowship by sharing the group conscience with the Conference and bringing Conference actions back to the group. This two-way communication allows the group to have a voice in A.A., strengthens unity, and provides spiritual benefits by helping members stay informed, involved, and connected to the Fellowship beyond the home group."
- A draft of a new "Amendment" section be approved for inclusion at the end of the Twelve Concepts for World Service section of *The A.A. Service Manual/Twelve Concepts for World Service*.

TREATMENT AND ACCESSIBILITIES

No recommendations.

TRUSTEES

It was recommended that:

- The following slate of trustees of the General Service Board be elected at the annual meeting of the members of the General Service Board on May 2, 2026, following presentation at the 2026 General Service Conference for disapproval if any:

Class A Trustees†

Thomas (Tom) Ivester, MD, MPH	Kerry Meyer
Dawn (Dawn Marie) Klug	Molly Oliver
Timothy (Tim) Marx	Kelly Marie Parsley
	Veronica Ramirez

Class B Trustees

Edward (Teddy) B.-W.	Gail P.
Jennifer B.	David S.
Charles (Charlie) H.	Kenneth (Ken) T.
Scott H.	Susan V.
Teresa J.	John W.
Robert L.	Candice C.
Clinton (Clint) M.	Jeff S.
Cheryl (Sherry) S.	

†Nonalcoholic

- The following slate of officers of the General Service Board be elected at the annual meeting of the members of the General Service Board on May 2, 2026, following presentation at the 2026 General Service Conference for disapproval if any:

Chairperson:	Scott H.
*First Vice-Chairperson:***	David S.
*Second Vice-Chairperson:***	Kenneth (Ken) T.
Treasurer:	Kerry Meyer†
*Secretary:***	Kelly Parsley†
Assistant Treasurer:	Paul Konigstein†*
Assistant Secretary:	Racy J.*

*GSO employees
**Elected by Third Legacy Procedure
†Nonalcoholic

- The following slate of directors be elected at the annual meeting of the members of the A.A. World Services Corporate Board on May 2, 2026, following presentation at the 2026 General Service Conference for disapproval if any:

Julie C.	Clinton (Clint) M.
Grace F.	Susan V.
Charles (Charlie) H.	John W.
Racy J.*	Robert (Bob) W.*
Matthew (Matt) K.	

*GSO employees

- The following slate of directors be elected at the annual meeting of the members of the AA Grapevine Corporate Board on May 2, 2026, following presentation at the 2026 General Service Conference for disapproval if any:

Edward (Teddy) B.-W.	Nikki O.
Christopher (Chris) C.*	Gail P.
Fredy M.	Cheryl (Sherry) S.
Veronica Ramirez †	David S.
Daniel S.	

*AA Grapevine employee
†Nonalcoholic

- The General Service Board form an ad hoc committee with a composition similar to the makeup of the General Service Conference (e.g., delegates, trustees, nontrustee directors and Staff members) to review and document the processes by which motions to censure or reorganize may be received, considered and forwarded, and to develop proposals for workflow processes that would support the unity of the Fellowship. The committee requested that a report, including these processes and proposals, be brought back to the 2027 Conference Committee on Trustees.
- The trustees' Literature Committee produce an animated video based on the pamphlet "The Twelve Steps Illustrated" (Item P-55). The committee requested that a progress report or draft video be brought back to the 2027 General Service Conference.
  Note: As a result of the 2025–2026 Equitable Distribution of Workload (EDW) plan, the above item was on the agenda of the Conference Committee on Trustees.
- The trustees' Literature Committee explore producing an animated video based on the pamphlet "The Twelve Traditions Illustrated" (Item P-43). The committee requested that a progress report be brought back to the 2027 General Service Conference.
  Note: As a result of the 2025–2026 Equitable Distribution of Workload (EDW) plan, the above item was on the agenda of the Conference Committee on Trustees.

Recommendations That Achieved Simple Majority

These items did not receive the two-thirds majority required to pass as a Conference Advisory Action.

INVENTORY IMPLEMENTATION

- The committee recommended that a brief report from the trustees' Nominating Committee to the Conference Committee on Trustees be delivered in addition to the proposed slate summarizing the selection process of Class A trustees, general service trustees and nontrustee directors in regard to current board needs.

Recommendations Not Resulting in Conference Advisory Actions

These recommendations were presented but did not receive the two-thirds vote necessary to become a Conference Advisory Action.

INVENTORY IMPLEMENTATION

- The committee recommended that the Conference inventory process be implemented at a regular five-year cadence, beginning in 2031, and that the inventory process include an implementation committee to review and recommend actionable items following each Conference inventory.

POLICY/ADMISSIONS

- The committee recommended that the General Service Board develop a draft plan for the creation of a working group comprised of nine Conference members, with a composition reflective of the ratio of Conference members (i.e., six area delegates, two board members and one GSO Staff member) to improve the selection process of proposed agenda items (PAIs) forwarded to Conference committees, with attention to the topic of workload both at a Conference level and the impact on GSO and GV offices, and that a plan be brought back to the 77th Conference Committee on Policy/Admissions.
- The committee recommended that any changes beyond editorial to the "How the Conference Operates" document be brought for discussion to the Conference Committee on Policy/Admissions one year prior to implementation, to then be utilized at the following year's General Service Conference.

Floor Actions Not Resulting in Conference Advisory Actions

- No communication to the Fellowship or its representatives regarding the available funds or balance of the A.A. Reserve Fund be distributed without including currently approved draws in the distributed figures and communication. ***(Not approved/Simple majority)***
- Consider a request to create a Twelve Step study guide or workbook. ***(Declined to consider)***
- I move to suspend printing of the fifth edition of *Alcoholics Anonymous* (the Big Book) until the Conference develops further consensus around our procedures and practices respecting changes to "Founders' Writings." ***(Declined to consider)***

Recommendations Recommitted to Conference Committees

FINANCE

- The committee recommended that "Self-Support: Where Money and Spirituality Mix" (Item F-3) be updated as follows:

  The question and answer regarding the cost per group for GSO to supply basic services on page 11 which reads:

  "**Q.** How much does it cost, per group, for GSO to supply basic services?

  A. At the end of 2023, the annual cost of services per group was $162.72 USD, while the average contribution per group was $140.09 USD. The shortfall between these two figures is made up from income from A.A. publications."

  Be replaced with:

  "**Q.** How much does it cost, per group, to operate GSO?

  A. In 2025, the estimated cost-per-group to operate GSO was $356.37 USD, the estimated average annual contribution per contributing group was $344.25 USD, and the estimated average annual contribution to meet GSO operating expenses — if only the contributing groups contributed — would be $1,045.11 USD. Any shortfall in group contributions is made up from individual contributions and income from A.A. publications."

Recommendations Committed to the General Service Board

INVENTORY IMPLEMENTATION

The committee recommended that:

- Conference committees be made aware of all Proposed Agenda Items (PAIs) as they come in through a quarterly PAI Status Grid.
- The Conference members communicate more effectively to the Fellowship that the PAI submission cut-off deadline is only for the immediately upcoming General Service Conference and that year-round submissions are encouraged to promote ongoing discussion.
- The October feedback call be replaced with a Joint Committee meeting between trustees' and Conference committees, with all members to have a voice and vote on the disposition of Proposed Agenda Items for the next General Service Conference. Background to facilitate informed discussion should be shared with both committees.
- The PAI Status Grid be a living, curated list of items that will remain on the grid until dispositioned by policy or Joint Committee.
- Working committee agenda should be shared prior to Joint Committee meeting for awareness of ongoing projects and annual review items.
- The General Service Conference acknowledge the authority of Conference committees to bring items forward which have not been placed on their agenda or to defer consideration of an item to a future Conference.
- The General Service Board schedule a sharing session dedicated to discussing the roles and responsibilities of trustees, directors, delegates and Staff, to develop a more unified understanding of the scope and authority of each of these service roles.

Committee Considerations

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

AGENDA

Committee Considerations:

- The committee reviewed the 75th Conference evaluation summary and appreciated the alignment between feedback received from the 75th General Service Conference and the changes implemented within the planning of the 76th General Service Conference. The committee recognized several items that may benefit from consideration during the planning of the 77th General Service Conference. These items include:
  - Remote Communities Pre-Conference Meeting:
    - Exploring earlier scheduling for the Remote Communities meeting, potentially as a two-hour virtual meeting
    - Assigning moderator roles in advance
  - Virtual All-Conference Member Sharing Sessions:
    - Continue to add definition to these sessions through topic development and early communications on the session topics.
  - Communications:
    - Ongoing improvements to the structuring of resource files within the Conference members' communication platform, including more frequent updates to the site map.
- The committee reviewed the 76th General Service Conference evaluation forms for Conference members' feedback. The committee appreciated the streamlined presentation of evaluation topics without reiteration for every event occurrence.
- The committee discussed the report on Conference Improvements submitted by the trustees' General Service Conference Committee and recognized that improvements to the schedule of the 76th General Service Conference were applied without affecting the integrity of the Conference. The committee found that the layout of the Conference week schedule provided an effective flow between a variety of Conference functions and offered the following suggestions for consideration as future improvements:
  - Pre-Conference Events:
    - Clarify what food and beverage selections will be available during Saturday's "Meet and Greet" event.
    - The scheduling of a pre-Conference "Tips and Tricks" meeting should be reinstituted in future Conference cycles.
  - Communications:
    - Provide clear information on how to sign up for the GSO tour, Stepping Stones tour and other ancillary events.
    - Access to the preceding year's Conference resources within the Conference members' communication platform is helpful to the preparation of Conference members and equalizes the informational base for first-year Conference members.
    - Conference materials be available in English, Spanish and French regardless of the interpretation needs of the current Conference membership. Materials designed for the preparation and participation of Conference members are often used as reporting tools within an area.
- The committee discussed including time within the Conference week schedule for an annual presentation by La Vigne and took no action. The committee recognized the wide value that La Vigne contributes to French-speaking members within the United States and Canada and welcomes inclusion within Area Highlights and "What's On Your Mind" Sharing Sessions. However, as an independent publication without a reporting responsibility to the Conference, and absent an opportunity for the Conference to provide guidance, a formal presentation time was not supported.

ARCHIVES

Committee Considerations:

- The committee reviewed the newly revised Archives Workbook and expressed its satisfaction with the updates made to the workbook. The committee suggested that the following language be added to the "What to Collect?" section, under the list of suggested materials that local archives may wish to consider collecting:
  - Area/district business and financial records
  - Area/district business meeting minutes and reports

  It was discussed that the suggested text can be implemented in a future printing of the Archives Workbook.

- The committee discussed a request to define eligibility for area-level service for members residing outside of the geographic area they want to serve and took no action. The committee noted the autonomy of areas and districts in establishing local policies and procedures in accordance with their local group conscience. The committee also noted the following suggestions intended to further continue discussions on this topic:
  - Encourage discussion around this topic at local A.A. events and Regional Forums.
  - Continue area-wide discussions around the possibility of future linguistic and virtual areas in the United States/Canada structure.

  Note: As a result of the 2025–2026 Equitable Distribution of Workload (EDW) plan, the above item was on the agenda of the Conference Committee on Archives.

COOPERATION WITH THE PROFESSIONAL COMMUNITY

Committee Considerations:

- The committee reviewed and accepted the report on the AAWS LinkedIn page. The committee recognized the thoughtful long-term plan that the office has put in place and appreciated the alignment of the project to the initial goals and standards for the development of content and awareness; as well as expanding outreach and reinforcing the continuing relevance and efficacy of A.A. to professionals. The committee provided the following suggestions:
  - Consider including trends in quarterly and yearly reporting.
  - Consider developing an article for *Box 4-5-9* highlighting the work of the office on the LinkedIn project.
- The committee reviewed the outline of the pamphlet for mental health professionals along with the accompanying project plan. The committee expressed their enthusiasm for the overall project vision and felt that it aligns with the intended goals. The committee provided suggestions to the secretary (including a suggestion that a link to the Cochrane Study be included as an additional reference for professionals) and asked that a progress report or draft pamphlet be brought back to the 2027 Conference Committee on CPC.
- The committee considered a request that standalone audiovisual clips be created when developing any new/revised videos for professionals and took no action. The committee recognized the need for short-form content and noted that the office is already working in this direction. The committee encourages the ongoing development of outreach material with short-form content.
- The committee reviewed the content and format of the CPC Kit and Workbook and provided the following suggestions:
  - Consider including recent updates to the Grapevine podcast.
  - Clarify the item titles on the online store to better differentiate whether the service kit is in English, French or Spanish.
- The committee reviewed the draft video series "Meet A.A.'s Nonalcoholic Trustees" and appreciated the willingness and dedication of our Class As to further the message of Alcoholics Anonymous. The committee considers this work to align with the role of communication intended for professionals, similar to the *About A.A.* newsletter. The committee acknowledged the necessity of the office continuing to work closely with our Class A trustees in the development of a communications strategy to create outward-facing videos and diversify



our library of resources. The committee provided the following additional suggestions:

- That future topics and subjects be considered on a case-by-case basis.
- That if the Class A is fluent in Spanish or French, to have the relevant language be used in the voice of the person rather than dubbed or captioned.

CORRECTIONS

Committee Considerations:

- The committee suggested the pamphlet "The A.A. Member — Medications and Other Drugs" (Item P-11) include updates to better reflect the current landscape of medications and other drugs and provide a more inclusive and representative cross section of A.A. recovery stories, keeping in mind the intended audience is both alcoholics and the professionals with whom we cooperate.
  Note: As a result of the 2025–2026 Equitable Distribution of Workload (EDW) plan, this item was on the agenda of the Conference Committee on Corrections.
- The committee reviewed the Corrections Kit and Workbook and provided the following suggested updates:
  - Include language stating that the 2024 Corrections Survey of Shared Experience is available upon request in the Corrections Kit List.
  - Provide guidelines on how to chair a Corrections Committee meeting.
  - Include the Tablet Literature List (Item F-239).
  - Include shared experience on digital literature accessibility within Canadian correctional facilities.
  - Update the service pieces "A.A. Corrections Prerelease Contact Information — Outside" (Item F-162) and "A.A. Corrections Prerelease Contact Information — Inside" (Item F-163) to include form fields to list accessibility needs for insiders and improve the ability to provide accessibility resources for outsiders.
  - Include a sample letter to be used as a template for a first connection correspondence in CCS.
- The committee reviewed a progress report on the development of a pamphlet on the transgender alcoholic in A.A. The committee recognized the writing workshops made available and the efforts made to increase awareness of the call for stories to ensure adequate intersectionality and representation of gender diverse members in the final product. The committee requested that a progress report or a draft pamphlet be brought back to the 2027 Conference Committee on Corrections.
  Note: As a result of the 2023–2024 Equitable Distribution of Workload (EDW) plan, this item was on the agenda of the Conference Committee on Corrections.

FINANCE

Committee Considerations:

- The committee reviewed the Self-Support Packet and provided the following suggestions:
  - All material within the Self-Support packet be updated to replace reference of "aa.org" with "aa.org/aa-contributions-self-support" and QR codes where possible.
  - All material within the Self-Support packet be updated to reflect language consistent with the "A.A. Guidelines on Finance" (Item MG-15) for consistency purposes.
  - Update "The A.A. Group Treasurer" (Item F-96) with accurate URLs for AAGV.
- The committee reviewed the Conference-approved maximum annual contribution of $7,500 that an individual A.A. member can make to the General Service Board and took no action. The committee noted that the maximum annual contribution was increased in 2024.
- The committee considered a request for a Twelve Step study guide or workbook and took no action. The committee noted these efforts currently exist locally. The committee expressed support of the efforts already taking place on the Corrections desk at the General Service Office to provide shared experience, literature and template language that specifically addresses how other members have utilized the book *Alcoholics Anonymous* for Step work.
  Note: As a result of the 2025–2026 Equitable Distribution of Workload (EDW) plan, this item was on the agenda of the Conference Committee on Finance.
- The committee considered a request to discuss the location of the General Service Conference. The committee requested that the general manager; trustees' General Service Conference Committee; and Meeting, Events and Travel Services (METS) team continue their work to explore various cost-saving scenarios for the General Service Conference, including the incorporation of a hybrid online and in-person (NYC) format. The committee requested a progress report outlining various options and the estimated cost savings for each be brought back to the 2027 Conference Committee on Finance.

Note: As a result of the 2025–2026 Equitable Distribution of Workload (EDW) plan, this item was on the agenda of the Conference Committee on Finance.

- The committee discussed a request to add wording below the pie chart section of "Self-Support: Where Money and Spirituality Mix" (Item F-3) and took no action on the specific request. The committee discussed Tradition Four and the concept of a group expense versus a contribution to an A.A. entity. The committee noted that this update might conflict with messaging in the section titled "How can groups participate?" on page 7.
- The committee discussed the Quarterly Financial Report (QFR) being made available on aa.org and expressed concern that providing detailed financial reporting might cause confusion. The committee suggested that there would be more beneficial use in providing brief, digestible snapshots of A.A. finances and self-support activity. This could include informative images and grid charts on the contributions and self-support page of aa.org. Suggested topics include:
  - Total contributions to GSB in the previous year, with the sources of those contributions broken down in detail to include, (1) groups; (2) individuals; and (3) other entities such as districts, areas, intergroups and central offices
  - What the cost per group would need to be to fully support operating expenses in the previous year
  - Bill's writings, such as those in *A.A. Comes of Age* (e.g., pp. 201, 204 and 209), as well as other locations, emphasizing that it is the home group that is the foundation of our service structure
- The committee requested that the Conference Committee on Agenda consider a workshop or theme at the 2027 General Service Conference that addresses the current concerns and questions of the Fellowship about the Reserve Fund. The topic could also include the purpose of the Reserve Fund and how it is distinct from a group's prudent reserve.

GRAPEVINE AND LA VIÑA

Committee Considerations:

- The committee reviewed and accepted the Grapevine five-year plan, with appreciation to the AA Grapevine Board for its thorough development and presentation. The proposed approaches align with the primary purposes of Grapevine and La Viña and the committee looks forward to receiving annual updates on performance metrics.
- The committee reviewed the request that Grapevine, Inc. accept contributions and took no action. In their determination, the committee considered and recognized the broader implications for our shared spiritual principles, the Twelve Traditions and the Twelve Concepts for World Service and other A.A. entities.
- The committee reviewed the AA Grapevine Workbook and provided editorial suggestions to the Grapevine staff.
- The committee reviewed and approved the media platform report.
- The committee agreed to forward to the AA Grapevine Board the suggestion that AA Grapevine, Inc. produce in the year 2027 or later:
  - *Senior Members* (working title): Stories by A.A. members who came to A.A. late in life, including members who are dealing with issues related to older age in sobriety.
  - *Members Dealing with Mental Illness* (working title): Stories by A.A. members dealing with mental illness, sharing how they got sober, stay sober and work the program.
  - *Despertares Espirituales* (*Spiritual Awakenings*) (LV book) (working title): Stories by Spanish-speaking A.A. members about faith, prayer and finding a Higher Power.
- The committee reviewed the progress on the AA Grapevine survey regarding the relevance, usefulness and financial viability of Grapevine products and services.

  The committee requested a revised approach more closely aligned with the original Advisory Action and accompanying memorandum produced in June 2025 by the 75th Conference Committee on Grapevine and La Viña. The revised proposal should include at least two survey methodologies and reflect exploration of low-cost deployment methods, such as the Meeting Guide app.

  The committee will resend the memorandum to the Grapevine Board, including suggestions regarding survey content. The committee also requested that the project timeline be extended, with a progress report presented to the 77th General Service Conference and a final report presented to the 78th General Service Conference.
- The committee suggests that the Grapevine Board, in cooperation with the General Service Board, explore additional strategies to support non-revenue-

generating services provided by the AA Grapevine and welcomes further suggestions be brought to the 77th Conference Committee on Grapevine and La Viña.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

Committee Considerations:

- The committee reviewed the report from the Subcommittee on Inclusion of Sovereign State Flags in the International Convention Flag Ceremony. The committee provided a wide range of feedback on the flag ceremony and the inclusion of sovereign state flags. The committee welcomed the possibility of areas, through their delegates, being invited to provide feedback from the Fellowship on the flag ceremony for consideration. It was suggested that the history and purpose of the flag ceremony be provided along with any request for feedback to help inform discussions. The committee looks forward to a progress report being brought to the 2027 Conference Committee on International Conventions/Regional Forums.
- The committee noted the incorporation of previously suggested improvements to Regional Forums, and a recent podcast episode showcasing Regional Forums.
- The committee discussed ways of encouraging interest and participation in Regional Forums and made the following suggestions:



  - Raise the visibility of the Regional Forums page on aa.org.
  - Consider creating short, anonymity-protected videos about Regional Forums that can be shared on our communication platforms.
  - Consider developing a media kit that includes recognizable images and Regional Forum materials that could be used by local committee websites and volunteer committees.
  - Continue to communicate early and often about Regional Forums on aa.org and Meeting Guide app, and in *Box 4-5-9*, *Grapevine* and *La Viña*.
  - Continue to explore the feasibility of holding an abbreviated online forum to provide a Regional Forum experience for members not able to attend an in-person forum.
  - Consider additional shared experience from local service events about improving attendance at Regional Forums provided to the Staff secretary.

INVENTORY IMPLEMENTATION

Committee Considerations:

- The Conference Committee on Inventory Implementation acknowledged the efforts already underway within the General Service Office, the General Service Board and the corporate boards to address workload concerns. The committee noted that a workload working group, project trackers, ongoing inventory review and leadership retreats represent some of these efforts and suggested that workload-specific updates be provided through the ongoing GSB, AAWS and AAGV reporting to the General Service Conference.
- The Conference Committee on Inventory Implementation acknowledged concerns shared during the Conference inventory related to communication and expressed appreciation for the efforts made thus far, noting the increased reporting through the updated Quarterly Financial Report, the quarterly PAI Status Grid and the trial distribution of GSB board reports and committee reports. The committee looks forward to further efforts to refine the reporting content and consistency for a better understanding of our financial, PAI and board activities among the Fellowship.
- The Conference Committee on Inventory Implementation suggested that small group A.A. discussion meetings be considered in future Conference scheduling. These might begin following Saturday night's meet-and-greet event and could be reconvened with a similar session mid- to late- week. Within a Fellowship

of love and tolerance, we should aspire to approach each other with the same grace and understanding that we gladly show new members first approaching A.A. Participation, characterized by mutual respect and personal responsibility, is the key to harmony; regardless of titles, we stand shoulder to shoulder as members in A.A.

LITERATURE

Committee Considerations:

- The committee requested that the preface to the fifth edition of *Alcoholics Anonymous* be updated to direct readers to Appendix IV for more information on the Lasker Award.
- The committee agreed to provide minor editorial suggestions for the Publishing Department if the fifth edition of the book *Alcoholics Anonymous* is approved for publication by Conference, including the removal of a pejorative phrase from one of the new personal stories.
- Noting the recommendation to remove the word "Eskimo" from "Chapter 7: Working With Others," if approved by the Conference, the committee suggested that consideration be given to making similar changes to translations of the Big Book, including those in Spanish and French.
- The committee suggested that the final sentence of the final paragraph of the draft introduction to "Part II, Experience Strength and Hope," in the fifth edition of *Alcoholics Anonymous* which reads:

  "No matter their background or life experience, no matter how smooth or rocky their path, these alcoholics share how they have been able to find, gain and maintain sobriety by using the fundamental principles of A.A. as a firm foundation for recovery."

  be changed to the following:

  "These alcoholics share how they have been able to find, gain and maintain sobriety by using the fundamental principles of A.A. as a firm foundation for recovery, no matter their background, life experience, and no matter how smooth or rocky their path."
- The committee discussed the revised draft chapters for the book *Living Sober* and suggested that the revisions continue in the current fashion. The committee requested that a revised draft or progress report be brought to the 2027 Conference Committee on Literature.
- The committee discussed the suggestion to publish the personal stories from the fourth edition of *Alcoholics Anonymous* not included in the fifth edition of *Alcoholics Anonymous* and suggested that the trustees' Literature Committee:
  - Provide more information on expected costs, potential sales and breakeven point.
  - Provide more information about whether the proposed book would be more successful as a revised version of *Experience, Strength and Hope* or as a new standalone volume.
  - Consider renaming the book to avoid confusion with the newly approved Part II section of the fifth edition of *Alcoholics Anonymous*.

The committee requested that a progress report be brought back to the 2028 Conference Committee on Literature.

- The committee discussed the progress report on the development of the fourth edition of the book *Alcohólicos Anónimos* (Spanish-language Big Book). The committee recognized the work that has gone into developing the revised draft and requested that a manuscript or progress report be brought back to the 2027 Conference Committee on Literature. The committee offered the following suggestions:
  - That additional communication to the Fellowship on the status of the project would be helpful to clarify misunderstanding
  - That consideration be given to inviting a Spanish-speaking member of the Conference Committee on Literature to participate in the final review of the manuscript prior to Conference
  - That consideration be given to inviting Cesar F., ACM and chair of the Working Group for developing a fourth edition of *Alcohólicos Anónimos* (Spanish-language Big Book), to attend the 2027 General Service Conference to be available as a resource for Conference deliberations on the manuscript
- The committee reviewed the progress report of the subcommittee exploring the needs of Spanish-speaking members for tools to access the Big Book and requested that a progress report be brought back to the 2027 Conference Committee on Literature.
- The committee reviewed the progress report on the development of a *Plain Language Big Book* amendment process and offered the following suggestions:
  - That the trustees' Literature Committee consider providing more detail on the specific changes to the *Plain Language Big Book* that have been suggested both within, and outside of, the PAI process,

including the total number of substantive changes and editorial changes. The committee emphasized the PAI process as the avenue for suggestions from the Fellowship for changes to Conference-approved literature.
  - That consideration be given to providing reference points throughout the *Plain Language Big Book* to the corresponding pages in the book *Alcoholics Anonymous*
  - That consideration be given to resizing the *Plain Language Big Book* to match the size of the large-print format Big Book

The committee asked that a progress report be brought back to the 2027 Conference Committee on Literature.

- The committee reviewed the progress report on the development of a pamphlet for the Asian and Asian American Alcoholic and requested that a progress report or draft manuscript be brought back to the 2027 Conference Committee on Literature.
- The committee reviewed the Recovery Literature Matrix. The committee recognized the updates to the matrix and suggested that future literature matrixes include:
  - A key defining abbreviations and color coding
  - More information on the scope of revisions
  - The number of pieces distributed (paid and unpaid)
  - Digital downloads and page views
  - Ensuring that the grid is readable (font size)
  - Information on whether pieces are included in service kits
  - Note which committee, Staff member or department has purview for review and revision of a piece of literature.
  - Noting whether pieces fall into categories of recovery, service or archival material
  - Sortable columns (for Conference committee eyes only)
  - The committee noted that copyright information for individual items continues to be useful.
- The committee discussed the content and format of the Literature Workbook (Item M-52i) and the A.A. Literature Catalog (Item F-10). The committee agreed to provide the Staff secretary with any suggested updates.

POLICY/ADMISSIONS

Committee Considerations:

- In keeping with a request from the 75th General Service Conference Committee on Policy/Admissions, the committee noted the December 17, 2025, memo update from the general manager to all Conference members on Conference site selection and dates. The 79th General Service Conference will be held April 15–21, 2029, at the New York Marriott Marquis hotel in the heart of Times Square in New York City.
- The committee reviewed the dates for the 2030 General Service Conference. In order to provide additional flexibility to the General Service Office management in contracting the most cost-effective and appropriate venues for the General Service Conference, the committee agreed to select these proposed dates for the 80th General Service Conference, as follows (in order of preference): April 28–May 4, 2030; May 5–11, 2030. The committee noted that these proposed Conference dates may be the best choices available for avoiding conflicts with significant holidays. The committee asked that all Conference members be notified of the final dates for the 80th General Service Conference as soon as they are finalized by GSO management.
- The committee reviewed the trustees' General Service Conference Committee "Equitable Distribution of Workload (EDW) report" and discussed the following suggestions outlined in the report:
  - The committee discussed the suggestion in the EDW report to discontinue the annual review of service kits and workbooks and took no action. The committee noted that while a "standing item," the annual review of service kits and workbooks by Conference committees is a practice rather than a Conference policy and committees are not required to include this item on their agendas.

    The committee requested that the Staff secretary send a memo to Conference secretaries highlighting this information. It was noted that while changes to service pieces such as workbooks and kits fall under the Staff member on the corresponding assignment, suggestions are collected regularly by the Staff assignment throughout the year, particularly collecting broad experiences from area, district and intergroup service committees.
  - The committee discussed the suggestion from the EDW report that a similar number of items be assigned to each Conference committee agenda rather than assigned by topic and took no action. The approach of directing a similar number of agenda items to each committee lacks qualitative consideration.

The committee also noted that there lacked significant evidence to support that nonspecific committees would improve workflow and efficiency or decrease workload. The committee also noted the benefits of having a committee secretary who also serves as the GSO coordinator on a particular topic serving as an integral point of information.

  - The committee discussed the suggestion from the EDW report that a Conference digital committee be created and took no action. The committee expressed concern that creating a new committee, even as a secondary committee, might create more work and would require an additional GSO Staff member to support that committee.

- Following a wide-ranging discussion, the committee shared concerns that while the equity of work may be one aspect of the EDW topic, this approach is not addressing the core of the workload concerns. The committee agreed that a comprehensive approach was needed to address concerns at the Conference level and GSO's ability to keep up with ongoing and developing projects, an annual list of new projects and other items that the Conference directs actions to be taken.
- In further discussion regarding the EDW topic, the committee noted the General Service Board decision that the 77th General Service Conference committee chairs will be attending the October 2026 (Q4) Board Weekend as opposed to the January (Q1) 2027 weekend. The date shift will allow for a longer window of time for chairs to provide input on PAIs being reviewed by trustees' committees.
- The committee discussed the EDW topic regarding Conference committees with fewer items and PAIs forwarded to them. The committee suggested that committees be reminded and encouraged to take more advantage of the opportunities to have deeper discussion on the topics affecting that corresponding committee. The committee also noted that these opportunities would also allow for more time to review corresponding literature that may infrequently or never get reviewed and updated.
- The committee discussed the procedure document "How the Conference Operates." The committee noted that because some areas model their local procedures from the document, it would be important to gain more consultation from Conference area delegates and provide a timelier update on any changes.

PUBLIC INFORMATION

Committee Considerations:

- The committee reviewed the proposed plan for the 2026 Membership Survey and requested the focus of the pilot be on surveying a selection of listed and unlisted A.A. groups along with locally listed meetings from 3–5 areas to determine if there are significant differences compared to past membership surveys. The committee requested the questionnaire from the 2022 Membership Survey be utilized for the pilot for the sake of comparison.
- The committee reviewed the draft revision of the pamphlet "Understanding Anonymity" (Item P-47) and requested that the Staff secretary send a memo to the AAWS Publishing Department requesting that a QR code be added to the front cover of the pamphlet and a footnote referencing the social media survey conducted in 2024 be added to the "Questions and Answers" section of the pamphlet.
- The committee reviewed and accepted the PSA Development and Review plan.
  - The committee requested the trustees' Public Information Committee explore the feasibility of utilizing the Communication Services Department (CSD) at GSO to create a short public service announcement (PSA) intended for Spanish-speaking A.A. members and subsequently adapting it into French and English.
  - The committee noted the work being done to create panels of past Hispanophone and Francophone delegates to review PSAs in their respective languages. The committee requested a progress report be brought back to the 2027 Conference Committee on Public Information.
- The committee reviewed and accepted the 2025 progress report on the GSO podcast, *Our Primary Purpose.* The committee noted the work that has been done on the podcast and offered some suggestions for season three, including:
  - Bearing in mind the long-term goal of offering the podcast in French and Spanish once resources are available, explore creative ways to incorporate content in French and Spanish in the current podcast — perhaps an episode interviewing a Spanish or French-speaking A.A. member or professional.
  - Further use of archival content in episodes

- Further conversations with Class A trustees
- An episode that focuses on a particular professional field that encounters alcoholics
- An episode on starting a new meeting, sponsorship and focusing on the newcomer
- Additional episodes exploring all levels of the service structure

The committee requested that a progress report on the GSO podcast, *Our Primary Purpose*, be brought to the 2027 Conference Committee on Public Information.

- The committee reviewed and accepted the 2025 report on the AAWS YouTube account. The committee offered the following suggestions and requested a report be brought to the 2027 Conference Committee on Public Information:
  - Continued utilization of YouTube shorts for content, including more of the available user-generated Young People videos
  - Continued exploration of the use of user-generated content
  - Additional content for YouTube, including more A.A. member stories, archival content, discussions on the many paths to spirituality and the topic of non-affiliation
  - The committee noted that casual content is more effective than highly produced media in a culture that prioritizes quick social media content.
- The committee reviewed and accepted the 2025 report on GSO's A.A. website. The committee received a verbal update from the Communication Services Department on search upgrades and is looking forward to the planned improvements of the search function on aa.org. The committee encouraged moving forward with the Young People landing page on aa.org. The committee requested that a report on GSO's A.A. website be brought to the 2027 Conference Committee on Public Information.
- The committee reviewed the AAWS Social Media Policy and looks forward to further growth of AAWS's social media presence in alignment with this policy. The committee requested that an analytics report of any new social media accounts be brought to the 2027 Conference Committee on Public Information.
- The committee reviewed and accepted the 2025 report on the AAWS Meeting Guide app. The committee noted the usefulness of the app and offered the following suggestions:
  - Further publicizing the app to professionals who encounter alcoholics, including those in senior communities
  - A page for the Quarterly Financial Report including a button for contributions
  - Sharing videos on how to use Meeting Guide app on our various media platforms

  The committee noted the value of the "news" section on the app in keeping the Fellowship informed. The committee noted the trustees' PI Committee's efforts to explore the possibility of push notifications for the app and requested that a progress report be brought to the 2027 Conference Committee on Public Information.
- The committee reviewed and accepted the 2025 report on Online Business Profiles. The committee suggested, as a courtesy, contacting the local service members when they are mentioned in Staff responses. The committee requested that a report be brought to the 2027 Conference Committee on Public Information.
- The committee reviewed and accepted the 2025 report on Google Ads and requested that a report be brought to the 2027 Conference Committee on Public Information.
- The committee reviewed the contents of the PI Kit and Workbook and requested that the contents of the PI Kit and Workbook continue to be updated with current and relevant information for PI committees.

REPORT AND CHARTER

Committee Considerations:

- The committee reviewed proposed editorial updates for *The A.A. Service Manual, 2026–2028 Edition*, suggested revisions and forwarded the updated list to the Publishing Department.
- The committee discussed a request to remove a quote from cofounder Dr. Bob in *The A.A. Service Manual, 2026–2028 Edition* and took no action. The committee noted that the quote was well placed in this section and effectively conveys a general appreciation for the love of service.
- The committee reviewed *The A.A. Service Manual, 2026–2028 Edition* editorial list and noted that the vertical margin change bars are no longer necessary. The committee also suggested that the Publishing Department reinstate the practice of including a list of changes and place it at the beginning of the book.
- The committee accepted a report from the Publishing Department outlining the General Service Office process for timely and accurate preparation and publi-



cation of the proposed *The A.A. Service Manual, 2026-2028 Edition* and the *2026 Final Conference Report*.

- The committee reviewed the current workflow and anonymization practices for the Final Conference Report and requested that the Publishing Department return to its prior practice of anonymizing the Final Conference Report by using first name and last initial only for A.A. members and full names for nonalcoholic friends, Class A trustees and GSO employees.
- The committee reviewed the progress report on classifying literature published by A.A. World Services (AAWS) and AA Grapevine, Inc., submitted by the General Service Board Report and Charter Ad Hoc Committee. The committee noted the feedback received from the trustees' Archives Committee, particularly the shared understanding between the General Service Conference and the boards regarding the complexity and scope of this work.

  The committee acknowledged the following concerns regarding the classification of literature:

  - Classifying A.A. literature as *Recovery, Service* or *Historical* could lead to confusion due to content that might overlap into multiple categories.
  - There is no formal definition of "founders." The phrase "cofounders of A.A." is commonly used to refer to Bill W. and Dr. Bob, with acknowledgement that many individuals played founding roles in various geographic areas.

  The committee requested that this topic be forwarded to the trustees' Literature Committee for further input and guidance.

TREATMENT AND ACCESSIBILITIES

Committee Considerations:

- The committee reviewed and accepted the progress report on the Military/Veteran Interview Project and noted the completion of the project, expressing gratitude for the work that went into the project from the appointed committee members (ACMs) and the General Service Office (GSO). The committee discussed ways to continue to expand outreach to both active duty and veteran members of the armed services and made the following suggestions:
  - Create a service piece that links to the audio page and can be shared with the Fellowship across the service structure and presented to professionals.
  - That any improvements made to the aa.org website include increased visibility of the Military/Veteran Interview Project, including but not limited to banners, a scroll and other ways to bring attention to the project.
  - Arrange the recordings on the web page in a manner that identifies and groups by branch of the military and the nation of service, and highlights the original language.
  - Continue to explore developing short-form content to post on the AAWS YouTube page as another tool for the Fellowship to highlight this content.
  - Include postings about the Military/Veteran Interview Project on the AAWS LinkedIn page and highlight the project in articles in future editions of the About A.A. newsletter for professionals and other outward-facing materials.
  - Review and refine the use of hashtags to increase visibility.
- The committee requested that the General Service Office move forward with communicating the completion of the Military/Veteran Interview Project to the Fellowship using the widest available distribution channels.
- The committee reviewed a request to review locally produced safety-related video service material and

provide input on the potential for this video service material to be adapted for use by GSO and took no action. In addition to intellectual property (IP) concerns, the committee discussed that for broad use throughout the U.S. and Canada a video with a format and content more closely aligned with current service material would be more effective. The committee expressed gratitude to the local service district for its work in producing the original videos, as it inspired a vital Fellowship-wide discussion on this important topic. However, the committee determined that the videos needed more than minor editorial adjustments and would require more substantive changes.

Rather than spending resources to adapt these videos, it was the conscience of the committee to request that AAWS create a new video based on existing content found in our safety service materials as budget permits. The committee requests that AAWS consider all available cost-saving technologies, including AI, for content production and language services.

The committee discussed additional ways to effectively produce this content and offered the following suggestions:

- That the video be medium in length, up to four to seven minutes, while still effectively conveying the message, and that animation is considered as a format
- That the video includes links to our safety materials
- That the project remains open for future videos to be created
- That the video format is mindful of visual content versus text, as well as easily translatable
- That the video is mindful of accessibility for all alcoholics
- That the video be completed and made available at the earliest opportunity, with consideration to available funds

Note: As a result of the 2025–2026 Equitable Distribution of Workload (EDW) plan, this item was on the agenda of the Conference Committee on Treatment and Accessibilities.

- The committee reviewed the Treatment Kit and Workbook and forwarded to the trustees' CPC/Treatment and Accessibilities Committee a list of minor edits to the workbook to be implemented at the next printing.
- The committee reviewed the Accessibility Kit and Workbook and forwarded to the trustees' CPC/Treatment and Accessibilities Committee a list of minor edits to the workbook to be implemented at the next printing and provided the secretary with additional suggestions for contents of the kit to be forwarded to the Publishing Department to align the contents with best practices of AAWS.
- The committee reviewed the "A.A. Guidelines on Accessibility" (Item MG-16). The committee provided the following suggestions to be forwarded to the trustees' CPC/Treatment and Accessibilities Committee:
  - Use consistent language across related service materials, including the Accessibilities Checklist for groups and meetings.
  - Include English as a language when applicable.
  - Include resources that may be specific to Canada in addition to those that are used in the United States.
  - Include guidance for making A.A. accessible to Deaf and hard-of-hearing alcoholics that aligns with current best practices.
  - Additional minor edits were provided and are to be completed by the Staff secretary.

TRUSTEES

Committee Considerations:

- The committee reviewed the resumes and approved as eligible for election all Class B trustee candidates for the Pacific and Eastern Canada Regional Trustee elections.
- The committee reviewed an update report regarding the pamphlet "Do You Think You're Different?" (Item P-13) and requested that a progress report or a draft pamphlet be brought back to the 2027 General Service Conference.

  Note: As a result of the 2021–2022 Equitable Distribution of Workload (EDW) plan, this item was on the agenda of the Conference Committee on Trustees.
- The committee suggested that the report to the 2027 Conference Committee on Trustees regarding motions to censure include a grid or other visual depiction to illustrate the multiple pathways that a motion to censure or reorganize may be received, reviewed and processed, as well as any proposed changes.
- The committee suggested that when developing the animated videos of the Twelve Steps and Twelve Traditions, the content be developed in alignment with current communication practices, including appropriate length, format and style, and with consideration for use across multiple platforms and methods of distribution.

GSO Department Reports



Administration — *General Manager,* Robert (Bob) W. is an A.A. member and provides overall leadership to the General Service Office (GSO). A busy role and one he refers to as "a labor of love", he leads the overall operations of the office through the philosophy of Servant Leadership, which is a principle-based leadership style. Bob is committed to infusing the principles of A.A., the Steps, Traditions and Concepts into the operations of the office.

Through delegation to the 12 directors and managers who directly report to him, the day-to-day management and execution of the many services and functions is carried out by the 92 dedicated employees of A.A. World Services (AAWS). This delegation is necessary for the effective functioning of the office, is characteristic of servant leadership and is in line with our Twelve Concepts.

Proper delegation allows him to also serve as a director of the AAWS Board and its president. He is also closely connected to the General Service Board (GSB), serving as their chief executive of the office, and ex officio on most of their committees. His relationship with each board carries much responsibility in the way of meeting participation, time commitment and organization. The general manager is also a voting member of the General Service Conference and serves as its cochair.

In addition to the responsibilities to the boards and GSO, the general manager maintains communication with the Fellowship through regular letters and updates and correspondence received at GSO. He also attends and participates in various service assemblies and conferences throughout our structure. He also engages in global meetings, including the World Service Meeting, which allows for the facilitation of connections with A.A. structures and members around the world, maximizing the ease of the licensing of our literature and fostering communications to strengthen A.A.'s international presence.

Direct support of the general manager has been retained in the executive assistant (EA) role. It has been clear that additional support was needed, particularly with the extensive duties of the secretary to the AAWS Board, a position held by the EA. In addition to the need for more administrative support, a gap between the connection and relationship between the GSB and the general manager existed. Traditionally, service and support to the GSB has been provided through the GSO Staff coordinator role. Like the EA, the Staff coordinator also has extensive AAWS Board duties serving as one of its directors. They also have much responsibility to the GSO Staff in the way of training, coordination of the weekly Staff meeting and many other functions. The service and support of the GSB is often directly related to areas very relevant to the duties of the general manager. The nature of the Staff coordinator and general manager roles have made connection with these services feasible.

All of this necessitated reorganization of the Staff coor-

dinator role and the Administration Department, including reshaping the executive assistant's role and also the addition of a new position of administrative coordinator to the general manager. Implementation of these changes began last fall with full collaboration of the Staff coordinator, director of Staff services, the new administrative coordinator, the executive assistant to the general manager and the general manager.

Jacob Diaz holds the role of administrative coordinator to the general manager. Recognizing the need to have administrative support to the GSB more centralized and closer to the general manager, the role of administrative coordinator was developed to provide high-level administrative support to the General Service Board. The role now serves as the central point of contact for all matters concerning the General Service Board, including coordinating GSB weekends, interim board meetings and regular meetings between the GSB chair and the general manager. The coordinator also now shares direct support of the general manager with the executive assistant, providing additional general support and allowing the general manager to fulfill many other responsibilities.

Pamela Poremski holds the position of executive assistant to the general manager. She provides high-level administrative support, maintaining the efficiency and effectiveness of the administration department. She manages the general manager's calendar, daily schedules and correspondence. She also coordinates the general manager's many meetings both in person and virtually, arranges travel logistics, prepares expense reports and maintains relationships with management and leadership teams. The EA also serves as secretary to the AAWS Board by scheduling meetings, preparing agendas and background materials, recording meeting minutes, and providing executive support to the chair of the AAWS Board by ensuring all materials are distributed promptly, recording accurate meeting minutes and decisions, and following up on action items such as the development and distribution of the AAWS Highlights newsletter.

Restructuring of the Administration Department has centralized and brought the support of the AAWS Board and General Service Board closer to the general manager role, consolidated administrative duties across the boards, improving service and support to them. Additional benefits include much needed additional support to the general manager, more balanced workload for the EA and the allowance for more focus for the Staff coordinator on training and GSO Staff activity and assignment coordination. The administration team works together closely, meeting several times a week to discuss the department's operations, management of projects and meeting deadlines, as well as strategies to strengthen the support of the GSO, the boards and the Fellowship of A.A.

Archives *— Michelle Mirza, Archivist:* The mission of the Alcoholics Anonymous General Service Office (GSO) Archives is to document permanently the work of Alcoholics Anonymous, to make the history of the organization accessible to A.A. members and other researchers and to provide a context for understanding A.A.'s progression, principles and traditions.

The Archives staff provides resource material and service to A.A. members, researchers and others about A.A. history; responds to worldwide information requests; and offers professional support to local areas, districts or groups interested in researching their history. Archives staff members are equally engaged in organizing, cataloging and preserving archival materials collected from both the past and present. None of the work reported in this report would be possible without the assistance of a diligent team of experienced archivists, working to ensure that we fulfill the mission and goals of the GSO Archives.

We continue to respond to inquiries from the global Fellowship and other professionals interested in A.A. In 2025, we responded to approximately 9,683 requests for information, utilizing a combination of unpublished primary sources and published material maintained in the repository. We welcomed new local archivists and committee chairs serving either in the area or district position and furnished each individual with the Archives Workbook, Guidelines and other resources. We implemented an automatic welcome letter for members new to their archives-related service positions. This will replace the previous more complicated and time-consuming system of generating and then manually analyzing weekly reports from NetSuite to identify individuals to contact. The welcome letter "went live" on January 23 and we have already received enthusiastic responses as well as updated contact information from members.

A research archivist was added to the team in July 2025. Some principal duties include filing, responding to queries, assisting with directory and file reorganization.

The Archives exhibit area at the 2025 International Convention in Vancouver attracted thousands of Convention attendees. We extend gratitude to the volunteers who assisted in meeting and greeting, responding to inquiries, handing out our two souvenir items and other engaging activities. The event offered an opportunity to

meet in person members they had emailed or spoken to on the phone, and making those connections was especially meaningful. A special moment was shared when Nikki Shoemaker, daughter of Sam Shoemaker, and grandson Dodge Rea, presented the Archives with an original portrait photo of Rev. Shoemaker taken at the New York Calvary House in the 1930s.

November 2025 marked the 50th anniversary of the official opening of GSO Archives. In commemoration of this auspicious event, we produced one-time printings of two special items to distribute throughout the year: a lovely commemorative bookmark, featuring a quote by GSO's first archivist, Nell Wing, and a magnet of the famous typewriter that Ruth Hock used to type chapters of the Big Book and other early works.

The Newspaper Clipping Project is new project implemented in April 2025. This project involves an assessment and reformatting of an unprocessed newspaper clipping collection. The collection is currently about 11.5 linear feet of material, organized primarily by time span, from approximately 1939 to 2019, with the bulk dating to the 1970s and 1980s. Phases of the project include creation of Weeding Guidelines, assessment of items, digitization, rehousing or deselection, and preservation. The project aims to make the clippings collection (and the information contained within it) much more accessible and searchable — and therefore useful for research. As the clippings are digitized, they will be made full-text searchable; a spreadsheet with citation information will also be created.

In September 2023, Archives staff prepared an "Audiovisual Preservation Survey Report," presented to the AAWS Board and trustees' Archives Committee in October of that year. The report included a historical overview of previous audiovisual (A/V) preservation projects, current concerns, types of A/V materials and storage conditions maintained by the GSO Archives, an estimated extent of audiovisual holdings, best practices for maintaining original A/V holdings and a proposed phased approach to preservation/digitization prioritization. We continue to work on this multiyear project, providing regular updates to the trustees' Archives Committee and AAWS Board.

Work progresses on the long-term project of photographing and cataloging of items held in the Ephemera Collection, which was a new project launched in 2023 and managed by our special collections archivist (SCA). Items in this collection include awards, tokens, memorabilia, flags, historical corporate seals from the Alcoholic Foundation and Works Publishing and other A.A. related items. There are currently 34 records created in the catalog database, which are made up of approximately 300 individual items. This is very detailed, time-consuming but important work. The goal of the project is to allow for better access, preservation of historical context and provenance tracking.

Digital preservation projects are one of the most important and critical projects being undertaken. Our digital archivist is working on refining our digitization preservation workflow from ingest to storage and establishing standards for both born-digital items and digitized material. Together with the associate archivist, they both have completed an incredible amount of digitizing work this past year, including several thousand archival documents digitized and uploaded into our digital repository. The digital archivist is also responsible for preserving AAWS's audiovisual records. Just this year, they identified over 500 video files for processing and archiving.

With guidance from GSO's Technology Services Department, the Archives Department instituted a new procedure for storage of archived digital audio and video files. Azure Archive Storage offers low-cost cloud and secure storage solution for rarely accessed digital materials. This will reduce current storage space and costs on our actively used Cloud Network. New archiving strategy for our digital A/V files will now require a copy in our digital management database for access and backup, as well as a preservation copy in Azure Archive for permanent storage. As of December, our digital archivist has moved 517 video files for ingest into Azure Archive. We will also maintain tracking data of titles and dates files are moved. Future work will involve adjusting "Location" metadata into a catalog database.

We assessed one of our two offsite storage locations and identified 37 record boxes of obsolete records for permanent destruction. We will continue to appraise inactive records stored off-site in the coming months.

Last February, our assistant archivist initiated an extensive project involving reorganizing the collection of AAWS pamphlets, researching their changes and rehousing and cataloging them in the Archives database. This project was completed in mid-2025. This project identified and documented approximately 100 items with almost 200 different titles over time, approximating 26 linear feet of records. Outlines of almost 100 publication histories have been created for pamphlets — tracking creation, name changes and discontinuation. Records have been fully imported into our catalog software and checked for quality assurance, while the tracking spreadsheets have been combined and streamlined for ease of understanding. This

pamphlet project excludes early historical pamphlets produced in the late 1930s and 1940s, a new project projected to commence in 2026. Another related and new project to acquire and maintain current digital pamphlet versions of each printing was initiated this year.

Approximately 300 new physical items were added to the Archives — the majority consisting of AAWS products and some items from member donors.

Finally, we extend gratitude to those members and others who have generously donated material to GSO Archives within the past twelve months.

Communication Services *— Clorinda V., Director:* The Communication Services Department (CSD) continues to grow in its reach, impact and areas of responsibility. Created by the General Service Board in 2019 (and previously a Staff assignment), the department continues to evolve to serve the needs of the Fellowship.

The department is a dynamic hub for integrated communications focused on "carrying the message" in the digital age and reaching people where they are with the A.A. message of hope and recovery. The CSD team works to develop and deploy strategies to implement initiatives in keeping with the group conscience, Conference advisory actions, board directives, office needs and A.A. Traditions. CSD employs best practices and an integrated communications approach to share information about A.A. and make it available to our intended audiences, including A.A. members, suffering alcoholics, the professional community and the media, as well as the public at large.

CSD is responsible for the ongoing development, implementation, operation and updating of multiple digital products, platforms and services including:

- The Alcoholics Anonymous website aa.org
- The Meeting Guide app — a free A.A. meeting finder
- Social media platforms, including YouTube and LinkedIn
- GSO podcast, *Our Primary Purpose*
- Analytics for our digital platforms to inform decision-making and strategy
- Google for Nonprofits ad campaigns
- Coordination of email campaigns and communication distribution to the membership and the public
- Production and distribution of GSO newsletters, including *Box 4-5-9* and *About A.A.*
- Working with the Public Information desk to support media relations including press releases and media management platform
- Content creation, including consultation and planning on videos, social media posts and graphics
- Discovery, planning and strategy for the best tools, platforms and practices to advance the reach and impact of A.A. messages

Of note is the continued growth in traffic to aa.org, which serves as the primary portal for members and others looking for information about A.A. and resources for the suffering alcoholic. CSD continues to focus on maintaining and advancing the site's functionality so that our lifesaving information is easier to find, view and share. Today, the site sees consistent growth in both the number of visitors and the level of engagement with the site's content.

The popular Meeting Guide app continues to provide a free, critical connection for those looking for accurate and up-to-date meeting information. CSD is always exploring ways to improve the functionality of the popular app, with an online meeting finder function launched in fall 2025.

CSD also works closely with the Publishing Department and Public Information (PI) coordinator on public-facing initiatives, collaborating on strategies to build consistency in how we communicate A.A. identity and messages across all digital projects and departments. Such projects include the new GSO podcast. CSD collaborated with PI and the International Convention coordinator on the planning and implementation of communications and media initiatives for the 2025 International Convention in Vancouver.



CSD supports the AAWS Communications and Language Services Committee, the General Service Board trustees' Committees on Public Information and Cooperation with the Professional Community/Treatments/Accessibilities, and the Conference Committee on Public Information, as well as supporting/serving on ad hoc and subcommittees as requested. The director also works with the general manager on communications to the Fellowship.

The CSD team also includes:

- Senior Communications Manager (Julie Gonzalez): Guides day-to-day oversight, development and management of CSD projects and activities; responsible for the development, execution, and policy of analytics and search engine optimization (SEO) across all GSO digital communications platforms.
- Senior Digital Strategist (Tracey Godsil): Leads ongoing development of digital strategy, products and services, including websites and applications, such as aa.org and the Meeting Guide app, that offer user-friendly tools and critical information to members and others.
- Communications Specialist (Samantha Nieto): Supports multiple digital communications projects and serves as a lead content creator and strategist across our platforms to reach our intended audiences.
- Multimedia Production Coordinator (Nathan Kaufman): Focuses on enhancing and expanding our audio and video content, including production of the new podcast.
- Communication Services Coordinator (Tara Lafemina): Provides administrative support to CSD, assists with communication distribution, and provides support for the website and Meeting Guide app.
- Online Content Manager (Marc Bucaoto): Supports all aspects of aa.org, including web design, development and planning routine site and content maintenance, and updates to ensure sites align with GSO goals and objectives and offers an optimal user experience.

Finance and Accounting *— Paul Konigstein, Chief Financial Officer and Zenaida Medina, Controller:*

The mission of the Finance and Accounting Department is:

- Within the framework established by the AAWS Board, the General Service Board, and their appropriate committees, to provide the boards, General Service Conference delegates and the Fellowship with the transparent financial information needed to ensure the financial health of A.A., be good stewards of A.A.'s assets and make sure financial activity is faithful to the Twelve Traditions and Concepts.



- To provide the general manager and GSO directors, managers and Staff with the financial information needed to make informed decisions consistent with our financial plan.
- To facilitate GSO's day-to-day business by processing transactions such as contributions, payments received for literature and payments sent to vendors.

Responsibilities of this department include:

- ***Financial control*** — drafting financial policy for review by the AAWS Board and its appropriate committees, monitoring compliance with policy and establishing procedures to safeguard assets, minimize errors, ensure that expenditures are prudent and ensure that financial information is accurate.
- ***Accounts receivable*** — reconciling daily cash receipts for literature orders, preparation of bank deposits, recording of customer payments, respectful collection of outstanding balances and management of credit for customer accounts. Responsibilities also include account balance research and sending statements to customers with outstanding balances. Accounts receivable policy recognizes that, because literature is an integral part of carrying the message of experience, strength and hope to the still-suffering alcoholic, the accounts receivable function is to facilitate both the

dissemination of literature and prudent management of AAWS's financial resources.

- ***Contributions*** — daily processing of contributions received, ensuring that all contributions are consistent with the Seventh Tradition, classifying contributions as individual, group or special, acknowledging all contributions, answering inquiries and doing any research necessary regarding contributions. Contributions may be made through our website: www.aa.org or by check, made out to the General Service Board. Our mailing addresses for check contributions are:

  For US Dollar checks:
  P.O. Box 2407
  James A. Farley Station
  New York, NY 10116-2407 USA

  For Canadian Dollar cheques:
  P.O. Box 459
  Grand Central Station
  New York, NY 10163 USA

- ***Accounts payable*** — verifying receipt of goods and services, verifying payment against any applicable contract, verifying approval and accuracy of payments, and issuing payments to vendors through specialized software that records the expenses in the appropriate accounts.
- ***Payroll*** — communicating with the Human Resources Department regarding personnel, salary and benefits changes, calculating bi-weekly pay and certain employee benefit amounts, communicating with the payroll service to pay employees and tax authorities, paying employee benefits providers, and recording the expenses in the appropriate accounts.
- ***Budgeting*** — collaborating with the AAWS Board and Finance Committee, the General Service Board, trustees' Finance and Budgetary Committee, the general manger, GSO directors, managers and Staff to draft a financial plan for each GSO department and Staff assignment and submitting the plan for approval to the appropriate AAWS and GSB committees and boards. Budgeting also includes monitoring actual financial activity compared with the plan, calling leadership attention to variances from the plan and recommending revisions to the plan when appropriate.
- ***Assistance with Regional Forums, Conference, World Service Meeting and International Convention*** — being a resource for information during the budget process for these events, processing GSC and WSM delegate fees and additional contributions, coordinating with the International Convention assignment and reconciling accounts.
- ***Management reporting*** — performing account analysis and bank reconciliations to ensure accurate reports; summarizing income and expense transactions; preparing financial profit and loss, asset and liability, budget, and cash reports; and distributing these reports to the AAWS Board, General Service Board, as well as GSO directors, managers and Staff. Reporting also includes, as provided by Conference Advisory Actions and governed by the boards, distributing reports to delegates and the Fellowship.
- ***Facilitating audits*** — providing information to and responding to inquiries from auditors of the financial records of AAWS and GSB and the employee retirement plans. Responsibilities also include providing information for insurance company premium audits.
- ***Literature inventory*** — collaborating with the Publishing Department and Operations Department to plan literature printing timing and quantity, ensuring the accuracy of inventory counts and that appropriate, generally accepted accounting principles are followed in the valuation of AAWS literature inventory.
- ***Assistance with the General Service Board's Reserve Fund and the AAWS and AA Grapevine employee retirement plans*** — managing the investment of the Reserve Fund within the parameters set forth by the Reserve Fund policy adopted by the General Service Board and reconciling Reserve Fund accounts. Assisting on the employee retirement plans includes advising the retirement committee, reconciling retirement account statements and reporting on funding status to the boards and the Fellowship.
- ***Property and liability insurance*** — collaborating with the insurance broker and general manager to draft an insurance plan and purchase insurance policies which ensure that financial risks are prudently covered.
- ***Sales tax*** — ensuring that the applicable sales tax on literature sales is collected from customers and remitted to the appropriate local, state, provincial or national taxing jurisdiction along with filing of the appropriate tax return.
- ***Assistance with NetSuite maintenance and enhancements*** — advise the Technology Services Department on the design, implementation and maintenance of NetSuite functionality related to contributions

Human Resources — *Dina Friedel, Director:* Our mission in the Human Resources Department remains steadfast:

to cultivate a workplace where every individual feels valued, supported and proud of their contributions to AAWS. As we continue to navigate both organizational change and a challenging labor market, our focus is on strengthening the full employee lifecycle while prioritizing initiatives that deepen engagement, develop talent and reinforce a culture rooted in collaboration and service to the Fellowship.

At the heart of our efforts lies a commitment to sustaining a positive, mission-driven work environment that directly supports our Fellowship-facing work. This includes refining our recruitment strategies to attract candidates aligned with A.A.'s values, enhancing our onboarding and training practices to set employees up for success and expanding learning and development opportunities so our team members can grow in their roles, build new skills and meet the evolving needs of the organization.

In 2026, we continue to balance maintaining competitive compensation and benefits with responsible stewardship of resources. This includes monitoring compensation trends, evaluating high-value, cost-effective benefit options and partnering closely with the Finance Department and leadership to ensure we remain competitive within the nonprofit sector while recognizing the budgetary constraints inherent to our mission.

We remain committed to effective performance management, proactive employee relations and providing timely, accurate and compassionate support to employees and managers alike. Compliance continues to be a cornerstone of our work — ensuring alignment with all federal, state and local employment laws; maintaining ethical and transparent practices; and supporting a respectful, inclusive environment where every employee can thrive.

The human resources director will continue to collaborate closely with the general manager, chief financial officer and department directors on organizational planning, compensation and benefits strategy, risk mitigation, workforce readiness and emerging HR trends.

In addition to our internal responsibilities, the Human Resources Department remains committed to supporting the AA Grapevine, offering guidance and resources as needed to assist them in fulfilling their mission.

In addition to our internal endeavors, the Human Resources Department continues to extend our support to the AA Grapevine, providing resources as needed to assist in their mission.

Language Services *— Stéphanie Bozino-Routier, Director:* The Language Services Department, established in the fall of 2022, serves a vital role in ensuring effective multilingual communication. It comprises the Language Services Department director, the French managing editor, the French translator & editor, the Spanish translator & editor (both of whom joined in October 2025) and a full-time consultant who fulfills the roles of translator, editor and interpreter. To fulfill its mission and meet the demands of its workload, the department also collaborates with external contractors to ensure the timely completion of all assignments.

