



# 75<sup>th</sup> ANNUAL General Service Conference

2025

Working Together, Increasing Trust  
Trabajar conjuntamente para aumentar la confianza

Midtown Hilton

New York City

April 27-May 2, 2025

General Service Committee of Eastern  
Massachusetts  
Area 30  
Delegate's Report Back  
May 18, 2025



# Conference Make-up

## Conference Members

**93 Delegates – 68.89%**

Represent AA Groups in Fulfilling the ultimate responsibility of AA's World Services.  
Traditionally, Delegates constitute at least 2/3 of the voting membership

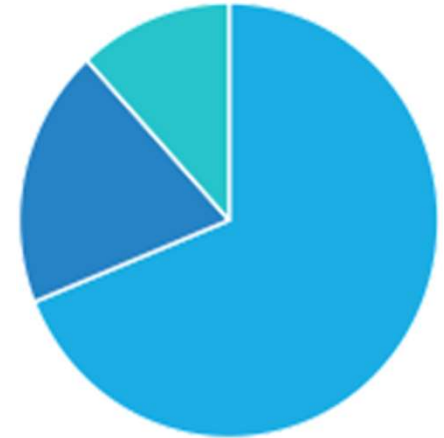
**23 Trustees and Directors – 19.26%**

Responsible for policy and implementation

**23 General Service Office and Grapevine Staff – 11.85%**

Carry out policies of and report to the General Service Board and Conference

**Every Conference member has not only a vote but a voice**



# 75<sup>th</sup> GSC April 27-May 3, 2025



## Sunday April 27, 2025

- Opening Reading
- Replacement Delegate approved-Nova Scotia/Newfoundland
- Roll Call
- Overview of Manual
- Keynote-Class A Sister Judith
- Mechanics of the Conference-Conference being recorded for Archives.  
Speak to the chair, not the mic. Introduce self with full name, panel and area numbers.
- Inventory Discussion Groups-2 hours

# Conference Inventory

- 19 Questions in total grouped by topics: Working together, Increasing Trust (8 questions); Leadership in A. A. (6 questions); Self-Support and the Use of A. A. contributions (2 questions); and Communication (3 questions).
- 138 attendees assigned to 8-9/working group to discuss 4 questions. This was followed up with report-backs to the whole body and a Q & A period.
- An Electronic version, Comprehensive Inventory Report will be released to the fellowship after the inventory process is complete
- Let's have a time to discuss inventory results as an Area and I'll bring our discussion back to Conference next year

# Northeast Regional Delegates



## Northeast Delegates' Lunch

- We got to sit together and have lunch (yay!) and business.
- NERAASA 2028 will be in Providence, Rhode Island.
- We chose a Northeast Region candidate for Trustee at Large. The elected TaL is Jennifer B from Pacific Region. Congratulations!
- 18 Regions in Northeast will be at NERAASA in 2026 in Portland, Maine



# 12 Concepts for World Service (UK)

- <https://youtu.be/qN6t4jAXJdo?si=oQnfE3rInpT6BQ28>

## General Service Board Report-Scott H., Chair

- Whistleblower Policy now in effect, as is Code of Conduct and Confidentiality Policy
- Compliance Committee formed to take place of Chair having to handle issues. 5 on the committee, and an alt.
- Non-Trustee Director stepped down. Her letter was circulated without permission, a breach of the Code of Conduct. The compliance committee is working on this, 30 interviews have been conducted
- Treasurer is rotating . His letter has been shared. He has been accused of fudging the books and being dishonest

## Around the Picnic Table-Part 1-Auditors report

Our Independent Auditors-BDO USA

Four levels of financial oversight-

1-Baseline: Reconciliation, Checks in, etc

2-Are reports accurate?

3-How we budget, allocate our money-ie. What we spend

4-Are we spending according to budget?