In his 2022 Gratitude Letter, the general manager underscored the significance of the department's contributions: "The Language Services Department centralizes the function of translation of our literature and thousands of documents into several languages each year. It also coordinates essential interpretation services that allow for direct interaction and communication with other A.A. structures around the world. These services ensure full participation and help to unify our worldwide Fellowship."

The Language Services Department is committed to fostering inclusivity and understanding through the provision of high-quality translation and interpretation services, ensuring accessibility for all stakeholders and members of our Fellowship in English, Spanish and French. Guided by the principles of diversity, equity, inclusion and accessibility, the department produces accurate and consistent translations and facilitates essential interpretation services, enabling meaningful communication across global A.A. structures.

The department has successfully explored advancements in industry-related technology and conducted training initiatives to optimize the use of existing software. These efforts have enhanced the quality, efficiency and consistency of its services. By refining its policies and procedures and adopting innovative practices informed by feedback from all constituencies, the department ensures that all voices are heard and understood, thereby strengthening unity and participation on a global scale.

Legal, Licensing and Intellectual Property *— Beverly Jones-King, Director:* The Legal Licensing and Intellectual Property Department performs many fundamental services to meet the needs of the Fellowship: contracts (both vendor and internal contracts), responding to inquiries, providing translations and licenses of literature to the international community and responding to intellectual property requests, ensuring our trademarks/service marks as well as copyright and domain names are not infringed upon.

The licensing (international licensing) section of the department transitioned into the new department in September 2022 and continues to respond to international licensing queries and requests. We conduct one-on-one licensing virtual meetings with the Fellowship to determine their needs for various materials regarding licenses, translations and printing, and to help familiarize them with the department and its processes. With the creation and implementation of the Translations Licensing Connection (TLC) portal, we have had a significant impact on the effectiveness of the delivery of our international licensing services. TLC is actively in use by over 50 structures as the primary source of all correspondence and processing of requests. The use of TLC has allowed us to expedite our progress and respond within a timeframe of 45 business days. Policies and procedures were developed based on the creation and use of the TLC portal, addressing the demand for digital, e-books and audiobooks. We have created a multipurpose license form (an à-la-carte document) for licensing and renewals. The Grapevine request form is active and available for use on the TLC portal. These requests are for licensing, translation and information. Collaboration with Grapevine is ongoing to fulfill the requests.

Translation of the Big Book, *Alcoholics Anonymous*, into new languages is ongoing. Notification of the new language translations are shared with the Fellowship as they become available. Our collaboration with other departments assists us in identifying the communities who need new translations and communities unrepresented by general service offices. We are reviewing pending translations, including American Sign Language, of literature to share with the Fellowship. A.A. items of literature (books, booklets, pamphlets and other items) are available in 110 languages worldwide.

The intellectual property functions/tasks also transitioned from the Publishing Department to the Legal, Licensing and Intellectual Property Department. The IP role is responsible for screening requests for permission to excerpt from and/or reprint AAWS copyright-protected materials and for AAWS-owned trademark and domain name registrations and renewals. Additionally, the IP administrator is responsible for the investigation of reported abuses of AAWS copyright and other intellectual property interests. We respond to requests from the Fellowship regarding reprints, including requests to adapt A.A.'s Twelve Steps, Twelve Traditions and the Big Book, and requests to use A.A. materials as set dressing in movies, TV and stage productions, and other similar contexts. Policies and procedures for processing these requests were developed and are in use.

Meetings, Events and Travel Services (METS) *— Sharon Vasquez, Manager:* The Meetings, Events, and Travel Services (METS) Department is responsible for managing travel and accommodations for trustees, nontrustee directors, appointed committee members (ACMs), GSO Staff and other personnel. Their role includes coordinating transportation, lodging and event logistics to deliver smooth and efficient experience for all participants.

In addition to their accommodation coordination responsibilities, METS functions as GSO's dedicated event planning team. They oversee the planning, organization and execution of major GSO-managed events, including the including the General Service Conference, General Service Board Weekends, Human Resources employee engagement events, Regional Forums and the World Service Meeting. This work involves extensive preparation, such as venue selection, contract negotiations, event scheduling and onsite management.

During events, METS provides both virtual and onsite support as needed, offering real-time assistance to address any logistical or operational needs. Their goal is to ensure that all participants have a seamless and productive experience, whether attending in person or virtually.

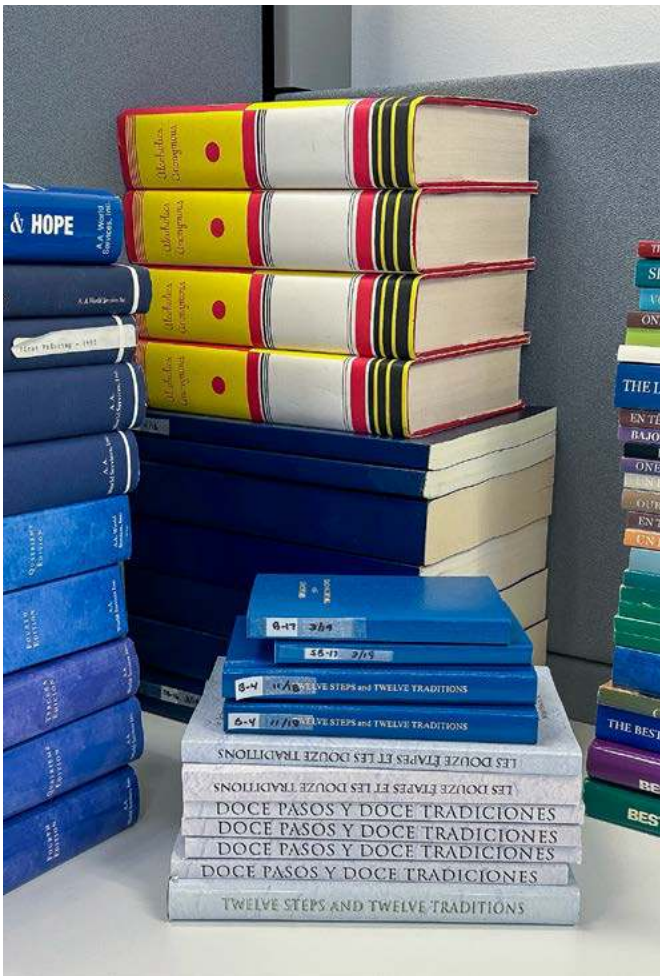
Operations *— Malini Singh, Director of Operations:*
Inventory Management: This unit monitors inventory on hand at the warehouses and reviews the rates of depletion to project future inventory requirements. The department determines reorder points based on average monthly distribution and advises the senior production manager when items are up for reordering. This unit ensures that inventory is kept at optimal levels at all warehouses. We update and maintain each unique item maintenance file in NetSuite. New items are issued and set up as needed by this team. We determine and set up safety stock levels for each item and review the safety-stock alert report weekly. The inventory department peruses the goods received reports from the warehouses and resolves inconsistencies. We post the goods received and issue inventory transfers to and from all distribution points. We also monitor the inventory levels for the service kits and issue work orders to the warehouse to assemble the kits. This department reviews monthly warehouse activity reports and reconciles significant item discrepancies.

Warehousing and Shipping: This unit is responsible for researching and negotiating with freight companies to guarantee that AAWS is getting the most competitive

pricing and to secure new freight vendors as needed. Another function of this department is to audit the freight invoices to ensure that shipments are charged at the correct rates and that truckers' discounts are properly applied. The department assigns freight carriers for all shipments from the printers/manufacturers to the distribution points. We manage the two outsourced warehouses. The team reviews and processes warehouse invoices and fulfillment reports and investigates and resolves discrepancies. We also monitor the yearly physical count at the Kansas City warehouse, and we update NetSuite accordingly whenever a physical count is conducted at each warehouse.

Member Services: The Member Services team manages and troubleshoots all member and customer-related issues that arise in the order fulfillment, contributions and records update processes. They manage the warehousing, shipping and literature delivery issues to ensure smooth operations and timeliness. They also troubleshoot issues relating to the online bookstore and Fellowship Connection portal.

Member Services is responsible for processing and posting all literature orders, determining from which location to ship each order. The team processes orders received each day from the United States, Canada and overseas. We receive orders via the online bookstore, phone, mail and fax. Overseas orders are typically shipped from the Canadian warehouse. Member Services also generates and processes the invoices for sales orders. The department gives price quotes and provides members and customers with general information regarding the ordering of literature. We also process all complimentary literature initiated by Staff, including New Group and New GSR complimentary literature. Literature orders are transmitted to the warehouse daily via Celigo integrator. The team processes members' contributions and ensures that acknowledgments are credited to the correct accounts. They conduct the necessary research and provide information related to member contributions.



The Member Services team updates group information in NetSuite, processing new group applications, responding to email/phone inquiries and maintenance of the mailing lists. This team is the direct link from GSO to the area registrars. They provide Fellowship Connection training to the area registrars and advise on any updates or changes to the online portal. They also update and maintain the Fellowship Connection User Manual and instructional videos. In 2025, the Member Services team managed over 27,000 unique email requests and responded to over 11,000 phone calls.

Front Desk/Receptionist: This position is responsible for managing operations at the front desk, including but not limited to greeting visitors to the General Service Office, answering incoming switchboard calls and forwarding the calls to the appropriate individuals. Over 27,000 phone calls were received at the front desk in 2025.

Mail and Shipping: This team of two was responsible for processing approximately 28,000 pieces of incoming and 5,400 pieces of outgoing mail in 2025. This unit manages the assembling, packing and shipping of various complimentary packages including Conference, Public Information and DCM packages. They also manage the picking and shipping of literature for Regional Forums and Health Fairs. This team is also responsible for troubleshooting challenges that occur with mail delivery to our two P.O. Boxes. This team is responsible for supporting AA Grapevine for all matters related to their mailing and shipping needs.

Publishing — *David R., Director:* All of the Publishing Department's efforts continue to serve the mission of

AAWS, Inc., and our primary purpose of carrying the message to the next sick and suffering alcoholic via our literature. Our overarching imperative is to maintain the highest quality editorial, production and distribution standards while implementing best industry-wide practices with finite, limited resources and leveraging economies and cost containment.

This year, notable success in carrying A.A.'s message via our literature was made on many fronts, as we worked diligently across office departments and with the fiduciary oversight of the AAWS Board, the collaboration of trustees and together with professionalism and painstaking collaborative team effort we addressed Advisory Actions regarding major projects from our recent General Service Conferences.

Throughout our work together, we explored and implemented multistaged financial reviews. We refined production processes and once again brought to market innovative digital-first and new print formats. This resulted in keeping item backorders across our portfolio to a minimum, making items accessible to their widest audiences and cost-containing the effects of inflation on printing, binding and distribution expenses.

In sum, it is the responsibility of the Publishing Department to meet overall publishing goals determined by the General Service Board, A.A. World Services, Inc., and the General Service Conference.

New publications

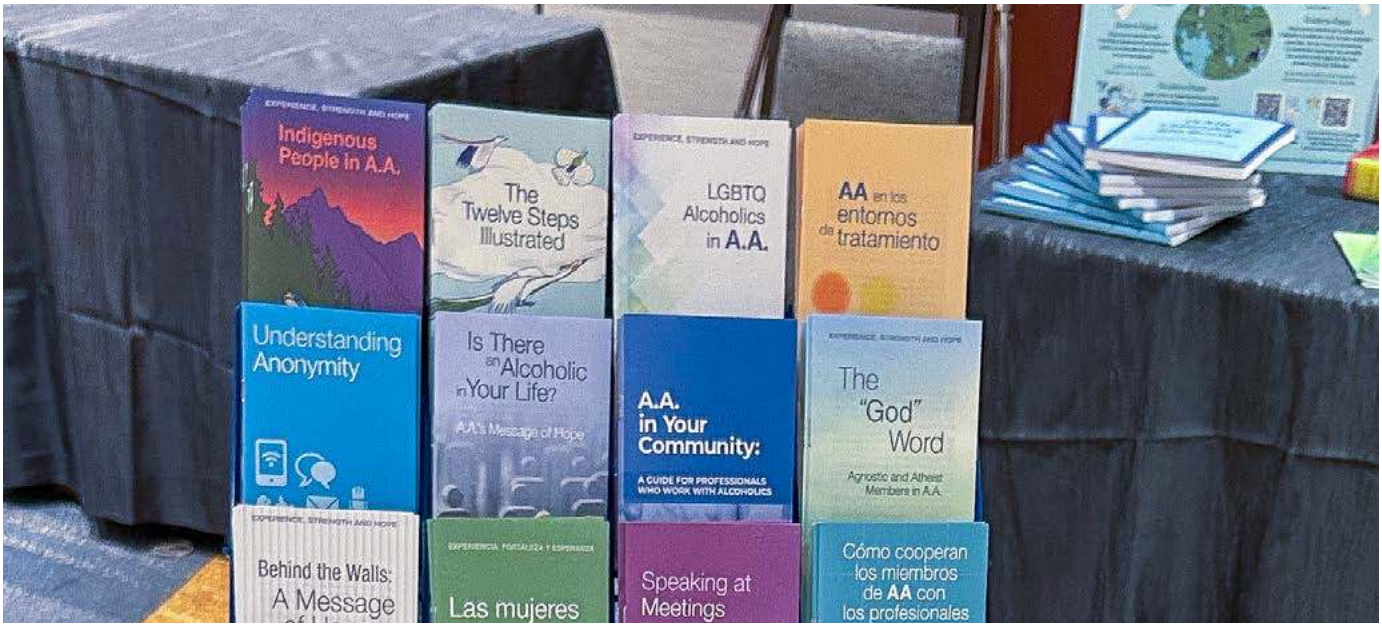
Throughout 2025, we continued our focus on attraction, inclusivity and accessibility. *Who is not in these rooms? Who has barriers to accessing our lifesaving and life-sustaining items of literature? How may our Fellowship — with the support of the Publishing Department — best extend the hand of A.A.? And in that hand, have an item of literature or link to it.*

Based on expressed need, notable new and greatly revised General Service Conference-approved publications were finalized and brought to the Fellowship in 2025:

- "Indigenous People in A.A." (Item P-21) new pamphlet in English, French and Spanish editions.
- "The Twelve Steps Illustrated" (Item P-55) completely redesigned illustrated pamphlet, in English, French and Spanish editions.
- "Markings on the Journey" video (revised and expanded to include the rare color "home-movie style" footage of our cofounders and their wives in the garden at Stepping Stones) was made available for purchase in 3 formats: DVD (Item DV-01); Thumb drive / USB (Item TD-01); and as a viewable Digital Video via the AAWS web store (Item DD-01).
- Revised pamphlets "Frequently Asked Questions About A.A." (Item P-2); "Is A.A. for You?" (Item P-3); "Speaking at Meetings Outside of A.A." (Item P-40); "Bridging the Gap" (Item P-49); "A.A. in Your Community" (Item P-31); "Is There an Alcoholic in Your Life?" (Item P-30); and "Frequently Asked Questions and Answers on Sponsorship" (Item P-15).

Distribution milestones reached

The Plain Language Big Book: A Tool for Reading Alcoholics Anonymous, published November 1, 2024, celebrated its one-year anniversary, after considerable demand and four print runs, with 322,000 total copies in print.



- Sales: First-year total print copies distributed (over its first 12 months) totaled 215,574 copies.
- Revenue: First-year total revenue stands at $1,908,706.98 (gross sales).
- First-year print copies for distribution bought by IGCOs: 94,100 copies.
- First-year International sales (to mainly A.A. GB and A.A. Australia GSOs) totaled 7,406 units.
- First-year reported e-book sales totaled 7,789 units.
- 2,240 e-book units were accessed in the first 12 months that the book was made available on tablets in corrections venues (as reported by Edovo).
- *Plain Language Big Book* audiobook was approved by AAWS to move forward utilizing professional narrators experienced with A.A. literature at a leading professional audiobook production house, and it is on schedule to be released by midyear, June 2026.

Overall sales 2025

As of January 26, 2026, 2025 gross margin from literature sales is an unfavorable $184,000 less than 2024, and $1,054,000 less than budget.

Projects in progress

The Publishing Department's editorial team collaborated with Staff services desks, the trustees' Literature Committee and working groups to move forward these important new items of literature:

- "Twelve Concepts Video," an Americanization of the English version of the A.A. Great Britain whiteboard animation video, with French and Spanish versions.
- Pamphlets for A.A. members in Asian and transgender communities
- Fifth edition of the Big Book
- Fourth edition of the Spanish Big Book

Working to better serve our IGCOs and the Fellowship

Sharing information via email blasts, flyers and postings on "What's New" on aa.org, we regularly communicate with local groups, intergroups, central offices and the Fellowship on the availability of our items of literature, announcements of new items of literature, sneak peeks at forthcoming discounts, etc.

Special offers and discounts

- Noteworthy again this year, our Fellowship demonstrated the ongoing popularity of our collectible Big Book, *Alcoholics Anonymous Facsimile of the First Printing of the First Edition* (Item B-0), when it was made available at a price break. Based on this observation, a "permanent" price reduction of $2 USD was announced on September 12, 2025. As reported through January 2026, sales of the title at the now-reduced price totaled more than 50,000 copies, delivering more than $80,000. As of the first week of February 2026, the heretofore "over-inventoried" title has sold out.
- "Refresh Your Home Group's Literature Rack," an innovative price break of 10% off select pamphlet List Prices was launched in an effort to engage the Fellowship and message out a sampling of our recent crop of new, revised and redesigned pamphlets.

Carrying the message in Corrections venues via digital formats

Continuing stand-out strides were achieved in making our digital formats (audio, PDF and e-book) available on Edovo content-supplied tablets to persons who are in custody, the sick and suffering alcoholic "behind the walls," in jails, prisons and other corrections locales. In 2025, the GSO office contracted with three additional tablet vendors to cover gaps in availability that emerged among specific venues and geographics.

Since this program's implementation in February 2022 and through December 2025 (46 months):

- 93,444 unique items of A.A. literature have been accessed.
- Spanish-language audiobooks continue to demonstrate high levels of access on tablets, with *Reflexiones diarias* a standout at 50,148 "starts" and 43,332 "completes."
- 9,716 facilities across all A.A. areas throughout the U.S. have reported that people behind the walls have accessed AAWS digital literature via tablet vendors that AAWS has contracted to provide this access.
- *Note*: No revenue to AAWS is delivered from this corrections-specific tablet distribution channel nor is there measurable cost or expense absorbed by AAWS for using this accessibility-driven distribution channel.
- *Note*: No specifics regarding individuals' names or individuals' reading behavior are reported, and therefore our Tradition of anonymity is maintained.

An additional vendor platform, OverDrive (available in some corrections venues' libraries): This vendor's portfolio includes digital items and remains the main platform used by public and institutional libraries, as well as some prisons, rehabilitation centers and other groups.

Enhanced digital distribution of AAWS literature

We are in the fourth year of distribution of our materials to be sold (downloaded at a selling price) via an enhanced vendor hub, which now totals more than 80 platforms. This vendor hub makes our items of literature accessible and available on the platforms that A.A. members, professionals and all those who are interested in A.A.'s items of literature use to purchase their digital literature.

2025 digital distribution summary

Carrying the message via our e-books, audiobooks and PDFs demonstrated a 7.9% increase in revenue year-over-year compared to 2024, as of this reporting, standing at $229,643.26.

Units distributed via e-book (38,749) and audiobook (38,966) totaled 77,715. Audiobook totals continue to rise, while e-book totals show "fatigue," consistent with industry-wide trends.

Additional 2025 Publishing Highlights

High volume of revisions to AAWS literature and other items

- The call for, and subsequent implementation, of revisions to text, formatting and design from draft to finished printed and/or digital piece that are currently being called for by Conference and trustees' committees, Advisory Actions and committee considerations has reached a new level of complexity. These revisions, the result of collaboration across departments, with Staff service desk coordinators, committee work, translation and review are routinely implemented in our items of literature. These revisions are closely monitored and tracked through the editorial, translation, production, print and reprint process, and continued at high levels in 2025: revisions affect *25–60 items of AAWS literature a month.*

2025 International Convention: Vancouver, British Columbia, Canada, July 3–6, 2026

The Publishing Department team worked hand in hand with member services, finance, GSO Staff and trustees of the GSB. Displays of items of AAWS literature were showcased at two AAWS, Inc. information hubs, and the souvenir book bookstore sold copies of the official AAWS souvenir book: *A BOOK OF FELLOWSHIP: 90 Years of Sharing Love and Service*, in English, French and Spanish editions.

Projects in Process Highlights

- ***Digital Asset Management*** **(DAM) system** — a central digital repository for all current approved latest versions of our items of literature
- ***QR Codes*** — 2025 test pilot of 12 most-distributed pamphlets, with QR codes also added to individual items "Resources" pages, as committees deem appropriate.
- ***Service Material*** undergoing revisions and redesigns

Our Publishing Department team

Publishing Department divisions are: Editorial, Production (print and digital), Digital Distribution and web store. The Publishing Department coordinates all aspects of publishing literature, shepherding the ideation, draft origination, editing, revision and implementation of General Service Conference Advisory Actions that pertain to items of literature, including supplying content for GSO's website aa.org. The Publishing Department collaborates closely with all other departments in the office.

The publishing director works with the general manager and the chief finance officer to determine the Publishing Department's budget requirements and literature sales projections. Regular reports are presented by the publishing director to the AAWS Publishing Committee and other trustees' committees, as necessary. The publishing director works with the general manager and chief financial officer with cost and pricing information gathered and analyzed from our production and fulfillment department professionals for proposed new AAWS items, discount test pilots, special offers, house-cleaning flash sales and list price analysis to be presented to the AAWS Board for their fiduciary oversight, consideration and approvals. The director, with consultation and assists from best-practice industry experts, develops strategies regarding print and digital distribution, as well as projects such as QR code implementation; distributing books to libraries; finding tablet content vendors for military and corrections locales; and identifying new and emerging industry trends such as continued e-book distribution fatigue and the rise of reading in audiobook format.

The managing editor works closely with each GSO Staff member to provide editorial direction and expertise regarding Conference-approved literature in print and digital formats, Conference background, reports, service material and other items. Copyediting draft manuscripts, incorporating board, Conference committee and Staff suggestions for editorial changes, rewriting and preparing copy and layouts for the production team and literature-related texts for aa.org are the responsibilities of the

managing editor. Freelance writers, copy editors and proofreaders, as well as artists and designers, are also hired from time to time to develop material, create illustrations and animation and design item covers and layouts.

The editorial project coordinator focuses on organization, tracking, reporting, editing and proofreading to benefit our editorial and production workflows.

The senior designer/digital typesetter and junior designer/digital typesetter work on designing new items' covers and interiors, both by themselves and/or along with freelancers, as appropriate. They also input revisions across English, French and Spanish versions of all our Conference-approved literature and other items, preparing items for printing and reprinting.

The senior production manager works with the production manager to ensure optimum manufacturing quality of print literature at the most competitive costs. Bids are gathered and vendors selected from a pool of vendors and printers, who will produce quality products on time and at a reasonable expense. Paper costs, often quite volatile, are monitored and negotiated. Working hand in hand with sedulous collaboration and review by the publishing director, the GM, the CFO and professionals in the operations and member services teams, decisions affecting manufacturing and printing commitments, orders and reorders are carefully executed. New items, formats and innovative finishes, along with new items "off press," are routinely presented at AAWS Board and trustees' Literature meetings.



The AAWS digital publishing manager has oversight over the maintenance of our state-of-the-art AAWS web store and plays a leadership role in distribution and sales analytics, and in our ongoing enhanced vendor-hub distribution of e-books and audiobooks to individuals, institutions, professionals, libraries and — notably showing extraordinary growth in 2025 — on tablets in corrections venues. The incumbent, certified in NetSuite Suite Commerce, also participates in exploring significant NetSuite e-commerce webstore new functionality development and assists in troubleshooting and maintenance on the e-commerce portal (used for contributions and literature sales), and collaborates closely with our technology services department professionals and contracted support experts.

The publishing administrative specialist performs a plethora of support tasks for the publishing director and supports our entire team; notably in the areas of coordinating, recording, and updating our budget process with stakeholders and finance colleagues. The incumbent also has proficiency in IP and copyright; digital ad, flyer and document design; and facilitating digital materials layout and preparation; coordinating Publishing News communication and email blasts; workspace office design and ergonomics; and acting as primary point person and liaison with colleagues for specific projects, such as the planned department move in progress from the 8th floor to the 11th floor.

Staff Services — *Sandra W., Director:* Bill W. once wrote, "Without A.A.'s services, we'd often fumble that new man just coming in the door; without our services we'd certainly spoil the main chance of those millions who don't yet know."

The Staff Services Department provides A.A. services to the Fellowship of Alcoholics Anonymous as guided by the Twelve Steps, Twelve Traditions and Twelve Concepts for World Service. In addition to its director, the department is comprised of one manager, twelve Staff (all who are required to be members of Alcoholics Anonymous) and eleven Staff associates who perform the duties associated with the department's twelve assignments. We welcomed a new GSO Staff member (Kacie N.) to fill the open Staff position after James H. retired from GSO in September 2025. We also hired two new Staff service associates.

Through the collaborative efforts of the Staff and Staff

associates, administrative support and resources are provided to the General Service Board, the General Service Conference and A.A. World Services, Inc. (AAWS), including the AAWS Communications and Language, Finance, Internal Audit, Publishing, and Services and Technology committees, as well as a variety of board ad hoc and internal committees.

As one of the pivotal entry points for information on A.A., the department serves as one of the main sources for sharing GSO's repository of collected group and member experience, responding to correspondence and phone calls from the eight regions in the U.S./Canada structure and from around the world. The department receives correspondence via mail, email, fax and phone. In 2025, we responded to 233,211 emails (up from 161,885 the previous year) and 2,777 phone calls (slightly above the 2,754 in 2024).

In addition to day-to-day communication with the Fellowship and public, Staff are responsible for regional correspondence and the coordination of GSO newsletters (specifically, *Sharing from Behind the Walls, LIM* and *About A.A.; Box 4-5-9* is under the purview of the Communications Services Department, with the Literature assignment retaining responsibility for the A.A. Events calendar in *Box 4-5-9*).

Staff members are also invited to A.A. events — such as assemblies, conventions, workshops and days of sharing — throughout the U.S. and Canada, and the International assignment coordinator regularly attends events in different zones and regions throughout the world. Whether in person, virtual or hybrid, our Staff members look forward to participating in local area events.

GSO tours and the Friday A.A. meeting remain a highlight for many visitors to the General Service Office. Although the General Service Office transitioned to fully remote operations in August 2025 through the end of the year to allow for the office retrofit project, we were grateful to welcome 663 visitors (compared to 1,693 visitors in 2024), including eight large groups (20 or more members), prior to that transition to remote work.

Noted below are some exciting developments within the department since the 75th General Service Conference. While not exhaustive, it is hoped that this snapshot provides a window into the weight and breadth of activities and services provided by the Department of Staff Services.

- **New GSO Staff Assignment** — Coinciding with the GSO Staff assignment rotation in September 2025, we were pleased to introduce an additional assignment: ***Self Support/Finance***. The Staff member on this assignment serves as Staff secretary to the AAWS Finance Committee and AAWS Self-Support Subcommittee, the trustees' Finance Committee, the GSB Audit Committee, and the Conference Committee on Finance. This assignment will provide a platform for sharing and serve as an additional repository of collected group and member experience, and as a source of information regarding A.A.'s tradition of self-support and related committee work and actions. Quarterly secretary reports to the trustees' Finance Committee and assignment update reports to the Fellowship at a regular cadence are examples of communications that will come from this assignment. Understanding that the assignment is in its infancy, some fine-tuning of the roles and responsibilities should be expected and will be reported out accordingly.
- ***2025 International Convention*** — We hope you were able to join us in July when we celebrated A.A.'s 90th birthday in Vancouver, British Columbia, Canada. It was reported that the event revenue totaled approximately $5.8M USD with expenses totaling $5.9M USD, resulting in a small deficit of $95,000 USD. (Given the scope of the budget for the Convention, the General Service Board and our chief financial officer have shared that this loss is considered as "breakeven.") Nearly 34,000 registered attendees (including in-person members of A.A., Al-Anon, and Alateen, as well as friends, spouses and caregiver companions) — representing 90 countries — gleefully flooded the streets of Vancouver. With the use of new interpretation technology, we were able to provide participants with the ability to listen to our programming in over 33 languages.
- ***Corrections*** — Contracts with tablet vendors have made AAWS and AA Grapevine literature available on tablets found in various correctional facilities. Most recently, we have established a new contract with the vendor Smart Communications. As a result of our efforts, A.A. content is now available on 75,000 tablets with several thousand more expected. Currently, we have uploaded 90 additional items, including pamphlets in English, Spanish and French; *Twelve Steps and Twelve Traditions* in ASL; and the *Our Primary Purpose* podcast. The Tablet Literature List (https://www.aa.org/tablet-literature-list-corrections-desk) has been added to the contents of the Corrections Kit as a new service piece.
- ***Literature*** — A number of literature projects fall within the purview of this assignment. Accordingly, the Staff member on the literature assignment is actively collaborating with and supporting the work of eight

subcommittees, including but not limited to the fourth edition of the Big Book (Spanish) and the fifth edition of the Big Book. Working groups for the two most recent projects ("A.A. for the Transgender Alcoholic" and the "A.A. for the Asian and Asian American Alcoholic") are moving along apace with story submission review underway.

- ***Public Information*** — In collaboration with the Communications Services Department (CSD), Young People Service Cards were created and shared with the Fellowship. The business-card-sized items include QR codes for the Meeting Guide app and Young People videos. The cards will be added to the digital PI Kit List, and the template is available via email to those who wish to adapt the design.

  The assignment has also arranged to make available user-generated Young People videos on AAWS YouTube Shorts and on Meeting Guide app/What's New.
- ***Regional Forums*** — Regional Forums (GSB-hosted events) provide a special opportunity to connect with the Fellowship. In 2025, Forums were held in the East Central, West Central, Southwest and Northeast Regions. Final Reports for each Regional Forum can be found on the aa.org website. Here are some highlights from this year's cycle:
  - ***AI interpretation tool (Wordly):*** This platform has been included in the four events for 2025 with encouraging remarks. Recently, at the Southwest Regional Forum, there was an average useful rating of 4.16 out of 5 (105 responses). The trustee-at-large/Canada delivered his presentation in French and the La Viña editor delivered her remarks in Spanish.
  - ***Livestream Pilot:*** The one-year pilot fulfilled its purpose without disruption of the in-person Forum event and members shared gratitude for the option to attend remotely. In fact, attendance on Livestream increased incrementally for each Forum.
  - ***Special Forums for the Deaf:*** A collaborative effort by the Regional Forums and Accessibilities assignments, the first-ever special forum for Deaf A.A. members was held on January 17, 2026. Advance information about the Forum was shared via a video reflecting three sign languages and distributed to the A.A. members utilizing a QR code. As of the writing of this report, registration for this event was robust.
- ***Treatment/Accessibilities/Remote Communities*** — Among the many projects and duties related to this assignment, the Staff member is gathering the limited shared experience from across the service structure on how members have improved access to Deaf and Hard-of-Hearing members including participation in the local service structure(s). It is hoped that this shared experience will expand A.A.'s reach and ability to better serve those alcoholics who are Deaf or Hard-of-Hearing.

In Concept I, near the end of the essay, Bill W. talks about the transfer of authority that took place at the Convention in 1955. "Hence it is with a sense of great security that we oldtimers have now fully vested in A.A.'s General Service Conference the authority for giving shape — through the labors of its chosen Delegates, Trustees, and *service workers* [emphasis added] — to the destiny that we trust God in His wisdom is holding in store for all of us." Through our work and relationship with the Fellowship, GSO's Staff Services Department is grateful for the opportunity to participate in fulfilling Bill's vision.

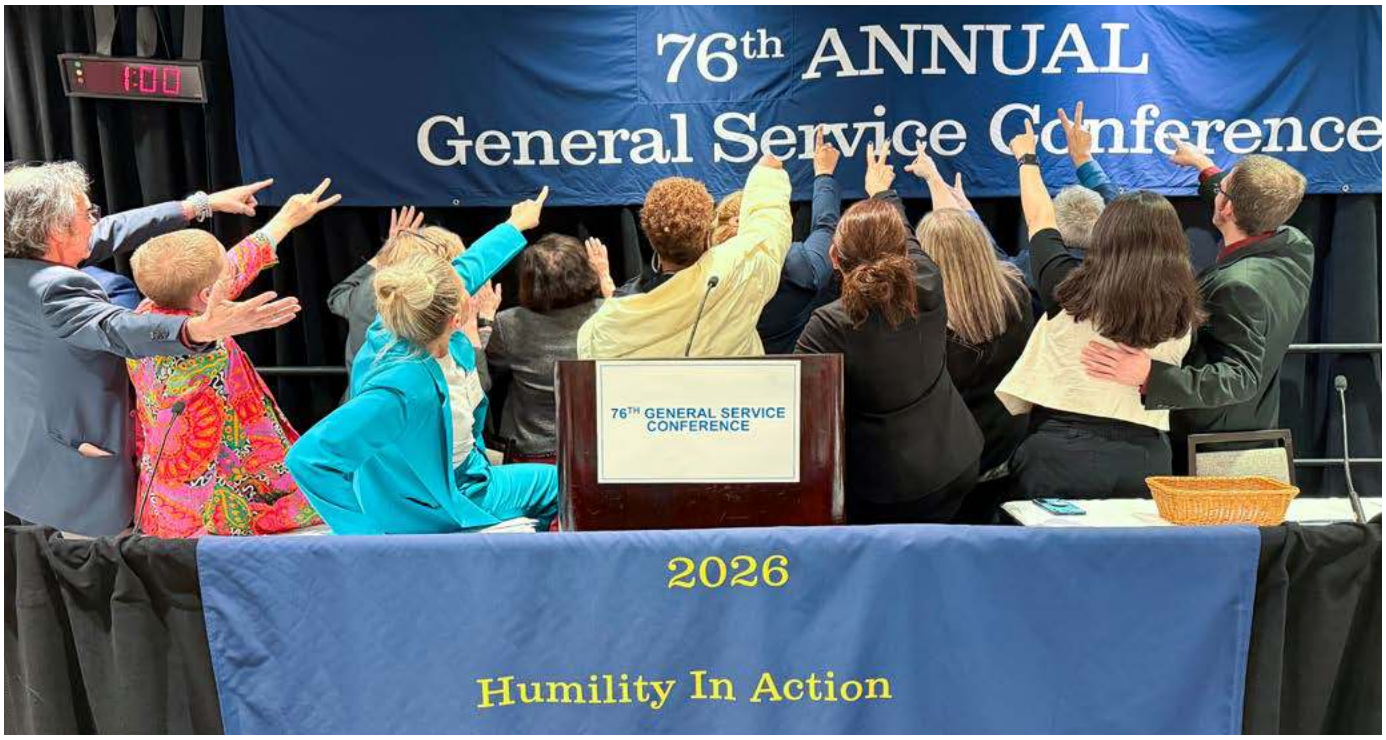
Technology Services — *Lorna Graham, Senior Director:* The Technology Services Department is an integral part of the General Service Office (GSO) and aligned with GSO's business strategy and day-to-day functions.

The primary goal of the Technology Services Department is to both improve and support GSO's ability to provide service to the Fellowship, which we do through designing, managing and monitoring the technical infrastructure; providing project management expertise; participating in major software design, development, and implementation projects; and providing technical support to the employees of GSO. The Technology Services Department also provides technical support to those in the Fellowship who use our applications, specifically Fellowship Connection, Translation Licensing Connection and OnBoard.

The department is also responsible for GSO's cybersecurity and PCI compliance. As such, the Technology Services Department is responsible for keeping applications up to date with the latest versions and keeping all hardware and software compliant with industry standards; preserving the anonymity of our data with tight security; and maintaining a healthy physical and digital environment with antivirus and intrusion detection programs.

The Technology Services Department provides leadership and expertise to the entire organization on company-wide projects, such as the implementation of a new asset repository application to streamline and improve the management of final assets (books, pamphlets, etc.) across GSO, and the continued migration of manual processes (e.g., welcome letters and kit ordering) to our ERP platform.

Trustees' Committees and Staff Reports



ARCHIVES

Trustees' Report: The trustees' Archives Committee was established by the General Service Board and held its first meeting in October 1973. This committee is responsible for developing and implementing the policies that govern services provided by the Archives Department. The committee makes recommendations to the General Service Board on the Archives' procedures and budget. Through its group conscience and guided by A.A.'s principles and professional standards, the committee undertakes and upholds its responsibility and authority for the maintenance and use of the Archives. At each of the quarterly meetings, the committee was kept apprised of projects completed by the Archives staff, reviewed Archives policies and procedures, as well as tabulated research inquiries handled by the staff.

The committee expressed appreciation to the Archives Department, noting the department's 50th anniversary on November 3, 2025.

The committee supports the GSO Archives' commitment to permit access to members of Alcoholics Anonymous and others for research purposes. The committee, since the 75th General Service Conference, granted permission to one researcher to access unpublished archival material onsite. Each request is carefully considered through recommendations from the Archives director and established Archives policies. The permission to conduct research is granted conditionally on a signed agreement to strictly maintain the anonymity of all members, alive and deceased, including A.A.'s cofounders.

The committee discussed several Conference Committee on Archives Committee Considerations concerning proposed updates to the Archives Workbook. Following thorough discussions and review of the proposed changes, the committee approved all the changes as presented and the revised Archives Workbook was published at the end of December. In summary, the changes include:

- Recent revisions to policies and procedures such as the Deed of Gift Form, Categorization of "Archival Materials for Access and Use" and similar updates
- Sections reordered to enhance the overall flow of content in the workbook
- Inclusion of appropriate images to enhance the content, where applicable

Composition, Scope and Procedure — The committee discussed the Composition, Scope and Procedure and made the following minor editorial updates:

- In the "Composition," first paragraph, update the parenthetical text from: "(*The A.A. Service Manual*, 2021–2023 Edition, p. 60)" to: "(*The A.A. Service Manual*, 2024–2026 Edition, p. 60)."

- Procedure #4 is now Procedure #5 with one clarification to the text as follows:
  - Change from: "To review and approved requests for access to the GSO Archives for research purposes." to: "Assess requests for access to the GSO Archives for research purposes."
- Procedure #5 is now Procedure #6, with one edit change from: "GSO's Accounting Department" to: "GSO's Finance Department."

Additionally, one substantial new addition to the "Procedure," approved through a recommendation by the General Service Board stated, "Review and approve GSO Archives Department Policies."

Forms and Policies — The committee discussed draft changes to the Archives "Sound and Moving Image Policies and Procedures." Revisions to the policy were proposed by legal counsel and one new sentence regarding audio and video recordings retired by Advisory Action of the General Service Conference was suggested by the Archives Department. In addition, the word "Sound" in the policy title was changed to "Audio." Following a thorough review and discussion of the draft changes, the committee approved the revised Archives "Audio and Moving Image Access Policies and Procedures."

The committee discussed the GSO Archives Collection Policy, which was approved by the committee in 2007. According to the Archives Director, specific policy sections require review and necessary revisions. In the coming year, we look forward to reviewing the Archives Collections Policy.

GSO Archives Audiovisual Preservation Project — Throughout the year, the committee was kept apprised of the status of the Archives Department's Audiovisual Preservation Project. We will continue to receive quarterly updates through the conclusion of this project.

The committee discussed an Advisory Action passed by the 75th General Service Conference that states, "The General Service Board classify all AAWS and AA Grapevine literature written prior to 1971 as Recovery, Service, or Archival/Historical; review existing policies and consider proposing additional policies as appropriate for updating each classification; and that a progress report be provided to the 2026 General Service Conference." A report on the committee's discussion was forwarded to the Report and Charter Ad Hoc Committee of the General Service Board.

The committee reviewed their 2026 budget at the Q1 2026 meeting and agreed to forward it to the trustees' Budgetary and Finance Committee.

The committee expresses gratitude to the Archives Department for their tireless efforts in collecting and preserving historical records and making the Archives available to the Fellowship.

Reilly K., Chair

AUDIT

Trustees' Report: The trustees' Audit Committee, formed by the General Service Board in 2003, is composed of a minimum of three and a maximum of five trustees who are appointed by the chair of the General Service Board.

The committee was created to assist the General Service Board in fulfilling its fiduciary obligation of prudent corporate governance. Under New York State Nonprofit Law, the committee has specific responsibilities that are set forth under the law, some of which are stated in this report.

The committee meets at least twice a year (usually more often) with the outside independent auditors and GSO and Grapevine management, separately with the auditor and in executive session without the auditor. Typically, the committee meets in January to plan the financial statement audit, in April to review the financial statement audit report, and in October to review the audit reports for the retirement plans. Over the past year, the committee met on:

- December 8, 2025, to review the 2024 retirement plan audit reports
- January 15, 2026, to plan the 2025 financial statement audit
- April 9, 2026, to review the 2025 financial statement audit report

The Audit Committee reports to the General Service Board and reviews items such as:

- Audit reports for the financial statement, defined benefit plan and defined contribution audits
- Audit process
- Audit results
- Internal controls
- Best accounting practices
- Management integrity

The Audit Committee also recommends appointment of the auditors to the General Service Board and the corporate boards. In 2023, the Audit Committee conducted a process to request and evaluate proposals from public accounting firms for the next five years of financial

statement and pension audits. This proposal resulted in the selection of BDO USA as the auditor for the audit of the financial statements for 2023 through 2027.

Terry Bedient, Chair

COMPENSATION

Trustees' Report: The trustees' Compensation Committee, formed in 2006 by the General Service Board (GSB), consists of at least four trustees (with at least one trustee from AAWS and one trustee from AAGV). As originally envisioned, the newly formed committee reflected an initiative-taking measure to assist our GSB in fulfilling its fiduciary obligation of prudent corporate governance (i.e., the processes, structures and practices for effective oversight of our affiliate corporations).

The GSB Compensation Committee provides oversight regarding A.A. World Services, Inc. (AAWS) and AA Grapevine, Inc. (AAGV) compensation policies and practices, and advises the GSB on overall compensation policies for the two corporations, A.A. World Services, Inc. and AA Grapevine, Inc.

The two operating corporations, AAWS and AAGV, are each responsible for their own respective compensation policies and administration, being mindful of the overall compensation philosophy of the General Service Board. The GSB Compensation Committee reviews the total compensation paid to senior executives of the two corporations annually.

The GSB Compensation Committee works with the AAWS and AAGV Boards to obtain professional consultant services, as needed, to comply with nonprofit corporation federal and state laws and regulations. The Human Resources (HR) Department may also retain legal advisors or independent compensation consultants, if necessary, upon preapproval from the GSB chair.

The GSB is mindful of A.A.'s spiritual principles and believes it is not wise for the GSB Compensation Committee to have veto powers or final approval of an individual operating corporation's compensation programs or the compensation of senior executives (even though these powers are sometimes found in compensation committees of other organizations).

The Compensation Committee reports to the GSB and, working closely with the HR director, reviews and advises the GSB on matters such as overall compensation philosophies and AAWS and AAGV policies. The Compensation Committee serves in an advisory capacity with no decision-making authority regarding any individual's total compensation. Rather, the committee monitors compensation policies; oversees executive compensation and ensures adherence to good corporate practices; compliance with federal and state laws and application of our spiritual principles.

This year, the committee assessed executive compensation for the General Manager, CFO, Director of Publishing, Senior Director of Technology Services and GV Publisher. The consulting firm, SmithPilot, again provided benchmark reports. No new key employees were added.

We confirmed that these professionally prepared reports had been completed according to the criteria we asked for and agreed the study was well researched and well presented. The committee agreed that all compensation was within reasonable range to the in-depth market comparisons.

Included in this year's review was a smaller peer group set, and a methodology was used to include three entities above and three entities below the organization's revenue and number of employees.

Both AAWS and AAGV compensation policies and compensation philosophies were reviewed without comment. The AAWS Corporate Philosophy was presented with updated editorial changes to reflect current practices.

Committee Composition, Scope, and Procedures (CSP) was reviewed. Noting that there were no committee members from AAWS, member composition was corrected by the GSB Board chair to align with the CSP.

The HR director provided the committee with a summary of current federal, state and local laws related to compensation. Both AAWS and AA Grapevine are in compliance with all applicable wage and hour laws.

The chair will report to the General Service Board that this committee's duties have been fulfilled for this timeline, and that final decisions now rest with the corporate boards.

Reilly K., Chair

COOPERATION WITH THE PROFESSIONAL COMMUNITY/TREATMENT AND ACCESSIBILITIES

Trustees' Report: The trustees' Committees on Cooperation with the Professional Community and Treatment Facilities were combined by action of the General Service Board in April 1998. In August of 2009, the trustees' committee expanded its scope to include service to the Special Needs-Accessibilities Committee and oversight of special-needs literature. The title of the committee was changed to Cooperation with the Professional



Community/Treatment/Special Needs-Accessibilities in 2009. In November 2015, "Special Needs" was removed from the committee's name and throughout the committee's Composition, Scope and Procedure.

The trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities (CPC/TA) is responsible for implementing pending Advisory Actions of the General Service Conference, developing recommendations for the General Service Conference if appropriate, providing the tools to reach the professional community and the treatment, accessibility and remote communities with an interest in fostering the kind of attitudes that allow A.A. to better reach the still-suffering alcoholic.

The trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities met four times since the 2025 General Service Conference.

Activities over the past year have included:

Cooperation with the Professional Community (CPC):

2025 Budget Reforecast and 2026 Budget — The committee reviewed the 2025 CPC budget reforecast and agreed to forward the revised 2026 CPC reforecast budget to the trustees' Finance and Budgetary Committee. The committee reviewed their 2026 budget at the Q1 2026 meeting and agreed to forward it to the trustees' Finance and Budgetary Committee.

Review development of a pamphlet for Mental Health Professionals — Following the 2021 Conference Committee on CPC Advisory Action stating "That the trustees' CPC/T-A Committee develop a pamphlet directed to mental health professionals…", the committee reviewed the continuing progress by the Staff secretary and committee members to develop material for a draft pamphlet. The committee looks forward to the Conference committee's feedback on the outline and project plan.

Review effectiveness of CPC videos on aa.org — In line with the 2025 Conference committee's suggestions, development has begun on in-house content.

CPC Exhibits Update — The committee requested that the GSO improve the focus of the 2026 CPC exhibit schedule of professional events, including Class A trustees where their experience with their respective professions would be most useful. It was noted that previous events utilizing Class A trustees were very effective at informing professionals who attended a workshop.

LinkedIn — In February 2026, the committee received an update from the Communication Services Department (CSD) regarding the implementation of the LinkedIn Premium Business account. A LinkedIn representative contacted CSD with information on the purposes of subscribing to LinkedIn Premium, which includes (for personal pages) to job search with confidence, develop professional skills and grow your network. It allows for individuals/businesses to get full search access to find the right people to hire. Based on that feedback, this feature is not aligned with the goal to increase visibility of the AAWS LinkedIn profile shared by the Conference and the board.

Discuss CPC Service Material — The committee reviewed the newly revised CPC PowerPoint (Item F-175) and "Information on Alcoholics Anonymous" (Item F-2) service pieces and found the revised pieces to be more current and effective materials about A.A.

CPC Kit and Workbook — The committee received an update on the CPC Kit and Workbook, noting that additional service material has been added to the workbook. The committee looks forward to a progress report at the August 2026 meeting.

Professionals working with neurodivergent alcoholics — The committee expressed appreciation for the opportunity to discuss ways to help inform professionals who work with neurodivergent alcoholics about A.A. And while the committee has completed their discussion, the importance of this topic was noted.

Informing professionals working with unhoused alcoholics — The committee received an update on the work to collect shared experience in reaching out to professionals who work with unhoused alcoholics. The committee looks forward to a progress report at the Q1 2026 meeting.

Proposed Agenda Items (PAIs) for the 2026 Conference — At the November 2025 meeting, the committee discussed the following 76th General Service Conference proposed agenda item (PAIs) submissions:

- ***PAI-20:*** The committee reviewed a request that the General Service Conference consider recommending that comments be enabled on the AAWS LinkedIn account to fulfill the full intent of the 2018 Advisory Action to increase engagement with professionals. Enabling comments would support greater distribution of About A.A., foster dialogue with professionals, allow professional friends to recommend us, expand our professional network and possibly deepen the pool of Class A trustee candidates — thereby reinforcing the continued relevance of A.A. to the professional community and took no action. The committee received additional feedback from the Communications Services Department that it would be premature given the lack of resources required to fulfill this request at this time, and that further clarification was needed on the AAWS Social Media Policy. The committee looks forward to a report on potential cost of enabling a comments section and additional consultation with AAWS regarding the Social Media Policy.
- ***PAI-82:*** The committee reviewed a request that the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee in the development of any new videos for professionals also create short, professional-specific, standalone audiovisual soundbites of professionals recommending A.A. to coincide with the new/revised video and agreed to forward to the 2026 Conference Committee on CPC.

Treatment:

2025 Budget Reforecast and 2026 Budget — The committee reviewed the 2025 Treatment budget reforecast and agreed to forward the 2025 CPC reforecast budget to the trustees' Finance and Budgetary Committee. The committee reviewed their 2026 budget at the Q1 2026 meeting and agreed to forward it to the trustees' Finance and Budgetary Committee.

Treatment Committee Kit and Workbook — At the Q3 2025 meeting, the committee reviewed a report of the committee considerations of the 2024 Conference Committee on Treatment and Accessibilities regarding suggestions to the Treatment Kit and Workbook and made no further changes. The edits will be reflected in the Treatment workbook in the next printing.

Update to the pamphlet "A.A. in Treatment Settings" (Item P-27) — Following the 2025 General Service Conference Advisory Action to recommit to the trustees CPC/Treatment and Accessibilities Committee, the following update:

That the pamphlet "A.A. in Treatment Settings" (Item P-27), in the section that says, "Alcoholics Anonymous does not:", be amended as follows:

> [A.A. does not] "provide detoxification or nursing services, hospitalization, drugs or any medical and psychiatric treatment."
>
> should read:
>
> [A.A. does not] "provide or directly engage in detoxification services, nursing, hospitalization, medicine or any medical, psychiatric, psychological or therapeutic treatment."

Accessibilities:

The Military/Veteran Interview Project — Since the 2025 General Service Conference, progress has continued on the Military/Veteran Interview Project with continued posting of the audio interviews and at the November meeting, per a request by TCPC/T-A to add it to the page www.aa.org/military, the interview with the Canadian Armed Forces officer about her experience with A.A. was posted in Q1 2026.

Haitian Kreyol Translation Working Group — The committee received an update on the progress made to date on the translation of the Big Book, *Alcoholics Anonymous.* The working group reported that the first two chapters are completed and undergoing minor edits, and the project continues to move forward.

Proposed Agenda Item (PAI) for the 2026 Conference — At the November 2025 meeting, the committee discussed the following 76th General Service Conference proposed agenda item (PAI) submission:

- ***PAI-87:*** The committee discussed the proposed agenda item "Create pamphlet for the neurodivergent alcoholic" and took no action.

  The committee noted that while an important topic, the development of this pamphlet requires additional exploration. The committee also noted that language to address neurodivergent alcoholics was recently added to the updated pamphlet "Questions and Answers on Sponsorship" (Item P-15) and the service piece, "Making the A.A. Message Accessible" (Item F-107). The committee proposed that it might be helpful to gather additional sharing by suggesting this as a future General Service Conference workshop topic.

Progress report on how military members find A.A. from audio interviews — At the Q3 meeting the committee discussed the 2025 Conference Committee on Treatment and Accessibilities committee consideration to extract information from the audio interviews on how military members find A.A. and share this information to better inform local service committees.

Review draft revision of the "Accessibilities Checklist for Meetings and Groups" (Item SMF-208) — The committee reviewed the draft revision of the "Accessibilities Checklist for Meetings and Groups" (Item SMF-208) and made the following suggestions:

- Add the following bullet: "Is your meeting listed as accessible on the local A.A. website? Are these accessibility accommodations listed in the "notes" section of the meeting website listing?"
- Remove reference to any specific service area.

The updated checklist was posted to the website in Q3 2025.

Accessibilities Kit and Workbook — The committee reviewed the 2025 Conference Committee on Treatment and Accessibilities suggested revisions to the Accessibilities Kit and Workbook and made the following additional suggestion:

- Update the term "visually-impaired" to current language throughout the Accessibilities Workbook.

The committee requested that the Staff secretary include all suggested updates in the next printing.

Update to "A.A. Guidelines on Sharing the A.A. Message with the Alcoholic Who is Deaf or Hard of Hearing" (Item MG-13) — The Staff secretary informed the committee of the changes to the guidelines to reflect requests from Deaf A.A. members for more clarification and support on how funding American Sign Language (ASL) interpretation falls within A.A. tradition. These updates were forwarded to the Publishing Department in Q1 2026 following the Special Forum.

Dawn Klug, Chair

Staff Report (CPC): The Staff member on the Cooperation with the Professional Community (CPC) assignment, along with the CPC Staff Services associate, provides information and facilitates communication about A.A. with those outside of A.A. who may have direct contact with the still-suffering alcoholic through their professional work. This assignment also provides assistance to A.A. members who carry our message to the suffering alcoholic through the professionals who are in contact with alcoholics seeking help.

These services include:

- Welcoming newly appointed area and district CPC chairs and supporting their efforts to carry the message to professionals in their local communities.
- Responding to inquiries from professionals across the U.S. and Canada via telephone, email and aa.org, often connecting these professionals with local CPC committees so that they may further their understanding of Alcoholics Anonymous, our Twelve Steps and our Twelve Traditions. The local committees typically respond with offers to send clients to meetings, share literature in professional settings and other means to assure that A.A. resources are available.
- Arranging for the distribution of service materials, presentations and letter templates in English, French and Spanish. The CPC coordinator strives to ensure that all the service materials are available to local committees.
- Coordinating in-person attendance of A.A. at professional conferences in the United States and Canada where local committee members interact with professionals to further the education on Alcoholics Anonymous.
- Serving as a liaison or representative to organizations in Canada and the United States, such as the Advisory

Council of the National Institute for Alcohol Abuse and Alcoholism (NIAAA).

- Working closely with the Communication Services Department and Publishing Department to ensure the consistent development and distribution of:
  - ***AAWS LinkedIn page:*** Maintaining and developing a regular cadence with information about A.A. and our message of recovery, focusing on stories and topics that relate to the professional community. As of December 2025, the page has 4,988 followers.
  - ***About A.A. newsletter:*** Communicating with professionals through the newsletter About A.A. at a minimum of two issues per year.
  - ***CPC literature and service material:*** Coordinating the revision and development of Conference-approved literature and assignment-related service material.

Karina C.

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

We currently communicate with 73 area and 390 district Treatment committees, 27 area and 136 district BTG committees, 70 area and 211 district Accessibilities committees, 16 Cooperation with the Elder Community area committees, and 23 area and 24 district Remote Communities committees.

New chairs receive welcome letters, workbooks, service-related materials, pertinent *Grapevine* issues, and service kits for their position and committee.

Most of the information that committees seek can be read on or printed from GSO's A.A. website (www.aa.org). On the committee web pages, anyone can access most of the committee service-related material regardless of their position within the committee. In addition, area level chairs receive a list of other area level chairs to share their local experience and activities.

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

The Treatment/Accessibilities and Remote Communities Staff member on this assignment also cooperates with GSO's Publishing Department on the developing and updating of literature for remote communities, accessibilities and treatment facilities.

The *Loners-Internationalists Meeting (LIM)* newsletter is coordinated by the Staff member on this assignment. There are currently 237 *LIM* members who receive this confidential bimonthly bulletin and who correspond with one another year-round.

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

Michael R.

CORRECTIONS

Trustees' Report: The trustees' Corrections Committee recommends to the General Service Board actions that support carrying the A.A. message to alcoholics confined in a variety of correctional settings. Since the 2025 General Service Conference, the trustees' committee has met five times.



The committee reviewed its Composition, Scope and Procedures and made one minor editorial revision in the first paragraph of the Composition: Update the parenthetical text from "(*The A.A. Service Manual*, 2021–2023 Edition, p. S73)" to "(*The A.A. Service Manual*, 2024–2026 Edition, p. 60)." The committee reviewed the 2025 Conference Committee on Corrections report. The Staff secretary provided an update on the Advisory Actions and committee considerations. The committee noted that follow-through on all actionable items is taking place.

The committee reviewed the Corrections Kit and Workbook and made no further suggestions.

The committee discussed the calls for sharing outlined in the Corrections Activity Updates and agreed on the importance of continuing discussion on these topics acknowledging the need for engagement from the Fellowship on:

- The usefulness of tablets and how they support carrying the A.A. message behind the walls
- Escorted Temporary Absence (ETS) in Canada
- Digital correspondence through the Corrections Correspondence Service (CCS)
- French and Spanish speaking meetings held in correctional facilities

2025 Budget Reforecast and 2026 Budget — The committee reviewed the 2025 Corrections budget reforecast at the Q4 2025 meeting. The committee agreed to forward the 2025 Corrections reforecast budget to the trustees' Finance and Budgetary Committee.

The committee reviewed the 2026 Corrections budget at the Q1 2026 meeting and agreed to forward it to the trustees' Finance and Budgetary Committee.

Electronic Communication Methods — The committee reviewed the progress report on electronic methods by the Corrections desk including the usage of the ViaPath and Securus communications platforms available through tablets in some correctional facilities. The committee discussed ways to maximize communication and cooperation utilizing new technological advances and noted the usefulness and cost effectiveness of these communications platforms. The committee looks forward to further development of these tools and encouraged the Staff secretary to report back on this new method of communication.

Digital Literature and Tablet Analytics — The committee had robust discussions on the analytics presented and the usage of this material as a resource to area corrections chairs. The committee emphasized that the Corrections desk continues to share with all district, area, intergroup, and hospitals and institutions (H&I) corrections committees about the accessibility of AAWS and AA Grapevine literature on tablets in correctional facilities.

The committee received and discussed analytics from Smart Communications, a new tablet vendor.

The committee discussed the finalized agreement with an Area 83 Eastern Ontario correctional facility which marks the first occasion of Canadian access to correctional tablet literature.

2025 International Convention Audio and Video Material Content — The committee discussed the timeline, content selection, and legal/intellectual property guidelines for uploading audio material from the 2025 International Convention digital catalogue. The committee expressed strong support for this work and looks forward to a progress report on these efforts.

Charles H., Chair

Staff Report: The Corrections assignment is responsible for helping A.A. members and local corrections committees carry the A.A. message to alcoholics confined in a variety of correctional settings. Approximately 120 letters arrive monthly from people in custody requesting free literature, as well as information on how to start a meeting, how to participate in the Corrections Correspondence Service (CCS), and how to contact A.A., either by asking for a meeting in their facility or for a prerelease contact.

While not everyone who writes to GSO has a problem with alcohol, all letters are answered. Many letters received from incarcerated alcoholics request free literature. Members in custody may be sent a Big Book, a copy of *Grapevine* or *La Viña*, a selection of pamphlets and often the booklet *A.A. in Prison: A Message of Hope.* Literature is always accompanied with a statement that it is made possible through the voluntary contributions of A.A. members throughout the United States and Canada. Information about tablet literature is also sent to increase awareness of tablets as a free source for a wide catalog of A.A. titles. This assignment does provide some A.A. literature directly; however, the primary focus is connecting local service committees with requests for help from inside correctional facilities.

One of the most gratifying aspects of the assignment is communicating with area and district corrections committees. The desk fields daily calls and emails from A.A. members doing corrections service work. In 2025, we passed along to area corrections committee chairs approximately 300 requests from persons in custody,

corrections professionals, and A.A. members taking meetings into correctional facilities for prerelease contacts, outside support or A.A. literature.

Prerelease contacts help alcoholics in custody get acquainted and comfortable in A.A. within the community where they are being released. They are intended to be made three to six months prior to a release date. Requests from members in custody are received by GSO and forwarded to the appropriate area corrections chair. In 2025, we forwarded almost 100 requests.

The Corrections Correspondence Service (CCS) is coordinated through GSO and is intended for those who have more than six months to serve on a sentence. There are now 6,258 active participants. In 2025, 670 incarcerated A.A. members were matched with outside members. To maintain this service there are regular requests to the Fellowship through various channels for new correspondence volunteers. CCS continues to provide the spiritual connection of one member to another — sharing experience, strength and hope. Sign-up forms have been updated to provide more accurate and effective matches. We are also working to increase awareness and participation in Canada.

Thanks to the voluntary contributions of A.A. members, contracts with tablet vendors have made AAWS and AA Grapevine literature available on tablets found in various correctional settings in the United States. This is a service that continues to expand. In 2025 we were able to increase the resources available on tablets by adding 90 additional items, including pamphlets in three languages, the Twelve Steps and Twelve Traditions in ASL and the *GSO Primary Purpose* podcast. The total estimate of unique starts through A.A. e-books and audiobooks in 2025 was 55,725, with 25,798 titles completed. There were 374 new facilities accessing AAWS digital literature in 2025. A.A. content is now available on more than 75,000 tablets and there are 1,492 facilities throughout the U.S. that have access to AAWS digital literature.

GSO's A.A. website has a dedicated section where most Corrections service material can be found, including current and past issues of the newsletter, *Sharing from Behind the Walls* (SFBTW). This triannual publication contains excerpts of sharing from A.A. members in prison who have written to GSO. The Corrections Kit list and Workbook are also available in digital form through the Corrections page on aa.org.

We receive many letters from A.A. members on the inside who express their gratitude for the hope found in the literature received, as well as for the many dedicated A.A. members who take the time to reach behind the walls by bringing A.A. meetings into correctional facilities or via our Corrections Correspondence Service. As always, we are very grateful to be of service.

Kacie N.

FINANCE AND BUDGETARY

Trustees' Report: The trustees' Finance and Budgetary Committee reviews any matters concerning finance that are brought to its attention. It reviews and approves, for recommendation to the General Service Board, the budgets of the General Service Office (inclusive of A.A. World Services, Inc.) and AA Grapevine, Inc. It reviews budgets and finances of the International Convention. It reports to the General Service Board on the financial health of the General Service Office, the Grapevine and the Reserve Fund. It also provides oversight of the management of expenditures by the General Service Office and AAWS Board as well as by the AA Grapevine Board. The committee implements Advisory Actions of the General Service Conference and develops recommendations related to its scope for the General Service Board and the General Service Conference.

Since the 2025 General Service Conference, the trustees' committee has met six times.

The committee reviewed its Composition, Scope and Procedures (CSP). The trustees' Finance and Budgetary committee recommended to the General Service Board that their CSP be amended to include the following procedure: "The Quarterly Financial Report is drafted by the GSO CFO and Grapevine controller and submitted to the GSB treasurer for review and approval. Upon approval by the treasurer, the CFO forwards the Quarterly Financial Report to the Language Services Department for translation. After translation, the CFO forwards the Quarterly Financial Report to the Conference assignment for distribution to Conference members."

AAWS Report on Self-Support Subcommittee

Year-End Contribution Letter — The subcommittee finalized and approved a year-end letter thanking recurring contributing members and highlighting how their funds were used. The two versions include a postscript about U.S. tax deductibility. Canadian members are acknowledged, and standardized tax language was added. The letter was uploaded to OnBoard and sent for translation.

Self-Support Packet Accessibility — The subcommittee noted the Self-Support Packet was only accessible through phone or local offices. The committee recommended



making the free Self-Support Packet downloadable to improve accessibility and the recommendation was approved at the June AAWS Board meeting.

Recurring Contributions — Convention Outreach — The subcommittee was focused on raising awareness about recurring contributions and requested that the General Service Office create cards with QR codes linking to the contribution page. The QR code was distributed at the AAWS booth at the 2025 International Convention and for broader use at regional events. Tracking data is pending; the AAWS controller was asked to provide baseline contribution numbers and updates at the November 2025 meeting. The subcommittee explored several ideas including interview-style features, member callouts and the concept of a campaign to relaunch the recurring contribution module once GSO completes its enhancement project.

Self-Support/Finance New Staff Assignment — The subcommittee requested that the Self-Support and Finance desk provide Staff report updates at the start of each meeting and anticipate incorporating some recurring agenda topics into those updates to make its meetings more efficient and respectful of everyone's time.

Staff reported the development of a resource list based on inquiries from the Fellowship, including inventory of all self-support and finance material on aa.org. The Staff member on the Self-Support and Finance desk is reviewing all retired self-support service material and will repurpose items with new and current updates. The desk will utilize correspondence with the Fellowship through activity updates. A Staff update will be prepared for the Self-Support Subcommittee and the trustees' Finance and Budgetary Committee.

Review PAI Submissions — The committee discussed the following 76th General Service Conference proposed agenda item (PAI) submissions:

- ***PAI-11:*** The committee reviewed the proposed agenda item, "GSO/GSB to make financial information more accessible through annual reports, quarterly reports, and online resources" and took no action. The committee noted this would conflict with confidentiality concerns regarding sharing letters and would not be within the scope of the General Service Conference. The committee cited that existing annual and quarterly reports suffice, additional details would overburden staff and confidentiality must be maintained. It was also noted that the Quarterly Financial Report content has recently expanded as of 75th General Service Conference.
- ***PAI-73:*** The committee reviewed the proposed agenda item, "Add a statement to the current GSB Reserve Fund policy that states, 'GSB may make use of investment income from the Reserve Fund not to exceed the amount of investment income earned from prior fiscal year to meet non-emergency critical budgetary requirements, but not for any other GSB authorized spending.' This addition to the Reserve Fund policy is intended to supersede or replace any current language regarding the withdrawal procedure of the Reserve Fund" and took no action. The committee discussed that passing such a policy could potentially restrict the GSB from fulfilling its legal responsibilities. The committee favored a broader Conference session on "Rebuilding Our Reserve Fund" rather than adopting restrictive policies.
- ***PAI-74:*** The committee reviewed the proposed agenda item, "Create a policy stating that if the Reserve Fund balance is below nine months of operating expenses for 12 consecutive months, the General Service Board will devise and submit to the Conference Finance Committee a plan including timeline to replenish fund to nine months of operating expenses. This addition

to the Reserve Fund policy is intended to supersede or replace any current language regarding the maintenance of the Reserve Fund process and or procedure" and took no action. The committee discussed that passing such a policy could potentially restrict the GSB from fulfilling its legal responsibilities. The committee favored a broader Conference session on "Rebuilding Our Reserve Fund" rather than adopting restrictive policies.

- *PAI-99:* The committee agreed to forward to the 76th General Service Conference the proposed agenda item, "Motion to add this wording to the pamphlet "Self-Support: Where Money and Spirituality Mix" on page 13 immediately following the Samples of Group Contributions to A.A. Service Entities pie charts: 'AA Grapevine and La Viña do not accept contributions. They are supported by sales of subscriptions, books and other specialty items. When your group is discussing how to distribute contributions to A.A. service entities, please consider how you may support Grapevine/La Viña. Purchasing subscriptions for your group, gift subscriptions, books or specialty items is a great way to support Grapevine/La Vina.'"

Discuss and approve policy on AAWS/GSB shared expenses as recommended by auditors — The committee discussed the AAWS/GSB shared expenses as recommended by auditors and made a recommendation to the General Service Board for the adoption of the AAWS/GSB Shared Services Agreement.

2025 ACTUAL RESULTS VS. 2025 BUDGET

General Service Office

The audit of 2025 financial statements was completed on April 9, 2026. All 2025 numbers cited in this report are audited.

For the year 2025, the GSO had an operating surplus before depreciation of $325,068 compared to a budgeted operating surplus of $1,316,088. This surplus was less than budgeted because contributions were $421,293 (4%) less than budget and literature gross margin was $1,053,891 (12%) less than budget. These decreases in revenue were partially offset by a decrease in operating expenses, particularly professional fees. Depreciation of $751,325, nonoperating revenue of $9,577,385 and nonoperating expense of $7,891,431 resulted in a bottom-line surplus of $1,259,697.

Included in nonoperating revenue and expense is the International Convention, which had revenue of $5,804,432 and expenses of $5,796,068 for a surplus of $8,364, which was close to breakeven. As per our auditors, the International Convention is included in nonoperating revenue and expense because it is not an annual activity. Most other nonoperating transactions are non-cash transactions such as changes in the market value of the assets in the defined benefit pension plan and post-retirement medical fund and changes in expected future contributions to these plans. Appendix 1 details the nonoperating revenue and expense.

Operating expenses were $18,528,182, $439,005 (2%) less than the budget of $18,967,187. The GSO's largest expense — salaries, benefits and payroll taxes — was $12,027,025, $306,891 (3%) more than the budget of $11,720,134. However, professional fees were $1,568,925, $579,829 (27%) less than the budget of $2,148,754. Please see Appendix 2 for a detailed listing of professional fees.

Gross literature sales were $15,264,029, $735,971 (5%) less than the budget of $16,000,000. The expense of printing, shipping, and storing literature (cost of goods sold) was $7,484,579, $284,579 (4%) more than the budget of $7,200,000.

Contributions were $10,578,707, $421,293 (4%) less than the budget of $11,000,000. Operating revenue (after subtracting cost of goods sold) was $18,853,249, $1,430,026 (7%) less than the budget of $20,283,275.

GSO Actual vs. Budget	2025 Actual	2025 Budget	Difference
Operating Surplus/(Deficit)	325,068	1,316,088	(991,020)
Operating Expenses	18,528,182	18,967,187	(439,005)
Salaries, Benefits, and Payroll Taxes	12,027,025	11,720,134	306,891
Professional Fees	1,568,925	2,148,754	(579,829)
Gross Literature Sales	15,264,029	16,000,000	(735,971)
Cost of Literature Sold	7,484,579	7,200,000	284,579
Literature Gross Margin	7,456,109	8,510,000	(1,053,891)
Contributions	10,578,707	11,000,000	(421,293)
Operating Revenue	18,853,249	20,283,275	(1,430,026)

AA Grapevine

The 2025 Grapevine budget anticipated a net deficit of $389,252 (based on higher per copy revenue for subscriptions, increased book and other product sales as well as cost savings measures implemented). The actual results were better than projected, with a net deficit of $299,727.

GV Actual vs. Budget	2025 Actual	2025 Budget	Difference
Net Deficit	(299,727)	(389,252)	89,525

2025 ACTUAL RESULTS VS. 2024 ACTUAL RESULTS

General Service Office

The operating surplus before depreciation of $325,068 compares to a surplus of $1,275,526 in 2024. The decreased surplus is attributable to lower contributions and literature gross margin. Overall, 2025 operating revenue of $18,853,249 compares to $19,719,317 in 2024, and 2025 operating expenses of $18,528,182 compares to $18,443,791 in 2024.

Including nonoperating transactions, the 2025 surplus of $2,011,022 compares to a $4,768,956 surplus in 2024. Nonoperating revenue of $9,577,385 compares to $1,420,864 in 2024, with much of the increase due to Convention. Gross literature sales of 15,264,029 compares to $14,452,652 in 2024. Contributions decreased, from $11,248,573 in 2024 to $10,578,707 in 2025.

Operating expenses were $18,528,182 in 2025 compared to $18,443,791 in 2024. The primary reason for this was that salaries, benefits, and payroll taxes increased to $12,027,025 in 2025 from $11,687,299 in 2024 due to promotions, cost of living increases, and increases in medical insurance rates offset by savings from vacant positions. Nonoperating expenses were $7,891,431 in 2025 compared to $ (3,348,092) in 2024, with much of the change due to Convention.

GSO Actual vs. Last Year	2025 Actual	2024 Actual	Difference
Operating Surplus/(Deficit)	325,068	1,275,526	(950,458)
Surplus/(Deficit) including nonoperating transactions	2,011,022	4,768,956	(2,757,934)
Operating Revenue	18,853,249	19,719,318	(866,069)
Nonoperating Revenue	9,577,385	1,420,864	8,156,521
Gross Literature Sales	15,264,029	14,452,652	811,377
Contributions	10,578,707	11,248,573	(699,866)
Operating Expenses	18,528,182	18,443,791	84,391
Nonoperating Expenses	7,891,431	(3,348,092)	11,239,523
Salaries, Benefits, and Payroll Taxes	12,027,025	11,687,299	339,726

AA Grapevine

The AA Grapevine Magazine Operations and Content-Related Items — Gross margin from all subscriptions, for 2025, was $1,174,238, compared to $766,004 in 2024. Income from subscriptions includes the print magazine, single copies, back issues, GV Complete, the GV App and Online. The average paid circulation in all formats was 58,574 (compared to 59,189 in 2024). Subscribers with App access averaged 17,315 in 2025.

The 2025 gross margin (sales minus production costs) from subscriptions and content-related items (books, audio, etc.) plus interest earned was $1,943,386–$337,498 more than 2024 and $125,199 above budget. Included in 2025 total gross margin is content-related gross margin of $751,851 which was $19,550 more than budget, and $72,540 less than 2024.

Costs and expenses for editorial, circulation and business, and general and administration in 2025 were $2,243,113. Cost and expenses were $214,510 less than in 2024 and $35,674 over budget. Overall, Grapevine reported a deficit of $299,727 (which included accrued expenses, depreciation write-offs, and allowance for bad-debt accounts).

The Grapevine reported loss of $299,727 represents an improvement of $552,008 compared to 2024.

GV Actual vs. Last Year	2025 Actual	2024 Actual	Difference
Magazine Circulation (All Formats)	58,574	59,189	(615)
App Circulation	17,315	14,141	3,174
Gross Margin on Subscriptions	1,174,238	766,004	408,234
Gross Margin from other Published Items	751,851	824,391	(72,540)
Total Gross Margin (Including interest)	1,943,386	1,605,888	337,498
Total Expenses	2,243,113	2,457,623	(214,510)
Net Income (Loss)	(229,727)	(851,735)	552,008

La Viña Magazine Operations — In 2025, La Viña, the Spanish-language magazine (approved by the 1995 General Service Conference) experienced an average circulation of 7,951 as compared with the 2024 average circulation of 7,492, an increase of over 6%. La Viña has been experiencing a multiyear recovery from years where circulation incurred a significant drop-off, which is attributable to the COVID induced lack of live events in the Spanish-speaking community, where many subscriptions and renewals originate.

During 2025, subscription income was $149,603 against $97,736 of direct publishing costs. La Viña also realized approximately $178,553 from the sale of other content-related items (books, audio, etc.) against direct costs of $55,611. Total operating expenses (i.e., editorial, circulation and administrative costs) associated with these publication activities were $655,123. The shortfall between revenues earned from publishing activities versus the cost to produce and distribute was $480,295.

This shortfall of $480,295 was reimbursed by the General Service Board as a service activity to the Spanish-speaking members of our Fellowship. The 2025 shortfall of $480,295 represents a $91,624 improvement over 2024.

LV Actual vs. Last Year	2025 Actual	2024 Actual	Difference
Average Circulation	7,951	7,492	459
Net Operating Service Cost	480,295	571,939	(91,624)

2026 BUDGET

General Service Office

The 2026 budget has an operating surplus before depreciation of $1,352,503 compared to a comparable surplus of $325,068 in 2025. 2026 operating expenses are budgeted at $19,765,699 compared to $18,528,182 in 2025. The increased operating expense is primarily in the personnel category due to a cost-of-living salary increase for employees, filling vacant positions, and an increase of over 10% in medical insurance premiums.

2026 operating revenue is budgeted at $21,118,201 compared to $18,853,249 in 2025. This increase is expected to come from the literature price increase effective February 1, 2026. Gross literature sales are budgeted at $18,672,343 in 2026 compared to $15,264,029 in 2025. The budget does not include sales of a prospective fifth edition of the Big Book because this book has not yet been approved by the Conference. Contributions are budgeted at $10,500,000 for 2026 compared to $10,578,707 in 2025.

The 2026 capital budget is $61,820 for Communications Services, $3,000 for Publishing, $179,968 for Technology Services, and $1,850,000 for the office retrofit work performed earlier in 2026. The total capital budget is $2,094,788. This compares to capital expenditures of $791,552 in 2025.

GSO 26 Budget vs. 25 Actual	2026 Budget	2025 Actual	Difference
Operating Surplus/(Deficit)	1,352,503	325,068	1,027,435
Operating Expenses	19,765,699	18,528,182	1,237,517
Operating Revenue	21,118,201	18,853,249	2,264,952
Gross Literature Sales	18,672,343	15,264,029	3,408,314
Contributions	10,500,000	10,578,707	(78,707)
Capital (without office retrofit)	244,788	298,777	(53,989)
Office Retrofit	1,850,000	492,775	1,357,225

Note: The cost of the Office Retrofit is not expected to exceed $2,100,000. Some retrofit expenses included in the 2026 budget were actually incurred in 2025.

AA Grapevine

The Grapevine — Budgeted overall circulation (print and digital) is projected to increase from 2025's 58,574 paid average to 59,936. Gross margin on subscriptions in 2026 is budgeted at $1,255,892 up from $1,174,238 in 2025. In 2026 Content-related gross margin (books, audio, etc.) is projected to be $748,891 which is a slight decrease from 2025's $751,851 (which included revenue from the 2025 International Convention). If all goes according to plan, in 2026 Grapevine will improve on 2025 results by $100,810.

GV 26 Budget vs. 25 Actual	2026 Budget	2025 Actual	Difference
Print and Digital Circulation	59,936	58,574	1,362
Gross Margin on Subscriptions	1,255,892	1,174,238	81,654
Content Related Gross Margin	748,891	751,851	(2,960)
Total Costs & Expenses	2,212,700	2,243,113	(30,413)
GV portion of Reserve Fund interest	9,000	17,297	(8,297)
Net Surplus/(Deficit)	(198,917)	(299,727)	100,810

La Viña — Total circulation is projected to increase slightly from 7,951 in 2025 to 7,983 in 2026. Total subscription income is expected to decrease slightly from $149,603 in 2025 to $147,721 in 2026. La Viña's net operating service cost reimbursed by the General Service Board in 2026 is expected to be $46,266 less than in 2025 ($434,049 compared to $480,295 in 2025).

LV 26 Budget vs. 25 Actual	2026 Budget	2025 Actual	Difference
Print Circulation	7,983	7,951	32
Subscription Income	147,721	149,603	(1,882)
Net Surplus/(Deficit)	(434,049)	(480,295)	46,266

APPENDIX 1
2025 GSO Nonoperating Revenue

Dividends and Interest on Reserve Fund and Post-Retirement Medical Fund	629,676
Increase in the market value of Post-Retirement Medical Fund investments*	980,399
Increase in the surplus of the market value of the Defined Benefit Plan assets over the actuarial calculation of future benefits payable to participants*	2,162,335
Increase in the surplus of the market value of the Post-Retirement Medical Plan assets over the actuarial calculation of future benefits payable to participants*	5,804,432
Other	543
TOTAL NONOPERATING REVENUE	**9,577,385**

*Non-cash item

2025 GSO Nonoperating Expense

Disbursements from International Literature Fund	28,241
Disbursements from World Service Meeting Fund	0
Bad debt expense (write off of literature sales receivables)*	141,126
Credit card and bank transaction fees	369,092
GSB Support of La Viña	480,295
Penalties and interest	9,667
Transfer from Reserve Fund to Grapevine	515,493
Reimbursement to Grapevine for overcharge of retiree medical benefits	157,921
Transfer to GV of International Convention publication sales revenue collected by AAWS on behalf of GV	23,634
Loss on currency exchange between US dollar and Canadian dollar	16,896
Increase in future benefits owed to post-retirement medical fund participants*	349,753
International Convention	5,796,068
Other	3,245
TOTAL NONOPERATING EXPENSE	**7,891,431**

*Non-cash item

APPENDIX 2

2025 GSO Professional Fees

Accounting and Audit	261,673
Legal	197,576
Human Resources Services	122,202
Editorial Services	45,613
Information Technology	452,787
Temporary Help	19,601
Payroll Processing	38,717
Translation	262,822
Interpretation	57,937
Project Management	43,910
Other*	66,087
TOTAL	**1,568,925**

NOTES:

*Other includes:

- Podcast production
- Video production
- Facilitation for town hall meeting at Q3 GSB weekend
- Facilitation of GSB leadership weekend
- Furniture moving and disposal

Terry Bedient, Chair and Interim Treasurer

Staff Report (Self-Support and Finance): The Self-Support and Finance assignment is responsible for supporting the AAWS Finance Committee and Self-Support subcommittee, the trustees' Finance and Budgetary Committee and auxiliary Audit Committee, and the Conference Committee on Finance. The Staff member coordinates communications as they relate to Seventh Tradition, finance and self-support initiatives. Currently, the desk is assigned to the Pacific Region for general correspondence with the Fellowship.

The desk often corresponds through email and phone calls with intergroups and central offices (IGCOs), group treasurers and A.A. members addressing concerns as they relate to finance and self-support. The desk helps connect members to current reports updated on aa.org, which include *AAWS Highlights* — the *Business of the Board* and the *Quarterly Report from GSO*.

GSO's A.A. website has a dedicated section where members can find helpful resources related to self-support and/or Seventh Tradition contributions. This section of our website also contains links to our contribution portal. Many groups find this section helpful when addressing questions associated with liability insurance, setting up a bank account for their group and understanding past experience as it relates to financial concerns. The Staff member on the desk continues to modify and perform edits of all material presented on the Contributions and Self-Support section of aa.org.

This assignment also works collaboratively with the GSO Technology Services Department and Communication Services Department to support evolving contribution methods and communication needs. As more A.A. members interact with A.A. through digital platforms, these collaborations help ensure that contribution tools, online resources and newly developed materials are accessible, reliable and consistent with other Conference-approved literature. This shared work supports informed group discussions, strengthens communication services and helps the Fellowship respond thoughtfully to emerging needs, while remaining rooted in the spirit of self-support.

One of the most gratifying aspects of the assignment is hearing from A.A. members who want to get their group involved in self-support through an informed group discussion and share why they feel responsible and connected to A.A. as a whole.

As always, we are very grateful to be of service.

Nick S.

GENERAL SERVICE CONFERENCE

Trustees' Report: The trustees' General Service Conference Committee (TGSCC) was first established as a subcommittee of the Policy Committee of the General Service Board in 1973. In July 1974, it became a full standing committee. At that time, primary responsibilities included determining Conference themes, reviewing suggestions

for participation by Conference members during the week and formatting workshops.

The responsibilities of the committee have grown over time to be concerned primarily with planning the annual General Service Conference including implementing related advisory actions and developing recommendations to the General Service Board related to its scope. In recent years, additional interim virtual meetings have been added.

The TGSCC is also responsible for reviewing themes, presentation/discussion/workshop topics, assisting the secretary in developing the format and content of the Conference workshops, improving the participation of all Conference members, scheduling, reviewing the agenda, assigning the first term delegate members on each Conference committee and communicating with all Conference members.

The TGSCC annually appoints a Subcommittee on Conference Improvements (SCI) which is responsible for reviewing feedback on the evaluation forms, making any needed changes, and working with the Conference coordinator to develop a Conference week schedule.

The committee met five (5) times since the 75th General Service Conference and was supported through numerous meetings of the Equitable Distribution of Workload (EDW) Subcommittee, and the Subcommittee on Conference Improvements.

Composition, Scope, and Procedures (CSP) — The committee reviewed its Composition, Scope and Procedure.

2025 Budget Reforecast and 2026 Budget — The committee reviewed the 2025 Conference budget reforecast and noted an 8% savings based upon prudent allocation of resources. The committee agreed to forward the 2025 Conference reforecast budget to the trustees' Finance and Budgetary Committee.

The committee reviewed their 2026 budget at the Q1 2026 meeting and agreed to forward it to the trustees' Finance and Budgetary Committee.

Review grid of Advisory Actions and Additional Considerations from the 75th GSC — The committee reviewed a grid of pertinent 75th General Service Conference Advisory Actions and committee considerations, noting that it contained work done by three Conference committees. Items were addressed either by the full committee or through assignment to subcommittees that later provided recommendations back to the full trustees' committee.

Temporary replacement delegates maintained OnBoard access through the end of the year, in accordance with an Advisory Action of the 75th General Service Conference.

Items which are not detailed within this report were referred to other board committees or office departments for implementation and consideration. Details are provided within other reports.

Source	Routing	Topic
Policy and Admissions	TLC Chair	Considerations regarding a two-year process or Super Majority Vote for Cofounders' Writings
Report and Charter	Publisher, Managing Editor	Remove "woman" from Concept IV (Advisory Action)
Report and Charter	GSB Chair	Classification of AAWS and AA Grapevine literature written prior to 1971 (Advisory Action)
Report and Charter	Publisher, Managing Editor	Considerations related to standalone amendments section for the Twelve Concepts for World Services.
Report and Charter	Publisher, Managing Editor	Consideration related to developing a podcast involving the Final Conference Report.

First year delegate assignment to Conference committees — The committee reviewed and accepted a list of prioritized selection criteria from the 2025 Conference Committee on Policy and Admissions to better inform the Conference committee delegate selection process. Conference committee assignments continued to rebalance the rotation of certain Conference committees toward an even inclusion of first- and second-year delegates. Selection accounted for the requested prioritizations:

- That areas have the opportunity to be selected for any committee.
- Continue the process for a more even rotation on remaining committees.
- Strive to have wider regional representation across all committees.
- Limit adjacent areas from different regions.

The additional committee consideration for the utilization of open-source AI as a mechanism to improve committee selection was discussed but not enacted. The committee noted that the use of open-source AI does not align with the current AAWS policy on AI use.

The committee also discussed the experience of some areas in how delegates are assigned to Conference committees. A documentation grid was created to display the rotation history of committee assignments from 2017 to 2026. The committee noted challenges within the rotation of ICRF based upon the composition of this secondary committee requiring participation from

each of the eight regions. There have only been minimal, subjective concerns raised based upon the selections for the 2026 General Service Conference committees.

Improving Quarterly Communications — The committee considered the suggestions from the 2025 Conference Committee on Agenda to improve quarterly communication between chairs of trustees' and Conference committees. The committee discussed ways that could improve relationship building and consistency and asked the Staff secretary to collect Staff sharing on their participation in the quarterly calls. A modest amount of feedback was received through Staff sharing.

The committee recognized opportunities for establishing a timeline for initial communication shortly after the General Service Conference, to establish a good foundation and understanding for newly elected Conference committee chairs. A Conference Committee Chairpersons Orientation was held on May 28, 2025. This orientation is an effective practice that allows for clear communication forecasting, and the pre- and post- General Service Board communications would assist all members in reaching a consistent and shared understanding.

Final Conference Report — The committee noted efforts to ship requested print versions of the 2025 Final Conference Report to area delegates, and that the anonymity-protected 2025 Final Conference Report was posted on aa.org.



The committee also discussed elements of process and workload which will be noted later in this report within the Forwarded Items to 2026 Conference Committees section.

Conference Committee Background Status — With excellent cooperation between the Publishing Department, the Language Services Department and committee secretaries, the background for 13 Conference committees will be distributed simultaneously in English, French and Spanish between February 17 and 20, 2026.

Translation of Conference Background and Other Materials — A memo from the AAWS Communication and Language Services Committee will be included within the Rosters and General Data section of the Conference Manual. The memo clarifies practices for translation of items in five categories:

- Pre-Conference Communications
- Conference Background
- Conference Manual
- Materials Generated during Conference Week
- Post-Conference Materials

2029 Site Selection and Conference Dates — Bids were requested from five hotels. The three received bids were prioritized based upon a balance of expressed date preferences, costs and attendee experiences. Beneficial AV costs at the Marriott Marquis were weighed against lodging costs, room pick-up compensation and central locations which supported the structure of meals on your own. The committee discussed estimated costs through the bids received and additional expenses incurred for shipping, ground transportation and access to venues for meals on your own.

The committee recommended to the General Service Board that the general manager execute the 2029 contract. The 79th General Service Conference will take place April 15-21, 2029, at the New York Marriot Marquis.

75th GSC Items addressed by the TGSCC

Proposed Agenda Item Grid — The committee previewed a draft created in response to the 2025 Advisory Action that the General Service Office provides a grid of proposed agenda items and their disposition status on a quarterly basis. The committee suggested adding quotations to all motions to draw attention to the fact that the motions are reported out exactly as submitted.



The grid was first distributed to Conference members on August 20, 2025. Additional updates were provided on November 22, 2025, after the Fourth Quarterly GSB weekend, and on February 6, 2026, following the First Quarterly GSB weekend.

Simple Majority Outcomes in History and Actions — The committee discussed the request to list Simple Majority outcomes in a Conference committee's History and Actions and took no action, noting that the Final Conference Report provides the status of these items.

Subcommittee Appointments — The chair appointed the two subcommittees:

- **EDW (Equitable Distribution of Workload):** Teresa J. (chair), Matt K. and Ken T. The subcommittee will be responsible for discussing the 2025 considerations related to the Equitable Distribution of Workload process.
- **Conference Improvements:** Carolyn W. (chair), Reilly K. and Kerry Meyer. The subcommittee is tasked with reviewing targeted and broad feedback from General Service Conference evaluations, the draft of the 2026 Conference week schedule and committee considerations focused on improving the Conference experience.

EDW Subcommittee — The committee assigned the following topics to the Equitable Distribution of Workload (EDW) Subcommittee:

- "Consider request to create a proposal that identifies the most critical issues affecting committee workloads and a potential path to implement comprehensive shifts to Conference committee CSPs."
- "The committee also discussed the possibility of standing committee items being addressed by Conference committees outside of the Conference week. The committee acknowledged that if a process to address standing Conference committee items outside of the annual Conference week were to be explored, that serious consideration on the implications affecting Article Nine in the Conference Charter be discussed and reflected within any draft plan."

The EDW Subcommittee was also asked to explore the classification of agenda items (standing, ongoing, new), finding ways to reset expectations to complete all agenda items, and fostering better adherence to committee work hours on the Conference week schedule. The committee also asked the subcommittee to look at the trustees' Committee's CSP to determine whether updates are needed to incorporate EDW.

The trustees' General Service Conference Committee discussed the EDW Subcommittee recommendation to forward the topic of nonspecific Conference committees to the 2026 Conference Committee on Policy and Admissions to begin an initial discussion and agreed to forward to the 2026 Conference Committee on Policy and Admissions. The trustees' committee considered this recommendation to consist of Conference committee agendas consisting of a similar number of items for review arranged for balanced workload and not specifically arranged by topic.

The trustees' General Service Conference Committee discussed the EDW Subcommittee recommendation that the 2026 Conference Committee on Policy and Admissions discuss discontinuing standing agenda items where Conference committees review their kits/workbooks during the General Service Conference and agreed to forward to the 2026 Conference Committee on Policy and Admissions. The trustees' committee acknowledged the value in communicating that suggestions for updates to the kits and workbooks can be presented to GSO Staff at any point during the year.

The trustees' General Service Conference Committee discussed the EDW Subcommittee recommendation to forward the topic of adding a Conference Committee

on Technology to the 2026 Conference Committee on Policy and Admissions to begin an initial discussion. The trustees' committee amended the wording of the recommendation to read "a Conference Committee on Digital Communications" to better reflect the responsibilities and oversight roles performed within the General Service Office and AAWS Board. The trustees' committee agreed to forward the topic to the 2026 Conference Committee on Policy and Admissions.

The trustees' General Service Conference Committee discussed the EDW Subcommittee recommendation that delegate chairpersons be invited to attend the October board weekend instead of the January board weekend, effective October 2026, and made a recommendation to the General Service Board. The trustees' committee contrasted practices prior to the Equitable Distribution of Workload pilot with the value of restoring an earlier practice of having committee chairs present during the consideration of PAIs.

The committee received the annual report from the EDW Subcommittee detailing their discussions and activities since the 75th General Service Conference. The committee agreed to forward the EDW report to the 2026 Conference Committee on Policy and Admissions.

The EDW redistribution plan was shared, noting that only new items were redistributed. The redistribution of standing items on committee agendas continues to be an area for potential improvements; this discussion will be continued by the next iteration of the EDW Subcommittee.

The redistribution plan included routing recommendations for items with overlapping topics; these items were kept together to avoid potential conflicts through the group conscience review by separate Conference committees.

The committee reflected on the thoughtful reassignment of new topics to non-traditional Conference committees and made a recommendation to the General Service Board.

The trustees' General Service Conference Committee discussed the EDW Subcommittee recommendation that an EDW Process Summary be included with the list of Final GSC Agenda Items to clarify frequent questions about EDW and why agenda items are sometimes moved from one Conference committee to another. The trustees' committee agreed that a summary would be a beneficial addition to communications by providing reference material to address common questions.

Improvements Subcommittee — The committee agreed to assign the following items to the Subcommittee on Conference Improvements (SCI):

- ***Conference Evaluations:*** The trustees' committee discussed the targeted and broad feedback from the 75th General Service Conference and agreed to forward the evaluation results and summary to the subcommittee. The trustees' committee understands that there is a significant amount of evaluation information to review and lessons to be learned that can enrich the General Service Conference experience and its schedule for next year. The trustees' committee discussed the feedback on the usefulness of the Quarterly Virtual GSC Sharing Sessions and encouraged all Conference members to participate in accordance with Concept IV, Right of Participation. The trustees' committee noted the success of the Saturday gathering to provide Conference members with unifying, welcoming and cohesive experience.

The committee agreed to entrust the subcommittee with the approval of the 2026 Evaluation Forms.

- Conference evaluation questionnaires are being redesigned to reflect items that no longer require feedback and questions which can be consolidated rather than being itemized across each instance.

Conference Week Schedule — The trustees' committee requested that the subcommittee review the Conference week schedule. The trustees' committee supported the subcommittee's approval of the final Conference week schedule. The committee recognized that past practice has not always included a full committee review; the committee looks forward to clear communication about schedule changes without additional formal review and approval. The Conference week schedule has been drafted to include:

- 30 minute in-person Joint Committee meetings are scheduled on Sunday during the Conference week. A window was established for additional virtual meetings, if requested, for committees that would like more than the 30 minutes scheduled in person at the Conference.
- The Remote Communities meeting should stay virtual, be scheduled well in advance and be included within the Ancillary Schedule.
- Pre-Conference Housekeeping meetings should be included on the Ancillary Schedule, occurring within a defined timeframe and with clearly defined purpose.
- Meals on your own should continue with different spacing throughout the Conference week.

- Invitations should be extended to guests for Saturday's meet and greet.
- Reporting times were established for Inventory Implementation and the Cross-Functional Communications Group.
- A trip to Stepping Stones will be planned on a "pay your own way" basis. Buses should depart in a coordinated schedule to allow Conference members to share in an experience during the tour.

Sunday Opening Banquet — The trustees' committee held a wide-ranging and thoughtful discussion about the pros and cons to the 2025 Conference Committee on Agenda consideration to explore alternatives to bring guests to the Sunday Opening Dinner.

- The committee recognized that Conference evaluations from the 75th GSC Opening Dinner were positive, with most members being satisfied with the revised attendance practices. Responses noted the benefit to group unity and financial prudence. The committee looks forward to the gathering of additional perspective through the 2026 Conference evaluation forms.
- The committee recognized a benefit to Conference unity and harmony in holding this dinner between current Conference members and a few others actively engaged in supporting the annual meeting of the General Service Conference
- Attendance at the Opening Dinner will not include plus-one guests, past employees or past board members.
- Sunday's Opening Dinner and A.A. meeting will include a buffet dinner rather than continuing as a plated event. Seating will be assigned in a general way, without specifying an exact table. We hope this will encourage seating with a full cross section of the Conference while still allowing a degree of choice in dining companions. The five-speaker A.A. meeting will continue to follow dinner.

Revision to How the Conference Operates — The Subcommittee on Conference Improvements was asked to discuss revisions to "How the Conference Operates" noting the consideration from the 2025 Conference Committee on Agenda:

- The trustees' committee requested that the Conference cochairs present "How the Conference Operates" according to their version preference with advanced notice and with clear rationale for any changes

The committee received the subcommittee's report and agreed to forward the SCI report to the 2026 Conference Committee on Agenda.

Forwarded Items to 2026 General Service Conference Committees

Prior to the Fourth Quarterly GSB weekend, the chair met with the Agenda and Policy and Admissions committees to gather feedback on whether related proposed agenda items (PAIs) should be forwarded to their 2026 Conference committee. Each committee's feedback was considered during the trustees' committee's discussion on forwarding items to the Conference.

2026 Conference Committee on Agenda

- ***PAI-91:*** The committee considered a proposal that "the Board of Editions La Vigne obtain a maximum of



10 minutes at each Conference to present the magazine" and agreed to forward to the 2026 Conference Committee on Agenda. The committee recognized the appreciation of La Vigne expressed at the 61st General Service Conference. The committee suggested that additional time could be appended to the presentation of Eastern Canada's Area Highlights, ideally on Sunday or Monday, to allow for a presentation prior to the conclusion of committee work.

2026 Conference Committee on Report and Charter

- *PAI-9:* The committee considered a proposal to "to remove the quote by Dr. Bob in The Service Sponsor section of the GSR chapter on page 10 of The A.A. Service Manual" and agreed to forward to the 2026 Conference Committee on Report and Charter.
- *New Business:* The committee was asked to consider forwarding the topic of Final Conference Report workflow to the Conference Committee on Report and Charter. The language within a 2017 Advisory Action regarding "the current print version" would require Conference review and approval to a change in distributing only an anonymized Final Conference Report, both in the digital and print versions. The committee considered the topic worthwhile for potential labor savings and consistency of practices and agreed to forward the topic to the Conference Committee on Report and Charter.

2026 Conference Committee on Policy and Admissions

- *PAI-22:* The committee considered a proposal to "initiate a study to identify a less costly location for the General Service Conference" and agreed to forward to the 2026 Conference Committee on Policy and Admissions. The committee noted that estimated costs, both for financial and human capital, would be beneficial information to share. The consideration and review of a similar topic at the 73rd General Service Conference and an estimate on the timeframe to recoup expenses would be important elements of informing a group conscience
- *PAI-46:* The committee considered a proposal to "discuss who can serve as an area trusted servant if they live outside the area they are serving" and agreed to forward to the 2026 Conference Committee on Policy and Admissions.
- The committee discussed the subcommittee recommendation that the 2026 Conference Committee on Policy and Admissions discuss discontinuing standing agenda items where Conference committees review their kits/workbooks during the General Service Conference and agreed to forward to the 2026 Conference Committee on Policy and Admissions. The committee acknowledged the value in communicating that suggestions for updates to the kits and workbooks can be presented to GSO Staff at any point during the year.
- The committee discussed the subcommittee recommendation to forward the topic of nonspecific Conference Committees to the 2026 Conference Committee on Policy and Admissions to begin an initial discussion and agreed to forward to the 2026 Conference Committee on Policy and Admissions. The committee considered this recommendation to consist of Conference committee agendas consisting of a similar number of items for review arranged for balanced workload and not specifically arranged by topic.
- The committee discussed the subcommittee recommendation to forward the topic of adding a Conference Committee on Technology to the 2026 Conference Committee on Policy and Admissions to begin an initial discussion. The committee amended the wording of the recommendation to read "a Conference Committee on Digital Communications" to better reflect the responsibilities and oversight roles performed within the General Service Office and AAWS Board. The committee agreed to forward the topic to the 2026 Conference Committee on Policy and Admissions.

Consider New Chairpersons' Communication Channel — The committee discussed the request to develop a new communication channel on the OnBoard platform between trustee and Conference chairpersons. The committee appreciated the idea and asked the Staff secretary to explore the feasibility of implementing a consolidated documentation repository and messaging channel.

There is an increasing number of shared responsibilities which do not fit naturally within any of the OnBoard tiles. The committee recognized OnBoard as a communication channel facilitating document sharing and version control for reference materials. The General Service Conference tile was recognized as a common denominator shared by trustee and Conference committee chairs. The use of restricted access folders for documentation housing was recognized as a viable first step to improve collaboration.

Consider requests to attend the 76th GSC as an observer — The committee discussed a request for a representative from a general service structure outside

of the U.S./Canada structure to attend the 2026 GSC as an observer.

The committee recommended to the General Service Board that the request for a trustee member of the Ireland General Service Board of Alcoholics Anonymous be approved to attend the 2026 U.S./Canada General Service Conference as an observer.

The recommendation was forwarded and approved by the Conference Committee on Policy and Admissions.

Discuss Conference Committee Chairperson Orientation — The committee began discussion on the orientation of Conference committee chairs. The committee recognized time-sensitive needs for communication with Conference committee chairs and agreed to schedule an interim meeting to form recommendations on:

- General Service Office orientation between Conference committee secretaries and chairs
- Scheduling for Friday activities at the First Quarter General Service Board weekend
- Updates to the FAQ related to GSB weekend schedules
- Virtual orientation with Conference committee chairs

Discussion continued at November's interim meeting. The committee noted the need for clear communication and planning around chairperson orientations and provided the following guidance:

- There was no appetite for returning to a pre-pandemic practice of an on-site orientation on Friday prior to the GSB weekend. The first event for committee chairs during the Q1 GSB weekend should be Friday's dinner with the trustees.
- Mid-December would be an ideal time for scheduling a content-driven orientation for delivery and engagement regarding participation, roles and responsibilities during the Q1 GSB weekend.
- Committee secretaries can hold individual one-on-ones with their committee chairs to walk through the logistics of housekeeping meetings and pre-Conference activities.

The FAQ document is an effective communication tool related to GSB weekend schedules and should be shared as quickly as possible following a final review to confirm that additional questions and answers are not needed.

Kerry Meyer, Chair

Staff Report: The Conference coordinator is the GSO contact for General Service Conference members. The Conference process continues throughout the year, and the coordinator corresponds regularly with delegates and alternate delegates who cooperate to make the annual Conference responsive to the needs of the Fellowship. The annual meeting of the General Service Conference, which first met in April 1951, is the closest thing A.A. has to a group conscience representing the whole of A.A. in Canada and the U.S.

A.A. members are encouraged to submit topics through their area structures for consideration by the Conference. Suggested topics related to large matters of general policy and finance can be submitted for initial consideration by a trustees' committee and, where appropriate, referred directly to a Conference committee. Occasionally, topics are submitted that are more appropriately under the purview of either the General Service Board, AAWS Board or Grapevine Board. These items are accordingly forwarded to those boards for their attention.

The Conference coordinator is responsible for:

- Serving as secretary to the Conference Agenda Committee and the trustees' General Service Conference Committee
- Assembling suggestions for the Conference theme, presentation/discussion and workshop topics that are reviewed by the Conference Committee on Agenda, which makes recommendations to the Conference for approval
- Working with the GSO staff and general manager on planning and coordinating each phase of the Conference program, agenda and scheduling
- Working with the Language Services Department to schedule, assemble and coordinate translation of Conference material
- Working with the Publishing Department on the summer edition of *Box 4-5-9* and the anonymity-protected digital version of the Conference Final Report
- Utilizing the OnBoard software for the distribution of Conference material to Conference members, meetings, and related surveys
- Receiving the proposed agenda items

Rainer L.

GENERAL SHARING SESSION

Trustees' Report: Since the 75th General Service Conference, the General Service Board held two General Sharing Sessions. For each General Sharing Session, the chair provided a topic and selected two speakers in advance of the session to share, which was then followed by sharing from many in attendance.

The topic for the November General Sharing Session was "The Home Group" with a board member presenting

on the subtopic "Who decides what an A.A. Group is?", and a Staff member presenting on the subtopic "The Home Group: Are we inclusive?"

The topic for the January General Sharing Session was "Spirituality and Money" with a Staff member presenting on the subtopic "How do I pay forward a spiritual experience through the basket?" and a board member presenting on the subtopic "Is my contribution an expression of gratitude and service, or has it become just a habit?"

Thoughtful sharing from the floor followed the speaker at both sessions, which were captured in both the November 2025 and January 2026 "General Sharing Session Summary." The chair closed the sessions expressing her gratitude for everyone's participation and for the opportunity to lead the sessions this year.

As is customary, in January, the delegate chairs joined the board weekend and also participated in the General Sharing Session.

If you wish to receive PDF versions of the summaries from the General Sharing Sessions, please contact the Staff coordinator: staffcoord@aa.org.

Joyce S., Chair

AA GRAPEVINE AND LA VIÑA

Office Report: The Grapevine and La Viña staff had a super busy and productive year.

Since the last Conference, AA Grapevine, Inc. (AAGV), with its 10 and half employees, produced 12 monthly issues of Grapevine and six bimonthly issues of La Viña. It also produced a weekly podcast; released new videos on YouTube; published the books *The Next Frontier, Lo Mejor de La Viña II* and *Agenda de grupo La Viña;* published two products for the International Convention; posted daily on Instagram; and created new greeting cards. We also edited and designed a brand-new Grapevine book of stories about gratitude that is scheduled for release in spring 2026.

The office continues work on attracting members to the Grapevine and La Viña apps with notices in the magazines, on the podcast and on Instagram and YouTube — and with increasing participation at A.A. events. Because of these efforts, both GV and LV app subscriptions are up from last year with GV subscriptions growing 35% (5,571 to 7,532) and LV growing 45% (275 to 399). With their recent release in the European Union, the apps are now available throughout the world.

The office carries the A.A. message to alcoholics over two million times each month with our various media outlets.

The number of times we carry the A.A. message each month

Outlet	Monthly Contact
Grapevine Magazine subscribers	60,000
La Viña Magazine subscribers	8,000
App GV non-subscriber users	21,000
App LV non-subscriber users	460
Podcast listens	24,000
Instagram GV views	97,000
Instagram LV views	34,000
YouTube Channel views	3,300
Book Sales GV units	6,000
Book Sales LV units	1,040
Website visits GV	120,000
Website visits LV	3,400
Prison Tablets GV and LV content	2,000
Daily Quote emails Grapevine	1,575,980
Daily Quote emails La Viña	126,420
WhatsApp La Viña	5,292
Number of times we carry message each month	**2,087,892**
Year	**25,054,704**

AA Grapevine, Inc. continues to expand its successful Carry the Message (CTM) project to help members and groups get Grapevine and La Viña subscriptions into the hands of alcoholics in need. AAGV simplified the process to make it easier for members, groups and committees to get subscriptions to incarcerated members, those hospitalized and to others unable to afford subscriptions. Throughout the year, AAGV collaborates with GSO's Corrections and Treatment desks to fulfill hundreds of Carry the Message subscriptions.

Grapevine and La Viña made a strong showing at the International Convention. The tireless and enthusiastic work by staff, board members and volunteers made sure all attendees learned about our great products and services. We distributed thousands of magazines — our best calling cards — and thousands of app, Carry the Message and catalog postcards, asking members to bring them back to their groups.

The GV/LV staff members participated in many other events in the U.S. and Canada, both in person and virtually, such as four Regional Forums, the National Corrections Conference, ICYPAA, the Intergroup/Central Office Seminar, the National Hispanic AA Convention, the La Viña Anniversary and several local conventions, assemblies, conferences and workshops.

Kimberly Jean L., Grapevine Office Manager

GROUP SERVICES

Staff Report:

Service Material — The Group Services desk oversees the production and regular update of service material, which provides information and shared experience not found in Conference-approved literature. As the chair of the Services Unit Meeting, the Group Services coordinator collaborates with all GSO desks in ensuring the shared experience found in the service materials remains relevant and timely.

Service material is developed by GSO based on group needs and common questions being directed to GSO. It provides shared experience to groups and members when there is a need for the timely sharing of information. That is generally not possible through the Conference-approval process. Kit lists are a standing agenda item for respective Conference committees to review and make suggestions for updates, along with the service workbooks.

These materials fall into several categories:

1. Materials for service committees (kits, workbooks, committee-related guidelines, self-support packet)
2. Reference and resource material that requires updating such as "Estimates of Groups and Members" and materials where processes are informally defined such as "How to Conduct a Sharing Session" and "Safety & A.A. Groups"
3. A.A. Guidelines
4. Conference-approved service material such as *The A.A. Service Manual/Twelve Concepts for World Service*

The Group Services desk collaborates year-round with the Publishing Department on revisions and updates, as well as with the Director of Operations for the annual service kit list update in print and digital formats. GSO continues to work toward providing service material in the three languages of the U.S./Canada Service Structure — English, French and Spanish.

In 2024, the AAWS Board approved a set of "Service Material Procedures" that reaffirm the processes for creating, updating and reporting on service material.

While service material is not generally Conference-approved, from time to time, Conference committees may provide considerations that are reviewed by the GSO Staff. In 2025, three considerations were reviewed, resulting in three new service pieces:

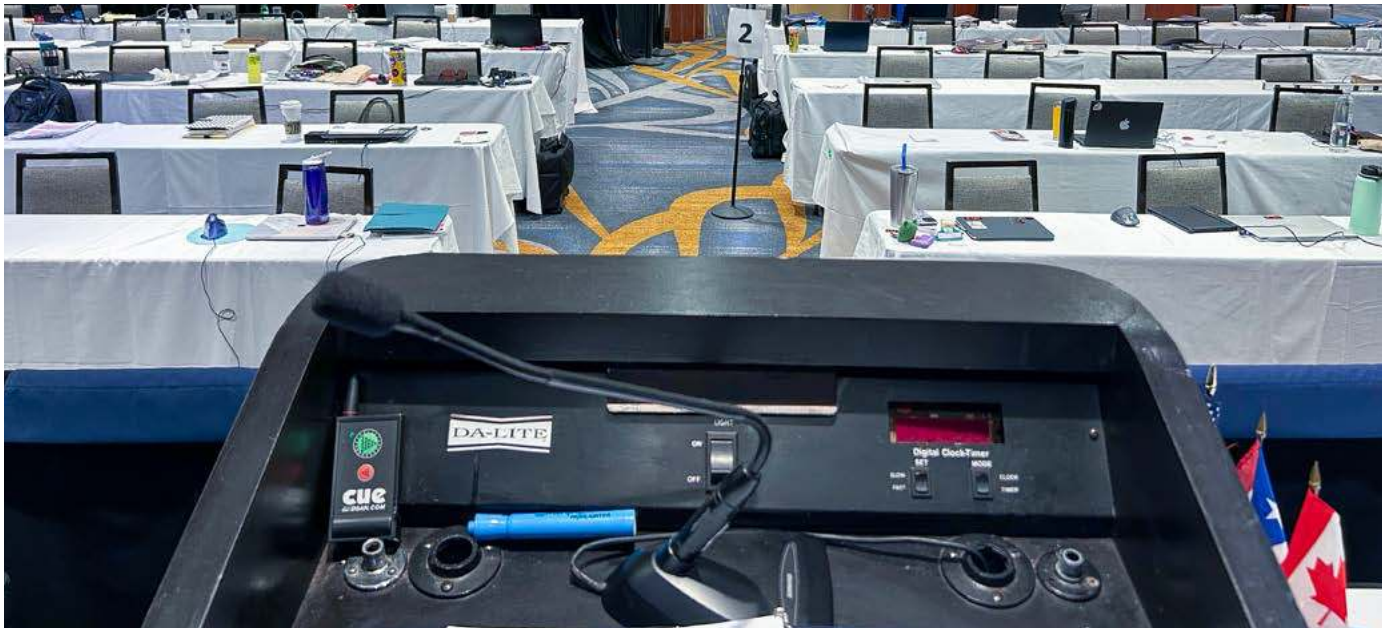
1. ***SMF-240 Sponsorship within A.A.'s Three Legacies*** (2023 Literature Committee Consideration)
2. ***MG-25 A.A. Guidelines for Safety & A.A. Groups*** (2024 Corrections Committee Consideration)
3. ***MG-26 A.A. Guidelines for Online Groups*** (2024 Policy and Admissions Committee Consideration)

As the Report and Charter Conference Committee secretary, the Group Services Staff member serves as a resource for the update and committee-approval process of *The A.A. Service Manual/Twelve Concepts for World Service and the Final Conference Report*.

Communication and Participation — The Group Services desk collaborates with Member Services and related departments on projects having to do with the evolution of the Fellowship Connection portal and also engages in a data stewardship collaboration with area registrars through the Data Integrity Working Group and quarterly registrar call.

The desk serves as the GSO liaison to over 540 intergroups and central offices, in English, Spanish and French in the U.S. and Canada, and strives to facilitate information and updates to offices and IGCO managers on a regular basis, serving as a main point of contact for offices to address questions and concerns. Group Services also helps to maintain intergroup and central office shared experience and contact information for communication purposes as well as A.A. Near You,





and coordinates AAWS's participation at the annual Intergroup/Central Office/AAWS Seminar (ICOAA), working with the seminar's Communication, Policy and Site-Selection Committees, and coordinating a quarterly call with AAWS, the general manager, and the ICOAA Communications Committee to enhance communication between the offices and boards.

Group Services also serves as the GSO liaison to other Twelve Step fellowships and to Special International Contacts, helping to coordinate GSO participation in the "Day of Sharing," a cooperative event between A.A. and other Twelve Step fellowships that rotates coordination annually among the different fellowships.

The Group Services Staff assignment serves as regional correspondent to the West Central region of the United States.

Irene D.

INTERNATIONAL

Trustees' Report: The trustees' International Committee is responsible for reviewing information about A.A. activity around the world. The committee also reviews information regarding the World Service Meeting (WSM) held every two years — noting that the General Service Board of U.S./Canada (GSB) serves as the host country every four years. At the fall meeting, in the year prior to a WSM, the committee reviews and approves the proposed WSM budget. The committee reviews quarterly financial reports on the International Literature Fund and the World Service Meeting Fund maintained by A.A. World Services (AAWS). The committee reviews suggestions regarding international travel made by the trip consultation team, which includes as its members: the chair of the General Service Board, both trustees-at-large, U.S. and Canada, another trustee appointed by the General Service Board chair, general manager of GSO and the Staff member on the International assignment. The committee receives reports on all international trips taken on behalf of the GSB and GSO U.S./Canada.

Trustees' International Committee 2025 Budget Reforecast and 2026 Budget — The committee reviewed the mid-year reforecast of the trustees' International Committee 2025 budget at their Q3 2025 meeting and agreed to forward it to the trustees' Finance and Budgetary Committee. There were no changes to the 2025 budget during the annual reforecast review.

The committee reviewed their 2026 budget at the Q1 2026 meeting and agreed to forward it to the trustees' Budgetary and Finance Committee.

AAWS Semiannual Translation Licensing Reports — The committee reviewed semiannual reporting from the Legal, Licensing & Intellectual Property (LLIP) Department on how A.A. World Services translates and publishes a variety of international-language books, pamphlets and reprints. A portion of this expense will be drawn from the International Literature Fund, representing contributions from country structures around the world. AAWS holds the copyrights on all international-language versions of our Conference-approved material and issues licensing agreements for publication and distribution, as requested, to those countries that have an established general service board, intergroup or local distribution center.

When necessary, we translate and publish the material, subject to scheduling by LLIP and approval of the AAWS Board. *Alcoholics Anonymous* (the Big Book) is currently available in 76 languages, and other literature is available in approximately 113 languages and counting. It is important to note that many of these materials are not available through A.A. World Services, but available through local structures around the world. We do our best to communicate with country structures, or sometimes individual contacts, when we receive requests for help determining or locating materials in other languages.

At the July 2025 meeting, the committee reviewed and accepted the June 2025 AAWS Licensing and Translation reports and initially requested that the Legal, Licensing and Intellectual Property Department provide an expanded version of the June 2025 Languages Worldwide report that should include the following additional information:

- ***Geographic context:*** Identify the country or countries where each language is spoken.
- ***Literature type:*** Specify the type of A.A. literature available in each language (e.g., pamphlets, the Twelve Steps, the Serenity Prayer, etc.).
- ***Availability:*** Indicate whether the literature is currently available in the U.S./Canada General Service Office's online store.
- ***Original files:*** Identify the location of the original translated files and whether files are available for potential printing and distribution.
- ***Process:*** Outline a process to make literature available in the online store.

At the following meeting, the committee clarified a previous suggestion to "expand" the June 2025 Languages Worldwide report. The request was not to expand the report; instead, it was a suggestion to identify what literature listed on the Languages Worldwide report (113) is available for distribution and where it can be obtained. It was determined that this project cannot be performed at this time due to resources. Instead, the Legal, Licensing, and Intellectual Property (LLIP) Department, working with the international coordinator, will identify licenses, what literature materials are available and any outstanding project requests in progress for the countries that we are scheduled to visit on international trips.

Discuss requesting AA Grapevine Semiannual Translation Licensing Reports — The committee noted that it would be helpful to include AA Grapevine semiannual licensing and translation reports to the trustees' International Committee. The committee requested that the Staff secretary send a memorandum from the trustees' International Committee chair to the AA Grapevine Board to consider.

International Literature Fund and World Service Meeting Fund — The committee reviewed and accepted the International Literature Fund (ILF) and World Service Meeting Fund (WSMF) reports at each quarterly committee meeting. The committee requested that future ILF reports include a footnote noting U.S./Canada participation, which Finance has now added. The committee noted the responsibility and importance that these funds be maintained by AAWS and be clearly and accurately reported to the World Service Meeting and REDELA, European Service, and Asia-Oceania Service zonal meetings.

29th World Service Meeting Coordination and Budget Review — The committee accepted and approved the preliminary 29th WSM 2026 budget and it is approved. The Staff secretary presented the committee with a 29th WSM coordination progress report as follows:

> *As a reminder, in March 2025, the manager of the Meetings, Events, and Travel Services (METS) Department and international coordinator traveled to Lisbon, Portugal, to conduct advance planning for the 29th World Service Meeting (WSM), scheduled to take place there from October 4–8, 2026. During the visit, they conducted site inspections of four hotels considered as potential venues for the event. We have signed a contract with the Lisbon Marriott Hotel.*
>
> *The 29th World Service Meeting theme is: "Guided by all 36 principles." A preliminary information document with attachments was distributed in October 2025 to our World Service Meeting delegates, international GSOs and other service entities. This document kicks off official communications about this event.*
>
> *Our kick-off WSM coordination meeting took place on October 28, 2025, with the local A.A. partners in Lisbon, Portugal who will be managing certain aspects of the World Service Meeting coordination activities, such as gathering local volunteers and planning a closing dinner and other key planning elements.*
>
> *The 29th WSM First Communications Kit is written and submitted to our Language Services Department for translation into Spanish. This kit provides the WSM delegates, international GSOs and other structure entities with an overview of what to expect and what is needed from them to participate in the WSM. This document will become the source material we will use*

when we facilitate WSM delegate orientation sessions later in the year.

The WSM coordination team has developed several Smartsheet forms, with specific deadlines, that need to be completed and submitted to provide each delegate's information, travel arrangements, hotel needs and guests' information.

The WSM coordination team has edited the letter to share to new countries that want to apply for participation at the World Service Meeting offering guidance on what to include in their "application." We have several countries or groupings of countries who will be receiving this letter as they have inquired about participating. To date, they include Fiji Islands, Kenya, Middle East Regional Committee of Alcoholics Anonymous (MERCAA), Thailand and Singapore. Included with the letter are two informational pieces on the Country Qualifications and Delegate Qualifications to participate in a WSM.

We have held several planning meetings internally with Language Services and Publishing related to the WSM materials that will be submitted to them for translation and copyediting. We have asked our partners in Finance and METS to review all aspects of the communications we are creating to ensure that the full GSO team is kept informed while we plan the 29th WSM. Planning and coordination meetings will continue on a regular basis in 2026 as we approach the execution of the 29th WSM!

Delegate Fee and Attendance History of World Service Meetings — The committee reviewed the Delegate Fee and Attendance History of World Service Meetings report and suggested that the Staff secretary edit the category title "Countries/Zones" to "Countries/Groupings of Countries" in keeping with the current terminology used by the WSM. This update was made to the report.

International Trips — Our General Service Board and General Service Office respond to invitations from other countries to attend events including conventions, anniversary celebrations, conferences, board meetings, office visits and service assemblies. Since last year's 75th General Service Conference, trustees and Staff members have attended online and in-person events throughout 2025 and entering 2026, including: The 8th General Service Conference, Dolna Banya, Bulgaria; the 21st AA Pan Hellenic Convention, Kamena, Vourla, Greece; the 16th Asia-Oceana Service Meeting, Singapore; the 24th REDELA, Santa Cruz, Bolivia; the 23rd European Service Meeting, York, UK; the East African A.A. Convention: A.A. A Design for Living, Kisumu City, Kenya; and the II Service Conference A.A. Moldova (online). It was reported to the committee that the trip consultation team accepted the virtual event invitation to the August 29, 2026, French-Speaking Forum for Exchange and Services. In addition, the trustees-at-large, U.S. and Canada, participated in two calls to discuss some A.A. issues and share experience with the Romania and Belgium service structures.

REDELA — REDELA (Meeting of the Americas) is our zonal meeting which meets in years when there is no WSM. The 24th REDELA, Santa Cruz, Bolivia was held in 2025 with participation by our two trustees-at-large, U.S. and Canada, and the international coordinator. In addition, REDELA holds monthly online sharing sessions providing the opportunity to thoroughly discuss topics that are relevant to our greater connectivity and extending the hand of A.A. in the Americas.

Discuss Trip Consultation Team's process for managing in-person or virtual requests — The committee discussed the trip consultation team's process for managing in-person and virtual requests, including which requests should be facilitated by the international assignment and which requests are better handled by the local international structure.

Suggestions were shared on how to further inform the Fellowship on the topic of A.A. Around the World, including expanding trustees-at-large Regional Forums and General Service Conference presentations and adding workshops on the topic to these events, as well as utilization of our Class A trustees to connect and share with their international counterparts. Regarding the latter, there was sharing about a previously established Class A trustee Facebook group that is currently open but with limited communication. The chair asked committee member, Molly Oliver, to determine if there is any interest in bringing the page to life again with our current Class A trustees and report back accordingly to the committee.

The committee also discussed the value of having one final brainstorm session to share the committee members' experience participating in the trustees' International Committee. One goal is to seek ideas on how you share the work of A.A. around the world more effectively with the Fellowship. The Staff secretary will set up the meeting in late February 2026.

The committee reviewed its Composition, Scope and Procedure and made no changes.

The trustees' International Committee continues to be inspired by the international A.A. community and general service boards and offices in other countries,

which carry the A.A. message to countless thousands in new regions and cross difficult linguistic, cultural and economic barriers.

Robert L., Chair

Staff Report: The International desk receives correspondence from groups, individual A.A.s and professionals interested in obtaining information about A.A. in countries outside of the U.S. and Canada. Additionally, the Staff member corresponds with 68 international general service offices and/or literature distribution centers.