Conclusion: Our debt-to-asset ratio is 3.1 (2.1 is the target and we are above it)

## Around the Picnic Table- Part2-GSB Treasurers Report for 2024 **GSO** Highlights

- 7th Tradition increased 3.8% to \$11.2 million from 2023
- Operating expenses increased 6.9% to \$18.7 million from 2023
- Self-support covered 60% of operating expenses
- Cost of services per member **\$6.48**
- AAWS publishing profits up 13% to \$7.6 million

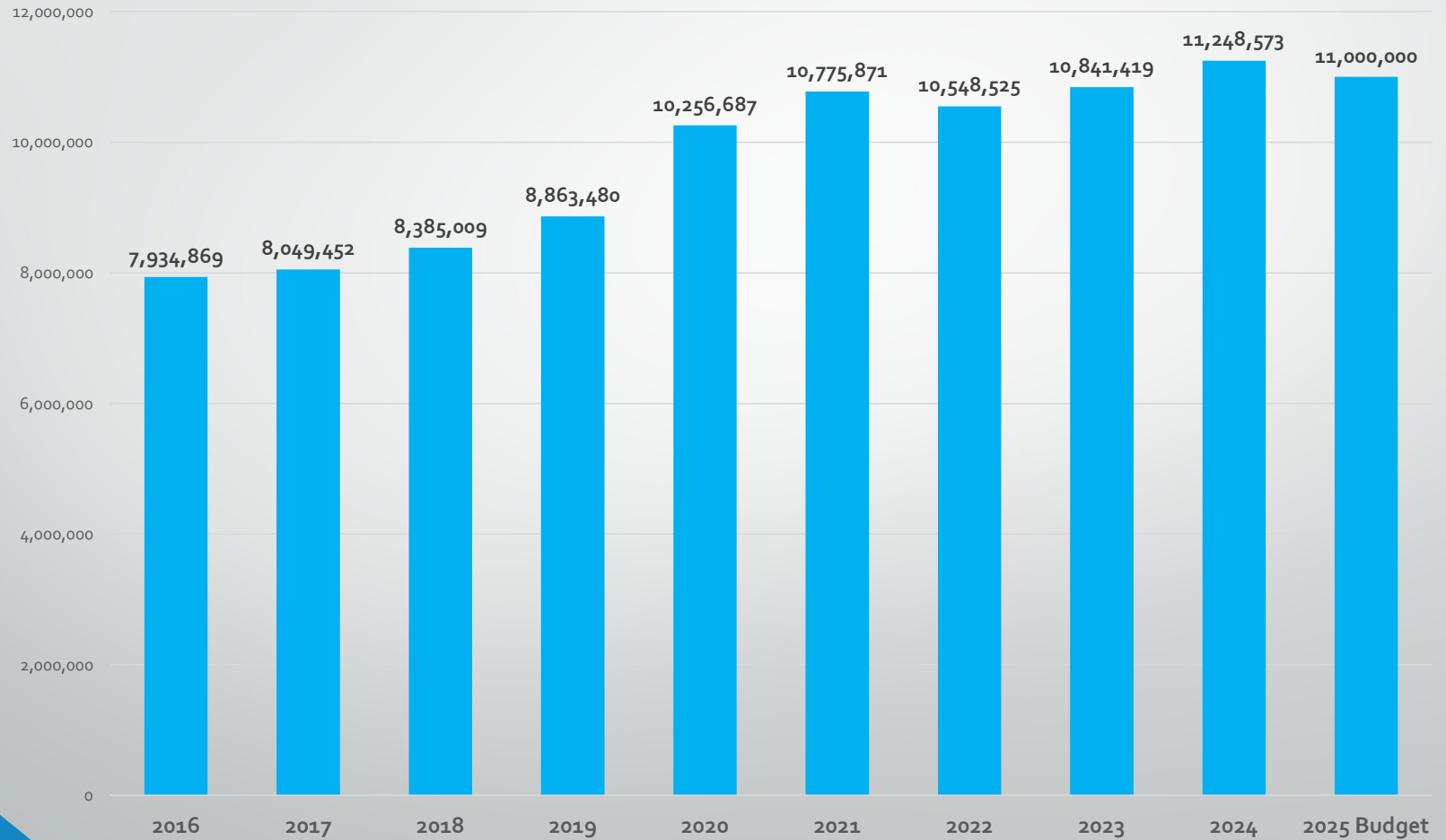
## Finance Report-Kevin Prior, GSB Treasurer-2025 GSO Budget

- Operating revenue increased to \$20,523,275 from \$19,719,318
- Operating surplus relatively unchanged from 2023 at \$1,027,932.
- GSO retrofitting 11<sup>th</sup> floor budgeted at \$2,030,000.
- “In real world, 6 months prudent reserve is good. The 9-12 months prudent reserve is way high. We are not in a financial crisis.”
- 100 staff, Grapevine has decreased its staff.
- Full-time cybersecurity expert is employed
- Literature sales are “robust.”