The International desk is also responsible for communication with structures, groups and members outside the United States and Canada. Correspondence arrives at the International desk in many languages and is answered in the appropriate language, often accompanied by A.A. literature. In order to accomplish this, the Staff member on the assignment is assisted by a bilingual (English-Spanish) assistant and outside professional services. Where there is a nearby office, we provide that contact information. For example, if a member or professional requests to order literature from the U.S./Canada structure, we confirm if there is a "local" structure that can fulfill the request and direct them to that structure. If there is not, we request permission to sell the literature from our structure. We emphasize our trust in the fact that these members can maintain sobriety, help others and become independent in their own countries.

The International Staff member benefits from the experience of GSO Staff who held a rotation on the assignment previously, cooperation with the Publishing Department, cooperation with the Legal, Licensing and Intellectual Property (LLIP) and the support of the trustees' International Committee, which the coordinator serves as secretary.

Other responsibilities on the assignment are:

- Serving as coordinator for the biennial World Service Meeting (WSM) and maintaining contact with WSM delegates and their offices throughout the year. The 28th WSM took place in New York, October 27–31, 2024. The 29th WSM will be held in Lisbon, Portugal, October 4–8, 2026.
- Maintaining close communications with our AAWS Legal, Licensing and Intellectual Property (LLIP) Department on requests for new translations of literature, and the beginnings of new general service or information offices that may be able to distribute literature to local members and groups.
- Each year, A.A. World Services, Inc. receives requests to translate our literature into other languages. Primary in consideration of each request is the need to ensure the integrity and authenticity of A.A.'s message. To that end, the Legal License and Intellectual Property Department (LLIP) has the responsibility of having each translation checked against the English original. In countries where there is a General Service Board licensed to publish or distribute A.A. literature, an approved translation is often financed and published there. Where a stable A.A. structure is not yet present, the AAWS Board undertakes the new publication drawing funds from International Literature Fund.
- Handling communications related to international travel, including the trip consultation team which considers international invitations, and attendance at Zonal Service Meetings. The U.S. and Canada are part of the Americas zone and are represented by our trustees-at-large at the Meeting of the Americas (REDELA). The Asia-Oceania, European and Sub-Saharan Africa zones have separate zonal meetings. Accepting invitations and participating in international A.A. events is an important opportunity for the trustees-at-large, general manager and international coordinator to listen and learn about the growth of A.A. structures, providing experience as requested. In addition to continuing to understand ways we can expand on our responsibility to administer and distribute A.A. literature helping to carry the message to all corners of the world.
- Work closely with our Member Services Department to ensure that updated contact information for GSOs, central offices/intergroups, groups and contacts for countries outside of the United States and Canada is available.

Patrick C.

INTERNATIONAL CONVENTIONS/ REGIONAL FORUMS

International Conventions

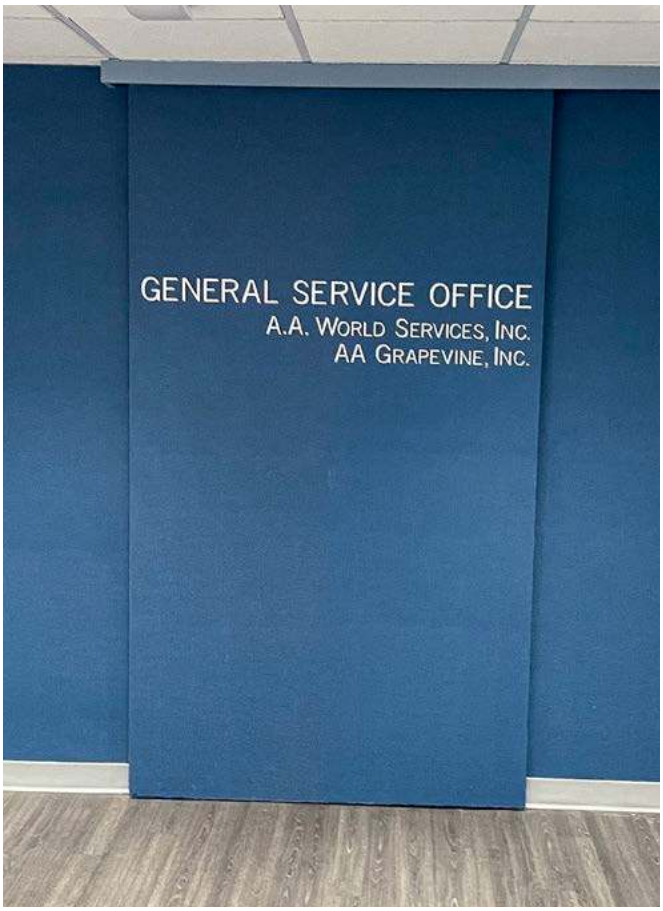
Trustees' Report: The 2025 International Convention (IC), held last summer in Vancouver, British Columbia, Canada, was a wonderful experience for the approximately 33,731 attendees. This included in-person attendees from A.A., Al-Anon, and Alateen, as well as friends, spouses and caregiver companions. In addition, this number includes around 2,000 attendees on the first-ever virtual session program track of eight discussion panels; members from 37 countries registered to view a livestream broadcast of the Opening Flag Ceremony, Saturday Longtimer meeting, and the Sunday closing meeting.

There were over 1,600 participants who utilized the AI interpretation platform, which supported more than 60 languages across daytime sessions and the Big Meetings.

The Flag Ceremony opened with a meaningful welcoming ceremony led by Indigenous representatives from the First Nations of Musqueam, Squamish, and Tsleil-Waututh, setting a tone of respect and unity. A total of 90 flags were presented during the ceremony, symbolizing the global Fellowship of A.A. The Convention coordinator, GSO personnel, the Convention consultant, professionals at the Vancouver Convention Centre and BC Place, along with the Vancouver Volunteer Committee, worked together to create a truly international celebration of A.A.'s 90th Anniversary, "Language of the Heart."

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

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



The committee acts and makes recommendations to fulfill the broad purposes of the General Service Board, as those purposes relate to the strengthening of the Fellowship and the advancement of its message, through well-planned International Conventions. The detailed work inherent in organizing the IC is executed by the 2025 IC coordinator and a professional Convention consultant.

Since the 2025 General Service Conference, the trustee's International Conventions/ Regional Forums (IC/RF) Committee has met three times.

As of the Q1 2026 board meeting there are three outstanding financial items:

- ***Rebate collections from contracted hotels:*** There are five outstanding invoices to be finalized. This item has no material effect on financials.
- ***Tax rebates***: There has been a collection of about two-thirds of the revised invoices. We anticipate collecting all remaining by the end of January with final payment expected within 60 days.
- ***Insurance for added costs due to CA postal strike:*** All details related to the increased costs as a result of the anticipated Canadian mail strike have been provided to the insurance carrier. Talley Management reported full reimbursement of $34,000 was provided.

The committee will receive final financial reporting when it is completed by our Convention consultant.

The committee was provided with an update from the Staff secretary that the 2025 GSC Advisory Action regarding a change to the Conference Committee on IC/RF's Composition, Scope and Procedure (CSP) was inserted under the Composition section of the CSP on file:

> *"The new chairperson and alternate chairperson are elected by written ballot at the final committee meeting during the Conference session from the first-year panel members and take office immediately following the Conference."*

At the Q3 2025 board meeting the committee recommended to the General Service Board that Al-Anon be invited to participate in A.A.'s International Convention in 2030 in St. Louis, MO.

The committee received updates from the GSO Management on the selection of a Convention Consultant company to assist with the 2030 International Convention in St. Louis, MO. The committee supported GSO management's recommendation to engage Maritz Global Events — AT&L Inc. as Convention Consultant for the 2030 International Convention in St. Louis, MO.

The committee received full support from the 2025 Conference Committee on IC/RF on the concept of creating a declaration related to our Third Legacy of service and the Fellowship's participation in the group conscience of Alcoholics Anonymous, recognizing that individual voices and actions help shape our collective wisdom. The committee received verbal updates from the subcommittee chair on the development of a new declaration to be adopted at the 2030 International Convention and noted that additional work on the declaration will continue.

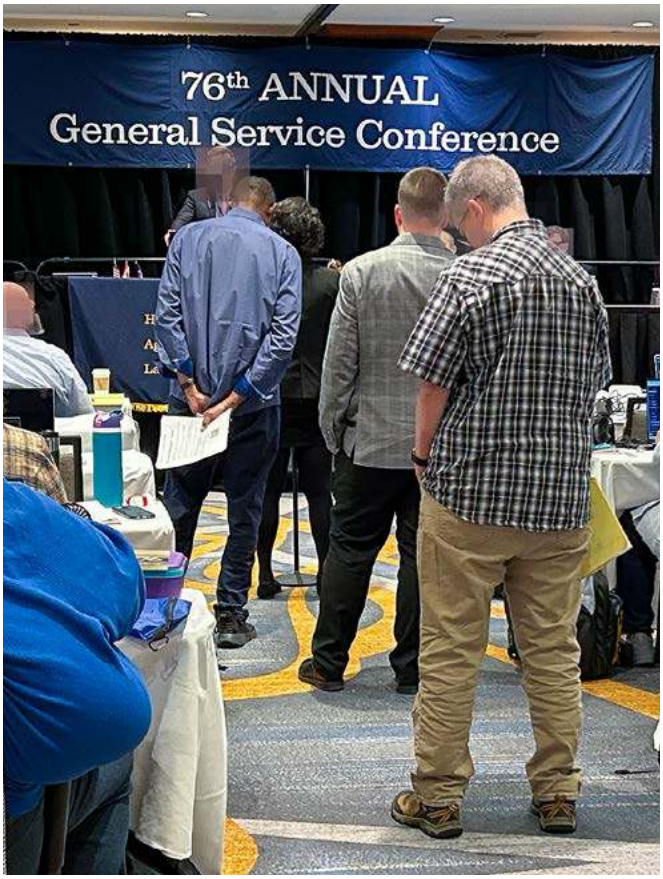
The committee reviewed the 2025 Conference Committee on IC/RF committee consideration request that all sovereign states' flags be a part of the Flag Ceremony at the International Convention. A subcommittee was appointed and reaffirmed that the questions surrounding inclusion of sovereign state flags are inseparable from the broader Flag Ceremony. The subcommittee will continue to gather information including clarifying the ceremony's intention and building the necessary support for potential re-design.

The committee agreed to forward a progress report to the 2026 Conference Committee on International Conventions/Regional Forums and requested that the history of the Flag Ceremony be included to inform the discussion. The subcommittee requested that the committee on IC/RF consider reappointing the subcommittee at the Q3 board meeting to continue its work.

The committee discussed the following 76th General Service Conference proposed agenda item (PAIs) submissions:

The committee considered PAI-6 and PAI-29, both of which discussed returning the Lord's Prayer to the list of closing prayers for the A.A. International Convention Big Meetings and took no action. The committee shared that the 2024 General Service Conference discussion resulted in an Advisory Action providing six options to close the (three) Big Meetings at the International Convention and that the 2025 International Convention implemented the options. The committee believes it is premature to reconsider options for closing the Big Meetings.

The committee considered PAI-12 requesting establishing blackout dates for International Conventions and took no action. The committee noted that the current bidding process to host an International Convention permits scheduling any weekend in June or July. The committee also noted that the bidding for the 2040 International Convention will begin in 2027.



Regional Forums

Purpose of Regional and Special Forums — Regional Forums originated in 1975 at the suggestion of Dr. Jack Norris, then chair of the General Service Board of Alcoholics Anonymous. They were to be weekend sharing sessions designed to help the General Service Board; A.A. World Services, Inc., the Grapevine Corporate Board, the Grapevine staff and the General Service Office staff stay in touch with A.A. members, trusted servants and newcomers to service throughout the A.A. service structure.

Local forums, a scaled-down version of Regional Forums, are organized on the local level with help from GSO. These smaller events support A.A. communities who can't attend regular Regional Forums. Local forums provide a forum experience to meet cultural, accessibility and population needs of A.A communities. Local forums may take place in remote areas or in any underserved A.A. community.

Special forums are not intended to replace or be a substitute for local service workshops. Special forums are designed for remote, sparsely populated, or urban areas to serve A.A. members who would not normally be able to attend a Regional Forum as well as when there is an expressed need based on culture, language or geography.

Special forum programs reflect Regional Forum programs and include forum presentations, sharing sessions and workshops to address topics such as:

- Structure and responsibilities of the General Service Board, AAWS Board and AA Grapevine Board
- Services provided by the General Service Office and the AA Grapevine
- The A.A. Fellowship's upside-down triangle structure
- How groups are connected to A.A. beyond the group level

2025 Regional Forums Events — In 2025, Regional Forums were held in the East Central, West Central, Southwest and Northeast Regions. In-person attendance was 2,004 total, 925 of which were first-time attendees. An AI interpretation platform was offered in the main ballroom sessions and was determined to be an effective way to provide interpretation at each Forum.

The committee reviewed and accepted the Evaluation Summaries for all 2025 Regional Forums. Summaries of the evaluations have been included as background for the 2026 Conference Committee on International Conventions/Regional Forums. There was an overwhelming positive impact from the presentations by the nonalcoholic (Class A) trustees. Notable suggestions included clarifying what associated costs the Fellowship has with attending a Forum (parking, meals, coffee, etc.), which were included in the Frequently Asked Questions (FAQ), and announcing registration sooner and more frequently.

In July 2024, the Subcommittee on Regional Forums Improvements was appointed and asked to include in their scope the task to explore the feasibility and costs to provide this service, which resulted in a recommendation by the trustees' International Conventions/Regional Forums (ICRF) Committee to conduct a one-year pilot in 2025. As a result, in 2025, Regional Forum attendees had the opportunity to access Forum content both within and outside their designated regions by listening to the main ballroom sessions remotely.

Overall, the pilot had 433 livestream attendees, 136 of which were first-time attendees. The hotel venue technical capabilities to support livestreaming varied. While one host hotel fully supported the broadcast needs, others required increased internet capacity, additional rehearsal time and after-hours troubleshooting. Survey responses indicated positive overall feedback, with attendees expressing appreciation for real-time access to Forum content and enhanced accessibility features, including captions and ASL interpretation.

The committee agreed to pause their decision on continuing the livestream pilot pending further analysis. In the meantime, the committee asked the Staff secretary to prepare information for an online forum concept with a shorter duration of time, to allow for members unable to attend an in-person Forum to have the opportunity to meet with the board and Staff. The committee looks forward to an update at the July 2026 meeting.

Forum Registrants Opt-In for GSO Communications — The committee reviewed a memo from the AAWS Services and Technology Committee regarding the potential implementation of an opt-in feature for Regional Forum registrants to receive additional GSO communications and agreed with the idea. The committee noted that the GSO Communication Services Department will need to explore the opt-in implementation.

2026 Special Forum Event — On January 17, 2026, a one-day online Special Forum for Deaf A.A. members was held and had 389 attendees in total, consisting of 111 Deaf A.A. members and 278 hearing members. This event was interpreted from English into four languages: ASL (American Sign Language), French, Spanish and LSM (Mexican Sign Language). LSQ (Quebec Sign Language) was scheduled, however the interpreters unfortunately could not attend the event.

There were three panels presented by Deaf A.A. members. This event provided the opportunity to learn about the experiences and barriers that Deaf A.A. members have to access the A.A. message of recovery, stay sober and participate in general service. Attendees also heard from the General Service Board chair, GSO general manager, GV publisher and a GSO Staff member who previously served on the Treatment and Accessibilities assignment. The forum ended with a town hall where members of the Deaf community got to ask questions, share about challenges and share solutions to help carry the A.A. message of recovery to Deaf members. A final Special Forums Report will be available on aa.org in ASL, French and Spanish.

2025 Regional Forums Budget Reforecast and 2026 Regional Forums Budget — The committee reviewed the mid-year reforecast of the Regional Forums 2025 Budget at their Q3 2025 meeting and agreed to forward it to the trustees' Finance and Budgetary Committee. The committee agreed to forward the updated budget to the trustees' Finance and Budgetary Committee.

The committee reviewed the 2026 Regional Forums preliminary budget and agreed to forward it to the

trustees' Budgetary and Finance Committee. The committee noted the costs related to an in-person service event and questioned the sustainability of providing this service to the Fellowship. While the committee noted that rotations of the service panels and host areas may result in many first-time attendees, the overall cost per attendee has significantly increased.

2026–2027 Regional Forums Schedule — The committee reviewed the following 2026–2027 Regional/Local/Special Forum schedule and had no comments:

2026

Jun 12–14	Westen Canada in Saskatoon, SK, Area 91
Aug 21–23	Boucherville, QC, Area 87
Sep 18–20	Southeast in Raleigh, NC, Area 51
Dec 4–6	Pacific in San Diego, CA, Area 61

2027

May 20–23	Northeast in Niagara Falls, NY, Area 50
Jun 25–27	East Central, Green Bay, WI, Area 74
Sep 10–12	West Central, Duluth, MN, Area 35
Sep 30–Oct 3	Southwest in Kansas City, MO, Area 39

Improvements to the Request for Information (RFI) Process — The committee noted the work of the Review Request for Information (RFI) Subcommittee, which implemented improvements to the RFI process that support cooperation with the regions and areas during the planning process. Besides including clarification on the use of civic pro bono vendors, there was a creation of a PowerPoint template with an overview of timelines and processes for the RFI and the Regional Forum cycle. Regional trustees can use the template as a communication resource and can adapt the slide deck as needed to match their regional customs. Additionally, there was a creation of Frequently Asked Questions (FAQs) intended to help prepare an RFI proposal or bid.

Gail P., Chair

Staff Report (International Convention)— The International Convention (IC) assignment entails coordinating the myriad details involved in producing the A.A. International Convention, held every five years. Working with four committees — Trustees, Conference, GSO Planning and Volunteer Welcome — the International Convention coordinator is responsible for bringing the Convention to life and ensuring that thousands of A.A.s can share and celebrate A.A.'s anniversary.

The main objectives of an International Convention are to provide opportunities for the rededication of attendees to the primary purpose of A.A., to enable attendees to witness the success and growth of the A.A. program around the world and to let the world know that A.A. is alive, flourishing and available as a community resource, locally and internationally.

The 2025 International Convention (IC), held last summer in Vancouver, British Columbia, Canada, was a wonderful experience for the 33,731 attendees. This included in-person attendees from A.A., Al-Anon and Alateen, as well as friends, spouses and caregiver companions. This number also includes around 2,000 attendees on the first-ever virtual session program track of eight discussion panels; members from 37 countries registered to view a livestream broadcast of the Opening Flag Ceremony, Saturday longtimer meeting, and the Sunday closing meeting. The Welcome Committee included about 4,000 local A.A. volunteers who did a fabulous job welcoming the many visitors to Vancouver.

There were over 1,600 participants who utilized the AI interpretation platform, which supported more than 60 languages across daytime sessions and the Big Meetings.

The Flag Ceremony opened with a meaningful welcoming ceremony led by Indigenous representatives from the First Nations of Musqueam, Squamish, and Tsleil-Waututh, setting a tone of respect and unity. A total of 90 flags were presented during the ceremony, symbolizing the global fellowship of A.A.

Initial plans are under way for the next International Convention in St. Louis, MO, July 4–7, 2030. Big Meetings will be held in The Dome at America's Center and other meetings will take place in the America's Center Convention Complex and local hotels. A call for suggested themes will be shared later this year. Notifications about the Convention, including housing and registration information, will be made available as we get closer to the dates. Starting in 2028, there will be articles with relevant information in *Box 4-5-9* and the *Grapevine*, as well as on Meeting Guide app and GSO's A.A. website, www.aa.org.

Eileen A.

Staff Report (Regional Forums): The Staff member serving the Regional Forums assignment assists with the coordination of content and programming which makes up Regional Forums, local forums and special forums held in the U.S. and Canada. Forum weekends foster wider communication, understanding and trust among A.A. groups; members and trusted servants in a region; the General Service Board, A.A. World Services, Inc.; AA Grapevine Corporate Board; and AA Grapevine and General Service Office (GSO) staff.



Upon the invitation from the region, the General Service Board holds Regional Forums in each region every two years. The locations for Regional Forums are decided upon by the respective region and GSO.

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

While additional forums were discontinued by the General Service Board as of 2016, local forums have continued since 2006, with nine being held to date. The General Service Board continues to encourage regions to support local forums, which are structured to meet cultural, accessibility and population considerations within their own A.A. communities. The trustees' International Conventions/Regional Forums Committee continues to annually approve — most recently at its July meeting — travel of up to two members of the General Service Board, directors of the AAWS or Grapevine Boards, or GSO or Grapevine staff at up to four local forums per year.

The General Service Board agreed in 2017 to re-implement special forums. Special forums are designed for remote, sparsely populated or urban areas to serve A.A. members who would not normally be able to attend a Regional Forum, as well as when there is an expressed need based on culture, language or geography.

The Staff member on the A.A. Regional Forums assignment serves as co-secretary to the trustees' and Conference International Conventions/Regional Forums Committees.

Diana L.

LITERATURE

Trustees' Report: The trustees' Literature Committee convened for three quarterly meetings, three interim meetings and one joint committee meeting with the Conference Committee on Literature following the 2025 General Service Conference. This report provides a summary of the activities of the trustees' Literature Committee since the 2025 General Service Conference, including projects resulting from Advisory Actions from the 71st, 74th and 75th General Service Conferences and committee considerations of the 75th General Service Conference.

Draft manuscripts/chapters submitted to the 2026 Conference Committee on Literature:

- Fifth edition, *Alcoholics Anonymous*
- Selected chapters, *Living Sober*

Projects completed since the 75th General Service Conference:

- "The Twelve Steps Illustrated" pamphlet (Item P-55) was published in June 2025. French and Spanish were made available in December 2025.

- "Indigenous People in A.A." pamphlet (Item P-21) was published in English in July 2025. French and Spanish followed in October.
- The revised "Questions and Answers on Sponsorship" pamphlet (Item P-15) was published in all three languages in 2025. (Note: the revised French version is available digitally, but the print version will not be available until 2026).
- "The Twelve Concepts for World Service" animation video is now available online in English.

Work in progress:

- "The Twelve Concepts for World Service" animation video in Spanish and French is coming soon.

Projects of the 2025–2026 trustees' Literature Committee:

- Develop a fourth edition of the book *Alcohólicos Anónimos*.
  - Following the 75th General Service Conference, the trustees' Literature Committee reappointed a subcommittee charged with working on a fourth edition of the book *Alcohólicos Anónimos*. A progress report has been submitted to the 2026 Conference Committee on Literature.
- Develop a fifth edition of the book *Alcoholics Anonymous*.
  - Following the 75th General Service Conference, the trustees' Literature Committee reappointed a subcommittee charged with working on the fifth edition of the book *Alcoholics Anonymous*. In November, the committee accepted the progress report of the Fifth Edition Big Book Subcommittee. As part of that report, the subcommittee noted that it had discussed a request from an A.A. member to fix the spelling of Plattsburg (change to Plattsburgh) in Bill's Story and agreed that correcting the spelling was a good idea and suggested that this editorial change be left with the Publishing Department.
  - Since then, the Publishing Department has agreed to make this change for the fifth edition of *Alcoholics Anonymous*.
  - A draft manuscript of the fifth edition of *Alcoholics Anonymous* has been submitted to the 2026 Conference Committee on Literature.
  - At the Q1 2026 meeting, the trustees' Literature Committee also agreed to forward, as a new agenda item, the suggestion that consideration be given to the publication of the 30 stories removed from the fourth edition of *Alcoholics Anonymous*.
- Update the book *Living Sober*.
  - Following the 75th General Service Conference, the trustees' Literature Committee appointed a subcommittee charged with working on a revision to the book *Living Sober*.
  - Throughout the year, the subcommittee made regular reports to the trustees' Literature Committee on their work. At the February 2026 (Q1) meeting, the committee reviewed drafts of three revised chapters of *Living Sober* and agreed to forward them to the Conference Committee on Literature, with a request that the Conference committee provides feedback about whether these updates meet the goal set out in the Advisory Action before proceeding with additional revisions and development of new content.
- Develop a *Plain Language Big Book* Review Process.
  - Following the 75th General Service Conference, the trustees' Literature Committee appointed a subcommittee charged with development of a process for the trustees' Literature Committee to receive, assess and forward proposed changes to the *Plain Language Big Book* to the Conference Committee on Literature.
  - Throughout the year, the subcommittee reported regularly on its work to the trustees' Literature Committee. At the February 2026 (Q1) meeting, the committee agreed to forward a progress report and explanatory graphic of the process to the Conference Committee on Literature.
- Begin a study to explore the needs of Spanish-speaking members for tools to access the Big Book.
  - Following the 75th General Service Conference, the trustees' Literature Committee appointed a subcommittee charged with exploring the needs of Spanish-speaking members for tools to access the Big Book.
  - The subcommittee began with reviewing work that had been done by previous subcommittees who had focused on the need for "Tools to Access the Big Book" (TABB) in English; and made regular reports to the trustees' Literature Committee.
- Develop a pamphlet for the Asian and Asian American alcoholic.
  - Following the 75th General Service Conference, an Appointed Committee Member was selected and invited to serve the trustees' Literature Committee for work on developing a pamphlet for the Asian and Asian American alcoholic. Work throughout the year included developing and circulating a call for stories, selecting A.A. members to serve on a working group

for the pamphlet and making regular reports to the trustees' Literature Committee. At the February 2026 (Q1) meeting, the committee agreed to forward a progress report to the Conference Committee on Literature.

Additional items reviewed, discussed and forwarded to other committees of the 2026 General Service Conference:

- Develop a pamphlet for the transgender alcoholic.
  - Following the 75th General Service Conference, an appointed committee member (ACM) was selected and invited to serve the trustees' Literature Committee for work on developing a pamphlet for the transgender alcoholic. Work throughout the year included developing and circulating a call for stories, selecting A.A. members to serve on a working group for the pamphlet and making regular reports to the trustees' Literature Committee. At the February 2026 (Q1) meeting, the committee agreed to forward a progress report to the Conference Committee on Corrections.
- Revise the pamphlet "Do You Think You're Different?" (Item P-13).
  - The trustees' Literature Committee began to work on updates to the pamphlet "Do You Think You're Different" in response to the 2022 Advisory Action. Subcommittees were convened in 2023–2024, 2024–2025 and 2025–2026. During that time, a call for stories was circulated and story review was conducted. During 2025, the subcommittee also worked on a new format for the pamphlet. At the February 2026 (Q1) meeting, the committee agreed to forward a progress report to the Conference Committee on Trustees.

Items no longer under the purview of the trustees' Literature Committee:

The Amendments section of *The A.A. Service Manual* (Conference Committee on Report and Charter) (Staff note: This item is no longer under the purview of the trustees' Literature Committee, and is instead, the responsibility of the General Service Board Ad Hoc Committee for Report and Charter and is again on the agenda for the 2026 Conference Committee on Report and Charter).

Items related to additional committee considerations of the 75th General Service Conference:

***Pagination and print size of the* Plain Language Big Book** — In June 2025, a memo was sent to the GSO Publishing Department, asking them, in response to an additional committee consideration, to review the pagination and print-size of the *Plain Language Big Book*. While the Publishing Department was open to a review of the page size and pagination of the *Plain Language Big Book*, they also noted that in keeping with Concept Eleven, the trustees had, in conjunction with the Publishing Department, carefully engaged the best possible consultants to help develop the *Plain Language Big Book*.

While there had been suggestions to produce the *Plain Language Big Book* so that there could be a side-by-side comparison of the "plain language" text with the original text, the experts consulted had advised against this. In part, it was noted that the text would not line-up in a word-for-word way. More importantly, it was suggested that this kind of change would diminish the *Plain Language Big Book*'s effectiveness and usefulness for the audiences it was intended to reach: those who struggle with understanding the language or writing of the first 164 pages of *Alcoholics Anonymous*.

Short form of Concept Eleven — The trustees should always have the best possible committees, corporate service directors, executives, staffs and consultants. Composition, qualifications, induction procedures, and rights and duties will always be matters of serious concern.

Recovery Literature Matrix — In June 2025, in response to additional committee considerations related to the Literature Matrix, a memo was sent to the GSO Publishing Department and the GSO Communication Services Department. Noting that there are a number of pressing technology projects related to literature already underway, including an analytics dashboard and a Digital Asset Management (DAM) system, it was suggested that changes to the Literature Matrix could be considered after both projects had been completed.

The committee discussed the following proposed agenda items and agreed to forward them to the 2026 General Service Conference:

- ***PAI-50:*** The committee reviewed the proposed agenda item, "General review supporting modifications to the story section of 'The A.A. Member — Medications & Other Drugs" pamphlet'" (Item P-11). The committee ***agreed to forward*** PAI-50 to the 76th General Service Conference.
- ***PAI-56:*** The committee reviewed the proposed agenda item, "It is recommended that the pamphlet 'The A.A. Member — Medications & Other Drugs' (Item P-11) be

revised and expanded" and ***agreed to forward*** to the 76th General Service Conference.

- ***PAI-70:*** The committee reviewed the proposed agenda item, "For the General Service Office to create a service piece or workbook study guide to the 12-steps." The committee ***agreed to forward*** PAI-70 to 76th General Service Conference.
- ***PAI-84:*** The committee reviewed the proposed agenda item, "Consider adapting video animations of the flyer (Item F-228) 'Safety and A.A. flyer' and the 'Safety Card for A.A. Groups' (Item F-211) developed by District 22 in Area 93, for approval, use, sale, and distribution by AAWS" and ***agreed to forward*** PAI-84 to the 76th General Service Conference (Note: It is recommended that PAIs 84, 90 and 107 be grouped together into one agenda item.)
- ***PAI-90:*** The committee reviewed the proposed agenda item, "Consider adapting three videos produced by Area 93, District 22 ('Safety in Alcoholics Anonymous Chapter One: A.A.'s Safety Story,' 'Safety in Alcoholics Anonymous Chapter Two: The Safety Solution,' and 'Safety in Alcoholics Anonymous Chapter Three: More About Safety') for use on A.A. media platforms in the U.S. and Canada" and ***agreed to forward*** PAI-90 to the 76th General Service Conference (Note: It is recommended that PAIs 84, 90 and 107 be grouped together into one agenda item.)



- ***PAI-107:*** The committee reviewed the proposed agenda item requesting that "the Alcoholics Anonymous Safety Training Video created by District 22, Area 93 be made available in both English and Spanish, with a French version to be developed if not already completed by the submission date, for consideration by the General Service Board" and ***agreed to forward*** PAI-107 to the 76th General Service Conference (Note: It is recommended that PAIs 84, 90 and 107 be grouped together into one agenda item.)
- ***PAI-103:*** The committee reviewed the proposed agenda item, "On 9/25/2025 Area 73 approved a proposed agenda item to be submitted to the 2026 General Service Conference to produce an animated video of the pamphlet 'The Twelve Steps Illustrated' (Item P-55)." The committee ***agreed to forward*** PAI-103 to the 76th General Service Conference.
- ***PAI-104:*** The committee reviewed the proposed agenda item to "produce an animated video of 'The Twelve Traditions Illustrated' pamphlet (Item P-43)." The committee ***agreed to forward*** PAI-104 to the 76th General Service Conference.
- ***PAI-25:*** The committee reviewed the proposed agenda item requesting "the addition of 'and social media' to the end of Tradition Eleven." The committee discussed and agreed that the item fell within the purview of the trustees' Public Information Committee. Accordingly, the committee agreed to forward PAI-25 to the trustees' Public Information Committee.
- ***PAI-37:*** The committee reviewed the proposed agenda item, "That the 'Anonymity Statement Card' (Item F-20) be modified from the current version which states, '(Announcement for reading at meetings open to the public)' to: '(Announcement for reading at all A.A. Meetings and A.A. Events).' That the current sentence that begins with 'We respectfully…' be modified to state, 'We respectfully ask that people attending A.A. meetings and events not be photographed, videotaped, quoted, or identified by name without prior consent on all media platforms, including all social media postings, or published reports of our meetings or events.'" The committee decided to forward this item to the trustees' Public Information Committee for their consideration.

The Committee discussed the following proposed agenda items and took no action (i.e. did not forward) to the 2026 General Service Conference for the reasons noted below:

- ***PAI-1:*** The committee reviewed the proposed agenda item, "I propose that we create a pamphlet targeting Jewish people in A.A." and took no action. The committee noted that when suggestions are made to create tools for carrying the message that broad consultation is frequently useful. If the submitter would like to consider submitting a future PAI on this topic, they may find it useful to share it with others in their district or area.
- ***PAI-2:*** The committee reviewed the proposed agenda item requesting "P-11, page 13, reads, 'Step 7' should be changed to 'Step 6.' The mention is 'defect,' which is Step 6. Shortcoming is Step 7" and took no action. The committee noted that PAI-2 refers to a passage from a person's story and reflects a personal experience. The committee also noted that the terms defects and shortcomings are mentioned interchangeably in various parts of A.A. literature.
- ***PAI-4:*** The committee reviewed the proposed agenda item, "The General Service Conference recommend that A.A. World Services translate the *Plain Language Big Book* into Spanish." The committee agreed to take no action and decided to forward PAI-4 to the subcommittee evaluating the need for plain language tools in Spanish.
- ***PAI-7:*** The committee reviewed the proposed agenda item, "To reconsider the 'Conference -approved' status of the *Plain Language Big Book*" and took no action. The committee noted that a 2025 Advisory Action requested that proposals to rescind or revise the *Plain Language Big Book* be collected and deferred until the 77th General Service Conference to allow for a wider Fellowship experience.
- ***PAI-8:*** The committee reviewed the proposed agenda item "Add a passage to the Big Book *Alcoholics Anonymous*, formulated by the Literature Committee to the forward to the fifth edition and in footnotes of the chapters 'To Wives,' 'The Family Afterward,' and 'To Employers' which acknowledges that while the tools of recovery remain vital and should be accessible to all, some of the current text in *Alcoholics Anonymous* does not reflect or speak to all those who may benefit from the program of Alcoholics Anonymous." The committee decided to forward PAI-8 to the Fifth Edition Big Book Subcommittee for consideration.
- ***PAI-13:*** The committee reviewed the proposed agenda item "Amend Appendix III of Alcoholics Anonymous, 'The Medical view on A.A.,' to include reference to/or quotes from the author(s) of the 2020 study 'Alcoholics Anonymous and other 12-step programs for alcohol use disorder' by Drs Kelly, Humphreys and Ferri." The committee decided to forward PAI-13 to the Fifth Edition Big Book Subcommittee for consideration.
- ***PAI-14:*** The committee reviewed the proposed agenda item, "List in upcoming *Alcoholics Anonymous* books the exact names of stories edited, and or removed — also from which edition, this is important information for us all." The committee decided to forward this PAI-14 to the Fifth Edition Big Book Subcommittee.
- ***PAI-15:*** The committee reviewed the proposed agenda item, "Stop publishing pamphlets based on race, sexual identity, culture difference. Instead, make a specific pamphlet defining the effects of alcohol per Dr. Opinion — physical allergy, illness, disease, a lot to share here, in a pamphlet" and took no action. The committee noted that the pamphlets referenced in the PAI had each been approved with substantial unanimity by the General Service Conference and that there is no widely expressed need to eliminate them.



- ***PAI-16:*** The committee reviewed the proposed agenda item, "Return the book 12 Steps and 12 Traditions to the original historic content with no changes" and took no action. The committee noted that this topic had been discussed at a prior General Service Conference and that no new information had been provided that would indicate a need for additional consideration.
- ***PAI-19:*** The committee reviewed the proposed agenda item "I propose adding a subtitle of 'Foundational Material' (or something similar) to certain Conference-approved pamphlets that contain essential information." The committee agreed to take no action, noting that there was no expressed need for this addition to Conference-approved materials. The committee also noted an Advisory Action from the 2025 General Service Conference requesting that the General Service Board classify all AAWS and AA Grapevine literature written prior to 1971 as Recovery, Service or Archival/Historical. The Advisory Action also asked that the General Service Board review existing policies, consider proposing additional policies as appropriate for updating each classification, and provide a progress report to the 2026 General Service Conference.
- ***PAI-23:*** The committee reviewed the proposed agenda item, "That three questions specifically related to safety in A.A. be added to the group inventory questions in 'The A.A. Group. Where it all Begins' (Item P-16)" and took no action. The committee noted that other safety-related publications are in development and suggested that the submitter consider re-submitting their proposed agenda item after those materials have been made available.
- ***PAI-31:*** The committee reviewed the proposed agenda item, "The book DAILY REFLECTIONS on March 8th: The A.A. members response to the thought of the day uses the word ADDICTION. This word should be changed to the word ALCOHOLISM" and took no action. The committee noted that the A.A. member who submitted this reflection expressed their experience in the passage, and that the committee's perspective reflected the wisdom of the *Alcoholics Anonymous* passage, "members describe in their own language and from their own point of view."
- ***PAI-36:*** The committee reviewed the proposed agenda item, "We would like to suggest some changes in our literature, in particular our pamphlets. We as a district would ask to retire some pamphlets and return to a more basic approach to alcoholism that our founders used. A.A. keeps adding pamphlets that 'cause' internal harm and make the newcomer feel different rather than just 'Alcoholic'" and took no action. The committee agreed that the pamphlets referenced in the PAI had each been approved with substantial unanimity by the General Service Conference and that there is no widely expressed need to eliminate them.
- ***PAI-42:*** The committee reviewed the proposed agenda item, "I would make a motion to create a pamphlet on sponsorship for the sponsor with suggestions based on the experience of sponsors. The things that often prove successful as well as the things that may not" and took no action. The committee noted that there are AA Grapevine and La Viña resources, including a book related to sponsorship that is currently available.
- ***PAI-43:*** The committee reviewed the proposed agenda item, "When the process for receiving, assessing, and forwarding proposed changes to the *Plain Language Big Book* is developed by the trustees' Literature committee, that the translator chosen to help with this process be a member A.A. In other words, the translator who will work on these proposed changes be one from inside our Fellowship." The committee took no action, noting that throughout the editorial process, General Service Conference members are consulted and have responsibility to review and approve all changes. The committee also noted that in accordance with Concept XI, when professional expertise is required, AAWS needs to hire the best possible consultants.
- ***PAI-48:*** The committee reviewed the proposed agenda item, "Revise the pamphlet 'The A.A. Group' (Item P-16) to use the term 'trusted servant' consistently throughout, rather than 'officer' or 'trusted servant/officer' in various places" and took no action. The committee noted that this suggestion has been discussed at the General Service Conference and that there was no new information or expressed need that would reflect a widely expressed need for this change. It was also noted that A.A. literature frequently includes use of diverse and varied terminology.
- ***PAI-53:*** The committee reviewed the proposed agenda item, "We request that the General Service Conference/Literature Committee consider adding a chapter or chapters to *Living Sober* that deal with anxiety and/or depression" and took no action. The committee noted that a revision to the book *Living Sober* is underway.
- ***PAI-54:*** The committee reviewed the proposed agenda item, "Alcoholics Anonymous produce a pamphlet

about navigating the difficulties and pitfalls associated with long-term sobriety and how members have gotten through them sober" and took no action. The committee noted that wider consultation would provide more context on whether there is a widely expressed need for a resource like this.

- ***PAI-58:*** The committee reviewed the proposed agenda item, "Change the title of the *Plain Language Big Book*" and took no action, noting that a subcommittee had been formed following the 2025 General Service Conference to develop a process to receive, assess and forward proposed changes to the *Plain Language Big Book* and that a 2025 Advisory Action requested that proposals to rescind or revise the *Plain Language Big Book* be collected and deferred until the 77th General Service Conference to allow for a wider Fellowship experience.
- ***PAI-60:*** The committee reviewed the proposed agenda item, "Recommend a *Plain Language Big Book* (PLBB) review process consistent with how the Big Book manuscript was reviewed by the first 100" and took no action. The committee noted that a subcommittee had been formed following the 2025 General Service Conference to develop a process to receive, assess and forward proposed changes to the *Plain Language Big Book*.
- ***PAI-62:*** The committee reviewed the proposed agenda item, "That the pamphlet 'Questions and Answers on Sponsorship' (Item P-15) sees that the newcomer is aware of A.A. literature, in particular the Big Book, *Twelve Steps and Twelve Traditions*, *Grapevine*, *As Bill Sees It*, *Living Sober* and suitable pamphlets and be amended to include the Grapevine publication *Language of the Heart*." The committee agreed to take no action but agreed to share the suggestion with the Publishing Department for consideration when the pamphlet is next updated.
- ***PAI-67:*** The committee reviewed the proposed agenda item, "Change the wording on the blue card, F-17" and took no action. The committee noted that service material is under the purview of AAWS and GSO Staff and not within the purview of the General Service Conference.
- ***PAI-71:*** The committee reviewed the proposed agenda item, "I move that the plain language BB be developed in Spanish." The committee agreed to take no action and decided to forward PAI-71 to the subcommittee evaluating the need for plain-language tools in Spanish.
- ***PAI-86:*** The committee reviewed the proposed agenda item, "That the *Plain Language Big Book* (PLBB), an interpretation and re-wording of the basic text, *Alcoholics Anonymous* (Big Book), be discontinued as Alcoholics Anonymous General Service Conference-approved literature with no further circulation, publications or revisions within Alcoholics Anonymous. It was noted that the General Service Conference had considered similar suggestions and declined to take action. The committee took no action, noting a 2025 Advisory Action requesting that proposals to rescind or revise the *Plain Language Big Book* be collected and deferred until the 77th General Service Conference to allow for a wider Fellowship experience.
- ***PAI-88:*** The committee reviewed the proposed agenda item, "To add an inventory question to page 30 of the pamphlet, 'The A.A. Group,' that reads: 'Do our group members know where to find up to date information about A.A. on the websites and newsletters of central offices and intergroups, districts, areas, aa.org, and A.A. Grapevine?'" The committee took no action, noting that this information is available in other Conference-approved literature. It was also noted that GSO Staff might give consideration to the development of new group inventory-related service material.
- ***PAI-96:*** The committee reviewed the proposed agenda item, "Motion to remove the paragraph at the bottom of page 9, section titled, 'Should sponsor and newcomer be as much alike as possible,' ending on page 10: 'A.A. experience does suggest that it is best for men to sponsor men, women to sponsor women. This custom usually helps our members stay focused on the A.A. program. Some gay men and lesbians feel an opposite-sex sponsor is more appropriate for similar reasons.' Replace the paragraph that was removed from the bottom of page 9 and ending on page 10 with the paragraph from on page 12 in the section titled, 'Can any member be a sponsor?' that reads: 'In most instances, A.A. custom does suggest one limitation: sponsorship should be avoided whenever a romantic entanglement might arise between sponsor and sponsee. We A.A. members, no matter how long we have been sober, remain thoroughly human, subject to emotions that might divert us from 'our primary purpose.' The section on page 12 can be revised to only read the paragraph: 'There is no superior class or caste of sponsors in A.A. Any member can help newcomers learn to cope with life without resorting to alcohol in any form.'"

  The committee took no action, noting that there was not a widely expressed need for narrowly focused

updates to "Questions and Answers on Sponsorship" (Item P-15). The committee also discussed that communication to the submitter could inform the submitter that they could submit a future proposed agenda item requesting a more comprehensive review of the pamphlet, "Questions and Answers on Sponsorship."

- *PAI-98:* The committee reviewed the proposed agenda item, "We are submitting that the full version of the Lasker Award be added to the current version that is located on page 571 of *Alcoholics Anonymous*," and decided to forward to the Fifth Edition Big Book Subcommittee.
- *PAI-100:* The committee reviewed the proposed agenda item, "Motion to add a new section to 'The A.A. Group… where it all begins' (Item P-16) immediately following the section 'A.A. Business Meeting' on page 30. Proposed section: 'Suggestions on How to Contribute to Service Entities'" and took no action. The committee noted that work is underway to update and clarify service material related to self-support.
- *PAI-101:* The committee reviewed the proposed agenda item "The Traditionalists Group moves that the original wording on pages 66 and 117 of the 12 Steps and 12 Traditions be restored, the next time the book is reprinted" and took no action. The committee noted that this topic had been discussed at a prior General Service Conference and that no new information had been provided that would indicate a need for additional consideration.
- *PAI-106:* The committee reviewed the proposed agenda item, "Develop a plain language version of the Spanish Alcoholics Anonymous Big Book." The committee agreed to take no action and decided to forward to the subcommittee evaluating the need for plain language tools in Spanish.
- *PAI -108:* The committee reviewed the proposed agenda item, "Proposed: That the General Service Conference retire the *Plain Language Big Book* (PLBB) and replace it with a Big Book that includes columns of simple explanation alongside the original text; and that it be titled, *The Big Book Explained: A Useful Guide*. Such a publication ought to be closely edited by a suitably credentialled sober alcoholic who has a deep understanding of the original text." The committee took no action, noting a 2025 Advisory Action requesting that proposals to rescind or revise the *Plain Language Big Book* be collected and deferred until the 77th General Service Conference to allow for a wider Fellowship experience.

Teddy B.-W., Chair

Staff Report: As secretary to the trustees' Literature Committee and the Conference Committee on Literature, as well as the AAWS Publishing Committee, the Literature coordinator supports the efforts of the editors, writers and



illustrators for the reviewing, updating and revising of new and existing recovery pamphlets, books and audiovisuals, in accordance with Advisory Actions and Committee Considerations from the General Service Conference. The final design and production of all this material is under the purview of the A.A. World Services Publishing Department.

Current projects include, but are not limited to, the development of a fourth edition of *Alcohólicos Anónimos*; the development of a fifth edition of *Alcoholics Anonymous*; revisions to the pamphlet "Do You Think You're Different" and the booklet *Living Sober*; and development of new pamphlets: "A.A. for the Asian and Asian American Alcoholic" and "A.A. for the Transgender Alcoholic." Additional projects underway include working with the trustees' Literature Committee to evaluate the need to for "plain language" tools for Spanish-speaking members.

The Literature desk receives and responds to correspondence from A.A. members, groups and service entities about A.A. literature. The Staff member on the literature assignment also serves as the regional correspondent for Eastern Canada.

Contact is maintained with all current area, district and intergroup/central office literature chairpersons. Each newly elected literature chairperson receives a welcome letter and service material to assist the chairperson in this vital responsibility. We are excited to extend the new Literature Committee Workbook as a resource for these trusted servants. Communication responses often include assistance from the Member Services Department, Publishing Department and/or Archives Department. The Legal, Licensing and Intellectual Property Department has also been extremely helpful, as the literature assignment is frequently presented with local A.A. products or third-party materials which need to be reviewed.

The *Box 4-5-9* newsletter is under the purview of GSO's Communications Department. However, responsibility for the administration of *Box 4-5-9*'s Calendar of Events is within the purview of the literature assignment. There is an event submission form available on aa.org. We hope to hear from you about area, regional, national and international events, so that we can help raise awareness. The Literature Staff services associate is invaluable in supporting and helping facilitate the responsibilities of this aspect of the assignment. As literature is essential in helping to carry our message of recovery, this remains a challenging and rewarding assignment.

Misha Q.

NOMINATING

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

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

The committee met five times since the 75th General Service Conference (GSC), including two interim virtual meetings. The committee met an additional eight times in executive sessions to review Class A resumes and conduct virtual interviews.

Activities of this committee in the past year, 2025–2026, include:

Regional Trustee Candidates — The committee reviewed all candidate resumes submitted for Pacific and Eastern Canada regional trustees and found them eligible for the elections in May 2026 to succeed Reilly K. and Joyce S., respectively.

Nontrustee Director Candidates (AAWS and AAGV) — The committee received resumes from AAWS and AAGV for nontrustee vacancies and reviewed those selected for interviews to confirm eligibility.

- ***Class A selection:*** The TNC expressed gratitude for the 19 candidates who submitted resumes for the Class A vacancy. The TNC reviewed all resumes. They invited six candidates for virtual interviews and subsequently invited three candidates to attend in-person interviews at the Q1 2026 GSB weekend. One candidate withdrew and, after interviewing the remaining two candidates, TNC made a recommendation to the GSB.

General Service Board (GSB) and Affiliate Corporation Slates — The committee reviewed and recommended proposed slates of directors and officers of the General Service Board (GSB), and directors of A.A. World Services, Inc. (AAWS) and AA Grapevine, Inc. (AAGV) for election at the annual meeting of the members of the GSB in May 2026, following presentation at the 2026 General Service Conference for disapproval, if any.

It is noted that the GSB used the Third Legacy Procedure to elect the first vice-chairperson, second vice-chairperson and secretary board officers for 2026.

AAWS Directors — The committee reviewed and made the following recommendations to the GSB, effective following the 76th General Service Conference:

- That Susan V., Southeast regional trustee, serve as trustee director for two years on the A.A. World Services, Inc. Corporate Board following the 76th General Service Conference, to succeed Ken T.
- That Grace F. serve as nontrustee director on the A.A. World Services, Inc. Corporate Board following the 76th General Service Conference, to succeed Clinton M.
- That Clinton M. serve as trustee director on the A.A. World Services, Inc. Corporate Board following the 76th General Service Conference, to succeed Carolyn W.

AAGV Directors — The committee reviewed and made the following recommendation to the GSB, effective following the 76th General Service Conference:

- That Cheryl "Sherry" S., East Central regional trustee, serve as trustee director for two years on the AA Grapevine, Inc. Corporate Board following the 76th General Service Conference, to succeed Teresa J.
- That Daniel S. serve as nontrustee director on the AA Grapevine, Inc. Corporate Board following the 76th General Service Conference, to fill a vacancy.
- That Veronica Ramirez, Class A trustee, serve as trustee director on the AA Grapevine, Inc. Corporate Board following the 76th General Service Conference, to succeed Molly Oliver.

Appointed Committee Members (ACMs) — The committee reviewed updates on the status of ACMs serving on trustees' committees of the GSB for the year 2026–2027.

The committee agreed to reappoint Cesar F., Brian P. and Manisha G. for an additional one-year term on the trustees' Literature Committee, beginning after the 76th General Service Conference from 2026–2027. The committee noted that Cesar F. is also an area nominee for Pacific regional trustee and, if elected, will need to step down as ACM.

There were no new ACM requests for 2026–2027.

2026–2027 Rotation Schedule — The committee reviewed the current rotation schedule of board servants, noting that there will be five (5) vacancies in 2027.

2027	5 Trustees rotating	2 Regional Trustees (Southwest and Northeast) 1 General Service Trustee 1 Class A 1 Trustee-at-Large

Preliminary 2026 budget — The committee approved their 2026 preliminary budget and agreed to forward it to the trustees' Finance and Budgetary Committee.

Update on Work of Subcommittees

Ensuring Harmony and Effectiveness Subcommittee — The Ensuring Harmony and Effectiveness Subcommittee (formerly the Addressing Grievances Subcommittee) was reappointed at the Q3 2025 TNC meeting. The subcommittee was tasked with reviewing a recommitted item from the 75th General Service Conference regarding the recommendation that motions to censure or reorganize the General Service Board be forwarded to the Conference Committee on Trustees for committee eyes only.

Concerns were raised that directing proposed agenda items (PAIs), which are intended for consideration by the General Service Board, directly to a Conference committee, may bypass the jurisdiction and responsibilities of the GSB as outlined in the Conference Charter. Additionally, this process does not adequately address the confidentiality of the PAI submitter.

The subcommittee chair sent a request to the GSB chair to ensure that topics of Harmony and Effectiveness get included in the all-Conference virtual meetings.

The TNC accepted the subcommittee report and agreed to forward the report along with the historical summary on Motions to Censure the General Service Board, to the 2026 Conference Committee on Trustees.

Trustee Emeriti Subcommittee — The Trustee Emeriti Subcommittee was reappointed at the Q3 2025 TNC meeting. The subcommittee presented suggested guidelines to be considered individually by the General Service Board.

The subcommittee requested that the TNC consider reappointing the subcommittee at the Q3 2026 board meeting to continue its work.

Nominating Procedures Subcommittee — The Nominating Procedures Subcommittee was appointed at the Q3 2025 TNC meeting and worked on uniform formatting and presented four revised procedures for review. The subcommittee will continue work on the procedures until rotation with all revisions to be presented to the TNC for adoption.

The subcommittee requested that the TNC consider reappointing the subcommittee at the Q3 2026 board meeting to continue its work.

Preparing for Future Vacancies Subcommittee — The Preparing for Future Vacancies Subcommittee was appointed at the Q3 2025 TNC meeting. The subcommittee was asked to review current practices and seek opportunities to foster future leadership by proactively looking at ways to strengthen the applicant pool.

The subcommittee discussed the shared experience from an area and their invitation of a nonalcoholic guest observer to the area convention. The committee requested that this shared experience be shared broadly so areas can learn from one another. There was also a call out on the GSO podcast to send shared experience to the Nominating assignment for inclusion in communication to delegates when vacancy announcements are distributed. The CPC Staff secretary will also be included. The subcommittee also put together a table that divided ideas by those that can be tackled more easily with recommendations and larger matters that can be addressed in the next iteration of the subcommittee.

The subcommittee requested that the TNC consider reappointing the subcommittee at the Q3 board meeting to continue its work.

Proposed Agenda Items (PAIs) — The committee reviewed PAIs forwarded to the TNC, discussed each submission and also considered the sharing from the Conference Committee on Trustees during their feedback call with the TNC chair and committee secretary.

- ***PAI-3:*** The committee considered a PAI to remove the requirement that the General Service Board (GSB) treasurer be a Class A trustee and took no action. The committee noted that the appointment of GSB officers was within the purview of the GSB as reflected in their bylaws. The committee agreed to forward this item to the Preparing for Future Vacancies Subcommittee for further exploration, including possible implications of removing the current requirement that the GSB treasurer be a Class A trustee.
- ***PAI-33 and PAI-95:*** The committee considered PAIs 33 and 95, both of which discussed eligibility and the waiting periods before a trusted servant becomes eligible to serve in an additional service role and took no action. In addition to noting that the procedures regarding filling board vacancies have been thoroughly studied by several subcommittees the committee also recognized:
  - The importance of filling nontrustee director and general service trustee vacancies based on the emergent needs and skill sets required by the two corporations.
  - The selection process of a general service trustee supports continuity and beneficial institutional knowledge and requires as large of a candidate pool as possible.
  - The appointed committee member (ACM) service role stands on its own and serving in this capacity is not a basis of eligibility for any other board service roles.
- ***PAI-93:*** The committee considered PAI-93 that requested evaluation of the personal A.A. recovery activities of board candidates and took no action. The committee noted that a candidate's A.A. recovery activities requested on service resume submissions are thoroughly reviewed and discussed during the board candidate selection process and interview.



New Business

- The committee proposed creating procedures and/or guidelines for appointing members to a working group and agreed to forward this item to the Nominating Procedures Subcommittee.

- The committee discussed whether to send notices of vacancies to the La Vigne editor. The committee confirmed that vacancy announcements are currently sent to the Eastern Canada regional trustee and the four Quebec area delegates who serve on the La Vigne Board. The committee agreed that sending the vacancy announcements to those members makes the most sense as they can then share it with the person needed to ensure it is listed in the magazine.
- A committee member inquired about Class A trustees serving on the AAWS Corporate Board. The committee discussed that there has been a Class A trustee asked to serve as an AAWS director, and this is permitted under the bylaws and can be done where needed and appropriate. It was also noted that the excessive workload that serving on the AAWS Corporate Board presents may not be the best use of the Class A trustees' time and skills. The committee noted that this idea has been studied in the past and suggested that the Staff secretary gather any history and previous studies on this matter to help inform any further discussion on this matter by the Preparing For Future Vacancies Subcommittee.
- The TNC agreed that in any instances where the TNC determines Class A candidates who have been invited to attend an in-person interview and were determined to be qualified but were not selected, these candidates should not be required to submit repetitive applications. Instead, these candidates will remain under consideration for future vacancies until either they are selected, the TNC determines that they no longer wish to consider the candidate or the candidate declines further consideration.

Carolyn W., Chair

Staff Report: The Staff member rotated on this assignment in September 2025 and is responsible to the trustees' Nominating Committee and to the Conference Committee on Trustees, serving as secretary to these committees as well as to trustees' subcommittees. Since the last Conference, the Staff member has prepared background, minutes and reports for four trustees' committee meetings.

Working closely with the trustees' Nominating Committee, the Staff member facilitated the candidate interview and selection process to fill one Class A trustee vacancy at the close of the 76th General Service Conference.

The Staff member worked with four subcommitees to complete work of ongoing projects to improve communication and ensure harmony and effectiveness; define guidelines for the role of trustee emeriti; review nominating procedures of the trustees' Nominating Committee; and discuss filling future board vacancies.

The Staff member also coordinated the receipt and review of candidate resumes from the Pacific and Eastern Canada service areas who made their names available to participate in this year's Conference regional trustee elections procedure. Updated materials on election procedures are also coordinated by this assignment.

Eileen A.

PUBLIC INFORMATION

Trustees' Report: "A.A.'s Movement-Wide Public Information Policy," approved by the 1956 General Service Conference (amended in 2002) states:

> *In all public relationships, A.A.'s sole objective is to help still-suffering alcoholics. Always mindful of the importance of personal anonymity, we believe this can be done by making known to still-suffering alcoholics, and to those who may be interested in their problem, our own experience as individuals and as a Fellowship in learning to live without alcohol. We believe that our experience should be made available freely to all who express sincere interest. We believe further that all our efforts in this field should always reflect our gratitude for the gift of sobriety and our awareness that many outside of A.A. are equally concerned with the serious problem of alcoholism.*

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

a. Television
b. Radio
c. Newspapers
d. Magazines
e. Social media
f. Digital media
g. The internet

The committee is responsible for producing video and audio public service announcements (PSAs); reviewing the development and performance of the AAWS and AA Grapevine YouTube channels; the Google Ad Grants program; the AAWS Meeting Guide and the GSO and AA Grapevine/La Viña websites; and the AA Grapevine and AAWS podcasts and AA Grapevine/La Viña apps.

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

Activities over the past year have included:

2025 General Service Conference Actions — The committee reviewed a report of the 2025 Conference Committee on Public Information reflecting 75th General Service Conference Advisory Actions and committee considerations pertinent to this committee.

Comprehensive Media Plan (CMP) — The committee discussed the Comprehensive Media Plan, noting that historically it was a vehicle for identifying strategic communication priorities and questioned whether the report has ongoing usefulness for the board, the Fellowship or the General Service Office.

The committee agreed that there are better vehicles for informing the Fellowship and the public about A.A. communications channels and new media projects.

The committee recommended to the General Service Board that the Comprehensive Media Plan be retired — and it was retired by the General Service Board.

Public Information Media Platforms — At the January 14, 2026, interim meeting, the committee accepted and agreed to forward all 2025 media platform reports to the 2026 Conference Committee on Public Information.

GSO Podcast — **Our Primary Purpose** — Throughout the year, the committee received regular reports from the director of the Communication Services Department on the progress that had been made in developing the second season of the podcast.

The committee expressed enthusiasm for season two of the podcast; and agreed to forward to the 2026 Conference Committee on Public Information the 2025 progress report on the GSO podcast.

AAWS YouTube Channel — The committee discussed the 2025 Conference Committee on Public Information committee consideration to add shorter versions of the Public Service Announcements to the AAWS YouTube Shorts channel. The committee discussed best practices related to YouTube Shorts channels and agreed that the AAWS channel might be better served by developing new content to encourage engagement with AAWS platforms and provide a more focused approach on key messaging.

The committee requested that the GSO Communication Services Department and the Public Information Staff secretary develop suggestions for what new and existing content will represent the best use of the AAWS YouTube Shorts channel as a tool for carrying the message to the still-suffering alcoholic and communicating with A.A members and the public.

This request, along with the Conference request to utilize the user-generated Young People videos and YouTube Shorts, led to the videos being made available on YouTube Shorts. Link to videos — User-generated Young People videos.

We are changing the game with utilization of YouTube Shorts — beginning with the user-generated Young People videos. These videos were linked on Meeting Guide app/What's New. A quick look (see the image on the next page) at the views on these shorts shows that the Fellowship is craving short, digestible bites of A.A. experience, strength and hope.

Other videos have taken years to accumulate views this high.

This is very exciting for a few reasons:

- These videos can be created in-house and are very budget friendly.
- These are a collaboration with our area committees, which distributes some of the workload.

These videos have inspired other desks to follow suit, and you can expect to see a self-support video along with some CPC video shorts in the near future.

Google Ads — Throughout the year, the committee reviewed the Google Ads quarterly reports.

The committee discussed the Google Ads Grant spending and expressed gratitude for the ongoing participation and usage of the grant.

Meeting Guide App — The committee discussed the committee consideration to have the Meeting Guide app sync with calendar applications. The committee requested that the Communications Service Department explore the possibility of adding calendar functionality to the Meeting Guide app.



The committee also discussed the committee consideration to ensure that all updates to Conference-approved literature, including *Daily Reflections* are reflected on the Meeting Guide app. The committee heard a verbal report from the director of the Communication Services Department who shared that the department has worked with the Publishing Department to clarify the process and that the changes to *Daily Reflections* have already been made on Meeting Guide.

GSO's A.A. Website — At the Q3 2025 meeting, the committee reviewed the GSO A.A. website's Q1 and Q2 reports.

The committee also discussed a committee consideration from the 2025 Conference Committee on Public Information to add chat functionality to aa.org.

The committee discussed the process for evaluating suggestions for new features to the website and noted that expressed need, impact on budget, workload and impact on other A.A. entities need to be considered.

The committee suggested that chat functionality might be better managed by local A.A. service entities who have responsibility for Twelfth Step work and suggested that the Staff secretary encourage local A.A. entities to contact the PI desk to provide shared experience about local efforts to incorporate chat functionality into local A.A. websites. This will be included in a Staff activity update in early 2026.

The committee also heard a verbal update from the Communication Services Department on in-progress improvements to the search feature on aa.org, including improvements for searches in Spanish and French.

At the Q1 2026 meeting, the committee reviewed the aa.org Q4 2025 report and heard a verbal report from the CSD senior manager on the integration of the Digital Asset Management (DAM) project with aa.org. This integration streamlines updates to assets/literature on aa.org. Five hundred assets have been automated with more to come. The committee looks forward to a progress report on aa.org at the Q3 2026 meeting.

AAGV/La Viña Website, Marketing and Podcast — The committee agreed that the trustees' Public Information Committee continue to review media platform reports from Grapevine and La Viña but that the reports should be forwarded to the Conference Committee on Grapevine, rather than the Conference Committee on Public Information.

PSA Development and Revision — Acknowledging the complexity of creating multimedia content that works across multiple languages and with different ages and audiences, the chair appointed a subcommittee to develop a plan for creating new video content. The subcommittee worked through the year on a plan for PSA development and review.

A Request for Information (RFI) was drafted with the following requests:

Intended audience:

Audience #1 — Spanish-speaking individuals in the U.S and Canada who are struggling with alcoholism/problem drinking. They are parts of all different kinds of communities (this means different socioeconomic statuses, national origins, immigration statuses, ethnicities, areas of residence: rural/ suburban/urban, religious

beliefs. Some may speak Spanish as a second language).

Audience #2 — Those who interact with people who have drinking problems (family members, friends, clergy, educators, social services, other professionals)

Deliverables and Examples — The request included an ask for the videos in :15, :30 and :60 lengths for broadcast, as well as social media-ready versions. The Australian GSO PSAs were shared as examples of length and impact.

Budget Considerations — Costs would not be expected to exceed a total production and post-production budget of $60,000. These costs would include but not be limited to video editorial hours for the completion of the project, stock music, color correction, visual effects and four rounds of revisions.

The committee received three excellent proposals from diverse production companies. Each of these proposals had a strong understanding of A.A.'s primary purpose and included impactful, emotional storylines that packed a punch with minimal dialogue. The committee will review these proposals and move forward with a vendor in time for the 2026 budget reforecast.

A progress report which includes next steps for new content and a draft review cadence is in the 2026 Conference Committee on Public Information's background.

Adapted PSAs from GSO Australia — The following steps have been taken for the Advisory Action from the 75th General Service Conference "that three videos produced by the General Service Board of Alcoholics Anonymous Australia ("Are you risking your job?"; "Are you a danger to your family?" and "Cham-pain") be adapted by AAWS for use on media platforms in the U.S. and Canada.":

- The Communications Services Department adapted the videos for use on aa.org where they are currently available, and they will soon be added to YouTube. Work is in progress to translate these videos to Spanish and French.

Mesmerize Point PSA Distribution Channel — AAWS received confirmation on the cessation of the relationship with the Mesmerize Point distribution channel.

PSA Distribution and Tracking — The Staff secretary completed work on the agreement with the PSA distribution and tracking vendor Connect360 for 2026. In spring 2026, the Staff secretary will draft and send out a Request for Proposal (RFP) to other distribution and tracking companies to see if there is a more viable option in that space for A.A.

A.A. Membership Survey: The committee discussed the Advisory Action of the 75th General Service Conference, "that the trustees' Public Information Committee develop a plan for a 2026 A.A. Membership Survey utilizing random sampling methodology." The committee agreed that given the large volume of work required to fulfill this Advisory Action, that two subcommittees would be required — Survey Content and Survey Methodology.

The Membership Survey Methodology Subcommittee focused on sampling methodology; selection of groups/meetings; consideration of gender differences in meeting attendance or group preferences. In addition, the subcommittee reviewed and suggested improvements to the process of communicating about the Membership Survey to the Fellowship and to area delegates who have the responsibility of administering the survey.

The Membership Survey Content Subcommittee evaluated questions and survey layout used in the 2022 Membership Survey and made suggestions for changes to the questionnaire for a 2026 Membership Survey.

The two subcommittees met several times with methodologist Dr. Alexandra Cooper. They have forwarded to the Conference Committee on Public Information a draft survey and implementation report.

The estimated cost of the membership survey is between $27,000 and $30,000 if it proceeds as expected. The estimated cost of a pilot survey could range from including only in-house costs to $10,000 depending on the option selected.

Revision to "Understanding Anonymity" Pamphlet — A subcommittee to update the pamphlet "Understanding Anonymity" (Item P-47) with information on anonymity and social media met several times throughout the year. The trustees' Public Information Committee forwarded a draft revision of the pamphlet to the 2026 Conference Committee on Public Information.

Young People Video Project — Due to budget restraints, the project was deferred for 2026. The Staff secretary will continue to work with the Communication Services Department (CSD) on in-house productions until this is again added to the budget.

Young People Service Material — In November 2025, the committee expressed appreciation for a new draft service card for Young People and suggested that the Staff secretary proceed with making this new service material available to the Fellowship once completed.

The Staff secretary has worked with CSD to develop *two* new resources to better communicate with Young

People about the A.A. program:

- Young People service cards that include QR codes to the Meeting Guide app and Young People videos. Templates for the design are available by request.
- User-generated Young People videos mentioned in the YouTube report.

Analytics Reporting — As of winter 2025, we've completed the implementation of this first step into automated analytics. The vendor is wrapping up a few final questions, but documentation, handover and basic training is complete. The timeline on this project was extended within budget, which gave us extra time for refinement and additional vendor suggestions to consider for the future.

In 2026, we will utilize the dashboard, assess any adjustments, determine what we can do in-house and identify any additional requirements. If we seek additional budget for support and development, it will be in 2027 after reassessing capabilities and needs.

Consider Proposed Agenda Items (PAIs) — The committee discussed the following 76th General Service Conference proposed agenda item (PAI) submissions:

- ***PAI-38:*** The committee reviewed the proposed agenda item "Consider GSB funding and GSO management of PSAs on cable TV and streaming networks in addition to areas and central offices making their own arrangements" and took no action. The committee noted budget constraints, workload and the fact that the General Service Conference recently researched and addressed this topic.
- ***PAI-51***: The committee reviewed the proposed agenda item "Create PSAs for cable TV airing that are 30 seconds or less" and took no action. The committee noted the availability of 15 and 30 second AAWS radio and video PSAs and work is in progress to create another short PSA.
- ***PAI-25:*** The committee reviewed the proposed agenda item "Motion to add 'and social media' to the end of Tradition Eleven" and took no action. The committee noted that substantial work is currently being done to add shared experience on social media and anonymity to the pamphlet "Understanding Anonymity" (Item P-47).
- ***PAI-37:*** The committee reviewed the proposed agenda item "That the Anonymity Statement Card be modified from the current version which states, "(Announcement for reading at meetings open to the public)" to: "(Announcement for reading at all A.A. Meetings and A.A. Events)". That the current sentence that begins with "We respectfully..." be modified to state, "We respectfully ask that people attending A.A. meetings and events not be photographed, videotaped, quoted, or identified by name without prior consent on all media platforms, including all social media postings, or publish reports of our meetings or events" and took no action. The committee noted that the discussion is valuable and could benefit from wider group conscience at the district and area level.

Teresa J., Chair

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

This assignment is also charged with assisting the A.A. members who carry our message to the suffering alcoholic through the general public. These A.A. members share information about A.A. at schools, health fairs, community events and libraries — and through all forms of media, including public websites. The responsibilities of the Public Information assignment in 2025 included:

- Communicate with 726 PI committee chairpersons at the area, district and intergroup/central office levels, providing them with aa.org resources, workbooks, guidelines and current shared information on Public Information activity. Most of these materials can be provided digitally and/or in print.
- Provide literature to supplement the efforts of local Public Information committees, at local health and community fairs, sharing information about Alcoholics Anonymous.
- Respond to all media inquiries that come to the office, providing the submitters with accurate information about Alcoholics Anonymous. Coordinate media coverage of A.A.'s International Convention, held every five years and work closely with the Publishing and Communication Services Departments regarding the development and distribution of press releases, social media postings and other key communications from the General Service Office.
- Read and review media stories that mention Alcoholics Anonymous and share relevant information as needed. Receive information from members regarding anonymity breaks at the level of press, radio, films, television and the Internet, including many forms of social media.
- Pass along instances of anonymity breaks in the media to the delegate in the area in which the break occurred

and provide them with an opportunity to contact the member and share experience regarding our Eleventh Tradition.

- Send out the annual Anonymity Letter to the Media. The February 2026 letter was emailed to over 30,000 media outlets in the U.S. and Canada. The email included a link to view a brief video on anonymity on aa.org. The letter was distributed to reporters, editors and publishers at a variety of outlets in print, broadcast and online media.
- Work closely with the Publishing Department regarding development and updating of Conference-approved literature and assignment-related service material.
- Coordinating an evaluation of the triennial A.A. Membership Survey process, questionnaire and how best to report out the results. Work in 2025 included content and methodology planning for the 2026 Membership Survey.
- Review reports from the Communication Services Department and AA Grapevine about changes to the aa.org, aagrapevine.org and aalavina.org websites, as well as reports on our other platforms of communication, including YouTube, Grapevine's Instagram, Meeting Guide app, and the AA Grapevine and La Viña apps — all key to our Public Information efforts.
- Coordinate production of new television and radio public service announcements (PSAs), as requested by the Conference, including coordination of the distribution and tracking of PSAs aired on television in the U.S. and Canada.
- Work closely with the Communication Services Department and the Publishing Department on other projects requested by the Conference, along with special media and digital projects under the purview of GSO, such as the A.A. Young People videos, AAWS YouTube Channel (including new Young People YouTube Shorts), Google Ads, the GSO podcast, *Our Primary Purpose*, and PI Service Cards.
- Respond to comments and questions on three claimed online business profiles for A.A. World Services, Inc.

Kelley C.

STAFF COORDINATOR

Staff Report: The General Service Office (GSO) provides services to A.A. groups and members, and shares A.A. experience when available. Currently, 12 A.A. members comprise the "GSO Staff," with each person responsible for a functional assignment, in addition to responding to requests from a specific region in Canada or the United States, or from other countries. The Staff coordinator is also responsible for assisting other service desks with regional correspondence.

The Staff coordinator helps to assure that letters are answered when Staff members are involved in large projects or away from the office to attend A.A. events, or for other reasons. The Staff coordinator is typically a member of Staff who has previously served on multiple assignments and can therefore share that experience with newer Staff. GSO Staff benefit from the experience of A.A. groups gathered over many years. These resources are passed on to members who seek guidance for their group, central office, district or area.

Questions and requests for sharing from the Fellowship are often brought to weekly Staff meetings, which the Staff coordinator is responsible for facilitating, so that responses reflect either research from A.A. literature or service material, or the collective experience of GSO Staff and the Archives Department. Our weekly Staff meetings provide a forum for sharing ideas on how to better serve A.A. groups and members and how to provide the most complete answers to inquiries from the Fellowship and often include the general manager and director of Staff services.

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

Due to the GSO retrofit construction, the office was closed from August through the end of the year, which decreased our typical number of annual visitors, however those that visited us prior to the temporary closure had an opportunity to see and hear "how GSO works" and visit with AA Grapevine/La Viña employees to learn about their efforts to "carry the message." Visiting members and guests often attend the open A.A. meeting held at GSO at 11:00 a.m. on Fridays. Traditionally, this has also been an opportunity for the GSO Staff and other employees to welcome A.A. members from all over the world — and around the corner.

The Staff coordinator has the privilege of serving as a director on the AAWS Board in accordance with Concept IV and serves as a liaison between Staff members and other GSO departments. This Staff member also serves as assistant secretary to the General Service Board and helps coordinate General Service Board weekends. None of this would be possible without the dedication and collective skill sets of a very capable GSO team.

Racy J.

AAWS Literature Distributed — 2025

ENGLISH

Books

Alcoholics Anonymous (jacketless)	372,749
Alcoholics Anonymous (soft cover)	240,840
Alcoholics Anonymous (large print)	49,690
Alcoholics Anonymous (pocket abridged)	48,569
Alcoholics Anonymous (large print/abridged)	38,999
Plain Language Big Book — A Tool for Reading Alcoholics Anonymous	151,207
Alcoholics Anonymous — Facsimile of the first printing of the first edition	57,827
Daily Reflections	69,460
Daily Reflections (large print)	12,168
Twelve Steps and Twelve Traditions (reg. ed.)	86,287
Twelve Steps and Twelve Traditions (gift ed.)	1,987
Twelve Steps and Twelve Traditions (soft cover)	137,128
Twelve Steps and Twelve Traditions (large print)	30,226
Twelve Steps and Twelve Traditions (pocket ed.)	10,333
A.A. Comes of Age	5,907
As Bill Sees It	13,638
As Bill Sees It (soft cover)	16,986
As Bill Sees It (large print)	5,255
Dr. Bob and the Good Oldtimers	6,012
"Pass It On"	3,717
Our Great Responsibility	1,967
Experience, Strength & Hope	6,760
A Book of Fellowship — 90 Years of Sharing Love and Service	5,024
Total	**1,372,736**

Booklets

The A.A. Service Manual	22,228
Twelve Concepts for World Service	657
Living Sober	72,748
Living Sober (large print)	9,699
Came to Believe	17,731
Came to Believe (large print)	2,801
A.A. in Prison — A Message of Hope	6,590
Total	**132,454**

Pamphlets

A.A. and the Armed Services	4,992
LGBTQ Alcoholics in A.A.	16,199
A.A. as a Resource for the Health Care Professional	13,667
Indigenous People in A.A	12,260
Women in A. A.	27,973
The A.A. Group	40,476
A.A. in Your Community	13,121
A.A. in Correctional Facilities	5,759
A.A. in Treatment Settings	8,685
The A.A. Membership Survey	7,090
The A.A. Member — Medications and Other Drugs	27,629
A.A. Tradition — How It Developed	8,022
A.A.'s Legacy of Service	3,569
A Brief Guide to A.A.	55,865
Circles of Love and Service	18,976
Bridging the Gap	21,950
Faith Leaders Ask About A.A.	8,920
The Cofounders of Alcoholics Anonymous	3,542
Do You Think You're Different?	38,219
Frequently Asked Questions About A.A.	75,867
Frequently Asked Questions About A.A. (large print)	1,731
GSR General Service Representative	20,129
Grapevine and La Viña — Our Meetings in Print and Other Media	8,442
How A.A. Members Cooperate with Professionals	8,855
How It Works	20,289
If You Are a Professional...	11,696
Inside A.A.	8,780
Black in A.A.	17,063
Is A.A. for You?	190,838
Is A.A. for Me?	44,982
Is There a Problem Drinker in the Workplace?	7,009
Is There an Alcoholic in Your Life?	17,808
It Sure Beats Sitting in a Cell	9,560
The Jack Alexander Article About A.A.	5,577
Let's Be Friendly With Our Friends	1,422
A Member's-Eye View of Alcoholics Anonymous	11,007
It Happened to Alice	787
Behind the Walls — A Message of Hope	13,016
A Message to Correctional Professionals...	6,249
A Newcomer Asks	172,927
Problems Other Than Alcohol	41,743
Questions and Answers on Sponsorship	134,276
Speaking at Meetings Outside A.A.	6,814
The Twelve Concepts for World Service Illustrated	17,721
The Twelve Steps Illustrated	31,969
Twelve Tradition Flyer	2,538

The Twelve Traditions Illustrated	34,992
This Is A.A.	130,433
This Is A.A. (large print)	2,176
A.A. for the Older Alcoholic (large print)	7,212
Understanding Anonymity	22,346
What Happened to Joe	178
The "God" Word — Agnostic and Atheist Members in A.A.	20,976
A.A. for Alcoholics with Mental Health Issues — and their sponsors	16,348
Young People in A.A.	34,472
Access to A.A. — Members Share on Overcoming Barriers	6,916
Many Paths to Spirituality	26,941
Hispanic Women in A.A.	4,585
Experience Has Taught Us — An Introduction to our Twelve Traditions	2,613
Total	**1,536,197**

Miscellaneous

Twelve & Twelve Wallet Card	95,140
I Am Responsible Wallet Card	18,167
Anonymity Wallet Card	13,153
Anonymity Display Card	892
Parchment-scrolls	1,001
Placards	457
CPC Workbook	702
Archives Workbook	237
Corrections Workbook	805
PI Workbook	1,192
Treatment Facilities Workbook	862
Treatment Facility Kit	199
Accessibilities Workbook	525
Literature Workbook	815
Twelve and Twelve on Computer Disk	1
A.A. Guidelines	31,014
Group Handbook	1,305
Wire Racks	117
Cassettes (tape cassettes)	5
Three Legacies by Bill CD	25
Voices of our Cofounders CD	35
Bill Discusses the Twelve Traditions	27
A Brief Guide to A.A. CD	2
A.A. for the Alcoholic with Special Needs CD	18
Markings on the Journey	102
A.A. in Correctional Facilities DVD	8
Bill's Own Story DVD	64
Bill Discusses the Twelve Traditions DVD	27
Your A.A. G.S.O., the Grapevine, and the General Service Structure	26
Hope — A.A. DVD	26
Young People's Videos	5
Alcoholics Anonymous ASL DVD	177
Twelve Steps and Twelve Traditions ASL DVD	292
A.A. Cooperation with the Professional Community DVD	11
Young People's Animation Videos (Set of 4) DVD	2
ASL A.A. for the Alcoholic with Special Needs	138
A New Freedom DVD	45
Alcoholics Anonymous (cassette album)	8
Alcoholics Anonymous (4th Ed cassette album)	7
Alcoholics Anonymous (4th Ed CD album) unabridged	262
Alcoholics Anonymous (4th Ed CD album) abridged	125
A.A. Comes of Age (CD album)	35
Twelve Steps and Twelve Traditions (cassette album)	5
Twelve Steps and Twelve Traditions (CD album)	103
Radio Public Service Announcements	7
Twelve Steps Window Shade Display	1,141
Twelve Traditions Window Shade Display	1,103
Fact File	0
Table Top Display 12 & 12	258
Pioneers of AA (cassette album)	1
Pioneers of AA (CD album)	4
Living Sober (CD album)	18
Markings on the Journey (thumb drive)	94
Total	**170,790**
Grand Total	**3,212,177**

SPANISH

Libros (Books)

Alcohólicos Anónimos (Alcoholics Anonymous soft cover)	10,749
Alcohólicos Anónimos (Alcoholics Anonymous hardcover)	0
Alcohólicos Anónimos (Alcoholics Anonymous jacketless)	9,548
Alcohólicos Anónimos (Alcoholics Anonymous abridged pocket size)	4,404
Alcohólicos Anónimos (Alcoholics Anonymous large print)	5,797
Alcohólicos Anónimos (Alcoholics Anonymous large print/abridged)	4,322
Como Lo Ve Bill (As Bill Sees It)	4,191

A.A. Llega a su Mayoría de Edad (A.A. Comes of Age)	2,735
El Dr. Bob y los Buenos Veteranos (Dr. Bob and the Good Oldtimers)	2,921
Transmitelo (Pass it On)	3,449
Reflexiones Diarias (Daily Reflections)	6,952
Reflexiones Diarias (Daily Reflections large print)	4,824
Viviendo Sobrio (Living Sober)	12,642
El Manual de Servicios de A.A./Doce Conceptos para el Servicio Mundial (A.A. Service Manual/ Twelve Concepts)	6,715
Doce Pasos y Doce Tradiciones (Twelve Steps and Twelve Traditions)	14,563
Llegamos a Creer (Came to Believe)	5,025
A.A. en Prisiones de Preso a Preso (Inmate to Inmate)	3,995
Doce Pasos y Doce Tradiciones (pocket ed.)	2,263
Doce Pasos y Doce Tradiciones (large print)	8,267
De las tinieblas hacia la luz	3,611
Nuestra Gran Responsabilidad (Our Great Responsibility)	2,213
Una obra de compañerismo y Comunidad 90 años de compartir amor y servicio	474
Experiencia, Fortaleza y Esperanza (Experience, Strength & Hope)	2,848
Total	**122,508**

Folletos (Pamphlets)

A.A. en Su Comunidad (A.A. in Your Community)	2,871
Preguntas Frecuentes Acerca de A.A. (Frequently Asked Questions about A.A.)	12,840
Esto es A.A. (This is A.A.)	11,688
Es A.A. para Usted? (Is A.A. for You?)	37,790
Hay un Alcohólico en su Vida? (Is There an Alcoholic in Your Life?)	4,277
Detrás de los muros — un mensaje de esperanza (Behind the Walls — A Message of Hope)	2,436
El Punto de Vista de un Miembro de A.A. (A Member's-Eye View)	1,197
Alcohólicos Anónimos por Jack Alexander (Jack Alexander Article)	1,210
Seamos amistosos con nuestros amigos (Let's be Friendly with our Friends)	468
Un Principiante Pregunta (A Newcomer Asks)	11,292
Comó Funciona el Programa (How It Works)	2,197
Comprendiendo el Anonimato (Understanding Anonymity)	1,559
El Grupo de A.A. (The A.A. Group)	9,572
Preguntas y Respuestas sobre el Apadrinamiento (Questions and Answers on Sponsorship)	6,721
El Miembro de A.A. — Los Medicamentos y Otras Drogas (The A.A. Member — Medications and Other Drugs)	2,053
Las Doce Tradiciones Ilustradas (The Twelve Traditions Illustrated)	6,069
A.A. en las Instituciones de Tratamiento (A.A. in Treatment Settings)	1,005
Los Jóvenes en A.A. (Young People in A.A.)	6,622
La Tradición de A.A. — ¿Cómo se Desarrolló? (A.A. Tradition — How It Developed)	1,198
Una Breve Guía a A.A. (A Brief Guide to A.A.)	5,308
A.A. en las Instituciones Correccionales (A.A. in Correctional Facilities)	995
Problemas Diferentes del Alcohol (Problems Other Than Alcohol)	4,053
Es Mejor que Estar Sentado en una Celda (It Sure Beats Sitting In a Cell)	978
¿Cómo Cooperan los Miembros de A.A.? (How A.A. Members Cooperate)	1,664
Dentro de A.A. (Inside A.A.)	402
A.A. como Recurso para los Profesionales de la Salud (A.A. as a Resource for the Health Care Professional)	1,932
Los líderes religiosos preguntan acerca de A.A. (Faith Leaders Ask About A.A.)	1,317
RSG (GSR)	2,030
¿Se Cree Usted Diferente? (Do You Think Your Different?)	3,674
Hablando en Reuniones no-A.A. Speaking at non-A.A. Meetings	1,603
Las Mujeres en A.A. (Women in A.A.)	6,042
Encuesta Sobre los Miembros de A.A. (A.A. Membership Survey)	1,211
¿Hay un bebedor problema en el lugar de trabajo? (Is there a Problem Drinker in the workplace?)	1,637
Es A.A. Para Mi? (Is A.A. for Me?)	9,807
A.A. para el alcohólico de edad avanzada (A.A. for the older alcoholic)	1,246
Los Doce Pasos Ilustrados (The Twelve Steps Illustrated)	3,391
Círculos de Amor y Servicio (Circles of Love & Service)	2,066
Uniendo las Orillas (Bridging the Gap)	1,889
Los Doce Conceptos Ilustrados (Twelve Concepts Illustrated)	1,691
Los Alcohólicos LGBTQ en A.A. (LGBTQ Alcoholics in A.A.)	1,713
El Legado de Servicio de A.A. (A.A. Legacy of Service)	628
Si Usted es un Profesional (If you are a Professional...)	1,620
El Grapevine y La Viña de A.A. (Grapevine and La Viña our Meetings in Print)	933
Acceso a A.A. los miembros hablan sobre superar las barreras (Access to A.A. — Members share on overcoming barriers)	1,036

Muchas sendas hacia espiritualidad (Many Paths to Spirituality)	1,122
A.A. y las Fuerzas Armadas (A.A. and the Armed Services)	225
La palabra "Dios" — Los miembros de A.A. agnósticos y ateos (The "God" Word — Agnostic and Atheist Members in A.A.)	1,122
A.A. para los alcohólicos con problemas de salud mental — y sus padrinos (A.A. for Alcoholics with Mental Health Issues — and their sponsors)	1,025
Ser negro en AA (Black in A.A.)	472
Esto es A.A. (This is A.A. large print)	144
Preguntas frecuentes acerca de A.A. (Frequently Asked Questions about A.A. — Large Print)	529
Miembros de AA indígenas (Indigenous People in A.A)	239
Mujeres hispanas en A.A. (Hispanic Women in A.A.)	2,968
La experiencia nos ha enseñado — una introducción a nuestras Doce Tradiciones	384
Total	**190,161**

Miscellaneous

Guias (Guidelines)	4,397
Parchments, Spanish	422
Tarjetas Tamaño Billetera (wallet cards)	4,120
Alcohólicos Anónimos (cassette album) (Big Book on cassette)	1
Alcohólicos Anónimos (CD album) Texto integro (Big Book on CD)	31
Alcohólicos Anónimos (CD album) Abreviada (Big Book on CD)	86
Doce Pasos y Doce Tradiciones (CD album)	66
Total	**9,123**
Grand Total	**321,792**

FRENCH

Livres (Books)

Les Alcooliques Anonymes (Alcoholics Anonymous — format relie, sans veste)	4,076
Les Alcooliques Anonymes (Alcoholics Anonymous — format souple)	1,338
Les Alcooliques Anonymes (Alcoholics Anonymous — format poche)	446
Les Alcooliques Anonymes (Alcoholics Anonymous — large print)	318
Les Alcooliques Anonymes (Alcoholics Anonymous — large print/abridged)	223
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format relie)	1,151
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format souple)	801
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — large print)	151
Les Douze Etapes et les Douze Traditions (Twelve & Twelve — format poche)	290
Le Mouvement des A.A. devient Adulte (A.A. Comes of Age)	159
Reflexions de Bill (As Bill Sees It)	1,351
Reflexions Quotidiennes (Daily Reflections)	2,258
Dr Bob et les pionniers (Dr. Bob and the Good Oldtimers)	258
Experience, force & espoir (Experience, Strength and Hope)	297
Transmets-Le (Pass It On)	310
Les A.A. en Prison (A.A. in Prison)	220
Notre grande responsabilité (Our Great Responsibility)	260
Un Livre de L'amitié 90 Ans a Partager L'amour et le Service (A Book of Fellowship — 90 Years of Sharing Love and Service)	870
Total	**14,777**

Livrets (Booklets)

Nous en sommes venus a croire (Came to Believe)	748
Vivre ... sans alcool! (Living Sober)	3,649
Le Manuel du Service et les Douze Concepts	1,332
Total	**5,729**

Brochures (Pamphlets)

Voici les A.A. (This is A.A.)	7,092
Foire Aux Questions Sur Les AA (Frequently Asked Questions about A.A.)	1,056
Les A.A. — sont-ils pour vous? (Is A.A. for You?)	10,039
AA pour la femme (Women in A.A.)	1,013
Collaboration des membres des A.A. (How A.A. Members Cooperate)	139
Y a-t-il un Alcoolique dans Votre Milieu de travail? (Is there an alcoholic in the workplace?)	243
Le membre des A.A. face aux medicaments et a la drogue (The A.A. Member — Medications & Other Drugs)	236
Les A.A. — Article du Saturday Evening Post (The Jack Alexander Article)	273
Collaborons avec nos amis (Let's Be Friendly With Our Friends)	59

Questions et reponses sur le parrainage (Questions and Answers on Sponsorship)	1,433
Les A.A. — Une ressource pour les medecins (A.A. as a Resource for the Health Care Professional)	70
Les A.A. dans les centres de traitement (A.A. in Treatment Settings)	89
La Tradition des A.A. et son developpement (A.A. Tradition/How It Developed)	290
Vous vous occupez prof. d'alcoolisme? (If You Are a Professional)	183
Les A.A. dans votre milieu (A.A. in Your Community)	274
Problemes autres que l'alcoolisme (Problems Other Than Alcohol)	883
Point de vue d'un membre sur les A.A. (A Member's-Eye View of A.A.)	136
Les Douze Traditions illustrees (The Twelve Traditions Illustrated)	1,032
AA Dans Les Centres Détention (A.A. In Correctional Facilities)	89
Ça Vaut Mieux que de Poireauter en Prison (It Sure Beats Sitting in a Cell)	375
Petit guide pratique sur les A.A. (A Brief Guide to A.A.)	438
Les leaders religieux s'informent sur les AA (Faith Leaders Ask About A.A.)	217
Les deux fondateurs d'A.A. (The Cofounders of A.A.)	155
Derrière les murs — un message d'espoir (Behind the Walls — A Message of Hope)	159
Message aux Dir. d'Etabl. Correctionnels (Message to Correctional Facilities Administrators)	100
Le groupe des A.A. (The A.A. Group)	1,256
Les Douze Concepts illustres (Twelve Concepts Illustrated)	762
Le sens de l'anonymat (Understanding Anonymity)	581
Y-a-t-il un alcoolique dans votre vie? (Is There an Alcoholic in Your Life?)	455
Le RSG (The GSR)	672
Causeries a l'exterieur des A.A. (Speaking at Meetings Outside A.A.)	231
La Structure de l'Association des A.A. (Inside A.A.)	258
L'héritage Du Service Des AA (A.A.'s Legacy of Service)	90
Cercles d'amour et de service (Circles of Love & Service)	681
Vous croyez-vous different? (Do You Think You're Different?)	505
Sondage sur les membres des A.A. (The A.A. Membership Survey)	459
Les jeunes chez les A.A. (Young People in A.A.)	695
Votre BSG (Your GSO)	252
AA pour l'alcoolique plus âgé (AA for the older alcoholic)	0
Un nouveau veut savoir (A Newcomer Asks)	5,380
Les A.A. sont-ils pour moi? (Is A.A. for Me?)	527
Favoriser de rapprochement (Bridging the Gap)	122
Les Douze Etapes Illustrees (Twelve Steps Illustrated)	701
Les peoples autochtones chez les AA (Indigenous People in A.A)	602
L'accès aux AA — Des Members Racontent Comment ils ont Surmonté des obstacles (Access to A.A. — Members share on overcoming barriers)	226
Différentes avenues la spiritualité (Many Paths to Spirituality)	4,987
Les AA et les forces armées (A.A. and the Armed Services)	66
Le mot « Dieu » — Membres agnostiques et athées chez les AA (The "God" Word — Agnostic and Atheist Members in A.A.)	1,270
Les alcooliques LGBTQ des AA (LGBTQ Alcoholics in A.A.)	245
Les AA pour les alcooliques atteints de maladie mentale (A.A. for Alcoholics with Mental Health Issues — and their sponsors)	81
Voici les AA (This is A.A. Large Print)	0
Foire aux questions sur les AA (Frequently Asked Questions about A.A. large print)	110
Lignes de conduite A.A. (Guidelines)	2,185
Les femmes hispaniques chez les AA	115
L'expérience nous a appris — une introduction à nos Douze Traditions	476
Total	**50,063**

Divers (Miscellaneous)

12 & 12 (CD album)	64
Les Alcooliques Anonymes/Intégrale (CD album)	54
Les Alcooliques Anonymes/Abrégée(CD album)	63
Carte 12 Etapes/12 Traditions (Wallet card 12 Steps & 12 Traditions)	1,187
Carte anonymat (Francais/anglais) (Anonymity wallet card)	257
Carte Je Suis Responsible (I am responsible wallet card)	95
Notre Methode (How It Works)	14,588
Manuel de Groupe	24
Pochette de l'Information Publique	33
Pochette des Centres de Detention	6
Pochette de la CMP	10
Prière de la Sérénité (12x16) (Parchment Serenity Prayer)	17
Pochette des Centres de Traitement	6
Dossier d'Information sur les A.A. (Fact File)	0
Total	**16,404**
Grand Total	**86,973**

AA Grapevine Literature Distributed — 2025

AGLV01	Agenda de grupo La Viña	692
BB01	First Edition Facsimile	232
BB06	The Best of Bill	1,876
BB07	The Best of Bill Large Print (soft cover)	638
BI01	Back Issues of Grapevine Mag Pack of 30	543
BNFB0B	For Beginners Book Set	349
BNHB9B	The Heartbeat of AA Book Set	176
BNLS76	The Lighter Side Book Set	313
ENGLOH —IC25	The Language of the Heart — International Convention Commemorative Edition	979
CD03	Classic Grapevine Volume 2	0
CD04	Classic Grapevine Volume 3	4
CD05	Not for Newcomers Only	3
CD07	Historias de La Viña CD	1
CD09	What It Was Like	10
CD11	Twelve Traditions	8
CD12	It Works If We Work It	6
CD13	The Best of Bill	21
CD18	Emotion Sobriety CD Volume 2	9
CD21	The Home Group CD Volume 1	2
CD22	The Home Group CD Volume 2	2
CD23	The Language of the Heart CD	7
CONT	Carry the Message (US, Canada, International)	3,255
FBB06	Les meilleurs articles de Bill	717
FCD23	Le langage du coeur CD	16
FGV07	Le groupe d'attache	310
FGV11	Le langage du coeur	197
FGV17	La sobriété émotive	862
FGV29	Heureux, joyeux et libres	623
FGV30	En tête à tête	427
FGV32	Citation du jour, livre	557
FMS03	L'homme sur le lit	0
FMS04	Les slogans, jeu de 5	87
FMS06	Plaquette de Victor E.	0
FMS15	Les cofondateurs des AA : le Dr Bob et Bill W	96
FRELOH _IC25	Le langage du coeur — Édition commémorative du Congrès international	26
GV06	The Language of the Heart (hard cover)	802
GV08	El lenguaje del corazón, cubierta blanda	2,095
GV11	The Language of the Heart (soft cover)	2,121
GV13	Thank You For Sharing	298
GV14	Spiritual Awakenings Volume 1	1,644
GV15	Home Group (Revised) Revised Edition, (soft cover)	N/A
GV16	I Am Responsible: Hand of AA (soft cover)-Discontinued 8/29/23	N/A
GV17	Emotional Sobriety: The Next Frontier	3,884
GV18	The Language of the Heart Large Print	606
GV19	In Our Own Words	288
GV20	Beginners' Book	1,338
GV21	Voices of Long-Term Sobriety	712
GV22	A Rabbit Walks into a Bar	958
GV23	Spiritual Awakenings II	731
GV25	Step by Step	694
GV2549	The International Convention Book and Journal Bundle!	238
GV26	Emotional Sobriety II	2,062
GV27	Young & Sober	667
GV28	Into Action	697
GV29	Happy, Joyous & Free	765
GV30	One on One	659
GV31	No Matter What	907
GV33	Sober & Out	426
GV34	Forming True Partnerships	797
GV35	Our Twelve Traditions	855
GV36	Making Amends	1,085
GV37	Voices of Women in AA	1,945
GV38	AA in the Military	327
GV39	One Big Tent	859
GV40	Take Me to Your Sponsor	977
GV41	The Best of the Grapevine Volumes 1-3	243
GV42	Grapevine Daily Quote Book	1,436
GV43	Free on the Inside	797
GV44	Prayer & Meditation	1,540
GV45	Fun in Sobriety	988
GV46	The Home Group: Heartbeat of AA	420
GV47	Our Twelve Steps	1,724
GV48	The Next Frontier: Emotional Sobriety I &II	4,749
GV49	AA Grapevine International Convention Journal (Trilingual)	293
GVGC01	Greeting cards	784
LVGC01	Tarjetas de ocasión	64
MS01	AA Preamble	378
MS03	Man on the Bed Oil Painting Reproduction	519
MS04	The Slogans (Set of 5)	462
MS05	Serenity Prayer	531
MS06	Póster de Víctor E.	0
MS08	Annual Wall Calendar	2,070
MS08LV	Calendario anual de pared en español	676
MS09	Annual Pocket Planner	1,062
MS09LV	Agenda de bolsillo en español	476
MS15	Co-Founders' Memorial Issues	460
MS20	Traditions Checklist pack of 50	243
MS23	75 Year Anniversary Toolkit	N/A
SBB06	Lo mejor de Bill	2,137
SBI01	Ejemplares anteriores, paquete de 20	410
SCD09	Historias de La Viña III CD	0
SCD10	Lo mejor de Bill CD	4
SCD12	Despertares espirituales Volume 1 CD	1
SCD13	Despertares espirituales Volume 2 CD	0
SCD14	Las Doce Tradiciones Volume 1 CD	2
SCD15	Las Doce Tradiciones Volume 2 CD	0
SCD16	El grupo base: corazón de AA Volume 1 CD	0
SCD23	El lenguaje del corazón CD	0
SGV01	Lo mejor de La Viña I	788
SGV03	Un día a la vez	1,045
SGV04	Frente a frente	855
SGV05	Lo mejor de La Viña II	913
SGV15	El grupo base: corazón de AA	1,044
SGV17	Sobriedad emocional	1,456
SGV29	Felices, alegres y libres	979
SGV32	Libro de cita diaria	786
SGV37	Mujeres en AA	1,299
SGV39	Bajo el mismo techo	915
SGV44	Oración y meditación	1,180
SMS03	El hombre en la cama, hermosa reproducción	133
SP01	Preámbulo de AA	99
SPALOH —IC25	El lenguaje del corazón — Edición commemorativa de la Convención Internacional	800
SP04	Los lemas, 5 lemas	139
SP05	La oración de la serenidad	292
	Total books	**76,705**

E-books: *(showing only annual sales of 75 or more)*

Emotional Sobriety	1,111
The Language of the Heart	691
Emotional Sobriety II	538
The Best of Bill	304
Voices of Women in AA	240
Prayer & Meditation	150
Spiritual Awakenings	144
One Big Tent	140
Step by Step	70
No Matter What	87
Total E-Books	**3,757**
CDs, Cassettes and MP3s — English	**346**
CDs, Cassettes and MP3s — Spanish, French	**23**
Total:	**369**
Grand total	**80,549**

Grapevine and La Viña Subscriptions — Geographical Breakdown

COUNTRY	GRAPEVINE	LA VIÑA
Email Only		
(Digital Only)	6,798	376
Argentina	1	3
Aruba	2	–
Australia	49	1
Austria	1	2
Barbados	1	–
Belgium	5	–
Belize	2	–
Bermuda	1	–
Bolivia	–	4
Brazil	6	1
Bulgaria	0	–
Cambodia	1	–
Canada		
AB	398	4
BC	692	5
MB	163	1
NB	133	1
NL	45	–
NS	141	1
NT	8	–
NU	1	–
ON	1,513	15
PE	74	–
QC	198	28
SK	182	1
YT	20	–
Cayman Islands	1	2
Chile	1	4
China	1	–
Colombia	1	6
Costa Rica	0	4
Croatia	1	–
Cuba	–	0
Cyprus	0	–
Czech Republic	3	–
Denmark	10	–
Dominican Republic	1	–
Ecuador	–	2
Egypt	0	–
El Salvador	1	6
Ethiopia	0	–
Finland	6	–
France	14	–
Georgia, Republic of	0	–
Germany	41	0
Ghana	1	–
Greece	4	–
Guatemala	–	7
Guyana	0	–
Honduras	–	2
Hong Kong	2	–
Hungary	4	–
Iceland	3	–

COUNTRY	GRAPEVINE	LA VIÑA
India	14	–
Indonesia	1	–
Ireland	45	1
Israel	8	–
Italy	6	2
Japan	14	–
Kazakstan	0	–
Kenya	0	–
Korea, North	2	–
Korea, South	3	1
Latvia	2	–
Lithuania	4	–
Luxembourg	3	–
Malaysia	0	–
Malta	2	–
Mexico	11	71
Monaco	1	–
Netherlands	9	–
New Zealand	18	–
Nicaragua	–	2
Norway	6	–
Panama	0	–
Peru	1	3
Phillipines	2	–
Poland	1	–
Portugal	6	–
Serbia	0	–
Singapore	2	–
Slovakia	1	–
Slovenia	2	–
South Africa	2	–
Spain	7	14
Sri Lanka	0	–
Sweden	15	–
Switzerland	13	2
Taiwan	1	–
Tanzania	0	–
Thailand	5	–
Trinidad and Tobago	1	–
Turkey	1	–
United States	–	–
AE	15	–
AK	228	10
AL	414	11
AP	3	–
AR	264	14
AZ	1,437	316
CA	5,305	3,172
CO	1,119	61
CT	708	48
DC	70	3
DE	239	16
FL	3,236	320
GA	1,271	89
GU	4	–

COUNTRY	GRAPEVINE	LA VIÑA
HI	318	5
IA	615	5
ID	407	24
IL	1,732	134
IN	773	30
KS	542	13
KY	386	3
LA	362	9
MA	1,008	24
MD	827	48
ME	406	26
MI	1,543	11
MN	1,409	20
MO	993	10
MS	157	4
MT	455	4
NC	1,305	41
ND	222	1
NE	441	56
NH	399	8
NJ	1,332	173
NM	357	19
NV	545	84
NY	2,721	183
OH	1,215	9
OK	332	15
OR	1,169	109
PA	3,102	110
PR	14	90
PW	2	–
RI	184	9
SC	541	14
SD	179	3
TN	681	8
TX	2,046	1,511
UT	385	348
VA	1,271	268
VI	6	–
VT	207	1
WA	1,762	165
WI	1,386	13
WV	196	4
WY	148	2
Uganda	2	–
United Kingdom	80	2
Uruguay	–	1
Vietnam	8	–
Zambia	1	–
Total Count	**59,215**	**8,238**
US Count	**48,395**	**7,666**
Canada Count	**3,568**	**57**
Foreign Count	**455**	**139**
Digital Only Count	**6,798**	**376**

Report of the Independent Auditor

The Board of Trustees
The General Service Board of
Alcoholics Anonymous, Inc. and Affiliates

Opinion

We have audited the consolidated financial statements of The General Service Board of Alcoholics Anonymous, Inc. and Affiliates (collectively the Organization), which comprise the consolidating statements of financial position as of December 31, 2025 and 2024, and the related consolidated statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the consolidated financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Organization as of December 31, 2025 and 2024, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The supplemental information presented on pages 31-37 is for the purpose of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audits of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures, in accordance with GAAS. In our opinion, the information is fairly stated, in all material respects, in relation to the consolidated financial statements as a whole.

BDO USA, P.C.

April 15, 2026

Exhibit A

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2025

	General Service Board									
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	Total	A.A. World Services, Inc.	AA Grapevine, Inc.	Eliminations	Total
Assets										
Cash and cash equivalents (Note 2)	$1,209,245	$3,882,368	$-	$67,395	$-	$5,159,008	$89,884	$179,827	$-	$5,428,719
Investments (Notes 2, 4, and 6)	-	7,680,051	-	9,532,076	-	17,212,127	-	-	-	17,212,127
Accounts receivable, net of allowance for credit losses of $160,567 (Note 2)	-	-	-	-	-	-	621,883	309,861	-	931,744
Inventory (Note 2)	-	-	-	-	-	-	2,680,596	331,824	-	3,012,420
Prepaid expenses and other assets (Notes 2 and 7)	34,551	-	-	-	13,591,589	13,626,140	965,363	109,599	-	14,701,102
Due from affiliates/intercompany funds (Note 8)	-	-	-	-	-	-	4,632,297	167,695	(4,799,992)	-
Property and equipment, net (Notes 2 and 5)	-	-	1,113,420	-	-	1,113,420	98,049	406,485	-	1,617,954
Operating lease right-of-use asset (Note 9)	-	-	-	-	-	-	-	-	-	-
Total Assets	$1,243,796	$11,562,419	$1,113,420	$9,599,471	$13,591,589	$37,110,695	$9,088,072	$1,505,291	$(4,799,992)	$42,904,066
Liabilities and Net Assets										
Liabilities										
Accounts payable and accrued expenses	$-	$-	$-	$-	$-	$-	$2,301,940	$133,872	$(88,318)	$2,347,494
Deferred revenue (Note 2)	-	-	-	-	-	-	123,788	1,608,819	-	1,732,607
Postretirement benefit (Note 6)	-	-	-	5,624,496	-	5,624,496	-	-	-	5,624,496
Due to affiliates/intercompany funds (Note 8)	4,171,674	540,000	-	-	-	4,711,674	-	-	(4,711,674)	-
Operating lease liability (Note 9)	-	-	-	-	-	-	-	-	-	-
Total Liabilities	4,171,674	540,000	-	5,624,496	-	10,336,170	2,425,728	1,742,691	(4,799,992)	9,704,597
Commitments and Contingencies (Note 2)	-	-	-	-	-	-	-	-	-	-
Net Assets (Deficit) Without Donor Restrictions (Note 2)	(2,927,878)	11,022,419	1,113,420	3,974,975	13,591,589	26,774,525	6,662,344	(237,400)	-	33,199,469
Total Liabilities and Net Assets (Deficit)	$1,243,796	$11,562,419	$1,113,420	$9,599,471	$13,591,589	$37,110,695	$9,088,072	$1,505,291	$ (4,799,992)	$42,904,066

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Year Ended December 31, 2024

	General Service Board									
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	Total	A.A. World Services, Inc.	AA Grapevine, Inc.	Eliminations	Total
Assets										
Cash and cash equivalents (Note 2)	$1,094,402	$4,268,422	$-	$32,688	$-	$5,395,512	$4,267,981	$125,037	$-	$9,788,530
Investments (Notes 2, 4, and 6)	-	8,186,316	-	8,756,889	-	16,943,205	-	-	-	16,943,205
Accounts receivable, net of allowance for credit losses of $87,491 (Note 2)	-	-	-	-	-	-	701,353	200,304	-	901,657
Inventory (Note 2)	-	-	-	-	-	-	2,990,009	292,955	-	3,282,964
Prepaid expenses and other assets (Note 7)	1,406,762	-	-	-	11,414,732	12,821,494	668,413	114,041	-	13,603,948
Due from affiliates/intercompany funds (Note 8)	-	-	-	-	-	-	4,730,514	211,276	(4,941,790)	-
Property and equipment, net (Notes 2 and 5)	-	-	908,980	-	-	908,980	202,821	491,476	-	1,603,277
Operating lease right-of-use asset (Note 9)	-	-	-	-	-	-	949,133	-	-	949,133
Total Assets	$2,501,164	$12,454,738	$908,980	$8,789,577	$11,414,732	$36,069,191	$14,510,224	$1,435,089	$(4,941,790)	$47,072,714
Liabilities and Net Assets										
Liabilities			-							
Accounts payable and accrued expenses (Note 8)	$4,298,157	$540,000	$-	$-	$-	$4,838,157	$2,189,005	$257,883	$(4,941,790)	$2,343,255
Deferred revenue (Note 2)	-	-	-	-	-	-	4,858,133	1,772,800	-	6,630,933
Postretirement benefit (Note 6)	-	-	-	5,189,509	-	5,189,509	-	-	-	5,189,509
Operating lease liability (Note 9)	-	-	-	-	-	-	949,133	-	-	949,133
Total Liabilities	4,298,157	540,000	-	5,189,509	-	10,027,666	7,996,271	2,030,683	(4,941,790)	15,112,830
Commitments and Contingencies (Note 2)										
Net Assets (Deficit) Without Donor Restrictions (Note 2)	(1,796,993)	11,914,738	908,980	3,600,068	11,414,732	26,041,525	6,513,953	(595,594)	-	31,959,884
Total Liabilities and Net Assets	$2,501,164	$12,454,738	$908,980	$8,789,577	$11,414,732	$36,069,191	$14,510,224	$1,435,089	$(4,941,790)	$47,072,714

See accompanying notes to consolidated financial statements.

Exhibit B

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF ACTIVITIES

Year Ended December 31, 2025

	General Service Board							AA Grapevine, Inc.			
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	Total	A.A. World Services, Inc.	Grapevine	La Viña	Total	Consolidated Total
Operating Revenue and Support											
Gross sales revenue (Note 2)	$296,076	$-	$-	$-	$-	$296,076	$15,616,824	$3,225,285	$328,156	$3,553,441	$19,466,341
Less: discounts	-	-	-	-	-	-	(676,147)	-	-	-	(676,147)
Net Sales	$296,076	-	-	-	-	$296,076	14,940,677	3,225,285	328,156	3,553,441	18,790,194
Cost of literature distributed:											
Cost of goods delivery	-	-	-	-	-	-	(7,485,887)	(1,299,196)	(153,346)	(1,452,542)	(8,938,429)
Gross Profit from Literature	296,076	-	-	-	-	296,076	7,454,790	1,926,089	174,810	2,100,899	9,851,765
Contributions (Note 2)	10,578,131	-	-	-	-	10,578,131	-	-	-	-	10,578,131
Investment income, net (Notes 2 and 4)	-	399,886	-	1,206,958	-	1,606,844	-	17,297	-	17,297	1,624,141
Total Operating Revenue and Support	10,874,207	399,886	-	1,206,958	-	12,481,051	7,454,790	1,943,386	174,810	2,118,196	22,054,037
Operating Expenses (Note 2)											
Program services	19,732,670	-	202,779	-	-	19,935,449	2,730,099	1,941,964	655,125	2,597,089	25,262,637
Supporting services	5,995,754	-	248,384	-	-	6,244,138	4,579,747	301,149	-	301,149	11,125,034
Total Operating Expenses	25,728,424	-	451,163	-	-	26,179,587	7,309,846	2,243,113	655,125	2,898,238	36,387,671
Change in Net Assets, before non-operating activities and pension-related changes	(14,854,217)	399,886	(451,163)	1,206,958	-	(13,698,536)	144,944	(299,727)	(480,315)	(780,042)	(14,333,634)
Non-Operating Activities (Note 2)											
GSB support for La Viña	(480,295)	-	-	-	-	(480,295)	-	-	480,315	480,315	20
Other revenue	483,574	-	-	-	-	483,574	3,447	-	-	-	487,021
International convention revenue	5,973,972	-	-	-	-	5,973,972	-	-	-	-	5,973,972
International convention expenses	(5,960,177)	-	-	-	-	(5,960,177)	-	-	-	657,921	(5,960,177)
Intercompany and interfund transfers (Note 8)	294,356	(1,292,205)	655,603	(369,838)	14,522	(697,562)	-	657,921	-	597,664	(39,641)
Contributed nonfinancial assets (Note 2)	13,411,902	-	-	-	-	13,411,902	-	-	-	-	13,411,902
Total Non-Operating Activities	13,723,332	(1,292,205)	655,603	(369,838)	14,522	12,731,414	3,447	657,921	480,315	1,138,236	13,873,097
Change in Net Assets (Deficit), before pension-related changes	(1,130,885)	(892,319)	204,440	837,120	14,522	(967,122)	148,391	358,194	-	358,194	(460,537)
Pension-Related Changes											
Other components of net periodic pension cost (Notes 6 and 7)	-	-	-	(112,460)	550,293	437,833	-	-	-	-	437,833
Pension and postretirement changes other than net periodic costs (Notes 6 and 7)	-	-	-	(349,753)	1,612,042	1,262,289	-	-	-	-	1,262,289
Total Change in Net Assets After Pension-Related Changes	-	-	-	(462,213)	2,162,335	1,700,122	-	-	-	-	1,700,122
Change in Net Assets (Deficit) Without Donor Restrictions	(1,130,885)	(892,319)	204,440	374,907	2,176,857	733,000	148,391	358,194	-	358,194	1,239,585
Net Assets (Deficit) Without Donor Restrictions, beginning of year	(1,796,993)	11,914,738	908,980	3,600,068	11,414,732	26,041,525	6,513,953	(595,594)	-	(595,594)	31,959,884
Net Assets (Deficit) Without Donor Restrictions, end of year	$(2,927,878)	$11,022,419	$1,113,420	$3,974,975	$13,591,589	$26,774,525	$6,662,344	$(237,400)	$-	$(237,400)	$33,199,469

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF ACTIVITIES

Year Ended December 31, 2024

	General Service Board						AA Grapevine, Inc.				
	General Fund	Reserve Fund	Capital Projects Fund	Postretirement Medical Fund	Pension Benefits	Total	A.A. World Services, Inc.	Grapevine	La Viña	Total	Total Consolidated
Operating Revenue and Support											
Gross sales revenue (Note 2)	$-	$-	$-	$-	$-	$-	$14,785,435	$3,037,271	$207,186	$3,244,457	$18,029,892
Less: discounts	-				-	-	(568,359)	-		-	(568,359)
Net Sales	-	-	-	-	-	-	14,217,076	3,037,271	207,186	3,244,457	17,461,533
Cost of literature distributed:											
Cost of goods delivery	-	-	-	-	-	-	(6,585,045)	(1,446,876)	(98,148)	(1,545,024)	(8,130,069)
Gross Profit from Literature	-	-	-	-	-	-	7,632,031	1,590,395	109,038	1,699,433	9,331,464
Contributions (Note 2)	11,248,573	-	-	-	-	11,248,573	-	-	-	-	11,248,573
Investment income, net (Notes 2 and 4)	-	357,334	-	1,062,394	-	1,419,728	-	15,493	-	15,493	1,435,221
Total Operating Revenue and Support	11,248,573	357,334	-	1,062,394	-	12,668,301	7,632,031	1,605,888	109,038	1,714,926	22,015,258
Operating Expenses (Note 2)											
Program services	12,293,835	-	226,758	-	-	12,520,593	2,695,943	2,161,064	680,977	2,842,041	18,058,577
Supporting services	5,673,486	-	279,527	-	-	5,953,013	4,142,449	296,559	-	296,559	10,392,021
Total Operating Expenses	17,967,321	-	506,285	-	-	18,473,606	6,838,392	2,457,623	680,977	3,138,600	28,450,598
Change in Net Assets, before non-operating activities and pension-related changes	(6,718,748)	357,334	(506,285)	1,062,394	-	(5,805,305)	793,639	(851,735)	(571,939)	(1,423,674)	(6,435,340)
Non-Operating Activities (Note 2)											
GSB support for La Viña	(571,939)	-	-	-	-	(571,939)	-	-	571,939	571,939	-
Other revenue	831,325	-	-	-	-	831,325	1,471	-	-	-	832,796
Intercompany and interfund transfers (Note 8)	469,173	(1,073,459)	(30,723)	(193,380)	254,596	(573,793)	-	597,664	-	597,664	23,871
Contributed nonfinancial assets (Note 2)	5,704,398	-	-	-	-	5,704,398	-	-	-	-	5,704,398
Total Non-Operating Activities	6,432,957	(1,073,459)	(30,723)	(193,380)	254,596	5,389,991	1,471	597,664	571,939	1,169,603	6,561,065
Change in Net Assets (Deficit), before pension-related changes	(285,791)	(716,125)	(537,008)	869,014	254,596	(415,314)	795,110	(254,071)	-	(254,071)	125,725
Pension-Related Changes											
Other components of net periodic pension cost (Notes 6 and 7)	-	-	-	(187,300)	829,978	642,678	-	-	-	-	642,678
Pension and postretirement changes other than net periodic costs (Notes 6 and 7)	-	-	-	600,119	3,146,468	3,746,587	-	-	-	-	3,746,587
Total Pension-Related Changes	-	-	-	412,819	3,976,446	4,389,265	-	-	-	-	4,389,265
Change in Net Assets (Deficit), without Donor Restrictions	(285,791)	(716,125)	(537,008)	1,281,833	4,231,042	3,973,951	795,110	(254,071)	-	(254,071)	4,514,990
Net Assets (Deficit) Without Donor Restrictions, beginning of year	(1,511,202)	12,630,863	1,445,988	2,318,235	7,183,690	22,067,574	5,718,843	(341,523)	-	(341,523)	27,444,894
Net Assets (Deficit) Without Donor Restrictions, end of year	$(1,796,993)	$11,914,738	$908,980	$3,600,068	$11,414,732	$26,041,525	$6,513,953	$(595,594)	$-	$(595,594)	$31,959,884

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

For The Year Ended December 31, 2025

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

	PROGRAM SERVICES				PROGRAM SERVICES								
	Literature Development and Distribution - Alcoholics Anonymous World Services, Inc.	Literature Development and Distribution - The General Service Board of Alcoholics Anonymous, Inc.	Communications - Alcoholics Anonymous World Services, Inc.	Communications - The General Service Board of Alcoholics Anonymous, Inc.	Language Services - Alcoholics Anonymous World Services, Inc.	Language Services - The General Service Board of Alcoholics Anonymous, Inc.	Group Services	Public Information	Cooperation with Professional Community	Treatment/ Accessibility	Correctional Facilities	International Assignment	General Service Conference
Salaries	$1,000,287	$-	$364,837	$372,279	$171,420	$162,519	$361,856	$145,556	$162,179	$121,243	$170,338	$213,372	$204,295
Payroll taxes and benefits (Notes 6 and 7)	344,440	-	49,316	91,969	56,282	57,779	101,216	48,347	47,420	46,119	45,776	46,722	57,472
Total Personnel Costs	1,344,727		414,153	464,248	227,702	220,298	463,072	193,903	209,599	167,362	216,114	260,094	261,767
Professional fees	129,905	-	17,751	14,728	9,269	9,269	1,666	10,409	4,147	9,267	8,637	60,394	152,493
Printing	4,400,314	-	22,964	32,801	1,051	1,051	103,757	10,369	21,219	225	219	437	24,318
Data, automation, and website	28,689	-	150,617	148,911	4,613	4,613	4,289	3,837	3,772	3,664	3,643	4,117	4,613
Selling expenses	3,105,042	-	-	-	-	-	-	-	-	-	-	-	-
Insurance	-	-	-	-	-	-	-	-	-	-	-	-	-
Facility and equipment	151,608	-	40,826	39,472	25,735	25,732	23,667	22,265	20,861	20,653	20,534	23,359	25,510
Travel and meetings	3,900	-	198	928	56	56	1,403	1,536	79,290	2,068	3,694	76,950	1,091,893
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-	-	-
E-commerce and bank service fees	-	-	-	-	-	-	135,927	-	-	-	-	-	-
Depreciation and amortization (Note 5)	95,267	-	25,470	-	16,078	-	-	-	-	-	-	-	-
Office services and expenses	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous	52	-	-	-	-	-	2,759	-	-	-	-	28,242	-
Contributed nonfinancial assets — advertising (Note 2)	-	-	-	-	-	-	-	13,411,902	-	-	-	-	-
Total Expenses	9,259,504	-	671,979	701,088	284,504	261,019	736,540	13,654,221	338,888	203,239	252,841	453,593	1,560,594
Less: cost of goods and delivery	(7,485,887)	-	-	-	-	-	-	-	-	-	-	-	-
Less: international convention expense	-	-	-	-	-	-	-	-	-	-	-	-	-
Plus: capital projects depreciation	-	-	-	25,470	-	16,078	14,951	13,373	13,148	12,772	12,697	14,350	16,078
Total Operating Expenses	$1,773,617	$-	$671,979	$726,558	$284,504	$277,097	$751,491	$13,667,594	$352,036	$216,011	$265,538	$467,943	$1,576,672

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

For the Year Ended December 31, 2025

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

	PROGRAM SERVICES							SUPPORTING SERVICES				
	Regional Forums	Archives	Nominating	International Convention	Grapevine	La Viña	Total Program Services	General Service Board	Alcoholics Anonymous World Services, Inc.	Grapevine	Total Supporting Services	Total
Salaries	$176,132	$495,489	$205,206	$139,944	$1,088,440	$359,987	$5,915,379	$2,905,261	$2,097,132	$-	$5,002,393	$10,917,772
Payroll taxes and benefits (Notes 6 and 7)	48,825	127,253	54,534	41,371	263,355	125,926	1,654,122	947,297	790,777	-	1,738,074	3,392,196
Total Personnel Costs	224,957	622,742	259,740	181,315	1,351,795	485,913	7,569,501	3,852,558	2,887,909	-	6,740,467	14,309,968
Professional fees	26,132	4,557	2,736	1,907,282	285,657	34,780	2,689,079	666,193	606,704	-	1,272,897	3,961,976
Printing	20,051	3,075	87	305,656	-	-	4,947,594	158,949	155,439	-	314,388	5,261,982
Data, automation, and website	3,880	8,633	4,333	41,331	-	-	423,555	183,562	154,279	-	337,841	761,396
Selling expenses	-	-	-	-	1,512,903	220,915	4,838,859	-	-	-	-	4,838,859
Insurance	-	-	-	76,275		8,361	84,636	44,064	44,083	13,399	101,546	186,182
Facility and equipment	21,457	70,931	23,960	53,111		-	609,681	471,394	337,744	-	809,138	1,418,819
Travel and meetings	266,576	1,573	5,228	3,181,755		29,624	4,746,728	612,975	48,990	87,774	749,739	5,496,467
Bad debt expense	-	-	-	-	-	-	-	-	141,126	-	141,126	141,126
E-commerce and bank service fees	-	-	-	213,452	-	-	349,379	700	19,014	-	19,714	369,093
Depreciation and amortization (Note 5)	-	-	-	-	-	-	136,815	-	163,346	156,101	319,447	456,262
Office services and expenses	-	-	-	-		2,403	2,403	-	-	43,875	43,875	46,278
Miscellaneous		-	-	-	90,805	26,475	148,332	5,359	21,113	-	26,472	174,804
Contributed nonfinancial assets — advertising (Note 2)	-	-	-	-	-	-	13,411,902	-	-	-	-	13,411,902
Total Expenses	563,053	711,511	296,084	5,960,177	3,241,160	808,471	39,958,464	5,995,754	4,579,747	301,149	10,876,650	50,835,114
Less: cost of goods and delivery	-	-	-	-	(1,299,196)	(153,346)	(8,938,429)	-	-	-	-	(8,938,429)
Less: international convention expense	-	-	-	-			(5,960,177)	-	-	-	-	(5,960,177)
Plus: capital projects depreciation	13,524	35,237	15,101	-	-	-	202,779	248,384	-	-	248,384	451,163
Total Operating Expenses	$576,577	$746,748	$311,185	(5,960,177)	$1,941,964	$655,125	$25,262,637	$6,244,138	$4,579,747	$301,149	$11,125,034	$36,387,671

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

For The Year Ended December 31, 2024

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

	PROGRAM SERVICES				PROGRAM SERVICES								
	Literature Development and Distribution - Alcoholics Anonymous World Services, Inc.	Literature Development and Distribution - The General Service Board of Alcoholics Anonymous, Inc.	Communications - Alcoholics Anonymous World Services, Inc.	Communications - The General Service Board of Alcoholics Anonymous, Inc.	Language Services - Alcoholics Anonymous World Services, Inc.	Language Services - The General Service Board of Alcoholics Anonymous, Inc.	Group Services	Public Information	Cooperation with Professional Community	Treatment/ Accessibility	Correctional Facilities	Loners and Overseas Services	General Service Conference
Salaries	$1,038,908	$53,892	$338,955	$338,955	$183,858	$183,858	$212,688	$156,981	$153,321	$91,973	$142,422	$225,351	$208,570
Payroll taxes and benefits (Notes 6 and 7)	318,709	-	42,235	85,324	54,075	54,067	49,957	44,863	44,079	42,823	42,648	48,143	53,827
Total Personnel Costs	**1,357,617**	**53,892**	**381,190**	**424,279**	**237,933**	**237,925**	**262,645**	**201,844**	**197,400**	**134,796**	**185,070**	**273,494**	**262,397**
Professional fees	144,013	-	14,727	14,728	8,097	8,098	2,647	74,461	2,932	4,860	13,586	69,939	149,259
Printing	3,687,108	-	31,941	32,801	959	437	98,265	7,934	13,669	399	17,746	3,679	84,121
Data, automation, and website	21,610	-	115,588	115,587	6,234	6,755	3,201	3,287	2,815	2,735	2,719	3,072	3,442
Selling expenses	2,903,856	-	-	-	-	-	-	-	-	-	-	-	-
Insurance	-	-	-	-	-	-	-	-	-	-	-	-	-
Facility and equipment	147,017	-	39,476	39,472	24,935	24,932	23,696	20,872	26,172	19,667	19,748	22,110	24,969
Travel and meetings	4,255	-	928	928	130	130	4,866	2,416	55,252	8,494	1,770	399,213	1,025,460
Bad debt expense	-	-	-	-	-	-	-	-	-	-	-	-	-
E-commerce and bank service fees	-	-	-	-	-	-	151,293	-	-	-	-	80	-
Depreciation and amortization (Note 5)	106,250	-	28,888	-	18,236	-	-	-	-	-	-	-	-
Office services and expenses	-	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous	-	-	-	-	-	-	(671)	-	-	-	-	83,839	-
Contributed nonfinancial assets advertising (Note 2)	-	-	-	-	-	-	-	5,704,398	-	-	-	-	-
Total Expenses	**8,371,726**	**53,892**	**612,738**	**627,795**	**296,524**	**278,277**	**545,942**	**6,015,212**	**298,240**	**170,951**	**240,639**	**855,426**	**1,549,648**
Less: cost of goods and delivery	(6,585,045)	-	-	-	-	-	-	-	-	-	-	-	-
Plus: capital projects depreciation	-	(200)	-	28,283	-	18,233	16,455	15,066	14,710	14,352	14,199	16,107	18,033
Total Operating Expenses	**$1,786,681**	**$53,692**	**$612,738**	**$656,078**	**$296,524**	**$296,510**	**$562,397**	**$6,030,278**	**$312,950**	**$185,303**	**$254,838**	**$871,533**	**$1,567,681**

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

For The Year Ended December 31, 2024

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

	PROGRAM SERVICES				PROGRAM SERVICES			SUPPORTING SERVICES				
	Regional Forums	Archives	Nominating	International Convention	Grapevine	La Viña	Total Program Services	General Service Board	Alcoholics Anonymous World Services, Inc.	Grapevine	Total Supporting Services	Total
Salaries	$163,112	$445,761	$187,865	$184,939	$1,165,444	$390,205	$5,867,058	$2,834,343	$2,007,749	$-	$4,842,092	$10,709,150
Payroll taxes and benefits (Notes 6 and 7)	45,266	118,055	50,720	50,027	320,184	116,576	1,581,578	776,159	612,824	-	1,388,983	2,970,561
Total Personnel Costs	**208,378**	**563,816**	**238,585**	**234,966**	**1,485,628**	**506,781**	**7,448,636**	**3,610,502**	**2,620,573**	**-**	**6,231,075**	**13,679,711**
Professional fees	30,625	4,557	1,669	680	349,558	58,964	953,400	606,784	596,989	-	1,203,773	2,157,173
Printing	21,853	3,075	151	-	-	-	4,004,138	140,014	141,385	-	281,399	4,285,537
Data, automation, and website	2,895	8,633	3,233	-	-	-	301,806	147,662	129,317	-	276,979	578,785
Selling expenses	-	-	-	-	1,694,325	152,679	4,750,860	-	-	-	-	4,750,860
Insurance	-	-	-	-	-	2,157	2,157	37,608	37,608	-	75,216	77,373
Facility and equipment	22,924	70,931	23,672	-	-	12,226	562,819	434,268	302,550	-	736,818	1,299,637
Travel and meetings	211,904	1,573	2,301	-	-	-	1,719,620	693,105	49,334	109,624	852,063	2,571,683
Bad debt expense	-	-	-	-	-	-	-	-	27,021	-	27,021	27,021
E-commerce and bank service fees	-	-	-	-	-	-	151,373	893	15,706	-	16,599	167,972
Depreciation and amortization (Note 5)	-	-	-	-	-	-	153,374	-	183,585	136,018	319,603	472,977
Office services and expenses	-	-	-	-	-	-	-	-	-	50,917	50,917	50,917
Miscellaneous	1,392	-	-	-	78,429	46,318	209,307	2,650	38,381	-	41,031	250,338
Contributed nonfinancial assets — advertising (Note 2)	-	-	-	-	-	-	5,704,398	-	-	-	-	5,704,398
Total Expenses	**499,971**	**652,585**	**269,611**	**235,646**	**3,607,940**	**779,125**	**25,961,888**	**5,673,486**	**4,142,449**	**296,559**	**10,112,494**	**36,074,382**
Less: cost of goods and delivery	-	-	-	-	(1,446,876)	(98,148)	(8,130,069)	-	-	-	-	(8,130,069)
Plus: capital projects depreciation	15,136	39,459	16,925	-	-	-	226,758	279,527	-	-	279,527	506,285
Total Operating Expenses	**$515,107**	**$692,044**	**$286,536**	**$235,646**	**$**	**2,161,064**	**$680,977**	**$5,953,013**	**$4,142,449**	**$296,559**	**$10,392,021**	**$28,450,598**

See accompanying notes to consolidated financial statements.

The General Service Board of Alcoholics Anonymous, Inc. and Affiliates

CONSOLIDATED STATEMENT OF CASH FLOWS

(with comparative totals for 2024)

Year Ended December 31, 2025

	2025	2024
Cash Flows from Operating Activities		
Change in net assets	**$1,239,584**	$4,514,990
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Pension-related changes other than net periodic pension cost	**(1,612,042)**	(3,146,468)
Postretirement-related changes other than net periodic cost	**349,753**	(600,119)
Unrealized gain on investments	**(980,301)**	(705,733)
Realized gain on investments	**98**	-
Credit loss expense	**141,126**	27,021
Non-cash operating lease expense	**949,133**	937,349
Depreciation and amortization	**907,426**	979,262
Changes in assets and liabilities:		
Decrease (increase) in assets:		
Accounts receivable	**(171,213)**	149,334
Inventory	**270,544**	883,974
Prepaid expenses and other assets	**(1,097,154)**	(5,456,217)
Increase (decrease) in liabilities:		
Accounts payable and accrued expenses	**4,239**	(672,305)
Deferred revenue	**(4,898,325)**	4,746,076
Postretirement benefits	**1,697,276**	3,304,448
Principal reduction in operating lease liability	**(949,133)**	(937,349)
Net Cash Provided by (Used in) Operating Activities	**(4,148,989)**	4,024,263
Cash Flows from Investing Activities		
Purchases of investments	**(17,233,684)**	(10,689,179)
Proceeds from sales of investments	**17,944,966**	12,811,864
Acquisition of property and equipment	**(922,104)**	(318,250)
Net Cash (Used in) Provided by Investing Activities	**(210,822)**	1,804,435
Net (Decrease) Increase in Cash and Cash Equivalents	**(4,359,811)**	5,828,698
Cash and Cash Equivalents, beginning of year	**9,788,530**	3,959,832
Cash and Cash Equivalents, end of year	**$5,428,719**	$9,788,530

See accompanying notes to consolidated financial statements.

THE GENERAL SERVICE BOARD OF ALCOHOLICS ANONYMOUS, INC. AND AFFILIATES

Notes to Consolidated Financial Statements

1. Organization and Nature of Activities

The General Service Board of Alcoholics Anonymous, Inc. (GSB) and affiliates, Alcoholics Anonymous World Services, Inc. (AAWS) and Alcoholics Anonymous Grapevine, Inc. (AAGV) (collectively, the Organization), are not-for-profit organizations organized in New York for the purpose of assisting in the formation of Alcoholics Anonymous (A.A.) groups and coordinating the Alcoholics Anonymous program of rehabilitating alcoholics throughout the world, and publishing books, magazines, pamphlets, and other material directly related to that purpose. The trustees of GSB are ex officio members of AAWS and AAGV, and as such, elect their boards of directors. As members, they also have the sole right to amend the AAWS and AAGV bylaws and approve their budgets.

GSB, AAWS, and AAGV are exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code (IRC).

The activities of GSB are conducted in four separate funds, as follows:

General Fund — This fund is comprised of those assets not included in any of the other funds and that may be used for any purpose for which the Organization was formed. These purposes presently include activities related to communication and information services to A.A. groups and members; public information; cooperation with the professional community; and regional, national, and international meetings, conferences, and conventions.

Reserve Fund — This fund was established in 1954 for the purpose of accumulating a prudent operating reserve, which, during 1977, was redefined by a special General Service Board Committee as the prior year's combined operating expenses of AAWS, AAGV, and the General Fund of GSB. The committee also recommended that all investment activities of the operating entities be consolidated into the Reserve Fund. That advisory action was approved by the Board of Trustees and since that time, all funds of the operating entities in excess of those required for working capital have generally been transferred to the Reserve Fund. Included in such transfers from AAGV have been amounts held for unfulfilled subscriptions reflected as a liability of the Reserve Fund on the accompanying consolidated statements of financial position. Any withdrawals from the Reserve Fund must be specifically authorized by GSB upon recommendation of the Trustee's Finance Committee. In 2022, the General Service Board adopted a Statement of Investment Policy to codify all aspects of the Reserve Fund, including its purpose, its use, where it is invested and reported, and who has authority and responsibility for Reserve Fund actions.

Capital Projects Fund — This fund accounts for the cost of leasehold improvements, computer hardware and software, furniture and equipment, and website development incurred under major capital projects and records depreciation and amortization on such assets.

Postretirement Medical Fund — This fund is to provide eligible Retirees of the Organization, and their eligible spouses, with group retiree medical insurance benefits that supplement Medicare.

2. Summary of Significant Accounting Policies

Principles of Consolidation

The consolidated financial statements of the Organization have been prepared by consolidating the financial statements of GSB, AAWS, and AAGV. All intercompany transactions and balances have been eliminated in the consolidation.

Basis of Presentation

The accompanying consolidated financial statements of the Organization have been prepared on the accrual basis of accounting. The Organization adheres to accounting principles generally accepted in the United States of America (GAAP).

Net Assets

The Organization maintains its net assets under the following classes:

Without Donor Restrictions — This class represents net assets not subject to donor-imposed stipulations and that have no time restrictions. Such resources are available for support of the Organization's operations over which the Board of Directors has discretionary control.

With Donor Restrictions — This class represents net assets subject to donor-imposed stipulations that will be met by actions of the Organization or by the passage of time. When a stipulated time restriction ends or purpose restriction is accomplished, such net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statements of activities as net assets released from restrictions. The Organization had no net assets with donor restrictions as of December 31, 2025 and 2024.

The Organization does not accept contributions with restrictions. Therefore, all net assets of the Organization are presented without donor restrictions as of December 31, 2025 and 2024.

Cash and Cash Equivalents

The Organization considers all highly liquid investments with a maturity of three months or less when acquired to be cash equivalents, except for cash equivalents held as part of the Organization's investment portfolio.

Fair Value Measurements

GAAP establishes a hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that inputs that are most observable be used when available. Observable inputs are those that market participants operating within the same marketplace as the Organization would use in pricing the Organization's asset or liability based on independently derived and observable market data. Unobservable inputs are inputs that cannot be sourced from a broad active market in which assets or liabilities identical or similar to those of the Organization are traded. The Organization estimates the price of any asset or liability for which there are only unobservable inputs by using assumptions that market participants that have investments in the same or similar assets or liabilities would use as determined by the money managers for each investment based on best information available in the circumstances. The input hierarchy is broken down into three levels based on the degree to which the exit price is independently observable or determinable, as follows:

Level 1 — Valuations are based on quoted market prices in active markets for identical assets or liabilities. Since valuations are based on quoted prices that are readily and regularly available in an active market, valuation of these products does not entail a significant degree of judgment.

Level 2 — Valuations are based on quoted market prices of investments that are not actively traded or for which certain significant inputs are not observable, either directly or indirectly, such as quoted prices for similar assets or liabilities, quoted prices in markets that are not active, or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.

Level 3 — Valuations are based on inputs that are unobservable and reflect management's best estimate of what market participants would use as fair value.

Investment return, net, is recognized when earned and consists of interest, dividends, and realized and unrealized gains and losses, less direct external investment expenses. Dividends are recorded on the ex-dividend date. Purchases and sales are recorded on a trade-date basis.

Inventory

Inventory is valued at the lower of cost or net realizable value, as determined on the weightedaverage cost method. Net realizable value is defined as the estimated selling price (in the ordinary course of business) less reasonably expected costs for completion, disposal, and transportation. Literature distributed without charge is included in the cost of printing as a reduction of inventory. Inventory costs include paper, printing, binding, warehousing, and shipping.

Property and Equipment, Net

Property and equipment acquisitions are stated at cost, less accumulated depreciation. Depreciation is charged to expense on the straight-line basis over the estimated useful life of each asset.

The estimated useful lives for each major depreciable classification of property and equipment are as follows::

Asset Category	Years
Furniture and equipment	8
Software and hardware	3–5
Website	5
Leasehold Improvements	Life of lease

The Organization's policy is to capitalize all capital assets with an individual acquisition cost exceeding $1,000 and a useful life greater than one year.

Leases

Leases are classified as operating leases based on the underlying terms of the agreement and certain criteria, such as the term of the lease related to the useful life of the asset and the total lease payments to be made as compared to the fair value of the asset, amongst other criteria. For leases with initial terms greater than a year (or greater than one year remaining under the lease at the date of adoption of Accounting Standards Codification (ASC) 842, *Leases*) the Organization records the related right-of-use (ROU) assets and liabilities at the present value of the lease payments to be paid over the life of the related lease. Variable lease payments are excluded from the amounts used to determine the ROU assets and liabilities unless the variable lease payments depend on an index or rate or are, in substance, fixed payments. Lease payments related to periods subject to renewal options are also excluded from the amounts used to determine the ROU assets and liabilities unless the Organization is reasonably certain

to exercise the option to extend the lease. The present value of lease payments is calculated by utilizing the discount rate stated in the lease, when readily determinable. For leases for which this rate is not readily available, the Organization has elected to use a risk-free discount rate determined using a period comparable with that of the lease term. The Organization has made an accounting policy election not to separate lease components from non-lease components in contracts when determining its lease payments for all of its asset classes, as permitted by ASC 842, *Leases*. As such, the Organization accounts for the applicable non-lease components together with the related lease components when determining the ROU assets and liabilities. The Organization has made an accounting policy election not to record leases with an initial term of less than a year as ROU assets and liabilities.

Accounts Receivable, Net

Trade receivables include receivables due within 30 days for a range of literature and related materials for the purpose of recovery from alcoholism including books, pamphlets, flyers, video, and audio recordings. Receivables consist of amounts billed to entities both within and outside the A.A. service structure such as Intergroups, Central Offices, International General Service Offices (GSO), districts, areas, groups, meetings, government entities, book retailers, and addiction treatment organizations in exchange for obligations that take place during the year. Accounts receivable are presented net of an allowance for credit losses, which is an estimate of amounts that may not be collectible. The Organization estimates credit losses based on management's historical collection experience, adjusted for management's expectations about current and future economic conditions. At December 31, 2025 and 2024, the Organization determined that historic and future loss rates will be consistent during the next fiscal year and considered the need for any additional qualitative adjustments and concluded for 2025 and 2024 to record a $160,567 and $87,491, respectively, allowance on outstanding balances. Management has correlated the history of the ratio of credit losses to accounts receivable with economic data and noted that the ratio increased in four of the last five recessions. Therefore, management has determined that the allowance for credit losses should be increased when a recession is forecast for the coming year. However, since economic growth is forecast for 2026, management has not adjusted the allowance for credit loss as of December 31, 2025 for current and future economic conditions.

Revenue Recognition

The Organization earns revenue from the publication of magazines and distribution of literature. Magazine revenue is recorded as subscriptions are fulfilled. Revenue from the distribution of other publications is recognized when goods are shipped. Performance obligations are identified in the arrangement based on the relative standalone selling price of each publication and are recognized as revenue when the subscriptions are fulfilled or when shipped. Payments received in advance related to subscriptions are reflected as deferred revenue on the accompanying consolidated statements of financial position. Revenue is accounted for under ASC 606, *Revenue from Contracts with Customers*.

Taking place once every five years, the A.A. International Convention marks the anniversary of its two founders, Bill W. and Dr. Bob's, first meeting and the birth of Alcoholics Anonymous in 1935. A.A. members and their families and friends from around the globe attend the event. At the International Convention, people attend meetings, workshops, dances, and events. The 2025 convention took place in Vancouver, British Columbia from July 3-6, 2025. Attendees paid a registration fee of $160-$185. As of December 31, 2025, revenue related to the convention amounted to $5,935,972.

Revenue with customers is comprised of the following:

December 31	2025	2024
Gross profit from literature sales	**$9,851,764**	$9,331,464
Total Revenue Subject to ASC 606	**$9,851,764**	$9,331,464
Total Revenue Not Subject to ASC 606	**$12,202,272**	$12,683,794
Total Operating Revenue and Support	**$22,054,036**	$22,015,258

Accounts receivable, net balances were as follows:

December 31, 2025	Contract Assets Liabilities	Contract Liabilities
Beginning of year	$901,657	$6,630,933
End of year	$931,744	$1,732,608

December 31, 2024	Contract Assets Liabilities	Contract Liabilities
Beginning of year	$1,078,012	$1,884,857
End of year	$901,657	$6,630,933

Contributions

The GSB accepts contributions from A.A. groups and members. Contributions are nonexchange transactions in which no commensurate value is exchanged. Therefore, contributions fall under the purview of ASC Topic 958, *Not-for-Profit Entities*. Contributions are recorded as increases in net assets with or without donor restrictions, depending on the existence and/or nature of any donor restrictions. Contributions that are restricted by the donor are considered as increases in net assets without donor restrictions if the restrictions are satisfied in the period in which the contributions are recognized. The Organization does not receive or solicit pledges, so contributions are recorded as revenue when cash is received. The Organization does not accept contributions with restrictions. For the year ended December 31, 2025, all contributions were included in net assets without donor restrictions.

A contribution, gift, or grant is conditional if an agreement includes a barrier that must be overcome and either a right of return of assets transferred or a right or release of a promisor's obligation to transfer assets. The presence of both a barrier and a right of return or right of release indicates that a recipient's promises to give are not recognized until they become unconditional, that is, when the barriers in the agreement are overcome. As of December 31, 2025, there were no conditional contributions.

Contributed Nonfinancial Assets

Contributions of nonfinancial assets are recognized when goods or services are received if they (a) create or enhance nonfinancial assets or (b) require specialized skills, and are provided by individuals possessing those skills, and would typically need to be purchased if not donated. Contributed nonfinancial assets are recorded at their estimated values at the time that such nonfinancial assets are contributed.

The Organization receives free airtime for Public Service Announcements (PSAs) from broadcast stations and other media outlets. The fair value of the free PSAs received totaled $13,411,902 and $5,704,398 for the years ended December 31, 2025 and 2024, respectively, andis reflected as contributed nonfinancial assets in the consolidated statements of activities and contributed nonfinancial assets — advertising on in the consolidated statements of functional expenses.

Functional Allocation of Expenses

The cost of providing the various program and supporting services has been summarized on a functional basis in the accompanying consolidated statements of functional expenses. Accordingly, certain costs have been allocated among the program and supporting services benefited. The Organization only considers costs that are directly spent for the fellowship as program expenses. Other expenses are not indirectly allocated and are considered supporting services.

Use of Estimates

The preparation of consolidated financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Income Taxes

The Organization is exempt from federal, state, and local income taxes under Section 501(c)(3) of the IRC and, therefore, has made no provision for income taxes in the accompanying consolidated financial statements. In addition, the Organization has been determined by the Internal Revenue Service (IRS) not to be a "private foundation" within the meaning of Section 509(a) of the IRC.

Year ended December 31, 2025

Consolidated Financial Statement Disaggregation	Revenue Recognized	Utilization in Programs/Activities	Donor Restrictions	Valuation Techniques/Inputs
Contributed nonfinancial assets	$13,411,902	Public Service Announcements	No donor restrictions	Estimated fair market value based on other observable inputs (Level 2) gathered from the nation's largest media buying services.

Year ended December 31, 2024

Consolidated Financial Statement Disaggregation	Revenue Recognized	Utilization in Programs/Activities	Donor Restrictions	Valuation Techniques/Inputs
Contributed nonfinancial assets	$5,704,398	Public Service Announcements	No donor restrictions	Estimated fair market value based on other observable inputs (Level 2) gathered from the nation's largest media buying services.

Under ASC 740, an organization must recognize the financial statement effects of a tax position taken for tax return purposes when it is more likely than not that the position will not be sustained upon examination by a taxing authority. The Organization does not believe that it has taken any material uncertain tax positions and, accordingly, it has not recorded any liability for unrecognized tax benefits. The Organization has filed for and received income tax exemptions in the jurisdictions where it is required to do so. Additionally, the Organization has filed IRS Form 990 information returns, as required, and all other applicable returns in jurisdictions where so required. For the years ended December 31, 2025 and 2024, there were no income tax-related interest or penalties recorded or included in the consolidated statements of activities.

Concentration of Credit Risk

Cash and cash equivalents that potentially subject the Organization to a concentration of credit risk include cash accounts with a bank that may exceed the Federal Deposit Insurance Corporation (FDIC) insurance limits. Accounts are insured up to $250,000 per depositor per insured financial institution. The financial institutions have strong credit ratings and management believes that credit risk related to these accounts is minimal.

Risks and Uncertainties — Investments

The Organization's investments consist of a variety of investment securities. Such securities are subject to various risks that determine the value of the funds, such as interest rate, credit, and overall market volatility risk. Due to the level of risk associated with certain securities and the level of uncertainty related to changes in the value of these securities, it is reasonably possible that changes in market conditions in the near term could materially affect the value of the Organization's investments reported in the accompanying consolidated financial statements.

Operating Measure

The Organization includes in its definition of operations all revenues and expenses that are an integral part of its program and supporting activities. Pension related changes, GSB support for La Viña, other revenue, contributed nonfinancial assets, international convention revenue and expenses, and intercompany and interfund transfers are recognized as non-operating activities.

3. Liquidity and Availability of Resources

The Organization regularly monitors its financial assets available to meet general expenditures during the course of 12 months. It operates within a budget and anticipates collecting sufficient revenue to cover general expenditures. The Organization has eight non-interest-bearing accounts that enable it to meet these needs.

The Organization considers all expenditures related to its ongoing programs, as well as services undertaken to support these activities, to be general expenditures.

The Organization's liquid financial assets were as follows:

December 31

	2025	2024
Cash and cash equivalents (excluding reserve fund)	**$1,546,351**	$5,520,108
Investments	**$17,212,127**	$16,943,205
Accounts receivable, net	**$931,744**	$901,657
	$19,690,222	$23,364,970
Less: assets held for Postretirement Medical Fund	**$(9,599,471)**	$(8,789,577)
Total Financial Assets Available to Management for General Expenditures Within One Year	**$10,090,751**	$14,575,393

The Reserve Fund is not considered available for operations. The Reserve Fund may be available to management for the Organization at the discretion and approval of the GSB. Cash and cash equivalents in the Reserve Fund amounted to $3,882,368 and $4,268,422 as of December 31, 2025 and 2024, respectively.

4. Investments

As described in Note 1, all funds of the Organization not required for working capital are invested in the Reserve Fund of GSB. In accordance with established policy, the Reserve Fund invests in certificates of deposit.

The Postretirement Medical Fund holds assets designed to meet future premium obligations for medical insurance covering eligible participants. This fund invests in bond and equity mutual funds.

Investments recorded at fair value have been categorized based upon a fair value hierarchy in accordance with GAAP. See Note 2 for a discussion of the Organization's policies regarding this hierarchy.

The financial assets are classified in their entirety based on the lowest level of input that is significant to the fair value measurement. The Organization's assessment of the significance of a particular input to the fair value measurement requires judgment and may affect the placement within the fair value hierarchy levels.

A description of the valuation techniques applied to the Organization's assets measured at fair value is as follows:

Mutual Funds — Mutual funds are carried at their aggregate market value, as determined by quoted market prices. These investments are classified as Level 1.

Certificates of Deposit — Certificates of deposit are priced by the investment managers using nationally recognized pricing services. These investments are classified as Level 2.

The following table represents the Organization's fair value hierarchy for those assets measured at fair value:

December 31, 2025

	Level 1	Level 2	Level 3	Total
Reserve Fund:				
Certificates of deposit	$-	$7,680,051	$-	$7,680,051
Postretirement medical fund:				
Mutual funds — bond funds	3,496,726	-	-	3,496,726
Mutual funds — equity funds	6,035,350	-	-	6,035,350
Total Investments	**$9,532,076**	**$7,680,051**	**$-**	**$17,212,127**

December 31, 2024

	Level 1	Level 2	Level 3	Total
Reserve Fund:				
Certificates of deposit	$-	$8,186,316	$-	$8,186,316
Postretirement medical fund:				
Mutual funds — bond funds	3,205,390	-	-	3,205,390
Mutual funds — equity funds	5,551,499	-	-	5,551,499
	8,756,889	-	-	8,756,889
Total Investments	**$8,756,889**	**$8,186,316**	**$-**	**$16,943,205**

There have been no changes in the methodologies used at December 31, 2025. There were no transfers between levels during the year ended December 31, 2025.

5. Property and Equipment, Net

Property and equipment consisted of the following:

Year ended December 31

	2025	2024
Furniture and equipment	**$181,853**	$158,744
Software and hardware	**1,897,763**	1,615,981
Website	**998,050**	949,930
Leasehold improvements	**569,090**	2,231,416
Total Cost	**3,646,756**	4,956,071
Less: accumulated depreciation and amortization	**(2,028,802)**	(3,352,794)
Net Book Value	**$1,617,954**	$1,603,277

Depreciation and amortization expenses amounted to $907,426 and $979,262 for the years ended December 31 2025 and 2024, respectively.

6. Postretirement Health Benefits

The Organization provides health care benefits for retired employees, substantially all of whom become eligible if they attain retirement age while working at the General Service Office. Benefits are provided through health insurance contracts maintained by the Organization.

For employees hired before 2004, 25% of the cost is borne by the retirees.

For employees hired after January 1, 2004 through June 30, 2016, there is a three-tier structure in the level of group medical insurance premiums paid for on behalf of employees who retire directly from the GSO. For employees with five to nine years of service, the Organization pays 25%; ten to 15 years, 50%; and more than 15 years, 75%.

In March 2016, the Organization decided to no longer provide health care benefits upon retirement for employees hired after June 30, 2016.

Change in benefit obligation is as follows:

December 31

	2025	2024
Benefit Obligation, beginning of year	**$5,189,509**	$5,631,648
Service cost	**37,682**	57,903
Interest cost	**278,522**	274,420
Plan participants' contributions	**111,672**	106,301
Actuarial gain	**394,504**	(534,006)
Benefits paid	**(387,393)**	(346,757)
Benefit Obligation, *end of the year*	**$5,624,496**	$5,189,509

As described in Note 1, a Postretirement Medical Fund has been created by the Board with the purpose of accumulating assets to fund 100% of the postretirement health benefits liability. As of December 31, 2025 and 2024, this fund had assets with a fair value of $9,599,471 and $8,789,577, respectively. As required under GAAP, such assets are not reported net of the related postretirement benefit obligation on the accompanying consolidated statements of financial position.

The net change in the retirement liability is reported as non-operating activity in the accompanying consolidated statements of activities and amounted to $(349,753) and $600,119 for the years ended December 31, 2025 and 2024, respectively.

The components of the net periodic benefit cost are as follows:

December 31

	2025	2024
Service cost	**$37,682**	$57,903
Interest cost	**278,522**	274,420
Amortization of net gain	**(203,744)**	(145,023)
Net Periodic Cost	**$112,460**	$187,300

The assumed health care cost trend rate used to measure the expected cost of benefits covered by the plan was 4.037% and 4.037% as of December 31, 2025 and 2024, respectively, and the ultimate trend rate is anticipated to be 4.037% by 2075. A discount rate of 5.61% has been used to measure the accrued postretirement health benefit obligation reflected on the accompanying consolidated statements of financial position as of December 31, 2025.

Contributions expected to be paid to the plan during the next fiscal year amounted to $314,044.

Included in net assets without donor restrictions is an unamortized net loss of $349,753 and a net gain of $600,119 as of December 31, 2025 and 2024, respectively, which has not yet been recognized as a component of net periodic benefit cost.

The expected postretirement benefits to be paid for the next ten years are as follows:

Year ending December 31

2026	$314,044
2027	$325,653
2028	$344,122
2029	$349,672
2030	$365,394
2031–2035	$1,919,306

7. Retirement Plans

The Organization adopted a defined benefit pension plan (the Plan) effective January 1, 1965 to provide retirement benefits to eligible employees who have completed one year of service.

The Plan provides an annual benefit equal to 2% of final average compensation multiplied by years of service (not to exceed 35 years), less 0.65% of average social security earnings multiplied by years of service (not to exceed 30 years). The social security offset cannot reduce the gross benefit by more than 50%.

The funding status of the Plan is as follows:

Year ended December 31

	2025	2024
Change in Benefit Obligation		
Benefit Obligation, beginning of year	**$24,181,961**	$26,028,397
Service cost	**204,902**	193,516
Interest cost	**1,324,050**	1,235,282
Amendments/Curtailments/ Special Termination	**406,688**	-
Actuarial gain	**787,530**	(1,439,385)
Benefits paid	**(1,811,678)**	(1,835,849)
Benefit Obligation, end of year	**25,093,453**	24,181,961
Fair value of Plan assets	**38,685,042**	35,956,693
Funded Status	**13,591,589**	11,414,732
Prepaid Pension Benefit Obligation, recognized in the consolidated statements of financial position	**$13,591,589**	$11,414,732

The components of the net periodic benefit cost are as follows:

Year ended December 31

	2025	2024
Service cost	**$204,902**	$193,516
Interest cost	**$1,324,050**	$1,235,282
Expected return on Plan assets	**$(2,079,245)**	$(2,258,776)
Net Periodic Cost	**$(550,293)**	$(829,978)

Other changes in Plan assets and benefit obligations recognized in the change in net assets without donor restrictions are as follows:

Year ended December 31

	2025	2024
Actuarial gain	**$(1,626,564)**	$3,401,064
Net Periodic Benefit	**$(1,626,564)**	$3,401,064

Weighted-average assumptions used to determine benefit obligations were as follows:

December 31

	2025	2024
Discount rate	**5.46%**	5.59%
Salary increases	**4.00%**	4.00%
Expected long-term return on assets	**6.00%**	6.00%

Weighted-average assumptions used to determine net periodic pension cost were as follows:

Year ended December 31

	2025	2024
Discount rate	**5.59%**	5.00%
Salary increases	**4.00%**	3.00%
Expected long-term return on assets	**6.00%**	7.00%

The expected rate of return on Plan assets is determined by those assets' historical long-term investment performance, current asset allocation, and estimates of future long-term returns by asset class.

The fair value of Plan assets was classified as follows:

December 31, 2025

	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	$364,390	$-	$-	$364,390
Mutual funds — domestic equity	19,784,091	-	-	19,784,091
Mutual funds — international equity	4,778,857	-	-	4,778,857
Mutual funds — bond funds	13,757,704	-	-	13,757,704
Total Investments	**$38,685,042**	**$-**	**$-**	**$38,685,042**

December 31, 2024

	Level 1	Level 2	Level 3	Total
Cash and cash equivalents	$725,934	$-	$-	$725,934
Mutual funds — domestic equity	20,731,226	-	-	20,731,226
Mutual funds — international equity	4,227,471	-	-	4,227,471
Mutual funds — bond funds	10,272,062	-	-	10,272,062
Total Investments	**$35,956,693**	**$-**	**$-**	**$35,956,693**

The expected benefits to be paid for the next ten years are as follows:

Year ending December 31	
2026	$1,989,661
2027	$1,917,132
2028	$1,854,217
2029	$1,809,268
2030	$1,750,677
2031–2035	$8,681,862

For the years ended December 31, 2025 and 2024, the Organization did not contribute to the Plan.

Effective January 1, 2013, the Organization implemented a soft freeze of the Plan. Employees in the Plan as of December 31, 2012 continue to accrue benefits; however, employees hired after that date are eligible to participate in a new defined contribution plan. The Organization contributes 5% of eligible salary plus a 50% match on employee contributions up to a maximum of 5% of eligible salary. For the years ended December 31, 2025 and 2024, contributions to the defined contribution plan amounted to approximately $447,000 and $410,000, respectively.

8. Intercompany and Interfund Transactions

As of December 31, 2025 and 2024, GSB owed AAWS $4,171,674 and $4,298,157, respectively, for various organizational expenses.

The Reserve Fund of GSB includes transfers from AAGV that represent amounts held for unfulfilled subscriptions. This balance amounted to $540,000 as of December 31, 2025 and 2024. The balance is reflected as an asset of AAGV and a liability of the Reserve Fund of GSB on the accompanying consolidated statements of financial position.

For the year ended December 31, 2025 and 2024, funds of $369,838 and $374,577 respectively were transferred from the Postretirement Medical Fund to the General Fund. For the year ended December 31, 2025 funds of $655,603 were transferred from the General Fund to the Capital Projects Fund. For the year ended December 31 2024, funds of $30,723 were transferred from the Capital Projects Fund to the General Fund.

9. Leases

AAWS, as fiscal agent for GSB and AAGV, has a lease agreement for the office space at 475 Riverside Drive in New York City which expired in December 2025. AAWS negotiated a new lease for office space at 475 Riverside Drive, which commences on January 1, 2026 for period of ten years. The operating lease right-of-use asset and operating lease liability will be initially measured and recorded upon commencement in 2026 at $7,210,868.

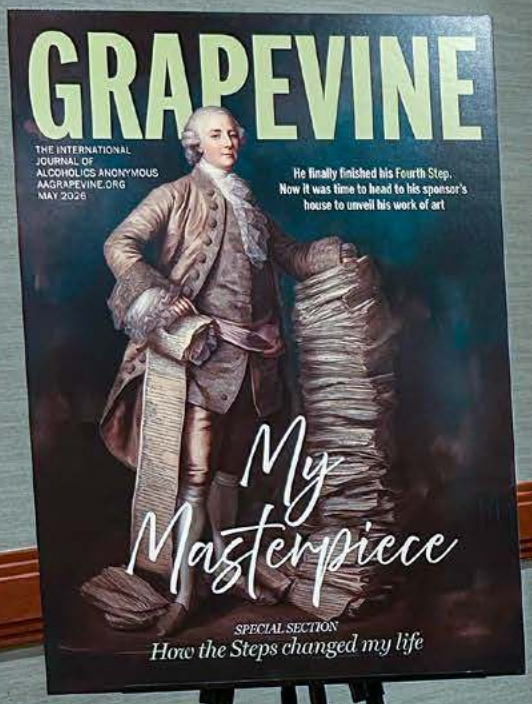
The operating lease ROU asset and operating lease liability are recorded in the accompanying consolidated statements of financial position.

The following table summarizes information related to the lease asset and liability:

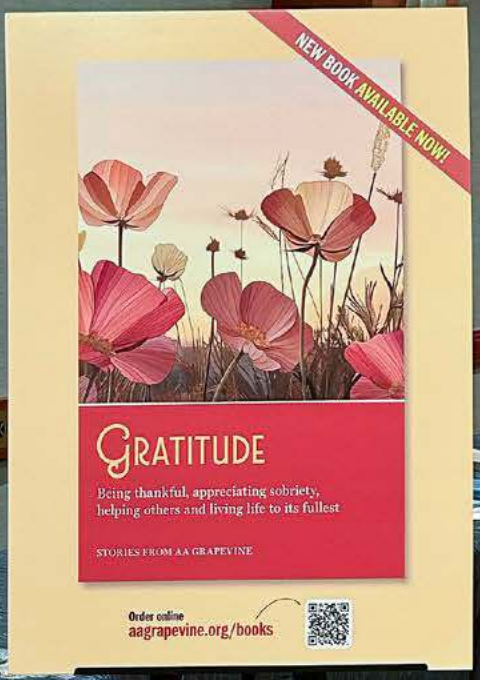
Year ended December 31	2025	2024
Operating lease cost	**$955,572**	$955,572
Other information:		
Cash paid for accounts included in the measurement of lease liabilities:		
Operating cash flows from operating leases	**949,133**	955,572
Weighted-average remaining lease term — operating leases	**1 year**	2 years
Weighted-average discount rate — operating leases	**1.25%**	1.25%

10. Subsequent Events

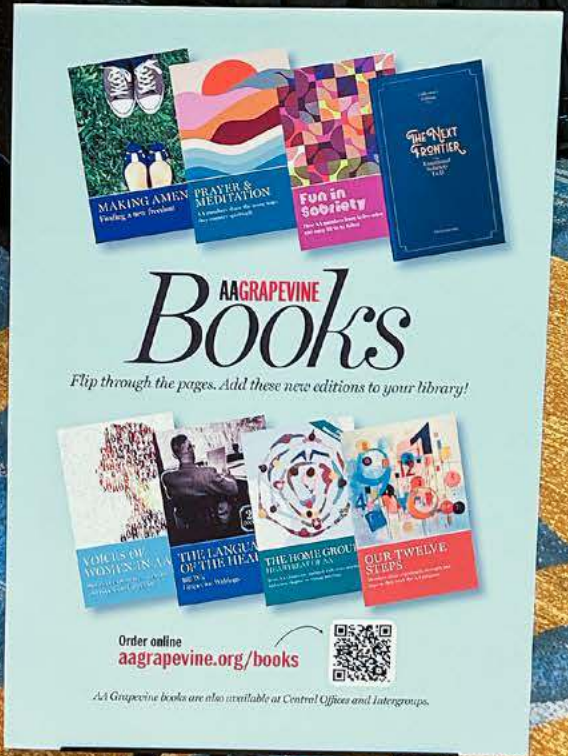
Management has evaluated, for potential recognition and disclosure, events subsequent to the date of the consolidated statements of financial position through April 15, 2026, the date the consolidated financial statements were available to be issued.


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Contribution Report — 2025

INDIVIDUAL

CREDIT TO	# Contributions	Contribution Amount	Average Contribution	% of Total Contribution $
Birthday	1,944	$198,933	$102.33	4.77%
Group	10,896	$1,505,619	$138.18	36.07%
Individual	13,884	$1,655,338	$119.23	39.66%
Meeting*	2	$900	$449.92	0.02%
Memorial	223	$169,323	$759.30	4.06%
Special	292	$64,541	$221.03	1.55%
Challenge	7	$97	$13.80	0.00%
Not Specified	2,983	$578,928	$194.08	13.87%
TOTAL	**30,231**	**4,173,680**	**$138.06**	**100.00%**

Most common contribution by an individual **$50.00**

INDIVIDUAL BY DOLLAR AMOUNT

	Number	% of Total	Dollars	% of Total
Less than $50	12,664	41.89%	$275,351	6.60%
$50 to $100	8,922	29.51%	$648,158	15.53%
$100 to $150	2,738	9.06%	$353,704	8.47%
$150 to $200	1,858	6.15%	$342,258	8.20%
$200 to $300	1,747	5.78%	$445,695	10.68%
$300 to $400	735	2.43%	$260,852	6.25%
$400 to $500	586	1.94%	$274,742	6.58%
$500 to $600	220	0.73%	$122,230	2.93%
$600 to $700	108	0.36%	$70,960	1.70%
$700 to $800	99	0.33%	$74,322	1.78%
$800 to $900	41	0.14%	$35,608	0.85%
$900 to $1,000	163	0.54%	$161,814	3.88%
$1,000 to $5,000	302	1.00%	$721,961	17.30%
$5,000 to $7,500	35	0.12%	$253,524	6.07%
$7,500 to $12,500 (bequests)	13	0.04%	$132,500	3.17%
TOTAL	**30,231**	**100%**	**$4,173,680**	**100%**

Number of $7,500 individual contributions	26
Number of $12,500 bequests	1

*conventions, conferences, roundups, service assemblies, and other A.A. events.

GROUPS AND OTHER ENTITIES

AREA	# Active Groups	# Groups Contributed	% Groups Contributed	Total Group Contributions	Average Contributed by a Group for the Year
001 - Alabama/N.W. Florida	427	122	28.57%	$41,103	$336.91
002 - Alaska	147	52	35.37%	$15,063	$289.67
003 - Arizona	1,216	320	26.32%	$144,244	$450.76
004 - Arkansas	227	104	45.81%	$43,210	$415.49
005 - Southern California	776	171	22.04%	$97,078	$567.71
006 - Northern Coastal California	1,683	585	34.76%	$218,139	$372.89
007 - Northern Interior California	724	305	42.13%	$121,064	$396.93
008 - San Diego/Imperial California	599	221	36.89%	$75,152	$340.05
009 - Mid-Southern California	1,988	426	21.43%	$128,131	$300.78
010 - Colorado	873	325	37.23%	$139,859	$430.33
011 - Connecticut	463	368	79.48%	$115,182	$313.00
012 - Delaware	140	115	82.14%	$53,212	$462.71
013 - District of Columbia	257	66	25.68%	$30,685	$464.92
014 - North Florida	892	330	37.00%	$124,307	$376.69
015 - So. Florida/ Bahamas/ US Virgin Islands/ Antigua	1,902	613	32.23%	$256,921	$419.12
016 - Georgia	549	304	55.37%	$114,035	$375.12
017 - Hawaii	199	102	51.26%	$37,005	$362.80
018 - Idaho	201	85	42.29%	$33,003	$388.27
019 - Chicago Illinois	959	112	11.68%	$32,091	$286.53
020 - Northern Illinois	792	234	29.55%	$58,865	$251.56
021 - Southern Illinois	378	82	21.69%	$16,971	$206.96
022 - Northern Indiana	489	139	28.43%	$26,017	$187.17
023 - Southern Indiana	751	153	20.37%	$29,727	$194.29
024 - Iowa	600	228	38.00%	$64,399	$282.45
025 - Kansas	311	94	30.23%	$26,018	$276.78
026 - Kentucky	728	213	29.26%	$75,787	$355.81
027 - Louisiana	650	113	17.38%	$27,456	$242.98
028 - Maine	484	176	36.36%	$40,308	$229.02
029 - Maryland	400	212	53.00%	$52,590	$248.06
030 - Eastern Massachusetts	1,424	392	27.53%	$125,329	$319.72
031 - Western Massachusetts	310	112	36.13%	$18,276	$163.18
032 - Central Michigan	704	157	22.30%	$27,113	$172.69
033 - Southeastern Michigan	909	162	17.82%	$37,160	$229.38
034 - Western Michigan	414	132	31.88%	$39,268	$297.49
035 - Northern Minnesota	452	211	46.68%	$38,395	$181.97
036 - Southern Minnesota	806	244	30.27%	$87,826	$359.94
037 - Mississippi	244	52	21.31%	$17,464	$335.85
038 - Eastern Missouri	251	165	65.74%	$58,524	$354.69
039 - Western Missouri	218	83	38.07%	$28,000	$337.35
040 - Montana	272	101	37.13%	$51,977	$514.62
041 - Nebraska	573	158	27.57%	$39,610	$250.70
042 - Nevada	613	141	23.00%	$50,241	$356.32
043 - New Hampshire	548	210	38.32%	$51,695	$246.17
044 - Northern New Jersey	1,064	299	28.10%	$116,298	$388.96
045 - Southern New Jersey	252	180	71.43%	$65,589	$364.39
046 - New Mexico	278	132	47.48%	$32,721	$247.89
047 - Central New York	509	167	32.81%	$40,577	$242.98
048 - Northeast New York	688	197	28.63%	$54,879	$278.57
049 - Southeast New York	1,352	355	26.26%	$194,591	$548.14
050 - Western New York	260	59	22.69%	$16,828	$285.22
051 - North Carolina	1,015	444	43.74%	$192,886	$434.43
052 - North Dakota	153	61	39.87%	$25,423	$416.78
053 - Central & Southeast Ohio	434	141	32.49%	$25,848	$183.32
054 - Northeast Ohio	1,298	186	14.33%	$34,165	$183.68
055 - Northwest Ohio	288	60	20.83%	$16,789	$279.82
056 - Southwest Ohio	593	160	26.98%	$33,249	$207.81
057 - Oklahoma	387	118	30.49%	$37,943	$321.55
058 - Oregon	887	365	41.15%	$109,027	$298.70
059 - Eastern Pennsylvania	1,672	531	31.76%	$181,599	$341.99
060 - Western Pennsylvania	689	209	30.33%	$47,154	$225.62
061 - Rhode Island	223	89	39.91%	$24,678	$277.29
062 - South Carolina	371	210	56.60%	$104,408	$497.18
063 - South Dakota	159	44	27.67%	$14,658	$333.13
064 - Tennessee	551	162	29.40%	$60,751	$375.01
065 - Northeast Texas	295	120	40.68%	$67,431	$561.92
066 - Northwest Texas	263	31	11.79%	$10,279	$331.60
067 - Southeast Texas	642	165	25.70%	$58,873	$356.80
068 - Southwest Texas	508	150	29.53%	$71,258	$475.05
069 - Utah	238	124	52.10%	$45,176	$364.32
070 - Vermont	286	86	30.07%	$22,486	$261.46
071 - Virginia	952	385	40.44%	$140,350	$364.54
072 - Western Washington	905	456	50.39%	$171,000	$375.00
073 - West Virginia	216	73	33.80%	$13,860	$189.86
074 - Northern Wisconsin/ Upper Peninsula Michigan	623	174	27.93%	$29,800	$171.27
075 - Southern Wisconsin	1,014	395	38.95%	$69,167	$175.11
076 - Wyoming	89	38	42.70%	$13,767	$362.30
077 - Puerto Rico	97	45	46.39%	$6,564	$145.87
078 - Alberta / Northwest Territories Canada	441	173	39.23%	$58,738	$339.53
079 - British Columbia/Yukon Canada	507	224	44.18%	$102,095	$455.78
080 - Manitoba Canada	90	25	27.78%	$7,057	$282.27
081 - New Brunswick/ Prince Edward Island Canada	52	41	78.85%	$24,457	$596.50
082 - Nova Scotia/ Newfoundland/ Labrador Canada	174	53	30.46%	$23,174	$437.25
083 - Eastern Ontario Canada	516	133	25.78%	$54,359	$408.71
084 - Northeast Ontario Canada	135	37	27.41%	$15,934	$430.66
085 - Northwest Ontario Canada	47	14	29.79%	$3,778	$269.85
086 - Western Ontario Canada	554	132	23.83%	$67,807	$513.69
087 - Southwest Quebec Canada	312	37	11.86%	$24,541	$663.28
088 - Southeast Quebec Canada	90	5	5.56%	$10,069	$2,013.89
089 - Northeast Quebec Canada	168	4	2.38%	$63,411	$15,852.78
090 - Northwest Quebec Canada	235	18	7.66%	$59,720	$3,317.77
091 - Saskatchewan Canada	226	66	29.20%	$22,532	$341.39
092 - Washington State East	480	155	32.29%	$49,360	$318.45
093 - Central California	474	264	55.70%	$76,045	$288.05
095 - Outside the service structure	2,408	1,830	76.00%	$582,299	$318.20
TOTAL GROUPS	**53,703**	**18,312**	**34.10%**	**$6,303,951**	**$344.25**

Average contributed by a group in a single contribution	**$154.41**
Most common amount contributed by a group in a single contribution	**$50.00**
Cost of program services	**$14,769,977**
Cost of services per group	**$275.03**

GROUP CONTRIBUTIONS BY DOLLAR AMOUNT

	Number	% of Total	Dollars	% of Total
Less than $50	11,386	27.90%	$305,040	4.84%
$50 to $100	13,190	32.32%	$967,420	15.35%
$100 to $150	5,232	12.82%	$672,839	10.67%
$150 to $200	3,373	8.26%	$612,549	9.72%
$200 to $300	3,581	8.77%	$905,175	14.36%
$300 to $400	1,416	3.47%	$502,085	7.96%
$400 to $500	943	2.31%	$436,355	6.92%
$500 to $600	472	1.16%	$265,120	4.21%
$600 to $700	231	0.57%	$151,199	2.40%
$700 to $800	252	0.62%	$189,462	3.01%
$800 to $900	132	0.32%	$113,046	1.79%
$900 to $1,000	172	0.42%	$167,587	2.66%
Over $1,000	435	1.07%	$1,016,072	16.12%
TOTAL	**40,815**	**100.00%**	**6,303,951**	**100.00%**

SUMMARY OF ALL CONTRIBUTIONS

Groups	60.17%	$6,303,951
Individuals	39.83%	$4,173,680
GRAND TOTAL	**100.00%**	**$10,477,630**

2026 OPERATING BUDGET

A.A. World Services, Inc. and General Service Board

OPERATING REVENUE	2026 Operating Budget	2026 Forecast	2025 Preliminary Actual	2025 Budget	2024 Actual	2023 Actual	2022 Actual
Literature (excluding Convention)							
Gross Literature Sales	18,672,343	16,000,000	15,264,000	16,000,000	14,452,652	14,641,176	11,999,441
Shipping Charges	431,593	350,000	352,813	350,000	340,281	294,321	277,893
Discounts	(778,748)	(640,000)	(676,363)	(400,000)	(568,379)	(453,695)	(482,071)
Net Sales	18,325,187	15,710,000	14,940,449	15,950,000	14,224,553	14,481,802	11,795,264
Cost of Goods Sold	8,429,586	7,200,000	7,333,474	7,200,000	6,585,045	7,726,991	6,901,151
Gross Profit	**$9,895,601**	**$8,510,000**	**$7,606,976**	**$8,750,000**	**$7,639,508**	**$6,754,811**	**$4,894,113**
Contributions							
Individuals/Groups	10,500,000	11,000,000	10,539,758	11,000,000	11,248,573	10,841,419	10,548,525
Conference Delegate Fees	204,600	204,600	202,276	204,600	199,811	163,800	165,600
Additional Conference Contributions	210,000	210,000	227,476	210,000	245,551	219,186	162,640
World Service Meeting Delegate Fees	148,000	0	0	0	148,000	2,891	49,617
World Service Meeting Fund	100,000	30,000	47,826	30,000	94,772	24,775	35,682
International Literature Fund	60,000	60,000	44,570	60,000	143,102	41,484	54,513
Total Contributions	**$11,222,600**	**$11,504,600**	**$11,061,906**	**$11,504,600**	**$12,079,809**	**$11,293,556**	**$11,016,577**
Convention							
Souvenir Book Sales	0	430,500	215,505	430,500			
Three Big Meeting Video	0	58,000	80,781	58,000			
Cost of Goods Sold	0	219,825	151,106	219,825			
Gross Profit	**$0**	**$268,675**	**$145,180**	**$268,675**			
TOTAL OPERATING REVENUE	**$21,118,201**	**$20,283,275**	**$18,814,061**	**$20,523,275**	**$19,719,318**	**$18,048,367**	**$15,910,691**
OPERATING EXPENSE							
Salary	10,374,015	9,634,036	9,051,503	9,912,120	9,153,868	8,469,058	incl. below
Recoupment of Convention Overhead		(552,165)	(545,000)	(552,165)			
Vacancy Allowance	(207,480)	(96,340)	N/A	(99,121)			
GV HR Shared Services Payment	(33,298)	(19,250)	(19,250)	(19,250)	0	0	0
Employee Benefits	2,187,831	1,944,954	1,952,091	1,990,248	2,021,421	1,879,954	incl. below
Payroll Taxes	868,999	808,898	747,864	831,393	752,466	692,343	incl. below
Subtotal Personnel	13,190,067	11,720,133	11,187,208	12,063,225	11,927,755	11,041,355	10,303,829
Professional Fees	1,468,467	2,148,755	1,651,998	2,118,862	1,748,646	1,841,628	1,756,363
Printing, Postage, and Supplies	390,898	553,991	562,386	560,206	604,373	575,949	451,413
Data, Automation & Website	748,529	731,757	718,367	702,736	578,785	573,591	611,490
Insurance	97,000	85,739	88,147	85,739	75,217	70,884	69,575
Facility and Equipment	1,294,867	1,372,224	1,368,120	1,361,099	1,287,410	1,223,760	1,258,295
GV Rent Payment	(15,060)	(49,451)	(55,710)	(63,844)			
Travel and Meeting	2,436,931	2,404,038	2,185,739	2,498,920	2,462,059	2,147,709	1,854,281
Other	154,000	170,800	236,924	168,400		193,436	228,127
TOTAL OPERATING EXPENSE	**$19,765,699**	**$19,137,986**	**$17,943,178**	**$19,495,343**	**$18,684,245**	**$17,668,310**	**$16,533,372**
OPERATING SURPLUS/(DEFICIT) BEFORE DEPRECIATION**	**$1,352,503**	**$1,145,289**	**$870,883**	**$1,027,932**	**$1,035,073**	**$380,057**	**$(622,681)**
Depreciation	950,000	947,623	751,325	1,124,328	843,246	1,056,630	1,184,394
OPERATING SURPLUS/(DEFICIT) AFTER DEPRECIATION	**$402,503**	**$197,666**	**$119,557**	**$(96,396)**	**$191,827**	**$(676,573)**	**$(1,807,075)**
Non-Operating Revenue							
Investment	0	0	1,447,107	0	1,420,864	1,344,343	(1,228,234)
Total Non-Operating Revenue	**$0**	**$0**	**$1,447,107**	**$0**	**$1,420,864**	**$1,344,343**	**$(1,228,234)**
NON-OPERATING EXPENSE							
Cash International Literature Fund	20,000	20,000	18,868	20,000	13,723	17,110	29,296
GSB support for La Viña	434,000	493,313	440,142	455,626	571,939	755,749	636,604
Recommended addition to Reserve Fund*	250,000						
Non-Cash Inventory Adjustment							821,900
Pension			14,522		(3,976,446)	(2,398,106)	(1,199,878)
Post-Retirement Medical			27,226		(653,275)	243,253	(2,327,970)
Total Non-Operating Expense	704,000	513,313	500,758	475,626	(4,044,059)	(1,381,994)	(2,040,048)
NON-OPERATING SURPLUS/(DEFICIT)	**$(704,000)**	**$(513,313)**	**$946,349**	**$(475,626)**	**$5,464,923**	**$2,726,337**	**$811,814**
GRAND TOTAL SURPLUS/(DEFICIT)	**$(301,497)**	**$(315,647)**	**$1,065,906**	**$(572,022)**	**$5,656,750**	**$2,049,764**	**$(995,261)**

*Any additional funds available at the end of 2026 will be recommended for addition to the Reserve Fund.

**Operating Surplus/(Deficit) Before Depreciation Less GSB support for La Viña | 918,503 | 651,976 | 430,741 | 572,306 | 463,134 | (375,692) | (1,259,285)

A.A. World Services, Inc. and General Service Board

2026 CAPITAL EXPENDITURE BUDGET

	2026	2025	CHANGE
COMMUNICATIONS			
Meeting Guide App Development — FosterMade	18,000	40,800	(22,800)
Meeting Guide App Development — CoCreate	4,600	9,300	(4,700)
Website development — Perficient	39,120	36,700	2,420
Digital Publication Project	0	40,000	(40,000)
Analytics Reporting Data Warehouse	0	75,000	(75,000)
Audio video equipment	100	7,400	(7,300)
TOTAL COMMUNICATIONS	**$61,820**	**$209,200**	**$(147,380)**
PUBLISHING			
Computer Equipment	3,000	9,928	(6,928)
Digital Publication Platform	0	40,000	(40,000)
Digital Distribution of Videos	0	34,315	(34,315)
TOTAL PUBLISHING	**$3,000**	**$84,243**	**$(81,243)**
TECHNOLOGY SERVICES			
ERP Enhancement	110,000	20,625	89,375
AAWS App High Level Design	30,000	0	30,000
Uninterrupted Power Supply Devices	2,768	0	2,768
Cisco Switches	0	29,937	(29,937)
Meraki Wireless Access Points	7,200	0	7,200
Equipment	30,000	29,350	650
TOTAL TECHNOLOGY SERVICES	**$179,968**	**$79,912**	**$100,056**
OFFICE RETROFIT[1]	**$1,850,000**	**$2,100,000**	**$(250,000)**
TOTAL CAPITAL EXPENDITURE	**$2,094,788**	**$2,473,355**	**$(378,567)**

[1]$1.85M of the $2.1M retrofit budget rolled over from 2025 to 2026.

AA Grapevine, Inc.

STATEMENT OF ACTIVITIES

GRAPEVINE REVENUE	Actual for the Year December 31, 2025 (unaudited)	2025 Reforecast Budget	Actual vs. Reforecast Budget	Prior Year as of Dec. 31, 2024	Actual vs. Prior Year	2026 Full Year Approved Budget
Circulation (average Number of Subscribers)						
GV Print subscriptions	41,258	41,455	(197)	45,048	(3,790)	40,875
GV Complete(Print and Online)	5,564	5,573	(9)	5,421	143	5,621
GV Online subscriptions	4,219	3,868	351	3,149	1,070	4,615
GV App subscriptions	7,532	7,238	294	5,571	1,961	8,825
Total Circulation	**$58,574**	**$58,134**	**$439**	**$59,189**	**$(616)**	**$59,936**
Revenue per Print subscription	2.60	2.55	0.05	2.43	0.17	2.61
Revenue GV Complete (Print and Online)	3.96	3.99	(0.03)	3.84	0.12	3.98
Revenue per GV Online subscription	2.25	2.27	(0.02)	2.28	(0.03)	2.33
Revenue per GV App subscription	2.56	2.56	0.00	2.57	(0.01)	2.57
INCOME						
Subscription Income						
GV Print subscriptions	$ 1,289,634	1,260,802	28,832	1,222,924	66,710	1,280,175
GV Complete (Print and Online)	264,730	265,234	(504)	250,016	14,714	268,470
GV Online subscriptions	113,707	105,063	8,644	86,049	27,658	128,863
GV App subscriptions	230,934	222,399	8,535	171,731	59,203	271,652
Back issues/Prison/Hospital issues	163,582	116,619	46,963	138,995	24,587	146,000
Prior Year Revenue Adjustment	0	20,000	(20,000)	87,772	(87,772)	0
Total Subscription Revenue	**$2,062,587**	**$1,990,117**	**$72,470**	**$1,957,486**	**$105,100**	**$2,095,160**
Direct Costs						
Magazine Production	370,606	376,289	(5,683)	563,734	(193,128)	340,000
Audio Production	26,520	26,520	-	28,558	(2,038)	26,520
Warehousing	68,015	70,069	(2,054)	61,058	6,957	54,000
Postage	389,348	406,993	(17,645)	439,052	(49,704)	378,000
GV App	34,640	33,360	1,280	25,674	8,966	40,748
Total Direct Costs	889,130	913,231	(24,101)	1,118,076	(228,946)	839,268
Gross Profit on Subscriptions	**$1,173,457**	**$1,076,886**	**$96,571**	**$839,410**	**$334,046**	**$1,255,892**
Content Related Income						
Books and Booklets	992,472	963,277	29,195	1,030,476	(38,004)	1,046,700
Audio Products	36,845	33,172	3,673	16,368	20,477	37,200
Specialty Items	38,973	21,083	17,890	32,941	6,032	38,400
International Convention sales	94,213	109,980	(15,767)		94,213	0
Content Related Income	1,162,503	1,127,512	34,991	1,079,785	82,718	1,122,300
Content Related Direct Cost	384,711	395,211	(10,500)	277,428	107,282	373,409
Gross Profit Other Published Items	**$777,792**	**$732,301**	**$45,491**	**$802,357**	**$(24,564)**	**$748,891**
Total Gross Margin	**$1,951,249**	**$1,809,187**	**$142,062**	**$1,641,767**	**$309,482**	**$2,004,783**
EXPENSES						
Editorial						
Salaries and Freelance Help	367,848	343,802	24,046	433,159	(65,311)	341,800
Payroll Taxes and Benefits	41,920	40,787	1,133	80,334	(38,414)	42,000
Professional Fees	24,452	25,941	(1,490)	70,940	(46,488)	0
Website Maintenance & Development	83,135	75,028	8,107	86,677	(3,542)	78,000
Total Editorial	**$517,355**	**$485,558**	**$31,796**	**$671,110**	**$(153,755)**	**$461,800**
Circulation and Business						
Salaries and Freelance Help	720,591	725,296	(4,705)	732,285	(11,694)	674,500
Payroll Taxes and Benefits	224,566	223,055	1,511	239,850	(15,284)	237,000
Fulfillment (Net of vendor credit)	215,466	198,862	16,603	250,861	(35,397)	275,000
App Development	48,000	48,000		47,075	925	48,000
Professional Fees	108,300	108,203	97	154,809	(46,509)	147,500
Website Maintenance & Development	9,649	9,139	510	8,017	1,632	0
Recruitment Fees	0	0	0	30,000	(30,000)	0
AAWS HR Allocation	12,122	13,105	(983)	0	12,122	22,560
Bank CC service charges	90,805	84,250	6,555	78,429	12,376	85,200
Total Circulation and Business	1,429,499	1,409,910	19,588	1,541,326	(111,829)	1,489,760
General and Administrative						
Depreciation expense	131,500	143,645	(12,145)	121,317	10,183	144,000
Meetings and conferences	22,923	36,920	(13,997)	36,292	(13,369)	35,000
Occupany & Insurance	58,130	62,893	(4,763)	73,332	(15,202)	31,740
Office supplies and expenses	68,475	56,468	12,007	65,618	2,857	50,400
International Convention Expenses	16,684	12,045	4,639	0	16,684	0
Total General And Administrative	297,712	311,971	(14,259)	296,559	1,153	261,140
Total Expenses	**$2,244,566**	**$2,207,439**	**$37,125**	**$2,508,995**	**$(264,430)**	**$2,212,700**
Interest on Reserve Subscription Liability Fund	9,000	9,000	0	15,493	(6,493)	9,000
Net Operating Income (Loss) Grapevine	**$(284,316)**	**$(389,252)**	**$104,937**	**$(851,735)**	**$567,419**	**$(198,917)**
Transfer from Reserve Fund	500,000	500,000	-	597,664	-	200,000
Net Income (Loss) after Transfer Grapevine	**$215,684**	**$110,748**	**$104,937**	**$(254,071)**	**$567,419**	**$1,083**

AA Grapevine, Inc.

STATEMENT OF ACTIVITIES

LA VIÑA REVENUE	Actual for the Year December 31, 2025 (unaudited)	2025 Reforecast Budget	Actual vs. Reforecast Budget	Prior Year as of Dec. 31, 2024	Actual vs. Prior Year	2026 Full Year Approved Budget
Circulation (average Number of Subscribers)						
LV Print subscriptions	7,298	7,789	(491)	7,006	292	7,313
LV Complete(Print and Online)	162	189	(27)	131	31	178
LV Online subscriptions	92	88	4	80	12	98
LV App subscriptions	399	479	(80)	275	124	394
Total Circulation	**$7,951**	**$8,545**	**$(594)**	**$7,492**	**$459**	**$7,983**
Revenue per Print subscription	2.79	1.39	1.40	2.28	0.51	2.70
Revenue LV Complete (Print and Online)	4.06	4.19	(0.13)	3.64	0.42	4.13
Revenue per LV Online subscription	2.14	2.17	(0.03)	1.80	0.34	2.20
Revenue per LV App subscription	2.59	2.50	0.09	1.26	1.33	2.60
INCOME						
Subscription Income						
LV Print subscriptions	121,990	112,299	9,691	96,039	25,951	118,463
LV Complete (Print and Online)	3,946	4,877	(931)	2,853	1,093	4,407
LV Online subscriptions	1,180	1,160	20	863	317	1,302
LV App subscriptions	6,193	7,274	(1,081)	2,077	4,116	6,149
Back issues	16,294	15,559	735	14,062	2,232	17,400
Prior Year Revenue Adjustment	0	400	(400)	(6,177)	6,177	0
Total Subscription Revenue	**$149,603**	**$141,569**	**$8,034**	**$109,717**	**$39,886**	**$147,721**
Direct Costs						
Magazine Production	60,721	63,181	(2,460)	62,292	(1,571)	57,850
Audio Production	10,470	10,470	-	12,680	(2,210)	10,470
Postage	25,880	24,447	1,434	22,866	3,015	22,800
LV App	717	878	(161)	310	407	922
Total Direct Costs	**$97,788**	**$98,976**	**$(1,187)**	**$98,148**	**$(359)**	**$92,042**
Gross Profit on Subscriptions	**$51,814**	**$42,593**	**$9,221**	**$11,569**	**$40,245**	**$55,679**
Content Related Income						
Books and Booklets	162,619	171,929	(9,310)	128,927	33,692	202,900
Specialty Items	13,434	3,446	9,987	8,659	4,775	21,100
International Convention sales	2,500	6,500	(4,000)		2,500	0
Content Related Income	178,553	181,875	(3,322)	137,586	40,967	224,000
Content Related Direct Cost	52,611	57,605	(4,994)	40,230	12,381	59,000
Gross Profit Other Published Items	**$125,942**	**$124,270**	**$1,672**	**$97,356**	**$28,586**	**$165,000**
Total Gross Margin	**$177,756**	**$166,863**	**$10,893**	**$108,925**	**$68,830**	**$220,679**
EXPENSES						
Editorial						
Salaries and Freelance Help	210,257	213,899	(3,642)	198,931	11,326	218,000
Payroll Taxes and Benefits	61,914	59,324	2,590	59,958	1,956	68,400
Professional Fees	4,250	4,435	(185)	10,885	(6,635)	0
Website Maintenance & Development	17,539	17,089	450	15,354	2,185	17,100
Total Editorial	**$293,960**	**$294,747**	**$(787)**	**$285,128**	**$8,832**	**$303,500**
Circulation and Business						
Salaries and Freelance Help	149,100	149,260	(160)	191,322	(42,222)	155,200
Payroll Taxes and Benefits	61,204	57,658	3,546	55,177	6,027	66,000
Professional Fees	14,991	13,892	1,099	42,160	(27,169)	14,200
Fulfillment -Subscription Orders	66,656	64,075	2,581	52,021	14,635	57,000
AAWS HR Allocation	2,808	2,808	-		2,808	7,524
Total Circulation and Business	**$294,759**	**$287,693**	**$7,066**	**$340,680**	**$(45,921)**	**$299,924**
General and Administrative						
Depreciation expense	$24,600	28,579	(3,979)	14,701	9,899	29,400
Meetings and conferences	9,631	14,367	(4,736)	18,685	(9,054)	7,000
Occupany & Insurance	26,412	30,593	(4,181)	19,294	7,118	11,304
Office supplies and expenses	4,276	2,849	1,427	2,376	1,900	3,600
International Convention Expenses	1,250	1,350	(100)		1,250	0
Total General and Administrative	**$66,169**	**$77,738**	**$(11,569)**	**$55,056**	**$11,113**	**$51,304**
Total Expenses	**$654,887**	**$660,178**	**$(5,290)**	**$680,864**	**$(25,976)**	**$654,728**
GSB Support	**$477,131**	**493,315**	**$(16,184)**	**$571,939**	**$(94,807)**	**$434,049**
Net Operating Income (Loss) La Viña	**$**	**$**	**$**	**$**	**$**	**$**

Area Service Highlights — Panel 76 Delegates

(Only first-term delegates give Area Highlights, and, per a 2019 Conference Advisory Action, these highlights are lightly edited and presented "in their entirety.")



PACIFIC REGION

Alaska, Area 2: Like Hawaii, Alaska is remote — so remote, in fact, that people don't want to ship things to us. Our state is approximately 660,000 square miles with a population of around 750,000, about half that of Hawaii. Around 40% of us live in the Anchorage area with the rest scattered around the state, in places most of which are inaccessible by road. We fly a lot but also get around by boat, snow machine, train and the occasional dog sled. Area 2 has 12 districts, nine of which are active. We have five assemblies per panel — three in person and two virtual. While the travel costs and distances are high, we find participation and moral impact for the hosting districts well worth it. We are able to better "carry the message to the still-suffering alcoholic" when districts participate. Most of our committee positions are filled, and our Remote Communities Committee supports our overall cohesion by regularly visiting places that do not have regular representation. They supply literature, fellowship and guidance to the many villages that want it. The growth of District 12 has given us a boost of optimism. Our area was formed in 1958 and established districts in the mid 1970s. District 12's Polar Bear Group was founded in 1974 in the Prudhoe Bay oil field, and it is our oldest continuous meeting. For the first time in over 25 years, we have three additional active groups in Ambler, Kotzebue and Nome, with enthusiastic GSRs, a DCM and about 20 regular members above the Arctic Circle. Inspiration from our previous delegate helped Area 2 to create and submit our first PAI seeking clarification on our founder's writings. We were able to participate in the General Service Conference as never before by following the PAI process from start to finish. Thank you, Area 17, for hosting us. — ***Wayne H.***

Arizona, Area 3: Area 3 encompasses the entire state of Arizona. We currently have about 2,200 weekly A.A. meetings and 1,150 listed groups. This includes 64 Hispanic groups, 75 remote communities' groups and about 65 meetings held in correctional facilities. To effectively serve this large and diverse area we have 15 county districts and two Hispanic districts, most of which have subdistricts. This year, our Spanish linguistic district was split into two districts to better represent the Hispanic A.A. community statewide. Our Hispanic community is very active, hosting events such as a mini PRAASA, a General Service Forum and a large roundup known as "Congreso Hispano Distrito 16." Area 3 services many remote communities. Arizona is home to 22 federally recognized Native American Nations, covering about a quarter of the state. Many rural communities throughout Arizona are considered remote. Our area assemblies are modeled after the General Service Conference. Nine panels meet to discuss topics in depth and report

back to the assembly body. Area 3 also has Agenda and Administrative Committees and 13 area coordinators who provide statewide outreach and support. Last year, we celebrated the 75th Arizona State Convention, and this year we'll host our 24th Annual Corrections Conference, strengthening cooperation between A.A. and corrections professionals. I am grateful to be a part of Area 3 and the Pacific Region. — ***Larry S.***

California (Northern Interior), Area 7: Area 7 is at the heart of A.A. activity in Northern California. Surrounded by Areas 6 (California Coastal), 42 (Nevada), 58 (Oregon) and 93 (Central California), we are the vibrant bridge between communities. We are comprised of 28 active districts — including five linguistic districts — serving 604 active groups and 11 online groups. Our Technology Committee is rolling out a project, allowing the area to offer districts the opportunity to build their own websites at no cost, enabling members and newcomers alike to find information and stay connected. Area 7 has eight active Young People in A.A. (YPAA) Committees, each bringing fresh ideas, connection and all the vibes to the function. Our nine central/intergroup offices include three located in linguistic communities. We proudly support the Northern California Council of Alcoholics Anonymous Conference, a tradition dating back to 1948. Panel 74 created a new accessibility chair position to find and remove barriers that prevent participation. At our election assembly, we tried something new: a text-to-vote option. Participation was quicker and easier but in true Third Legacy fashion, one position still came down to the hat. A great reminder that no matter how modern we get, a Higher Power still gets the final say. Area 7 has worked to shine light on linguistic districts, building inclusivity and visibility. Through improving interpretation and building stronger communication, both participation and enthusiasm from Spanish linguistic districts continue to grow. As a result of this work, I stand before you today as the first Latino delegate to serve Area 7 since it joined the Conference in 1952 — a milestone that truly shows the power of representation and inclusion in action within A.A. Area 7 is thriving, growing and evolving — one meeting, one service opportunity and one connection at a time. Feliz 24 horas/happy 24 hours. — ***Claudio B.***

California (San Diego/Imperial), Area 8: The San Diego/Imperial Area Assembly of Alcoholics Anonymous is bordered to the north by Orange County and Riverside County, to the east by the Arizona state line, to the south by Mexico, and to the west by the Pacific Ocean. The service structure is comprised of 23 districts, three of which are Spanish linguistic, and 14 fully active standing committees. Our local Fellowship reflects the diversity of the people that inhabit its lands. The U.S. and Canada service structure's only standing Armed Services Committee, whose very existence was dreamed into reality by the late Tiffany G., readily serves alcoholics on the numerous Marine Corps and Naval bases throughout San Diego County and Imperial County. Our local servants continue to employ the Twelfth Step tool kit to break down barriers and connect with remote communities within our borders. These communities include, but are not limited to, alcoholics who call any of our 18 Native American reservations home, our robust Deaf and Hard-of-Hearing community and those who face mobility or geographical challenges in accessing the message. All our 12 monthly area committee meetings and five annual assemblies contain a virtual component and offer ASL and Spanish oral interpretation so that all servants who wish to participate, are able to do so. We strengthen the bonds through shared service and mutual support with our three immediate neighboring areas to the north — Area 9, Area 5 and Area 93. Like the rest of the Pacific Region, San Diego County and Imperial County boast a collectively strong A.A. heritage, with a foundation in all Three Legacies, and steeped in rich history — from the first A.A. meeting on November 7, 1940, at an apartment on Adams Avenue in the Normal Heights neighborhood of San Diego to the 60th A.A. International Convention in 1995. Most recently, we hosted the 51st All California Young People in A.A. (ACYPAA) Conference and the 61st International Women's Conference. The Pacific Regional Forum is taking place in our area for the first time in over 30 years December 4–6, 2026. We hope that you find your way to the world class destination and "America's Finest City," San Diego, and are able to join us. We continue to cultivate the Fellowship we crave in Area 8 and are excited to share our experience, strength and hope with all of you at events like this and many others that bring us together from far and wide. — ***Adrian O.***

California (Mid-Southern), Area 9: To understand Area 9 today, we look back to September 1958, when members of Southern California realized that to reach further, they needed to grow. By January 1959, Area 9 was just 10 districts committed to carrying the message along the mid-coastal landscape. Service began almost immediately. After sending our first delegate, Art B., to the General Service Conference, the area hosted the Third

International Convention in my home city of Long Beach in 1960. History remembers the thousands gathered to hear Bill and Lois W., Sister Ignatia and Ebby T., but our area remembers the spirit — the year of planning, the hospitality and the famous newspaper headline: "Long Beach Runs Out of Coffee." The most enduring image of that era happened at Veteran's Memorial Stadium. As the lights went down for the closing ceremony, thousands struck individual matches during the Lord's Prayer. In that moment, a sea of flickers symbolized the Twelfth Step in action — one light at a time, illuminating the darkness. The history is my foundation. Finding A.A. in 1984, I walked into a room kept warm by those heroes of 1960 whose "Great Responsibility" ensured a chair was there for me 24 years later. Today, Area 9 is a vibrant, evolving tapestry of 23 active districts supporting over 2,000 meetings. Our growth is defined by inclusivity: we are home to six thriving Hispanic districts, a growing Hispanic women's movement and a deeply active LGBTQ+ community. I hope you see the circles of love and service that started with a single match in a dark stadium. It is now my turn to maintain that flame. We recognize our "Great Responsibility" to ensure that when anyone reached out for help, the hand of Area 9 will always be there. — ***Debra L.***

Idaho, Area 18: Idaho has a long and proud A.A. history. Our very first A.A. meeting was started in Boise back in 1945, and decades later, our first online group, 7 a.m. Zoomers, was listed with GSO on April 21, 2021. Turns out, whether it's a church basement or a Zoom screen, the lifesaving message of Alcoholics Anonymous has continued to find its way to those who need it. Most people know that Idaho has more cows than people and produces about one-third of the potatoes in America. What they may not know is that while we are a largely rural state, spread across roughly 62,000 square miles, and small in population, we are deeply passionate about Alcoholics Anonymous. Idaho Area 18 includes the entire southern portion of the state, with a few small slivers of neighboring states, and is home to 12 active districts and roughly 250 groups, including a number of Spanish-speaking groups. An informed group conscience occurs at our two full-bodied area assemblies in May and October, held alongside our area conventions. Our pre-Conference process is a one-day workshop and includes DCM lead presentations on various agenda items the delegate has asked for input on. We are trying something new this year with three regional (in person) and one virtual "Share with your delegate" sessions prior to Conference. We actively seek ways to reach out and extend the hand of A.A., whether through in-person meetings, online groups, outreach to institutions or simply just showing up where we're needed. We value unity, we aren't afraid of hard work and we're willing to have the loving, sometimes difficult, conversations that help us grow. Idaho may be small in numbers, rural and occasionally snowed in, but we're mighty in heart, grit and service. With the guidance of a Power greater than ourselves, and a lot of love from trusted servants past and present, we keep showing up. I am grateful and honored to be part of Idaho Area 18 and I hope we never forget that service is where the happy people are! — ***Heather N.***

Oregon, Area 58: We have right around 1,000 active groups in Area 58. Growth in the area has provided the opportunity to add one new Spanish-speaking district and a new ASL district over the last year, bringing the total number of active districts to 39. We hold one general service assembly and three "quarterly" assemblies each year, all of which take place in either a hybrid or online-only format. We are a GSR-driven area actively demonstrating the authority and responsibility of the groups at the top of our upside-down triangle. The area has a total of 13 standing committees, including a Safety and Inclusion Committee and a robust Technology Committee. With substantial unanimity, over the last few years our area has approved a $40,000 investment in the needed equipment to create a highly effective environment for participation at area service assemblies. The initiative has been equally effective for both online and in-person participants. All assemblies offer both Spanish and ASL translation options. Total participation at our assemblies has now returned to pre-pandemic levels; however, our Seventh Tradition contributions have unfortunately not yet made the same full recovery. Area 58 is an ongoing member of the Pacific Northwest Conference (PNC) started in 1948. PNC is occurring June 26–28, 2026, in Vancouver, Washington. We hope to see some of you there. — ***Chris H.***

Washington (East), Area 92: Area 92 is vast. We cover Eastern Washington, Northern Idaho and parts of Montana and Oregon. Across 24 districts — three of which are Spanish speaking — we have 470 active groups and over 1,100 meetings. We stay united through two hybrid assemblies and two hybrid quarterlies a year. Our districts are doing a fantastic job hosting these events, and our standing committees are taking full advantage of technology tools and monthly online meetings to carry the message. Regarding the Conference agenda, we have a robust process. Our committees have boiled down the

background information into summaries that we discussed at a workshop in Pullman, Washington, which set the stage for our April assembly. There, we dedicated a specific three-hour session to gauge the area conscience on the agenda items. It is a profound privilege to serve in this role. When I look at the work you all do to help the still-suffering alcoholic, it is overwhelming to be on this journey with you! I am just incredibly grateful to be a part of Area 92, the Pacific Region and A.A. as a whole. Thank you. — *Dan M.*

SOUTHWEST REGION

Kansas, Area 25: Area 25 covers the state of Kansas, named from the Kansa Tribe, which means "People of the South Wind." The area contains 105 counties, over 82,000 square miles and two time zones. There are 2.9 million people, 6.25 million head of cattle and 291 active A.A. groups. We have 28 districts, including three linguistic districts carrying the message to our Hispanic communities. Wichita is the largest city; Topeka is the capital and home to Topeka Group #1, which began in 1943 and is the oldest continuous meeting in the state. The area holds service assemblies twice a year — one in January when temps are below zero and one in July when it's over 100 degrees. There are two nonvoting committee meetings in April and October with 11 standing committees. In April, we hold a pre-Conference meeting where the voice of local A.A. is heard through GSRs and DCMs so the delegate may carry an informed conscience to the Conference. Our annual area conference is held in September, and the Corrections Committee sponsors a conference in March hosted by volunteer districts. Going to any lengths is especially challenging in the western two-thirds of our area. Some members in our rural districts have to drive over 80 miles one way to attend a meeting, but Kansas A.A.s are resilient. One southwest district consisting of five counties has only one meeting. Known locally as the "cat house meeting," it is held around the kitchen table at the home of a couple with their five cats, and recently there were 11 members — seven at the table and four on the phone — with a total sobriety of over 330 years among them. There is no place like home, and gratitude for the privilege of serving Area 25 as a Panel 76 delegate is immeasurable. Kansas's diverse demographic is reflected in its A.A., present in both urban and rural areas and ensuring a supportive environment for the alcoholic seeking help. — *Ken S.*

New Mexico, Area 46: Area 46 encompasses the entire state of New Mexico. We are the fifth-largest state in the U.S. by land area, covering about 121,000 square miles. Yet our population is only about 2.1 million people, making us one of the least densely populated states in the country. About 70 percent of our residents live in just seven counties, while much of the rest of the state is rural and geographically spread out. Area 46 currently has 17 districts, including two bilingual districts, along with 15 standing committees that help support our area service structure. Many of our districts serve remote communities, which means trusted servants often travel long distances to participate in service work. In many ways, our Fellowship reflects the landscape of New Mexico. Our groups are spread across cities, small towns and rural areas, but we remain connected, just like the land that stretches across our state. Our area holds three assemblies each year, along with a statewide convention in June, rotating locations among districts throughout New Mexico. Our March assembly serves as our pre-Conference assembly, where members gather to discuss the agenda items that will come before the General Service Conference. Because of the distances within our state, Area 46 has operated fully hybrid since 2020, allowing GSRs to participate through Zoom when travel or financial barriers make in-person attendance difficult. In 2024, we created a Hybrid Event Production Committee service position to support this effort alongside our Technology chair. This work we do together matters. It keeps A.A. alive. Area 46 is composed of dedicated trusted servants who are committed to our primary purpose to the still-suffering alcoholic who hasn't yet found our rooms.— *Alison T.*

Statistics on Area Delegates

(93 Responses)

	Years
Average Age	58
Oldest	80
Youngest	35
Average Length of Sobriety	22
Longest Sobriety	41
Shortest Sobriety	7
Average Length of Service	17
Longest Service	41
Shortest Service	7

Also, it was noted by one delegate from the Western U.S. that there were more cows than A.A. members in his state.

Texas (Northwest), Area 66: Northwest Texas Area 66 is 95,000 square miles of mostly rural landscape dotted intermittently with cities and towns from the top of the panhandle stretching down south through and under the Permian Basin, sweeping southwest and arching over to our western border. There is total area population of approximately 1.6 million that is well represented by friends of Bill and still-suffering alcoholics, best that I can tell. We have over 250 active groups serving nine active districts, three of which are dedicated as bilingual. Our most notable habitations include Amarillo, Lubbock, Odessa/Midland, San Angelo, Big Spring, Andrews and El Paso. Sometimes the light of A.A. burns bright in Alpine Texas, but right now it is dark. We kick off each new year at the Mid-Winter Conference in Midland, Texas at the Bush Center. That has been going for 55 years. That is followed up, during the second weekend of February, by our most lively and one of our most festive conferences that our El Paso friends call "Jamboree" — now 64 years strong. That conference kicks off every year with a serenade by a local mariachi band and includes an area-renowned three-day workshop simply called "The 164." There is also the upcoming 52nd Caprock Convention in July in Lubbock, the 50th West Texas Roundup in my hometown of Odessa held every August, and we finish up north every September at the Top of Texas Conference in Amarillo, Texas. We have 14 living past delegates, many of them still actively serving Area 66. Our most senior patriarch, if you will, is a man by the name of Willard M., who served the General Service Conference back on Panel 34, though he now presides in Area 65. That's a quick snapshot. We are working and praying hard in our area as officers and committee chairs to try and revitalize the spirit of service at the district and Area 66 level. Our websites have been upgraded, and hotline chairs are filled with trusted servants. Though our attendance has been down over the past five years in Area 66, I always take heart in the proclamation on page 153 that decrees, "The age of miracles is still with us." I remind myself I am not the director of the show — and then I get back to work. I am very happy to be with you all this week and thank you for the opportunity to serve the 76th General Service Conference as a delegate. — ***Brian B.***

Texas (Southwest), Area 68: We cover a large part of the great state of Texas, including major cities like San Antonio, Austin, Corpus Christi, Laredo, McAllen and Victoria, and all the way out to Del Rio and many smaller towns in between. It's a vast, diverse area, home to 35 active districts — including eight Spanish-speaking districts — and roughly 480 active groups carrying the message every day. As an area, we gather four times a year at spring and fall voting assemblies for decisions and elections, and winter and summer service-oriented workshop weekends. Each January, we host a dedicated Corrections Conference and, in the fall, a combined PI/CPC Conference. Our nine standing area service committees — Accessibilities, Archives, Bilingual, Corrections, PI/CPC, Newsletter, Grapevine/La Viña, Treatment Facilities and Technology — work to support districts and groups with resources, training and communication. Area 68 is known for being friendly, warm and welcoming — an informed fellowship that loves a great Ask-It-Basket session. Our assemblies rotate across the area; districts bid to host, each bringing their own unique personality and flavor. Come visit us in Area 68, home of the beautiful San Antonio Riverwalk, the Texas Hill Country and Padre Island. But a word to the wise: come in the winter when temperatures average in the low to mid-70s. Summers? Hotter than you think. Hotter than you've heard. Regardless of when you visit, we'll take you to a meeting and show you the love and recovery that's alive in Area 68 Southwest Texas. — ***Amanda B.***



WEST CENTRAL REGION

Minnesota (Northern), Area 35: This area extends from the Great Lakes on the east, North Dakota border on the west, International Falls to the north and Morris, Minnesota to the south. It is divided up into four zones, which contain 18 districts, one of which is without representation. There are 443 active A.A. groups, including three virtual groups. The area has four committee meetings in Aitkin, Minnesota where we conduct area business. Assemblies are held twice a year within our four zones. Our winter workshop is held in January. We hold three GSR orientations — one at each assembly and one pre-Conference orientation to help the GSR understand how the Conference all works. The area holds GSR and DCM sharing sessions at our workshop and at assemblies. The DCMs join us at our area committee meetings, and they also join a committee for a two-year term. We hold our DCMs and GSRs in high regard. Area 35 has five officers and 13 committee chairs. The Corrections Committee works in cooperation with Area 36 to set up a booth at state correctional transition fairs. Persons in custody are introduced to the Temporary Contact Program. Our Treatment Committee has been working on the Bridging the Gap program. Group Records keeps group information current. *The Northern Light* is our newsletter. We have a very active Public Information Committee and Cooperation with Professional Communities Committee. Area Archives, Literature and Grapevine/La Viña are always busy setting up displays for the assemblies, workshops and roundups. Yes, it takes a lot of volunteers to keep A.A. alive, well and whole in Area 35. — ***Pat M.***

Nebraska, Area 41: Area 41 covers the entire state of Nebraska. We are comprised of 30 districts, one of which is a Spanish-speaking district that covers the entire state. Area 41 has five officer positions, 11 committee chairs and six service positions. You can attend an A.A. meeting in the cities of Omaha or Lincoln and not drive over a half an hour to get there. However, if you are attending a meeting out in the beautiful Sand Hills or the panhandle of the state, it's nothing to drive for two hours or more! Over the last few years, we have been working on having the ability to conduct all Area 41 assembly meetings in a hybrid format. With the help of some fantastic trusted servants on our Technology and Communication Committee, we have accomplished that goal! It's awesome to have the capability to go virtual on all business meetings and breakout sessions. We are also very excited about the opportunity to provide audio and text translation — English to Spanish and Spanish to English for the current rotation — for all assemblies and the State Convention. This is a large commitment by the area but passed with substantial unanimity. Area 41 was proud to host the West Central Regional Forum last year in Omaha. It was well attended and it was great to get to see Scott H., our GSB chair, and Bob W., our GSO general manager. We will be hosting our State Convention (formerly Area Reunion) on June 5–7, 2026. If you are cruising down Interstate 80 through Grand Island, Nebraska, please stop in and share some of your, experience, strength and hope. It is truly by God's grace that I get to serve the Fellowship of Area 41 as their delegate, and to be a small part of our huge responsibility to carry the message of Alcoholics Anonymous to the still-suffering alcoholic. And for that, we are responsible. Grateful to serve. — ***Russ S.***

South Dakota, Area 63: Area 63 encompasses the state of South Dakota. With 169 active registered groups and one registered virtual group, and 14 districts, 11 of them active in area service. Area 63 is mostly rural with two larger cities — one at the southeastern corner and the other in the far-west Black Hills region (most of you would call them "small towns") — and nine Native American reservations, as well as small rural communities and villages scattered throughout. We conduct area business yearly at three assemblies held in February, July and November. Elections are held at our fall assembly in odd-numbered years. Our area uses the committee system, closely resembling the GSC. We also use hybrid technology formats to aid participation in our area. Our spring conference is used to discuss GSC agenda items while informing and preparing the delegate for the GSC. The fall conference is focused on Fellowship, Unity and Service. This conference is jam-packed with panel presentations, workshops and sharing sessions, along with the traditional evening speakers and longtimer meetings. At last year's fall conference, we were blessed with five past trustees, three past delegates and our entire slate of area service members to chair and present at these events. Our recently restructured area assembly/conference meetings have been a huge success to help us with conducting business and carrying the message to involve a broader group of members in Area 63. Our Web Committee has been busy updating and revising our website to better serve Alcoholics Anonymous members in Area 63. It has come a long way from just a few short years ago, and it is exciting to see it already providing valuable support to our Fellowship and service structure. Please visit area63aa.org and let us know what you think! We have many opportunities in our area to bring the A.A.

message to the still-suffering alcoholic from different cultures, lifestyles and surroundings. I am grateful for all the support Area 63 has offered me, especially in my first year as a delegate. I truly have the best of the best here in Area 63 South Dakota. Thank you for letting me share as we trudge the road of happy destiny. — ***Al M.***

Wyoming, Area 76: Area 76 is a vast geographical area that encompasses the entire state of Wyoming. Wyoming is the tenth-largest state and the least populated, with tourism, national parks, small towns, mountain communities and everything in between. No matter how large the territory, our primary purpose remains constant: to stay sober and help the still-suffering alcoholic to achieve sobriety. Area 76 hosts one convention and two business assemblies annually. Districts and groups facilitate service workshops throughout the year. There are 426 meetings that are currently listed with GSO, 86 groups, 71 GSRs, 10 DCMs and 12 districts. Behind those numbers are dedicated trusted servants who ensure the hand of A.A. is always extended across our state. Area 76 has over 100 groups that are not yet connected to A.A. as a whole. This is not a burden but an invitation to deepen unity, to strengthen our communication and to carry the message even further. There is meaningful service still waiting to be embraced. I was reminded from a past delegate that all we really have is our experience and what Bill left for us. In Wyoming, most roads are one way in and one way out. There aren't many choices, just a single stretch of highway across a vast, sparsely populated state. That reality became clear when many of us were traveling in a small caravan to a business assembly on the other side of the state. There was an unexpected road closure with no estimated time to reopen. The youngest member of us all pulled out a AAA map that showed the path forward on secondary, unmaintained roads. The narrow, rutted path seemed to last forever with no end in sight. After two hours, a highway appeared and we made it to the business assembly almost on time. That trip reminds me that sometimes the road is unclear and plans change, but when we trudge the road together, rely on a power greater than ourselves and trust in A.A.'s principles, a way forward always appears, even in the wide-open spaces of Wyoming. — ***Diane P.***

WESTERN CANADA REGION

Alberta/NWT, Area 78: Our area encompasses all of Alberta, the Northwest Territories, Western Nunavut, a couple of sections of British Columbia and even the town of Maidstone, Saskatchewan. We are bordered on the east by Area 91 Saskatchewan, on the west by Area 79 British Columbia/Yukon, on the south by Area 40 Montana, and to the north by the Arctic Ocean. Area 78 covers over 2,000,000 square kilometers — close to 1,000,000 square miles. To put that in perspective, according to my GPS, driving from our southernmost A.A. meeting in Milk River, Alberta, to our northernmost meeting in Inuvik, Northwest Territories, would take 44 hours. That's about three hours longer than driving from New York City to Los Angeles. Within those vast distances are many beautiful sights and unique ecosystems. Because we are so large, we serve many remote communities. In the northern part of the area especially, some communities are only accessible by boat, plane or winter ice roads. Across our area, there are a combined 61 Indigenous Nations and groups, and many different languages spoken. Area 78 is made up of 45 districts, 440 active groups and five virtual groups. In 2025, we passed a motion to provide a blanket insurance policy for all groups in Area 78. This was truly a godsend for some of our rural groups that were facing exorbitant insurance rates — sometimes equal to or greater than their rent — threatening their very survival. General service in Area 78 has been one of the greatest gifts in my life. At our last election, we had more enthusiastic, capable trusted servants willing to stand than we had positions available — a beautiful problem to have. I'm reminded of Bill W.'s words from the January 1958 *Grapevine* article, "The Next Frontier — Emotional Sobriety": "Plainly, I could not avail myself of God's love until I was able to offer it back to Him by loving others as He would have me." — ***David S.***

Manitoba, Area 80: Area 80 includes the entire province of Manitoba, which is situated in the middle of Canada and is a part of the prairie provinces. To the north we border Nunavut and the Hudson Bay, to the south are the U.S. states of North Dakota and Minnesota, to the east is Ontario and to the west is Saskatchewan. Manitoba is a large province of 250,000 square miles with a population of around 1.6 million as of January 2026. Manitoba is part of the Western Canada Region. Area 80 has 14 districts with two of these districts being north of the 53rd parallel. Of our 250,000 square miles,178,000 (approximately 71 percent) are in the north. These two districts are remote, and we struggle to get representation. Currently they are inactive. The remaining 12 districts are south of the 53rd parallel. The largest city in Manitoba is Winnipeg, and five of our 14 districts are located in Winnipeg and its surrounding area. The population of Winnipeg is approximately 850,000, which is over 50 percent of the population

of Manitoba. We have three virtual groups and 81 active in-person groups in our area. Assemblies in Area 80 are hybrid and are held four times per year. Our assemblies start on Friday at 6 p.m. and close on Sunday at noon. Our assemblies include table officers, service chairs, DCMs and GSRs. — ***Kathy M.***

EASTERN CANADA REGION

New Brunswick/Prince Edward Island, Area 81: Area 81 is spread out over two beautiful provinces in Atlantic Canada: New Brunswick and Prince Edward Island. It has a rich cultural heritage shaped by French, English and Indigenous peoples, a strong potato-farming sector, a thriving lobster industry and a vibrant tourism scene. Area 81 is comprised of 10 districts and offers 228 in-person meetings, as well as numerous online meetings. Our area also has the oldest penal institution (Dorchester) meeting in Canada. Area 81 conducts two assemblies each year, in addition to a pre-Conference meeting before the delegate's participation at the Conference and a sharing session after the Conference concludes. These sessions are designed to collect relevant information ahead of the Conference and to facilitate post-Conference discussion. Monthly area service meetings are also held to address issues affecting our area especially the ongoing problem of getting people involved in service. Our election assembly occurs biennially in odd-numbered years where we choose our area official. Two key area highlights: at the Alcoholics Anonymous International Convention in Vancouver last year, Warden Lam of the Dorchester Penitentiary was presented with the 43-millionth copy of the Big Book. In carrying the message to the still-suffering alcoholic, our Public Information Committee successfully secured placement of Alcoholics Anonymous public service announcements on both radio and television. These PSAs are found on aa.org. As we continue forward, it is our goal to make sure Area 81 is in good hands. I remain forever grateful to A.A. for its ongoing and vital role in my sobriety. Thank you! — ***Robin S.***

Ontario (Northeast), Area 84: Known as Northeastern Ontario, Area 84 covers a large geographical region in Ontario, Canada. Its boundaries generally stretch from the southern shores of Hudson Bay in the north to the northern shores of Lake Huron in the south. The eastern boundary extends to the Quebec border, and the western boundary extends to the northwestern area boundary at Hearst and Wawa. Area 84 consists of six districts, with a total of 130 groups, including one virtual group.



Some of our remote communities in the northern part of the area are only accessible by train, airplane, boat or winter ice roads. The entire area has only six cities with populations ranging from approximately 166,000 to the smallest being just under 10,000. We have many obstacles to carrying the message, including accessibility, the availability of French-language meetings and the attraction of Indigenous peoples. For example, some Indigenous members are ridiculed and ostracized by other members of their community. Thankfully, I can highlight that we have a very enthusiastic Remote Communities Committee in Area 84 which is also trying to bring meetings to our elderly members who are in long-term care facilities and are unable to get out to meetings. We also have an area webmaster, who ensures that all our area events are posted on our website. Our districts host many roundups and campouts, and our Northeast Area 84 Convention that rotates between Sudbury, North Bay and Sault Ste. Marie. We also boast many newer, and mostly younger, enthusiastic members who are stepping up to get involved in the planning of these events. Overall, we have made a lot of headway in recovering A.A. after the COVID-19 pandemic and are thriving in Area 84. We look forward to meeting the challenges we face in our future! Yours in loving service. — ***Jim P.***



Ontario (Western), Area 86: Area 86 serves the Western Region of Ontario, a province in Canada, supporting an estimated 12,000 alcoholics under the auspices of 536 active groups spread across 23 districts. Geographically, Area 86 is uniquely situated among three of the five Great Lakes — Huron, Erie and Ontario — with Georgian Bay also bordering our area. We share land-based borders with Area 83 and Area 84 to the north-northeast and are just one bridge crossing away from Area 50 (Buffalo, NY) and Area 33 (Detroit, MI). From within our area, there are multiple points of access to our neighbors to the south via the Blue Water, Ambassador, Rainbow and Peace bridges. Area 86 may be smaller in land mass compared to other areas, but it absolutely shines when it comes to supporting the still-suffering alcoholic and helping people stay sober, one day at a time. Each year we hold a pre-Conference spring assembly and a fall assembly. In odd-numbered years, the fall assembly includes the election of our five area officers. Area committee meetings are held three times in even-numbered years and four times in odd-numbered years, with the December meeting primarily dedicated to electing nine subcommittee positions. We are exploring the use of electronic voting in future elections. Just as individual alcoholics grow and evolve through connection with one another, Area 86 grows as well — by communicating with other areas, asking questions and being willing to both offer and receive help. Area 86 participates in the Canadian Eastern Regional Alcoholics Anonymous Service Assembly (CERAASA), which rotates biennially among the 10 areas of the Eastern Canada Region. We also support a newer initiative, the Eastern Canada Delegates' Orientation (ECDO), a virtual Conference orientation that includes participation from all areas in the Eastern Canada Region. It truly is a privilege and an honor to serve the members of Alcoholics Anonymous in Area 86. I remain deeply grateful for the trust placed in me by a Fellowship that gave me my life back. — *Tammy S.*

Québec (Southwest), Area 87: Our area is trilingual: French, English and Spanish. Some 416 listed groups host a total of about 676 meetings per week. Our area is divided into 21 districts and has 12 service committees. Given how small our area is, we are lucky to have six area meetings attended by the steering committee, the DCMs and the committee coordinators. In addition to this, we hold five general assemblies per year, allowing us to stay close to our members and their groups. Our ad hoc committee on service sponsorship advocates on the importance of service sponsorship. It includes a list of about 25 experienced service sponsors who are paired with our area's service members at their request. Thanks to this sponsorship, members can be more knowledgeable about service and enjoy it with more serenity. We are also lucky to have a group services committee, providing moderators who help groups do their inventories and write guidelines. The committee offers workshops on the role of GSRs and DCMs, as well as workshops on Traditions and Concepts. Lastly, service seminars explain the structure of Alcoholics Anonymous and the structure of the General Service Conference. These services are deeply appreciated, especially from new servants eager to bring an informed group conscience back to their groups. Thank you and have a good Conference. — *Sylvie B.*

Québec (Northwest), Area 90: Area 90 started its activities in August 1976. It covers a large territory in northwest Québec, spanning over 150 miles from Ottawa in the west to Joliette in the east, and over 900 miles from the northern tip of Montréal in the south to Kuujjuaq, Nunavut, its northernmost point. Our area is home to 305 groups divided into 23 districts and serving an estimated 6,000 members, although that figure is hard to ascertain. Over 20 groups are held in correctional facilities and a dozen in treatment centers. Predominantly French speaking, our area is diverse, multicultural and multilingual. Our service structure comprises seven area officers, six

standing committees (Corrections, Treatment Centers, Accessibility and Remote Communities, Literature, Public information, *La Vigne AA* [similar to AA Grapevine], and the area service newsletter, *L'Héritage*). We also have two working groups: one on Archives, the other on Digital Communications and Technologies. Our service calendar features six area meetings, two general assemblies, a welcome assembly for new trusted servants and members interested in service, a pre-Conference day and a day devoted to Concepts, as well as several other activities, such as one-day information sessions (on the GSR, the DCM, finances and, more recently, service sponsorship, among many other topics). Our committees also hold sharing sessions. All these activities maintain the spirit of service among our members while keeping them engaged. We successfully adapted to the new reality and several of our meetings are either in person, online or hybrid. Area 90 is united and alive, thanks to general service. — ***Mélanie C.***

EAST CENTRAL REGION

Illinois (Northern), Area 20: Area 20 spans all Northern Illinois, except for Area 19 in Chicago. Area 20 includes Aurora, the second largest city in the state. In total, there are approximately 6.5 million people living in Area 20, which includes a mix of urban, suburban and rural communities. About two-thirds of our 26 districts contain suburban communities that are moderately to densely populated. Three of our districts are Spanish-speaking linguistic districts. In total, Area 20 has 1,148 groups, 44 of which are virtual only. Our area holds four assemblies per year and four area committee meetings, all of which offer Spanish translation and a virtual hybrid participation option. Additionally, our area holds a spring conference, typically in conjunction with our spring assembly, and a Big Book conference in the fall. We also host the Illinois State Conference every third year in a rotating partnership with the other two Illinois areas, Area 19 and Area 21. Area 20 hosted this well-attended event in November 2025. Area 20 has invested considerable resources in our Technology Committee. The Technology Committee supports districts and area service committees by providing guidance and practical tools that help carry the message effectively in today's digital environment. The committee assists with website support, email and communication tools, online meeting platforms and basic technology troubleshooting. It also helps districts explore new technologies in a thoughtful, A.A.-appropriate way, and encourages the sharing of experience and best practices across Area 20. The goal of the Technology Committee is to support our local efforts, and to make it easier for trusted servants to focus on service rather than technical barriers. I look forward to serving you as a Panel 76 delegate. In love and service. — ***Lisa S.***

Southern Indiana, Area 23: Currently, there are 750 registered active groups across our area, and we are starting our new two-year service commitments. I can report that I see excitement and commitment from all our trusted servants like I have not seen in my 16 years of continual service in our area. Last fall, an inventory of our area committee was conducted and sent to as many groups as possible through venues such as intergroups and area email lists and discussed at as many meetings as possible. One of the most important bits of feedback we received was that alcoholics in our area wanted to have better communication between the area committee and the Fellowship. They wanted to see us engage more with local intergroups and they wanted to hear more from area committee chairs and officers. We took that to heart, and since then we've been trying some new ideas in 2026 that seem to have had a positive impact and will continue to look for new ways to help communicate better. To start our path to change we kicked off the new year with what we affectionately called a "Service Extravaganza!" At this six-hour event there were approximately 100 attendees in person and virtually, and we presented modified versions of a GSR workshop, DCM workshop and a presentation from our intergroup. Our area chair presented about area committees, and I was honored to be given time to answer "Ask-It Basket" questions and share my experience, strength and hope on the topic of service. During that event we had some first time GSRs, DCMs and committee chairs, and a section of alcoholics who have never been a part of our general service structure, which gives me excitement for the future of service in our area and Fellowship. One of the other observations I've had over the last few years since the pandemic lockdowns have ended is a sense of ownership and boldness with people who got sober during lockdown. I have seen a desire from this group of servants coming into area service claim their seat and jump in to get involved. One of the most exciting things I see is their comfort with technology and their ability to incorporate that into their offline recovery. This bodes well for the future of our Fellowship to those who are in remote areas or isolated environments like long-term care facilities, treatment centers, hospitals and small towns that have limited or no local meetings that members can attend. The use of technology also allows us to be able to reach

the new, younger generation of alcoholics. As we all know, the future of communication is integrating and moving more towards an electronic environment, and it will be important for our Fellowship to have trusted servants that understand how to integrate new ways to communicate without abandoning those who are not comfortable with a digital lifestyle. Area 23 is a great example of the future of our Fellowship and how we help our members reconnect with others and become productive members of society. I believe that with the resurgence of *The A.A. Service Manual* workshops in our area, we are reasserting our responsibility for the future message of Alcoholics Anonymous. After having just attended our first area assembly of the new year, I believe that our area is living the hope that Bill W. writes about in Concept I: "Therefore we believe that we see in our Fellowship a spiritualized society characterized by enough enlightenment, enough responsibility and enough love of man and of God to insure that our democracy of world service will work under all conditions." To that end, I am here to represent Area 23 to the best of my ability, and my prayer is that we as a fellowship will continue to bring love for our fellow man and follow the guidance of a power that is greater than all of us that brings us together to bring wisdom to our decisions during the 76th General Service Conference. — ***Todd K.***

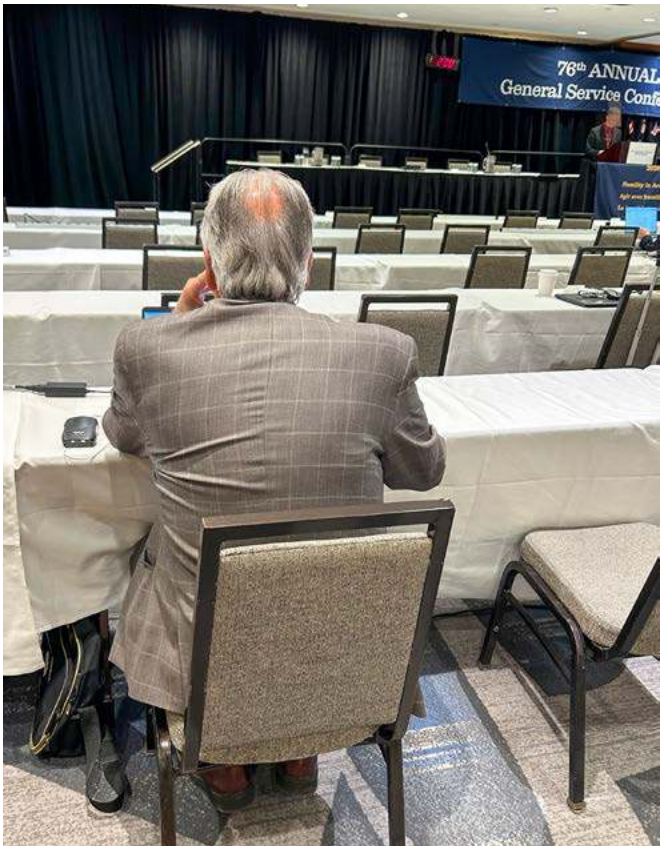
Michigan (Western), Area 34: This year we were host to the East Central Regional Conference of Delegates Past and Present, and this coming Labor Day weekend we will host the International Convention of Young People (ICYPAA), where lots and lots of A.A. mania from around the world will descend on Grand Rapids. We hold 10 area assemblies every year, rotating between our 17 districts, from our southern border with Indiana to the shores of Lake Superior and the Canadian border. We average about 45 attendees at these assemblies and are currently considering some of the 30 suggestions from our Ad Hoc Committee on Inventory Implementation on ways to attract, and retain, new people to general service. Our Technology Committee has developed a world-class website, and by utilizing the full version of Google Workspace, we now have an intranet (similar to OnBoard) where all of our officers, committee chairs, DCMs and past delegates are better able to communicate within our area. According to our area registrar, at precisely 8:12 a.m. on January 29, 2026, we had exactly 769 groups, with an overall average of 5.8 percent group representation at our assemblies. Of those 769, 412 were listed as active in Fellowship Connection. We can, and must, do better than that. Area 34 also meets with Area 32 and Area 33 at quarterly statewide meetings in Lansing to collaborate and plan state conventions, the Michigan Mock Conference, and statewide Corrections, CPC and Grapevine workshops. In love and dedicated service to the Fellowship of A.A. — ***Carson W.***

Ohio (Northwest / Southeast Michigan), Area 55: Area 55 covers 14 counties in northwest Ohio and Monroe County, Michigan. Six of our 13 districts are within Lucas County, which contains Toledo, our area's primary population center. Area 55 holds hybrid assemblies every month except for March, when we host our area Mini Conference. Our assemblies average between eight and 12 virtual participants, increasing accessibility and participation in service. Ohio's four areas take turns hosting the annual state convention. Last August, Area 55 was proud to host the 69th Ohio State Convention. Our theme was "Attraction by Action," and over 50 people attended at least one of our planning meetings. Many planning committee members became area trusted servants for Panel 76, bringing with them enthusiasm and new ideas for service. Our area has put renewed focus and effort toward Seventh Tradition self-support. Of the roughly $10,000 of revenue generated by last year's state convention, Area 55 contributed the entirety of our share to the General Service Board. Furthermore, this year, for the first time in many years, Area 55 contributed our full share of General Service Conference expenses. Many members expressed pride and gratitude following the nearly unanimous vote at our January assembly. Area 55 is home to two YPAA committees — MONCYPAA and NOCYPAA — each of which are involved in general service. During both Panel 74 and Panel 76, YPAA members have also served as area committee chairs. During Panel 74, the area began hosting monthly Broad Highway outreach trips to outlying districts to extend loving invitations to get involved in area service. Area 55 also launched a Google Workspace during Panel 74 and is working to increase accessibility and comfort with the platform. The members of Area 55 take seriously our responsibility of carrying the message and ensuring the hand of A.A. is always there for those who need it. — ***Josh D.***

Ohio (Southwest), Area 56: Area 56 covers the southwest corner of Ohio, encompassing the two metro areas of Dayton and Cincinnati. Across this geography, there are hundreds of meetings every week — big groups, small groups, early-morning meetings, late-night meetings, beginners' meetings, discussion meetings and everything in between. No matter where someone is in our area, hope

is never far away. There's always a room with a light on, a chair open and someone ready to say, "Keep coming back." Our committee work of late has been inspiring. While many chair positions just rotated, they haven't missed a beat. Our Corrections Committee is growing, onboarding new volunteers to bring meetings into facilities where hope can be hard to find. The committee is increasing awareness of A.A. content on Edovo tablets, the educational platform for prisoners. Feedback on this has been very positive. District 28, in particular, has covered two counties with prison/jail meetings. In addition, our Literature Committee is on fire. It is focused on bringing the area together to embrace the *Plain Language Big Book* and is innovating to bring more awareness to our online literature and resources. Our unity is strong. Area 56 district committees and intergroups all coordinate to bring the message of hope to the still-suffering alcoholic and carry our group conscience back to the Conference. Something special is happening in Area 56 — participation (our biggest challenge) is on the upswing, and it is all great fun. — ***Tim C.***

Wisconsin (Northern / Upper Peninsula of Michigan), Area 74: Area 74 encompasses the northern half of Wisconsin and the Upper Peninsula of Michigan. Our area is notable for its active committees, whose members approach service opportunities with dedication and seriousness. One of the most outstanding features of Area 74 is the pronounced presence of the four seasons. The changing weather has a significant impact on attendance at area service meetings. Winters can be harsh, sometimes leading to decreased participation, while the allure of summer activities can also influence attendance. Despite these challenges, members have found ways to adapt and remain engaged. To overcome obstacles posed by seasonal changes, Area 74 has embraced technology. The area committees host monthly Zoom sessions to ensure ongoing participation and effective communication. This adaptation has helped maintain strong connections among members and uphold the area's commitment to service. Area 74 benefits greatly from the involvement of experienced past delegates who willingly share their knowledge and guidance. There is a vibrant interest in service work, and members understand its importance for the future of Alcoholics Anonymous. The spirit of service is alive and well in Area 74. There is nothing more exciting than seeing a newcomer attend a service meeting or witnessing an enthusiastic new GSR report back on their group's conscience — it underscores the importance of making new members feel welcome and valued. Above all, Area 74 remains steadfast in its primary



purpose: reaching out to the still-suffering alcoholic. This commitment is reflected in the area's willingness to adapt, embrace technology and encourage active participation in service. Thank you. — ***Bill D.***

NORTHEAST REGION

Delaware, Area 12: Delaware — the first state to ratify the U.S. Constitution — has tax-free shopping, beautiful beaches and unique cultural and culinary offerings. Alcoholics Anonymous came to Delaware in the early 1940s. In 1943, Dave M., an A.A. member from Bridgeport, Connecticut, relocated to Wilmington and quickly recognized the absence of meetings. In 1944, he helped establish Delaware's first A.A. meeting at 29th Street and Harrison Street in Wilmington. That same year, an early A.A. conference was held in the Gold Room of the Hotel Du Pont, featuring keynote speaker Marty Mann. Collaborating with Dr. Gehrmann, chief medical advisor to the DuPont company, Dave M. helped demonstrate that Alcoholics Anonymous was achieving results where medical treatments alone had fallen short. This collaboration led DuPont to create one of the first corporate-supported employee assistance programs focused on alcoholism — an approach that would later expand to broader health concerns. By 1946, all three counties in Delaware had at least one A.A. meeting. One early member from Milford recalled, "A bunch of us would



pile into a car" and travel to Saturday night meetings in Philadelphia — illustrating the dedication of those early members to carrying the message. Today, Area 12 includes 15 districts —14 geographically based and one virtual. Our assemblies are held in both hybrid and virtual formats, reflecting our continued commitment to accessibility and connection. While it's clear that Area 12 continues to build on a strong legacy of service, cooperation, and innovation supporting recovery throughout Delaware, it's also clear that I am deeply honored to serve the Fellowship that saved my life. — ***Pamela P.***

Maine, Area 28: Maine's geography is the finest kind. You may have heard of our mile-high Mt. Katahdin. We share borders with Quebec and New Brunswick provinces and Area 43 New Hampshire. We have 3,500 miles of coastline and 47,000 acres of potato fields, mostly in Aroostook County. We harvest 55,000 acres a year of wild blueberries, Maine's official fruit. People get sober in Maine, and we like to eat. We eat lobster, lobster salad, lobster roll, lobster bisque, lobster plate, lobster stew, bean-hole beans, clams, crabs, red snappers (that's hotdogs), new potatoes from the county and every blueberry pie, cake, waffle, pancake, donut, smoothie, cookie, jam, muffin, preserve and cobbler you can imagine. With a population of almost 1.4 million, we have about 465 active meetings in 21 active districts, and 10 active virtual meetings. We also have a Spanish-speaking meeting in the southern part of the state and French-friendly meetings up north. Area 28 has a wealth of past delegates, many of whom you may know. It was two years after his passing before we took my sponsor, our past delegate, Denny O., off our contact sheet, which pains me still. We have an independent streak that lets us suffer profound distress over the price of the area coffee pot and still delight in gloriously generous, potluck suppers at anniversaries. So, Maine Area 28 may be much like other areas, but it is still uniquely beautiful, wise and very brave to put me here to serve. Thank you so much. — ***Willy K.***

Maryland, Area 29: Stretching from the rolling Appalachian Mountains of the Western Maryland panhandle to the Chesapeake Bay and the wide beaches and ponies of Assateague Island, Area 29 encompasses 34 geographic districts, one linguistic district and over 350 active groups registered with the General Service Office. With a long legacy of service, Area 29 has over a dozen active committees and is preparing to host the 62nd Maryland State Convention in June 2026. This year, Area 29 is engaging in the "Concept Four Project" to encourage groups and meetings to exercise their "Right of Participation" in the general service structure. By analyzing data from Fellowship Connection and our intergroup websites that feed the Meeting Guide app, we are developing district-by-district spreadsheets of active groups and meetings, as well as active GSR information. Along with distributing this information to our DCMs, they are also given outreach materials, announcement scripts and other support as they work locally to (1) confirm accurate GSR information; (2) encourage groups to elect a GSR; or (3) encourage meetings to register with GSO. From the early "straight-exhaust" message of Jimmy B. and Fitz M. to today, Alcoholics Anonymous is alive and well in Area 29! — ***Lori M.***

Massachusetts (Western), Area 31: Also known as the Golden West, Area 31 serves Western Massachusetts and a small three-town portion of Connecticut. Consisting of 302 active groups, including 12 online-only groups, we have six districts averaging 50 groups each. All area events are hybrid, run by a dedicated tech host. We are a small but mighty area. Here is a summary of our committees and activities: Grapevine held five well-attended writers' retreats and is active in promoting the Grapevine app subscription. Accessibilities is providing meetings for members who were unable to travel. PI and CPC committees carried the message of Alcoholics Anonymous to the public and to professional communities. Archives supported area history through anniversary displays and the collection of group histories. Institutions maintained meetings in correctional and detox facilities and support's bridging the gap. Western Mass Intergroup held Alcathons, phone coverage, a golf tournament and an annual picnic. Berkshires Intergroup continued to serve in far western Massachusetts, with many exciting functions throughout the year. WMYPAA participation has grown, including the MYCYPAA event recently held in Springfield, Massachusetts. Best of all is that YPAA members are joining area level service. Round-Up is committed to organizing an engaging event for the annual delegate report back from the General Service Conference. Area activities include a monthly Concepts meeting, two area assemblies and district-hosted workshops. We co-host the Massachusetts State Convention with Area 30 — the delegate and alternate delegate rotate to program chair, treasurer and chair. We offer group inventories and foster unity among the Fellowship. — ***Ray M.***

New Hampshire, Area 43: New Hampshire is a state defined by its vibrant cities, beautiful mountains, bustling seacoast and peaceful lakes. This geographic diversity is reflected in our Fellowship, organized into 15 distinct districts and nearly 600 groups that actively support those seeking recovery. Together, we host over 830 meetings each week, offering varied opportunities for connection. Urban areas provide frequent gatherings, while rural regions foster close-knit, supportive groups. Our districts adapt to the unique needs of their members, whether in cities or in the countryside. A.A. in New Hampshire has also embraced online meetings, increasing accessibility for those unable to attend in person. These virtual platforms ensure our Fellowship remains inclusive, bridging distances and welcoming all who seek recovery. With more than 9,000 members statewide, our unity is our foundation and greatest strength. Despite differences, we unite with a common purpose: to help the alcoholic who still suffers. Thank you for allowing me to share this portrait of A.A. in New Hampshire — a story of hope, resilience and unity, demonstrating what we can achieve together in the spirit of recovery. — ***Alex L.***

New Jersey (Southern), Area 45: Southern New Jersey is a vibrant and active community, with a calendar packed full of engaging events and initiatives. The area boasts over 600 active meetings, including in-person, virtual and hybrid options, ensuring everyone has access to support and fellowship. With 24 active districts organized into four sections, there is a strong sense of organization and local involvement. In 2025, Area 45 was proud to host the 2025 Virtual NERAASA, showcasing their commitment to embracing technology and inclusivity. (And yes, we finally figured out how to unmute ourselves on Zoom!) The structure of the area encourages regular connection and growth, with four assemblies held each year and a biannual area inventory designed to foster introspection and continual improvement. Our annual Day of Sharing brings together the three local intergroups for collaboration and regional support, while the annual Area 45 Convention and the Area 45 Mini Conference serve as platforms for unity and the expression of collective conscience. These ongoing efforts highlight a proactive and responsive community spirit. (Rumor has it, we hold meetings about meetings just to keep things interesting!) Area 45 is not only known for its active organizational life but also for some unique characteristics and fun facts. Known for its famous, beautiful beaches like Wildwood, Ocean City and Cape May, Southern New Jersey is the birthplace of saltwater taffy. It is also home to the Pine Barrens, a vast forested area rich with folklore and the legendary Jersey Devil. (Don't worry, the Jersey Devil has yet to crash a meeting — but if he does, we'll have coffee ready!) Lastly, our area features a mix of charming small towns and bustling boardwalks, so if you decide to come down and visit, please check us out. We'd love to trudge a few steps down the road of happy destiny with you — and if we have time, grab a slice of pizza and some ice cream on the way. Thank you. — ***Joe E.***

New York (Northeastern), Area 48: This is an area where the mileage is long, GPS is often a suggestion rather than a guide and the word "nearby" is an extremely flexible concept. If service were measured solely by hours spent on the road, every one of us would be overqualified. Area 48 spans busy cities, quiet rural towns and the rugged

stretches of the Catskills and Adirondacks. Many of our members travel serious distances to attend meetings and carry the message. Because of this geography, and because one of our districts is entirely virtual, all our area functions are fully hybrid. It is worth noting that the members of our online district are fully engaged and entirely qualified to stand for any area service position. Our recent area inventories made one thing clear: members wanted more education regarding GSR and DCM service. We responded by launching monthly service sessions designed to build understanding, confidence and informed participation. We are working to strengthen the link between groups, districts and the area, and the feedback so far has been really encouraging. We hold day-long assemblies that rotate through five geographic clusters to ensure access and representation remain as broad as possible. Attendance typically goes up to 100 members, with a strong online presence balanced by those attending in person. While Area 48 does not have an intergroup, we maintain a solid and collaborative relationship with the Capital District Central Office in Albany. People move between service in these two entities seamlessly. In August 2025, Area 48 also hosted the New York State Informational Workshop, welcoming all four New York areas to share experience and strengthen communication across the state. Personally, what I value most is our culture. There is thoughtful discussion, respect for the minority opinion and a genuine willingness to slow down when the process calls for it, even if that means one more clarification than anyone anticipated — or two or even three. We also have both an Inclusivity and an Accessibilities chair. This is in recognition that while some people have physical barriers to coming to our meetings, others may have different reasons for staying away. One of the most vital questions we must ask ourselves is "who is not in the rooms?" We are still early in this work and do not have all the answers, but we know we must be ready to reach out to anyone, anywhere, who needs help. It is a privilege to bring the collective conscience of Area 48 to this Conference. I look forward to working with all of you. — *Dolores K.*

New York (Western), Area 50: The collective spirit of unity, service and sacrifice in carrying the message of hope to the still-suffering alcoholic in Area 50 is stronger than ever. And it has to be. In addition to being commonly known for Niagara Falls, two Great Lakes, massive snow totals, and the original chicken wing, Area 50 also has a strong reputation for its pub culture. So, there is much work to be done in carrying out our primary purpose. Area 50 consists of eight counties covering more than 6,000 square miles of urban, suburban and rural landscape. We have 256 registered groups, four of which are solely virtual. Our three intergroups combined list 575 weekly meetings. We have 22 districts and five area assemblies a year. Our area service committees consist of Accessibilities, Archives, Corrections, CPC, Finance, Grapevine, Public Information and Treatment. In addition, we have standing committees dedicated to general service education, GSR orientation and online/social media. We just created a new Communications Committee which is intended to continually improve communication and participation at every service level in Area 50. Most of these committees meet monthly. Our numbers are growing in general service with every new panel, and Panel 76 is no different. We had over 100 attendees at our kickoff assembly in January, which is the largest number of trusted servants gathered in Area 50 since before the pandemic. One of the reasons our numbers continue to grow is our area's famous GSR Coffee Hour. This is a monthly virtual meeting run by our GSR Orientation Committee that covers all topics germane to general service. It's open to all A.A. members and consistently delivers experience, strength and hope to veteran and newcomer servants alike. As part of the Northeast Region, Area 50 is honored and excited to host the Northeast Regional Forum in 2027 — start planning your trip to Buffalo now! It is truly a privilege to serve as Area 50's delegate, and I'm so grateful for the opportunity. — *Ryan L.*

Rhode Island, Area 61: Area 61 is comprised of the entire state of Rhode Island and a tiny sliver of southern Massachusetts. Rhode Island is the perfect convergence of excellent seafood and secret societies. We are the only state with an official state appetizer — calamari — and if you want to get anything done in the state, you just need to "know a guy" who "knows a guy." We are the smallest state, with a little over 1,000 square miles of land and about a million people, but with almost 400 miles of coastline. Rhode Island houses important pieces of A.A. history, including the burial site of Rowland H. In addition, Brown University maintains an extensive collection of Dr. Bob's artifacts, including his coffee pot and prescription pad. Area 61 has six active geographic districts and one active Spanish linguistic district. We host four area assemblies annually, all in hybrid format. We hosted the Northeast Regional Forum in December 2025 and are thrilled to be hosting the Northeast Regional Alcoholics Anonymous

Service Assembly in 2028. RISCYPAA continues to attract and thrive and inspire all of us in general service. They are really our general service farm team. Of our 23 area committee members, six came to us from YPAA (not including our alternates). Two of our five current area officers also came from YPAA. Did I mention that our state motto is "Hope"? To get a feel of Rhode Island, and assuming you're not invited to Taylor Swift's wedding this summer in Westerly, you've got a few options. You can tune in to *The Real Housewives of Rhode Island* on Thursday nights (NOT an endorsement). You can also stop by and attend meetings with any of our 224 active groups or join us at our post-Conference assembly for a chowder cook-off. We would love to have you. — ***Anne M.***

Vermont, Area 70: Rich in A.A. history, Vermont is the birthplace of our cofounders. Bill W. was born in East Dorset and Dr. Bob grew up in St. Johnsbury. When Rowland H. went looking for a drunk to help, he found Ebby T. at the Bennington courthouse. And when Ebby needed to carry the message, he went back to his old friend Bill. Our first delegate, Lois A., was seated in 1952 and was one of the first two women ever to serve as delegate to the General Service Conference. The first A.A. group in Vermont began meeting in 1944 — first in private homes and later at the Congregational Church in Burlington, where the "Midtown Group" has met ever since. In 1946, the group placed an ad in the comic strip section of the local paper with the theory that "drunks will read the funnies when they can't read anything else." Stop by any Wednesday at 7 p.m.; they serve hot dogs before the meeting to encourage newcomers to arrive early. We are 157 miles top to bottom, bordered by Canada, New York, Massachusetts and New Hampshire. Lake Champlain stretches nearly 120 miles along our western edge. The Haskell Free Library and Opera House was built directly on the international border — the audience seated in the U.S. to watch the performance on the Canadian stage. Black tape on the floor and flowerpots on the sidewalk mark the international boundary. We were an independent republic — minting our own currency and operating a postal service — for 14 years before becoming the 14th state. We also have no billboards, and Montpelier is the smallest state capital in the country — and the only one without a McDonald's. We have the most breweries per capita in the U.S. Our largest city is Burlington, with 61 bars and 49 A.A. meetings each week. Having no intergroups or central offices, services are performed by groups, districts and the area. We are going into correctional facilities, psychiatric facilities and treatment centers; we're speaking to high schools and universities, nursing schools and the clergy; and we're buying space in print, radio, TV and online community message boards. We Vermonters are proud of our home and our history. Come visit, we'll save you a seat. — ***Lisa E.***

SOUTHEAST REGION

Georgia, Area 16: The first official A.A. group in Georgia formed in 1941. Though there had been letters from individuals to Ruth Hock, this was the first official group. It is called the Buckhead group and still exists today. Sergeant Stephen M. started the meeting by putting an advertisement in the local paper. You could write to a PO Box, and he would respond with the address. I guess anonymity started early. The Georgia State Service Assembly (GSSA) was started around 1962 in Macon, Georgia. It was patterned after the General Service Office and still functions the same way today. GSSA is experiencing the same financial issues that plague GSO. We are seeing reduced contributions and revenue from literature sales continues to decline. This year we have reduced support to committees and trusted services to create a balanced budget. The area decided not to create a Literature Committee primarily because we could not afford it. We believe this shows an informed group conscience. We believe that continuing to pass motions without addressing the cost of that motion is a contributor to our financial struggles. Georgia has a little over 750 groups spread over the entire state. They make up 51 districts and zones. District 17 is made up entirely of Hispanic groups. There are over 15,000 members of home groups in Georgia. Georgia has a state convention in October of every year. It is entirely funded by contributions from home groups. It moves around the state, based on the districts bidding to host. GSSA meets in assembly in January, May and September of every year. We also are divided into eight "clusters." A cluster forum is a mini assembly but with no voting. The forum rotates through all the clusters over a two-year period. DCM meetings are held at the assemblies. DCM meetings are also held pre-Conference and in November to set budgets. As you have heard, A.A. is alive and well in Georgia. Y'all come see us. We will let you experience Southern hospitality. — ***Mark G.***

Kentucky, Area 26: Sometimes the best way to understand an area is to look at its members. When I think about Area 26, I think about Mark who showed up to his first area meeting in Kentucky — during a snowstorm — in 1992 with one year sober, only to discover the meeting

had been cancelled. He could have taken that as a sign. Instead, he kept coming back and kept serving. And more than thirty years later, Mark still rarely misses an area meeting. I think of Sara from Northern Kentucky, who first attempted general service in 1984 and walked away thinking, "I'm not sober enough for this." Thirty-eight years later, Sara finally decided that she was now, in fact, "sober enough" to be a GSR. Sara is 83; loves AM radio and is a die-hard baseball fan. Now the Area 26 Grapevine/La Viña Committee chair, in an attempt to reach members, she learned how to use Instagram for the first time and danced to a rap song about getting a Grapevine subscription at our area meeting. It turns out willingness has no age limit. In Eastern Kentucky, Patrick came from what was recently considered a dark district. With some reservations, but a lot of courage, he helped rebuild District 8, filling service positions and restoring structure — all at just a few years sober. Today, he proudly reports to the area that District 8 has $27 in its bank account. It may not sound like much, but it represents hope and resiliency — a district back on its feet. Different ages, different districts and different kinds of service, but the same quiet commitment to show up, adapt and help carry the message to the alcoholic who hasn't arrived yet. That's Area 26. — ***Kaitie S.***

Mississippi, Area 37: Area 37 is the state of Mississippi. We currently have 28 districts and 225 active meetings, including two virtual groups. I am very proud to report that since we resumed after the pandemic, we have shown steady growth at our area assembly. Also, because of the Southeastern Alternate Delegate Meeting and North American Alternate Delegate Meeting, we have been able to bring a lot of your ideas to our assembly. That doesn't mean we have used them all — we all know change is slow in A.A. The newest idea we have put in place is using name tags with QR codes on them that you can scan when you arrive at an assembly, automatically signing you in. This allows the registrar to have a count of GSRs, DCMs and committee members without any effort. Now, the next big problem will be people remembering to bring their name tags. We have also followed your suggestions with having more pre-Conference workshops to get more people involved in the process. We have been able to add one workshop a year for the last three or four years. On a personal note, to the ones reading this report after the Conference: A few years ago, we had a guy show up at an assembly and his district had no DCM or district meeting. He was labeled the guy from the dark district. He corrected them saying it wasn't dark, just dim, because he was present. Fast forward to today, his district now has 10 out of 13 groups represented at the area. His district also holds three area chair positions. So, if you are reading this report from a dim district, just hang in there and someday you just might come to the mic at the General Service Conference and address the members. Thank you for allowing me to serve. — ***Murray A.***

South Carolina, Area 62: Area 62 is the state of South Carolina which nestles between the mountains of humility and the ocean of tranquility. South Carolina offers



187 miles of coastline, the Blue Ridge mountains, the No. 1 city to visit in the U.S. according to *Condé Nast Traveler,* and over 400 golf courses. Area 62 also offers the still-suffering alcoholic a chance to stumble through the doors of A.A. to find hope and a solution. Within our 23 districts there are 387 active in-person groups and 12 active virtual groups. Groups are supported by four intergroup offices throughout the state. Our focus the last few years has been our primary purpose and Concept IX. With strong PI and CPC committee efforts that include billboards, movie theatre advertising and presentations at over six professional conferences, we continue to inform and educate the public and the professional community about what we do and don't do. Our Treatment, Corrections and Bridging the Gap committees enjoy passionate leadership and involvement all the way to the group level. Having boots on the ground and meeting the alcoholic where they are drives many in Area 62. Our area assembly currently has 31 percent GSR and 80 percent DCM participation. Our activities at the area level are funded by strong Seventh Tradition efforts throughout the structure. We work to communicate not only the need, but what the contributions are used for. The fall 2025 issue of *Box 4-5-9* highlighted Area 62's efforts in this area. Our area offers many workshops both virtual and in person. Every officer and committee member actively promotes service, our Third Legacy. Service sponsorship is being sought out, and there are many willing to serve. For the first time in Area 62, we conducted a mini conference using the same committee structure as the GSC, conducting committee meetings via Zoom covering different agenda items on different days to allow maximum participation throughout the triangle. As always, Area 62 strives to live by Rule 62. In love and service. — ***Pat M.***

Tennessee, Area 64: Across the great state of Tennessee, Area 64 continues to grow, serve and carry the message with enthusiasm and heart. The most current numbers indicate we have 518 active brick-and-mortar groups and 10 virtual ones, representing 50 English-speaking districts and two Spanish-speaking ones. Approximately 35 percent of the groups participate in our quarterly, weekend long, in-person assemblies. We remain committed to inclusivity and accessibility, ensuring Spanish interpretation, translation and closed captioning, which allows us to navigate barriers so all can participate at our assemblies and within our area service structure. Area 64 is especially invested in the work being done behind the walls. We have a former trusted area servant who is a person in custody that is cleaning wreckage of her past. She went in three years sober, has been there for two years and is sponsoring others, hearing Fifth Steps for those that can't privately share them with their own sponsors, and facilitating a *Plain Language Big Book* study. Area 64 members have responded in true form by sending over 50 copies of the *Plain Language Big Book*, and the requests continue — proof that our message, in that format, is alive, active and needed! Like those before us, we recognize that Area 64 is more than numbers and committees — it is people showing up, communicating, rotating and answering the call to serve. It is active learning, staying current, being transparent, asking the tough questions and engaging with the informed group conscience. I am proud to participate in an area that values all Three Legacies, has a great love for information and service and remains committed to carrying A.A.'s message and honoring our great responsibility. I am confident, as we all walk day by day on the path of spiritual progress, that my son will be in good hands if he ever needs a seat. — ***Heather L.***

Puerto Rico, Area 77: Puerto Rico is an island. Relative to many of your areas, Area 77 may have reduced resources and may be small in size, but we are large in love. Our area's first delegate participated in the General Service Conference in 1956. Area 77 is primarily a Spanish-speaking area. To maximize group participation, we formed the first English linguistic district in the history of the Conference. Our area has seven geographic districts and one linguistic district. Our membership is diverse and we continue to learn to effectively carry the message across culture and language. Puerto Rico has approximately 100 active groups — 90 percent of those groups are Spanish speaking, and 10 percent are English speaking. Our membership is 27 percent English speaking and 73 percent Spanish speaking. We have recently enriched our archives by producing a 430-page book on the history of Alcoholics Anonymous in Puerto Rico. We continue to learn, serve, share and grow in our Three Legacies by offering workshops throughout the year and our annual organized services event, service seminar and the Puerto Rico Convention. We have a robust informative website and our monthly newsletter, available online in English and Spanish, is distributed throughout the Fellowship. Thirty-three local radio stations regularly broadcast PSAs, and we carry the message to police stations, treatment centers, schools and more. We want the hand of A.A. always to be there. It is a privilege to serve, and we will keep coming back. — ***Merri Beth H.***

2026 Conference Committees

Agenda

PANEL 75
Rudy M. — *Area 93, Central California*
Stacy S.* — *Area 4, Arkansas*
Jay T. — *Area 27, Louisiana*
Jessie W.** — *Area 52, North Dakota*

PANEL 76
Todd K. — *Area 23, Southern Indiana*
Alex L. — *Area 43, New Hampshire*
Heather N. — *Area 18, Idaho*
David S. — *Area 78, Alberta/NWT*
Secretary: Rainer L.

Cooperation with the Professional Community

PANEL 75
Dan B.* — *Area 59, East Pennsylvania*
Beverly F. — *Area 54, Northeast Ohio*
Jim L.** — *Area 38, Eastern Missouri*
Denise M. — *Area 51, North Carolina*

PANEL 76
Claudio B. — *Area 7, Northern Interior CA*
Brian B. — *Area 66, Northwest Texas*
Melanie C. — *Area 90, Northwest Québec*
Joe E. — *Area 45, Southern New Jersey*
Secretary: Karina C.

Corrections

PANEL 75
Luke B.* — *Area 1, Alabama/NW Florida*
Lisa C.-D.** — *Area 40, Montana*
Joel C. — *Area 85, Northwest Ontario*
Nikki U. — *Area 5, Southern California*

PANEL 76
Sylvie B. — *Area 87, Southwest Québec*
Bill D. — *Area 74, N. WI/Upper Pen. MI*
Lisa E. — *Area 70, Vermont*
Larry S. — *Area 3, Arizona*
Secretary: Kacie N.

Finance

PANEL 75
Cindy D* — *Area 47, Central New York*
Alison G. T.** — *Area 91, Saskatchewan*
Sarah P. — *Area 65, Northeast Texas*
Deborah S. — *Area 17, Hawaii*

PANEL 76
Josh D. — *Area 55, Northwest Ohio*
Mark G. — *Area 16, Georgia*
Lori M. — *Area 29, Maryland*
Russ S. — *Area 41, Nebraska*
Secretary: Nick S.

Grapevine and La Viña

PANEL 75
Stan C. — *Area 13, District of Columbia*
Martha M.* — *Area 10, Colorado*
Bob S. — *Area 75, Southern Wisconsin*
Courtney S.** — *Area 72, Western Washington*

PANEL 76
Tim C. — *Area 56, Southwest Ohio*
Heather L. — *Area 64, Tennessee*
Ray M. — *Area 31, Western Massachusetts*
Patrick M. — *Area 62, South Carolina*
Tammy S. — *Area 86, Western Ontario*
Secretary: Kimberly Jean L.

Literature

PANEL 75
Lisa D.* — *Area 15, South Florida/Bhams/VI/Antigua*
Doug H.** — *Area 36, Southern Minnesota*
Dwayne M. — *Area 82, Nova Scotia/NL*
Mary Jane R. — *Area 30, East Massachusetts*

PANEL 76
Amanda B. — *Area 68, Southwest Texas*
Dan M. — *Area 92, Eastern Washington*
Diane P. — *Area 76, Wyoming*
Kaitie S. — *Area 26, Kentucky*
Carson W. — *Area 34, Western Michigan*
Secretary: Misha Q.

Policy and Admissions

PANEL 75
Robert J. — *Area 19, Chicago, Illinois*
Joel K.** — *Area 53, Central SE Ohio*
Lori P. — *Area 14, North Florida*
Dan P. — *Area 24, Iowa*
Michael R.* — *Area 11, Connecticut*

PANEL 76
Chris H. — *Area 58, Oregon*
Willy K. — *Area 28, Maine*
Kathy M. — *Area 80, Manitoba*
Ken S. — *Area 25, Kansas*
Secretary: Racy J.

Public Information

PANEL 75
Christy E. — *Area 71, Virginia*
Greg G.** — *Area 39, Western Missouri*
Luke M.* — *Area 44, Northern New Jersey*
Karin O. — *Area 22, Northern Indiana*
Chitra S. — *Area 6, Northern Coastal CA*

PANEL 76
Wayne H. — *Area 2, Alaska*
Ryan L. — *Area 50, Western New York*
Pat M. — *Area 35, Northern Minnesota*
Jim P. — *Area 84, Northeast Ontario*
Secretary: Kelley C.

Report and Charter

PANEL 75
Jodi B.* — *Area 21, Southern Illinois*
Mario D. — *Area 60, W. Pennsylvania*
Amy L.** — *Area 83, Eastern Ontario*
Jean-Yves M. — *Area 88, Southeast Québec*

PANEL 76
Murray A. — *Area 37, Mississippi*
Dolores K. — *Area 48, Northeast New York*
Debra L. — *Area 9, Mid-Southern CA*
Alison T. — *Area 46, New Mexico*
Secretary: Irene D.

Treatment and Accessibilities

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Mike F. — *Area 69, Utah*
Jon S.** — *Area 32, Central Michigan*
Bryan T. — *Area 57, Oklahoma*
Drew W.* — *Area 79, BC/Yukon*

PANEL 76
Merri Beth H. — *Area 77, Puerto Rico*
Adrian O. — *Area 8, San Diego/Imp. CA*
Pamela P. — *Area 12, Delaware*
Secretary: Michael R.

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Nisaa A.* — *Area 49, Southeast New York*
Cheryl B.** — *Area 33, Southeast Michigan*
Lyle C. — *Area 42, Nevada*
Christina S. — *Area 67, Southeast Texas*

PANEL 76
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Anne M. — *Area 61, Rhode Island*
Robin S. — *Area 81, New Brunswick/PEI*
Lisa S. — *Area 20, Northern Illinois*
Secretary: Eileen A.

Archives[1]

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Anne B. — *Area 82, Nova Scotia/NL*
Stacy S. — *Area 4, Arkansas*
Nikki U.* — *Area 5, Southern California*

PANEL 76
Joe E. — *Area 45, Southern New Jersey*
Mark G. — *Area 16, Georgia*
Chris H. — *Area 58, Oregon*
Alison T. — *Area 46, New Mexico*
Secretary: Michelle Mirza

International Conventions/ Regional Forums[1]

PANEL 75
Lyle C. — *Area 42, Nevada*
Joel C.* — *Area 85, Northwest Ontario*
Robert J.** — *Area 19, Chicago, Illinois*
Luke M. — *Area 44, Northern New Jersey*

PANEL 76
Amanda B. — *Area 68, Southwest Texas*
Kathy M. — *Area 80, Manitoba*
Diane P. — *Area 76, Wyoming*
Kaitie S. — *Area 26, Kentucky*
Secretary: Eileen A.
Secretary: Diana L.

*Chair
**Alternate Chair

[1]Members of this committee serve on this as a second committee assignment.

2027 CONFERENCE CHAIRPERSONS AND ALTERNATE CHAIRPERSONS

Committee	*Chairperson*	*Alternate*
Agenda	Alex L., Area 43, New Hampshire	Heather N., Area 18, Idaho
CPC	Claudio B., Area 7, California — Northern Interior	Mélanie C., Area 90, Northwest Québec
Corrections	Larry S., Area 3, Arizona	Sylvie B., Area 87, Southwest Québec
Finance	Lori M., Area 29, Maryland	Josh D., Area 55, Northwest Ohio
Grapevine/La Viña	Heather L., Area 64, Tennessee	Patrick M., Area 62, South Carolina
Literature	Kaitie S., Area 26, Kentucky	Amanda B., Area 68, Southwest Texas
Policy and Admissions	Chris H., Area 58, Oregon	Ken S., Area 25, Kansas
Public Information	Ryan L., Area 50, Western New York	Wayne H., Area 2, Alaska
Report and Charter	Murray A., Area 37, Mississippi	Debra L., Area 9, Mid-Southern California
Treatment and Accessibilities	Adrian O., Area 8, San Diego/Imperial California	Merri Beth H., Area 77, Puerto Rico
Trustees	Anne M., Area 61, Rhode Island	Lisa S., Area 20, Northern Illinois
Archives*	Alison T., Area 46, New Mexico	Joe E., Area 45, Southern New Jersey
International Conventions/Regional Forums*	Diane P., Area 76, Wyoming	Kathy M., Area 80, Manitoba

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

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Nikki O.
Kelly Parsley
Susan V.
Patrick C., *Secretary*

International Conventions/ Regional Forums
Gail P, *Chair*
Teddy B.-W.
Julie C.
Robert L.
Molly Oliver
Nikki O.
Veronica Ramirez
John W.
Eileen A., *Secretary — International Conventions*
Diana L., *Secretary — Regional Forums*

Literature
Teddy B.-W., *Chair*
Charlie H.
Clint M.
Fredy M.
Nikki O.
Kelly Parsley
Carolyn W.
Susan V.
**Cesar F.
**Manisha G.
**Brian P.
**Gerry R.
Misha Q., *Secretary*

Nominating
Carolyn W., *Chair*
Teddy B.-W.
Reilly K.
Robert L.
Kerry Meyer
Molly Oliver
Gail P.
Ken T.
John W.
Eileen A., *Secretary*

Public Information
Teresa J., *Chair*
Jennifer B.
Tom Ivester
Dawn Klug
Clint M.
Joyce S.
Cheryl S.
David S.
**TBD
**TBD
Kelley C., *Secretary*

GSB Sharing Session
Joyce S.
Irene D., *Secretary*

Officers of the General Service Board
Chair, Scott H.
First Vice-Chair, Kerry Meyer
Second Vice-Chair, Teresa J.
Treasurer, Terrance M. Bedient, FACHE
Secretary, Carolyn W.
Assistant Treasurer, Paul Konigstein
Assistant Secretary, Racy J.

* GSB chair is an ex officio member on all committees; GSO's general manager is an ex officio member on all committees except the Audit Committee, Compensation Committee and the Nominating Committee.
** Appointed Committee Member
*** Consultant

2026 Conference Members

CLASS A (NONALCOHOLIC) TRUSTEES

Thomas (Tom) Ivester, MD, MPH, FACOG (Chapel Hill, NC) was elected Class A trustee in April 2025. As of March of 2025, Tom serves Novant Health as chief clinical officer and senior VP for their Triad region of North Carolina. In this role, Tom provides executive oversight for clinical operations, quality, patient safety and medical staff for five hospitals. Tom previously spent over 21 years at UNC Hospitals and UNC School of Medicine, serving as chief medical officer and chief quality officer for the last eight years. A heavy emphasis of his career has been in healthcare quality and safety, especially aimed at driving systems-level improvement. Earlier work included several years working with health systems in Sub-Saharan Africa, including those in Malawi, Zambia and Ghana, in addition to sponsoring projects in Guatemala and the Republic of Georgia. The work completed by these teams has resulted in substantial improvements in multiple measures of healthcare quality while building local capacity and capabilities to continue improving systems of care. Tom serves on the trustees' Public Information Committee as well as the CPC/Treatment-Accessibilities Committee.

Dawn Klug (Arden, NC) was elected Class A trustee in April 2024. She has been chief operating officer and owner of the Employee Assistance Network since 2020 and has worked at Employee Assistance Network since 2002. Dawn is a licensed mental health counselor in North Carolina. She served as an Employee Assistance Program coordinator for Mental Health Services of Catawba County, as well as a program therapist for inpatient and intensive outpatient programs, providing chemical dependency treatment at Horizon Health at Rowan Regional Medical Center. From 2012 to 2016, she was instrumental in developing Employee Assistance Program Association Conferences. She spoke on A.A. in the workplace at the Alcoholics Anonymous Convention in Atlanta, Georgia. Dawn earned a bachelor's degree in psychology and a master's degree in mental health counseling. Over the years she has held offices in the North Carolina Employee Assistance Professionals Association (NCEAPA) — from treasurer to vice president to past president. Dawn has sat on the board of directors for the International Employee Assistance Professionals Association, and in 2018 she received the John Burke President's Achievement Award, NCEAPA. Currently, she is the chair of the Asheville Humane Society. She chairs the trustees' CPC/Treatment-Accessibilities Committee and is on the Public Information Committee and the Archives Committee.

Kerry Meyer (Minneapolis, MN) was elected Class A trustee in April 2022. Kerry is the district chief judge for the Fourth Judicial District in Minneapolis. Kerry has presided over the DWI, mental health and veterans treatment courts. She has held court leadership and assignments at the district, county and state levels, including criminal and treatment courts. She is also the State Judicial Outreach Liaison to address impaired driving issues with judges throughout Minnesota. Kerry is actively involved in community service, appearing as a guest speaker at local schools and colleges as well as local A.A. conferences, sharing on topics of cooperating with professionals. She chairs the trustees' Conference Committee and serves on the CPC/Treatment-Accessibilities and Nominating Committees.

Molly Ann Oliver (Williamsville, NY) was elected Class A nonalcoholic trustee in April 2021 and serves as the chief operating officer of Catholic Charities of Buffalo, overseeing more than 50 human service programs



*Rotating at the close of the 2026 Conference.

across over 80 locations with more than 300 employees, 200 volunteers and a $35 million budget. She previously led the University at Buffalo School of Management's Center for Leadership and Organizational Effectiveness and served as president and CEO of Leadership Niagara. She served on the AA Grapevine Board for four years and is the former chair of the CPC Committee and past chair of the GSB Strategy & Leadership Ad Hoc Committee. With more than 35 years of leadership experience, global work and service on over a dozen boards, Molly is recognized as a regional and national leader in organizational development, nonprofit management and community impact.

Kelly Parsley (Helena, MT) was elected Class A trustee in April 2025. She currently serves as chair of the Health Sciences Department at Carroll College. She brings over a decade of experience on the Saint Peter's Health System Board of Directors and has also chaired both the National Sexual Violence Resource Center Advisory Board and the Lewis and Clark County Board of Health. Her leadership in health fields is reflected in her management of several grants aimed at preventing tobacco use, alcohol abuse and sexual violence. Her public service includes appointments to the Montana Crime Victim's Services Committee and the Governor's HIV/AIDS Advisory Council. Kelly serves on the trustees' Corrections, Literature and International Committees.

Veronica Ramirez (Weslaco, TX) was elected Class A trustee in April 2025. She is an accomplished public servant and criminal justice practitioner with 23 years of experience in community corrections, including federal probation and pretrial services, and the Texas Department of Criminal Justice, Parole Division. A thankful and privileged friend of A.A. since 2016, Veronica attended the A.A. Unity in Service Conference in Concord, CA in September 2016 and is privileged to have served on several corrections panels. Veronica helped organize and present at the Corrections Conference held in 2019 inside the walls of the Louisiana State Penitentiary in Angola, LA. Veronica serves on the trustees' International Conventions/Regional Forums Committee as well as the Corrections and CPC/Treatment-Accessibilities Committees.

CLASS B (ALCOHOLIC) TRUSTEES

Teddy B.-W. (Oakland, CA) was elected as an AA Grapevine nontrustee director in April 2023 and as a general service trustee in 2025. Teddy served as the Panel 69 delegate from Area 6. Teddy has focused his life on service to others and working with diverse communities from across the globe. He also served on the board of the San Francisco Visitors and Conventions Bureau, where he worked with local business leaders. Teddy's business skills lie in nonprofit management, and he has served as both board member and staff for a variety of charitable organizations with special emphasis on strategic planning, communications, financial management, policy development and legal work. Teddy also worked as a legal executive with London law firms, specializing in trust and charity administration, estates, tax planning, will drafting and more. He chairs the trustees' Literature Committee and serves on the Nominating and International Conventions/Regional Forums Committees.

Jennifer B. (Santa Rosa, CA) was elected trustee-at-large/U.S. in 2025. As a Panel 71 delegate, she chaired the Conference Committee on Trustees. She chaired the Pacific Region A.A. Service Assembly (PRAASA) in 2024 and served on the host committee of the 63rd ICYPAA. Other previous service positions include GSR, DCM, area chair and area PI/CPC chair. Through these roles, she has gained valuable experience in building mutual relationships, particularly with linguistic communities (Spanish-speaking), and engaging with the wider Fellowship. Her service has also included liaison work with H&I, intergroup and several other entities in her local area. Her professional career has spanned editorial and production roles in book publishing as well as legal administration. She is a member of the Sonoma County Beekeepers Association and serves on the trustees' Public Information Committee and the International and Corrections Committees.

Charlie H. (Lincoln, NE) was elected West Central regional trustee in April 2024. A past delegate for Area 41 (Panel 56), he served as GSR for his home group, was DCM for District 29, was the first area registrar in Area 41 and served as the Area 41 chair. Charlie has been an active and helpful leader, functioning in many posts throughout the Fellowship. He has been area workshop chair, secretary and alternate delegate. Charlie was an owner of an insurance agency and was employed as a banker. He has spent many years doing treatment and correctional work. He is now a setup coordinator of his home group and a self-proclaimed retired real estate investor, who still buys and manages many properties. He is the chair of the trustees' Corrections Committee and serves on the trustees' Literature and Conference Committees.

*Rotating at the close of the 2026 Conference.

Scott H. (Kamloops, BC, Canada) was elected trustee-at-large/Canada in 2015. A Panel 61 delegate, Scott takes meetings into a local detox and facilitates Twelfth Step weekends. He is an attorney. Scott serves as General Service Board chair.

Teresa J. (Albuquerque, NM) was elected Southwest regional trustee in April 2023. A Panel 68 delegate, Teresa has stayed active in area service since rotating, recently as treasurer of the Southwest Regional Delegates' Assembly. She has served as area chairperson, treasurer, area website meeting editor, office volunteer at the Albuquerque Central Office and group inventory facilitator and is actively engaged in sponsoring members. Teresa has extensive professional experience in graphic design and has owned her own business in this area for over 30 years. She is also a trained educator and experienced chemist. She serves as chair of the trustees' Public Information Committee and on the CPC/Treatment-Accessibilities and Conference Committees.

***Reilly K.** (Winston, OR) was elected Pacific regional trustee in April of 2022. Reilly was a Panel 66 delegate from Area 58, Oregon, and has been actively involved in A.A. service since the mid 1960s, including serving as the area's Grapevine/La Viña Committee chair and chairing various committees. Reilly holds decades of experience in nonprofit corporate accounting and as a licensed tax consultant. She owned a tax and consulting firm for 23 years prior to retiring. She chairs the trustees' Archives Committee and serves on the trustees' Nominating and Conference Committees.

Robert L. (Notre-Dame-des-Monts, Quebec, Canada) was elected trustee-at-large/Canada in April 2023. He was a Panel 48 delegate for Area 87, southwest Quebec, and served as a member of the board of La Vigne and les Publications françaises. Robert has been actively involved in A.A. service since the mid-1980s. He implemented a Bridging the Gap Committee, served as area chair and as a member of several local committees. He has actively facilitated workshops on the Traditions and Concepts, founded study groups, participated in many area and regional events, including the Eastern Canada Territorial Services Assembly and the Quebec Provincial Assembly. Robert was instrumental in convening meetings with the Archbishop of Dakar and the Bishop of Casamance in helping to bring information about A.A. to the clerical community. In his professional life, Robert is a freelance journalist, photographer, writer and lecturer and the author of several books and other published works. He has also traveled extensively around the world for humanitarian purposes. He chairs the trustees' International Committee and serves on the trustees' Corrections, Conference, ICRF and Nominating Committees, in addition to chairing the Ad Hoc Committee on Linguistic Harmonization.

Gail P. (Victoria, BC, Canada) was elected Western Canada regional trustee in April 2024. She previously served as Area 79 delegate (Panel 69). Her many years of service include serving as area treasurer, area alternate chair and Grapevine chair, alternate delegate and Literature Committee chair. An active, enthusiastic member of her community, she is on the board of directors for a senior housing facility and has been on the board of other community organizations. From 1996 to 2012, she owned and operated a scuba diving shop and café. Since then, she has been self-employed as a bookkeeper for small businesses. Gail chairs the trustees' International Conventions/Regional Forums Committee and serves on the trustees' Nominating and Finance Committees.

Cheryl (Sherry) S. (Curtice, Ohio) was elected East Central regional trustee in April 2025. She is from northwest Ohio and served as Area 55, Panel 72, delegate. Sherry has been actively involved in local service activities and has held various service positions at the district, area and regional levels. She has participated in service workshops and continues to serve as a sponsor and service sponsor. Sherry's professional experience includes national certifications as a paralegal, participation as a regional director and chair of the certifying committee for a nonprofit association, employment in a corporation as a labor paralegal and employment as a university public records manager in the legal department prior to her retirement. Sherry serves on the trustees' CPC/Treatment-Accessibilities, Corrections and Public Information Committees.

***Joyce S.** (Toronto, Ontario, Canada) was elected Eastern Canada regional trustee in April 2022. A Panel 65 delegate, Joyce has served at the district and area levels and has chaired and assisted in various conferences and service assemblies, including the first Eastern Canada Delegates Orientation in 2021. Joyce also served as cochair and treasurer for the Canadian Eastern Regional Alcoholics Anonymous Service Assembly (CERAASA) in 2015. Joyce is semi-retired and has been employed as an executive assistant for the past 39 years. Joyce enjoys golfing and traveling and is currently involved in volunteer work at a local community organization, providing

*Rotating at the close of the 2026 Conference.

mentoring and support to those in need. She is a director on the AA Grapevine Board and serves on the trustees' Public Information and Corrections Committees.

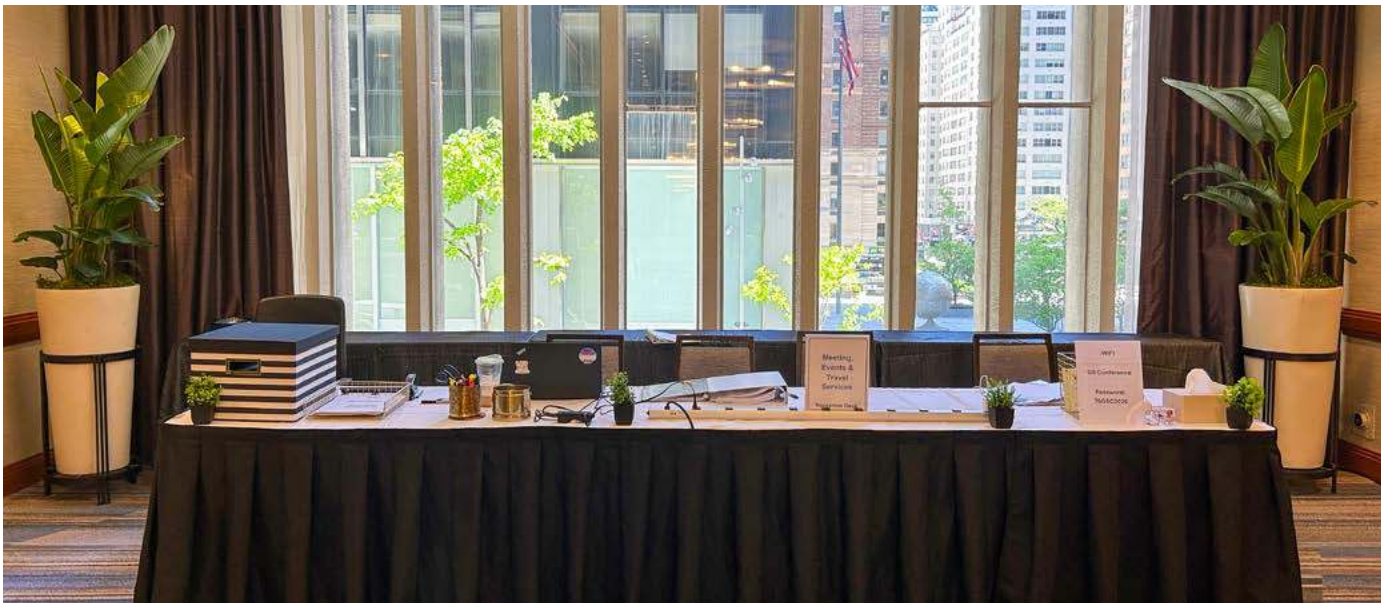
David S. (East Chatham, NY) serves as chair of the AA Grapevine Board. David is actively involved in service activities, held several service positions including group, district and county treasurer, and participated in several area and regional service workshops. David's professional experience lies in media business, subscription marketing for a variety of print and digital products, as well as in online product development and marketing. He leads his own consultancy, working with challenged businesses to help accelerate their growth through various strategies. He also serves on the trustees' Archives, Finance and Public Information Committees.

Ken T. (Pepperell, MA) was elected Northeast regional trustee in April 2023. A past panel 63 delegate from Area 30, Ken has held numerous service positions including area chair and secretary/treasurer of the Northeast Regional Delegates (NERD) Reunion. He chaired the Northeast Regional A.A. Service Assembly (NERASSA) in 2017, the MA State Convention in 2016 and continues to be active on the State Convention Committee. In his professional life, Ken is a software engineer and is currently employed as a senior software engineer/technical lead. He has gained extensive experience in this field through his work with a variety of industries, including audio, video, medical devices and others. In addition, as a website developer, Ken is conversant in many levels of technologies involved in this field, on both the server and application side of development. He serves on the trustees' Conference, Nominating and Finance committees and is chair of AAWS.

Susan V. (Lewisburg, WV) was elected Southeast regional trustee in May 2025. She has been very actively involved in the Fellowship since becoming sober in 2009. She has served as her home group's Archives and Grapevine chair, and her district's Grapevine chair, eventually becoming DCM and fully becoming involved in general service. Susan had the honor of being chair of the Grapevine Committee at the Area 73 level, eventually becoming chair of Area 73 and Panel 69 delegate serving on the Agenda Committee. She is currently on the trustees' Literature, Archives and International Committees of the General Service Board.

***Carolyn W.** (Surrey, BC, Canada) served as a nontrustee director on the AAWS Board from 2018–2022 and was elected general service trustee in April 2022. Prior to serving on AAWS, she served as the Panel 63 delegate for Area 79. Carolyn remains very active locally in her home group and in sponsorship. Professionally, Carolyn is the privacy director for a large health care company in Canada. She is certified as an information privacy professional and an information privacy manager. Prior to this role, she was responsible for clinics with combined revenues of over $14 million per year. Carolyn serves on the Canadian Advisory Board for the International Association of Privacy Professionals. She chairs the trustees' Nominating Committee and serves on the Literature and Conference Committees.

John W. (New York, NY) was elected AAWS director in April 2021 and general service trustee in May 2025. He has over three decades of experience as a nonprofit executive, specializing in resource development, strategic planning and governance. John has also served



*Rotating at the close of the 2026 Conference.

in a leadership capacity on various civic and nonprofit boards over the last 25 years. As the Panel 67 delegate for Area 49, he served on the Conference Committee on Literature, which he chaired in 2018, as well as on the Archives Committee. John currently serves on the trustees' Nominating Committee, International Conventions/Regional Forums Committee, Finance and Budgetary Committee and the Strategy/Leadership Committee.

NONTRUSTEE DIRECTORS

Julie C. (Chester, CA) was elected AAWS director in May 2025. She served as the Panel 71 delegate for Area 42, Nevada. She has more than three decades of experience in financial and administrative leadership and has held senior roles in both nonprofit and for-profit sectors. Most recently she served as board treasurer for a rural community foundation that became a leader in disaster recovery and long-term revitalization following a devastating wildfire. In each role, whether professional, service-related or volunteer, Julie brings a deep commitment to servant leadership, financial transparency and collaborative governance. Julie serves on the trustees' International Conventions/Regional Forums Committee, as well as the Corrections and Finance and Budgetary Committees.

Matt K. (West Hartford, CT) was elected AAWS director in May 2025. Prior service experience includes participating in a Young People in Alcoholics Anonymous (YPAA) committee and serving as a Panel 71 delegate for Area 11, Connecticut. In addition to various service roles, Matt remains actively engaged in sponsorship. He started two careers in sobriety: currently as a lawyer, and previously as a social worker. Matt's litigation experience includes interactions with a wide range of professionals from many occupations. Matt serves on the trustees' Conference Committee as well as the International and Finance Committees.

Clinton M. (Winnipeg, Manitoba, Canada) was elected AAWS director in April 2022. A Panel 64 delegate for Area 80, Manitoba, Clinton also served in various positions at the local and area levels, including chair of the Policies and Procedures Committee of Ottawa Area Intergroup. Professionally, Clinton is a CPA with over 25 years of experience leading multi-disciplinary teams in the federal public service and private sectors. Clinton is a member of a local Masters Swim Club, a pilot and speaks French as a second language. He serves on the trustees' Public Information, Conference and Literature Committees.

Fredy M. (Angus, Ontario, Canada) was elected AA Grapevine director in May 2025. With a career in financial administration, Fredy has served at the district level in public information, as treasurer, alternate DCM, DCM (District 8, Area 86) and at the Area 86 level: treasurer, alternate delegate and Panel 66 delegate (2016–2017) assigned to the Grapevine and International Conventions/Regional Forums Committees. Fredy serves on the trustees' International, Archives and Literature Committees.

Nikki O. (Alfred, ME) was elected AA Grapevine director in May 2024. She is a past delegate (Panel 70) and has been involved in area service as Northeast Regional secretary/treasurer, alternate delegate, convention chair and served for two years on the Grapevine and La Viña Committee. Nikki has developed a life and career built upon service and forging partnerships and strong alliances with life-changing organizations across Maine. She is director of a healthcare compliance consulting firm and provides Executive C-Suite Coaching and Executive Team Building services. Nikki previously served as director of Clinical Operations in experiential



clinical marketing and development. She has been a licensed alcohol and drug counselor since 2006 and a certified clinical supervisor since 2008. Nikki worked as a program development director for a residential addiction treatment and behavior health treatment program from 2008–2015. She was an advisory group member of a statewide initiative for women and children affected by substance abuse, 2020–2023, has been involved in statewide strategic planning for health care initiatives, 2022–2023, and received a Leadership Award from the governor in 2015. Nikki serves on the trustees' International Conventions/Regional Forums Committee as well as the trustees' Literature and International Committees.

Class A Trustees elected by the General Service Board following the 2026 Conference

Timothy (Tim) Marx (St. Paul, MN) was elected as a Class A trustee at the 76th General Service Conference. Tim arrives at the General Service Board with over 40 years of public service, nonprofit, legal, business and civic accomplishments. Tim has a proven ability for providing strategic direction to large, complex and diverse organizations, and for advancing sustainable change through the building of broad consensus.

Class B Trustees elected by the General Service Board following the 2026 Conference

Candice C. (Pocatello, ID) was elected Pacific regional trustee at the 76th General Service Conference. Candice served Alcoholics Anonymous as a Panel 72 delegate from Area 18, Idaho; she was the vice-chair for the Conference Committee on Corrections at the 73rd General Service Conference. She has served Area 18 as chairperson for the Treatment, Accessibilities, Finance and Corrections Service Committees. She entered general service as the GSR for the Pocatello Young People's group and has a long history of YPAA service, including a rotation as the Southern Idaho Council of Young People in Alcoholics Anonymous (SICYPAA) liaison. Candice works as a social worker responsible for assessment and training, having previously focused on conflict resolution and child custody mediation. Candice has a long history of involvement in nonprofit organizations and spaces.

Jeff S. (Hamilton, ON, Canada) was elected Eastern Canada regional trustee at the 76th General Service Conference. Jeff served Alcoholics Anonymous as a Panel 72 delegate from Area 86 Western Ontario; he was the chair of the Conference Committee on Finance at the 73rd General Service Conference. Prior to serving as area delegate, Jeff held officer and service committee chair positions within Area 86. Jeff has been an active contributor to the Canadian Eastern Regional Alcoholics Anonymous Service Assembly (CERAASA), including a role on the Delegate Host Committee in 2023. He also served as a committee chair for the Hamilton Intergroup. Jeff operates a successful family business with his brother and his nephew and enjoys family time with his children and grandchildren.

Nontrustee directors elected to the AAWS Board following the 2026 Conference

Grace F. (Jaffrey, NH) was elected as a nontrustee director on the AAWS Board at the 76th General Service Conference. Grace joins the AAWS Board with a diverse professional background spanning finance, academia, governance and international development. She brings a well-rounded skill set rooted in strategic leadership, financial acumen and principle-based service. Her roles in chairing public governance boards and advising nonprofit organizations on fiscal stewardship have deepened her understanding of leadership and accountability. Grace previously served Area 43, New Hampshire, as registrar, chairperson and Panel 72 delegate, along with serving on a number of service committees.

Nontrustee directors elected to the AA Grapevine Board following the 2026 Conference

Daniel S. (Albuquerque, NM) was elected as a nontrustee director on the AA Grapevine Board at the 76th General Service Conference. Daniel brings more than 25 years of leadership experience in digital strategy, technology, publishing and organizational support. He previously served on the AA Grapevine Online Editorial Advisory Board and has held various general service positions in Area 49 (Southeast New York) and 67 (Southeast Texas), including GSR, DCM, registrar and chair positions for Web, Public Information, CPC and Corrections Committees. Daniel also served on advisory and nonprofit boards within the Fellowship, including the ICYPAA Advisory Council. A husband and father of three, he enjoys music production in his free time.

Area Delegates

What do panel numbers mean? Delegates to each Conference are made up of two "panels." One is even-numbered and includes those elected to start serving in an even year. The other is odd-numbered and includes those elected to start serving in an odd year. The 76th Conference includes Panel 75 (delegates now serving for their second year) and Panel 76 (new delegates).

1. **ALABAMA/ NORTHWEST FLORIDA** (Panel 75)
   Luke B., Dothan, AL
2. **ALASKA** (Panel 76)
   Wayne H., Fairbanks, AK
3. **ARIZONA** (Panel 76)
   Larry S., Gilbert, AZ
4. **ARKANSAS** (Panel 75)
   Stacy S., Sherwood, AR
5. **SOUTHERN CALIFORNIA** (Panel 75)
   Nikki U., Downey, CA
6. **NORTHERN COASTAL CALIFORNIA** (Panel 75)
   Chitra S., Napa, CA
7. **NORTHERN INTERIOR CALIFORNIA** (Panel 76)
   Claudio B., Sacramento, CA
8. **SAN DIEGO/IMPERIAL CALIFORNIA** (Panel 76)
   Adrian O., Spring Valley, CA
9. **MID-SOUTHERN CALIFORNIA** (Panel 76)
   Debra L., Long Beach, CA
10. **COLORADO** (Panel 75)
    Martha M., Erie, CO
11. **CONNECTICUT** (Panel 75)
    Michael R., Collinsville, CT
12. **DELAWARE** (Panel 76)
    Pamela K. P., Smyrna, DE
13. **DISTRICT OF COLUMBIA** (Panel 75)
    Stan C., Silver Springs, MD
14. **NORTH FLORIDA** (Panel 75)
    Lori P., Spring Hill, FL
15. **SOUTH FLORIDA/BAHAMAS/ VIRGIN ISLANDS/ANTIGUA** (Panel 75)
    Lisa D., Pompano Beach, FL
16. **GEORGIA** (Panel 76)
    Mark G., Stockbridge, GA
17. **HAWAII** (Panel 75)
    Deborah S., Kailua, HI
18. **IDAHO** (Panel 76)
    Heather N., Ketchum, ID
19. **CHICAGO, ILLINOIS** (Panel 75)
    Robert J., Chicago, IL
20. **NORTHERN ILLINOIS** (Panel 76)
    Lisa S., Glendale Heights, IL
21. **SOUTHERN ILLINOIS** (Panel 75)
    Jodi B., Green Bay, WI
22. **NORTHERN INDIANA** (Panel 75)
    Karin E. O., Schererville, IN
23. **SOUTHERN INDIANA** (Panel 76)
    Todd K., Indianapolis, IN
24. **IOWA** (Panel 75)
    Dan P., Waukee, IA
25. **KANSAS** (Panel 76)
    Ken S., Topeka, KS
26. **KENTUCKY** (Panel 76)
    Kaitie S., Georgetown, IN
27. **LOUISIANA** (Panel 75)
    Jay T., Monroe, LA
28. **MAINE** (Panel 76)
    Willy K., Rockland, ME
29. **MARYLAND** (Panel 76)
    Lori M., Parkville, MD
30. **EASTERN MASSACHUSETTS** (Panel 75)
    Mary Jane R., Milford, MA
31. **WESTERN MASSACHUSETTS** (Panel 76)
    Raymond (Ray) J. M., Enfield, CT
32. **CENTRAL MICHIGAN** (Panel 75)
    Jonathon (Jon) S., Ypsilanti, MI
33. **SOUTHEAST MICHIGAN** (Panel 75)
    Cheryl B., Rochester, MI
34. **WESTERN MICHIGAN** (Panel 76)
    Carson W., Petoskey, MI
35. **NORTHERN MINNESOTA** (Panel 76)
    Patrick (Pat) M., Grey Eagle, MN
36. **SOUTHERN MINNESOTA** (Panel 75)
    Doug H., Edina, MN
37. **MISSISSIPPI** (Panel 76)
    Murray A., Baldwyn, MS
38. **EASTERN MISSOURI** (Panel 75)
    James (Jim) L., Saint Charles, MO
39. **WESTERN MISSOURI** (Panel 75)
    Greg G., Kansas City, MO
40. **MONTANA** (Panel 75)
    Lisa C.-D., Bozeman, MT
41. **NEBRASKA** (Panel 76)
    Russell (Russ) S., Stanton, NE
42. **NEVADA** (Panel 75)
    Lyle C., Chester, CA
43. **NEW HAMPSHIRE** (Panel 76)
    Alexander (Alex) L., Laconia, NH
44. **NORTHERN NEW JERSEY** (Panel 75)
    Luke M., Belmar, NJ

45. **SOUTHERN NEW JERSEY** (Panel 76)
Joseph (Joe) E.,
Egg Harbor Township, NJ

46. **NEW MEXICO** (Panel 76)
Alison T., Albuquerque, NM

47. **CENTRAL NEW YORK** (Panel 75)
Cindy D., Homer, NY

48. **NORTHEASTERN NY** (Panel 76)
Dolores K., Glens Falls, NY

49. **SOUTHEAST NEW YORK** (Panel 75)
Nisaa A., Brooklyn, NY

50. **WESTERN NEW YORK** (Panel 76)
Ryan J. L., Clarence Center, NY

51. **NORTH CAROLINA** (Panel 75)
Denise M., Raleigh, NC

52. **NORTH DAKOTA** (Panel 75)
Jessica (Jessie) W., Minot, ND

53. **CENTRAL & SOUTHEAST OHIO** (Panel 75)
Joel K., Woodsfield, OH

54. **NORTHEAST OHIO** (Panel 75)
Beverly F., Lakewood, OH

55. **NORTHWEST OHIO** (Panel 76)
Joshua (Josh) D., Toledo, OH

56. **SOUTHWEST OHIO** (Panel 76)
Timothy (Tim) C., Cincinnati, OH

57. **OKLAHOMA** (Panel 75)
Bryan T., Edmond, OK

58. **OREGON** (Panel 76)
Chris H., Astoria, OR

59. **EASTERN PENNSYLVANIA** (Panel 75)
Dan B., Philadelphia, PA

60. **WESTERN PENNSYLVANIA** (Panel 75)
Mario D., Monroeville, PA

61. **RHODE ISLAND** (Panel 76)
Anne M., East Greenwich, RI

62. **SOUTH CAROLINA** (Panel 76)
Patrick M., Summerville, SC

63. **SOUTH DAKOTA** (Panel 76)
Allen (Al) M., Watertown, SD

64. **TENNESSEE** (Panel 76)
Heather L., Hendersonville, TN

65. **NORTHEAST TEXAS** (Panel 75)
Sarah P., Carrollton, TX

66. **NORTHWEST TEXAS** (Panel 76)
Brian B., Odessa, TX

67. **SOUTHEAST TEXAS** (Panel 75)
Christina S., League City, TX

68. **SOUTHWEST TEXAS** (Panel 76)
Amanda B., San Antonio, TX

69. **UTAH** (Panel 75)
Mike F., Ogden, UT

70. **VERMONT** (Panel 76)
Lisa E., Shelburne, VT

71. **VIRGINIA** (Panel 75)
Christy E., North Chesterfield, VA

72. **WESTERN WASHINGTON** (Panel 75)
Courtney S., Seattle, WA

73. **WEST VIRGINIA** (Panel 75)
William (Bill) A., Grafton, WV

74. **N. WISCONSIN/ UPPER PENN. MICHIGAN** (Panel 76)
William (Bill) D., Green Bay, WI

75. **SOUTHERN WISCONSIN** (Panel 75)
Robert (Bob) S., Almond, WI

76. **WYOMING** (Panel 76)
Diane P., Etna, WY

77. **PUERTO RICO** (Panel 76)
Merri (Merri Beth) H., San Juan, PR

78. **ALBERTA/NWT** (Panel 76)
David S., Calgary, AB

79. **BRITISH COLUMBIA/ YUKON** (Panel 75)
Drew W., Cumberland, BC

80. **MANITOBA** (Panel 76)
Kathy M., Dauphin, MB

81. **NEW BRUNSWICK/ PRINCE EDWARD ISLAND** (Panel 76)
Robin S., Moncton, NB

82. **NOVA SCOTIA/NEWFOUNDLAND/ LABRADOR** (Panel 75)
Dwayne M., Stellarton, NS

83. **EASTERN ONTARIO** (Panel 75)
Amy L., Pickering, ON

84. **NORTHEAST ONTARIO** (Panel 76)
Jim P., Sudbury, ON

85. **NORTHWEST ONTARIO** (Panel 75)
Joel C., Sioux Lookout, ON

86. **WESTERN ONTARIO** (Panel 76)
Tammy S., Kitchener, ON

87. **SOUTHWEST QUÉBEC** (Panel 76)
Sylvie B., Boucherville, QC

88. **SOUTHEAST QUÉBEC** (Panel 75)
Jean-Yves M., Sherbrooke, QC

89. **NORTHEAST QUÉBEC** (Panel 75)
Jocelyne C., Lévis, QC

90. **NORTHWEST QUÉBEC** (Panel 76)
Melanie C., Terrebonne, QC

91. **SASKATCHEWAN** (Panel 75)
Alison G. T., Moose Jaw, SK

92. **WASHINGTON EAST** (Panel 76)
Daniel (Dan) M., Spokane, WA

93. **CENTRAL CALIFORNIA** (Panel 75)
Rudy M., Agua Dulce, CA

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Panel 75 Delegate Farewells

As the final order of business on Friday evening, 48 rotating delegates from Panel 75 went to the microphone one last time to express their final thoughts to the Conference body. Here is a sampling of their heartfelt goodbyes.

***Luke B.**, Area 1, Alabama/Northwest Florida*, said: "I am honored to serve the number one area. This has been a once in a lifetime experience. Don't miss the beauty of the forest through the trees."

***Rudy M.**, Area 93, Central California*, shared: "I feel blessed to be alive and to be next to all of you. You guys never made me feel bad. I feel loved. … I'm here and I'm giving it my best. Thank you for the love."

***Amy L.**, Area 83, Eastern Ontario*, told Conference attendees, "You guys have changed me forever. I will think of everyone when cracking the Service Manual. Deliberations were so sincere and respectful. Panel 76 you made it so enjoyable."

***Jon S.**, Area 32, Central Michigan*, on walking into his first Conference meet and greet: "I was nervous and scared. You guys surrounded me and I knew I was home. When Bill said this is an experience you will not want to miss, I'm pretty sure he meant this."

***Nikki U.**, Area 5, Southern California*, said, "I have lived two lives, and this is the high point of my second life. I have seen so much trust and unity — everyone stretching to be the best people they can be."

***Brian T.**, Area 57, Oklahoma*, shared: "To get to be part of something so profound and powerful is the most fulfilling experience of my life. Old delegates told me it's so spiritual — and it's true."

***Martha M.**, Area 10, Colorado*, said: "I look around this room and I feel like I've known these people my entire life — and some I will know the rest of my life. My heart was broken, but I fell in love with A.A. again."

***Jodi B.**, Area 21, Southern Illinois*, expressed "a deep appreciation" for the GSO Staff and employees, trustees and nontrustee directors. "I'm in awe of all these people. They lead with love and show us all how to do it."

***Dan P.**, Area 24, Iowa*, said: "I'm as proud as can be of this group. This week was a love fest. Together we are much bigger than I am by myself. God was here."

***Cheryl B.**, Area 33, Southeast Michigan*, spoke candidly: "Thirteen years ago all I did was destroy things. When I became delegate, I started healing together a broken area." On the support of the Fellowship during difficult times, she said, "A.A. has helped me and lifted me up. I don't know what I would've done without you."

***Robert J.**, Area 19, Chicago*, thanked his fellow East Central Region delegates: "The great times at Ray's pizza. The ice cream runs at night. These are experiences I'll always remember."

***Michael R.**, Area 11, Connecticut*, proclaimed: "You won't break A.A. even if you try — so don't try." And a tip to Panel 76: "Check out that morning meeting."

***Beverly F.**, Area 54, Northeast Ohio*, was full of enthusiasm when she shared: "What an absolutely fantabulous experience. Service works, it really does. … We are all stars. This room is so bright."

***Jean-Yves M.**, Area 88, Southeast Québec*, said: "When I arrived last year, I realized the importance and magnitude and wondered what I was doing. I felt fear and discomfort which turned to confidence and gratitude."

***Mary Jane R.**, Area 30, Eastern Massachusetts*, shared about the transformation she experienced since first joining A.A.: "I was ungrateful when I came in. You held me up until I could see the beauty of A.A. I am truly grateful."

***Stacy S.**, Area 4, Arkansas*, said: "I wonder why people aren't in service — because it's considered work. I consider it the honor of my life." She then addressed the first-year delegates, saying, "Welcome the 77s, open your arms and bring them along for the ride."

***Jim L.**, Area 38, Eastern Missouri*, spoke with a full heart when he said, "It is interesting that it's taken this long to change to the extent I have. I didn't trust myself, but you guys trusted me. I love you as much as I can love anybody."

***Jocelyne C.**, Area 89, Northeast Québec*, shared: "In 1991, I arrived in A.A. and fell in love because you gave me a life. I didn't know how to live. I fell in love with service. … I arrived in 2023 as alternate; I didn't know what I was doing and I still don't. Thank you so much for the support and the joy."

***Drew W.**, Area 79, BC/Yukon*, talked about the support he received in his time in service: "It takes a village to raise a delegate. I am here because when I got to general service, they said 'come with me, you're going to be ok.' There is a special kind of privilege to alcoholism. I'll bring the love I received to all the areas."

Published by **Alcoholics Anonymous World Services, Inc.**

475 Riverside Drive, Room 1100, New York, New York 10115

(212) 870-3400 ● www.aa.org

ISBN: 978-1-64427-907-6

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