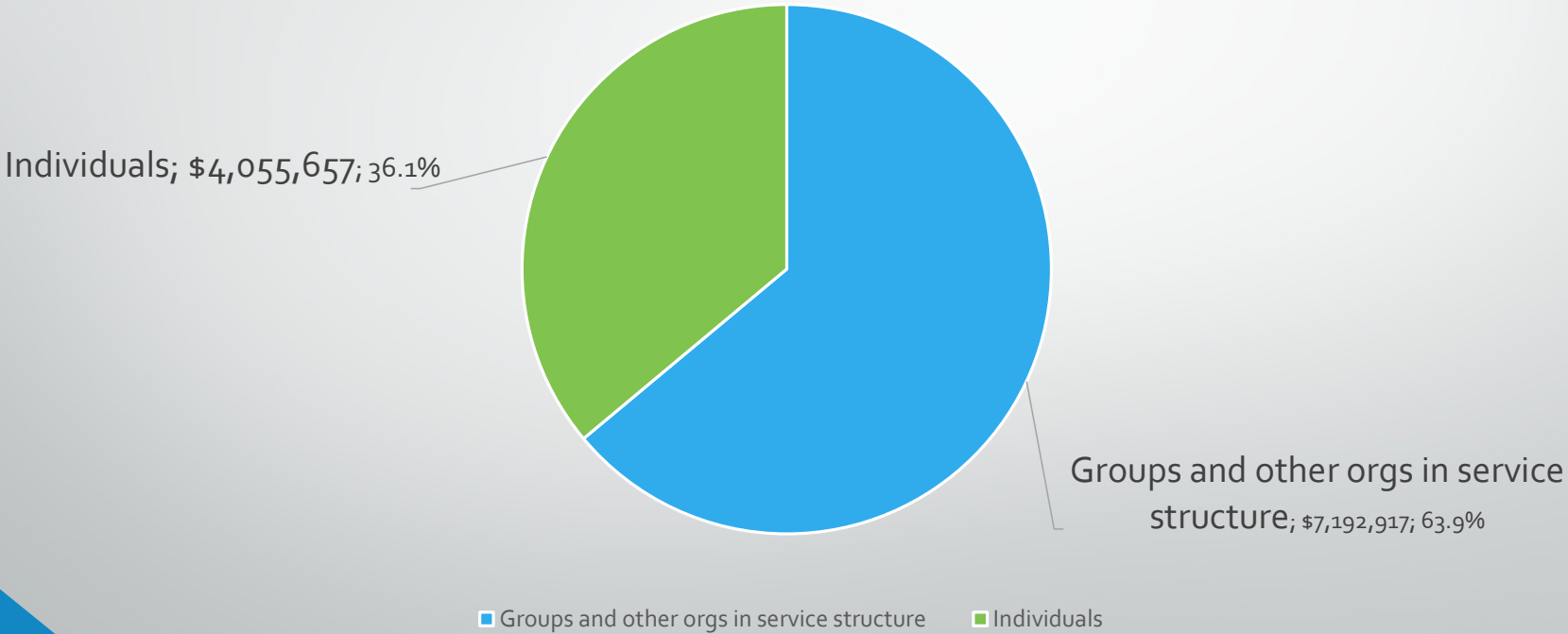
## 2025 Grapevine Budget

- Print circulation expected to decrease to 44,488 from 45,048.
- Online and complete circulation to increase to 10,043 from 8,571.
- App subscribers to increase to 8,966 from 5,571.
- La Vina circulation to increase to 7,683 from 7,006.
- General fund La Vina support \$455,626 compared to \$571,939 in 2024.

# SEVENTH TRADITION SELF-SUPPORT 2016 – 2025



# CONTRIBUTIONS BY TYPE OF CONTRIBUTOR 2024



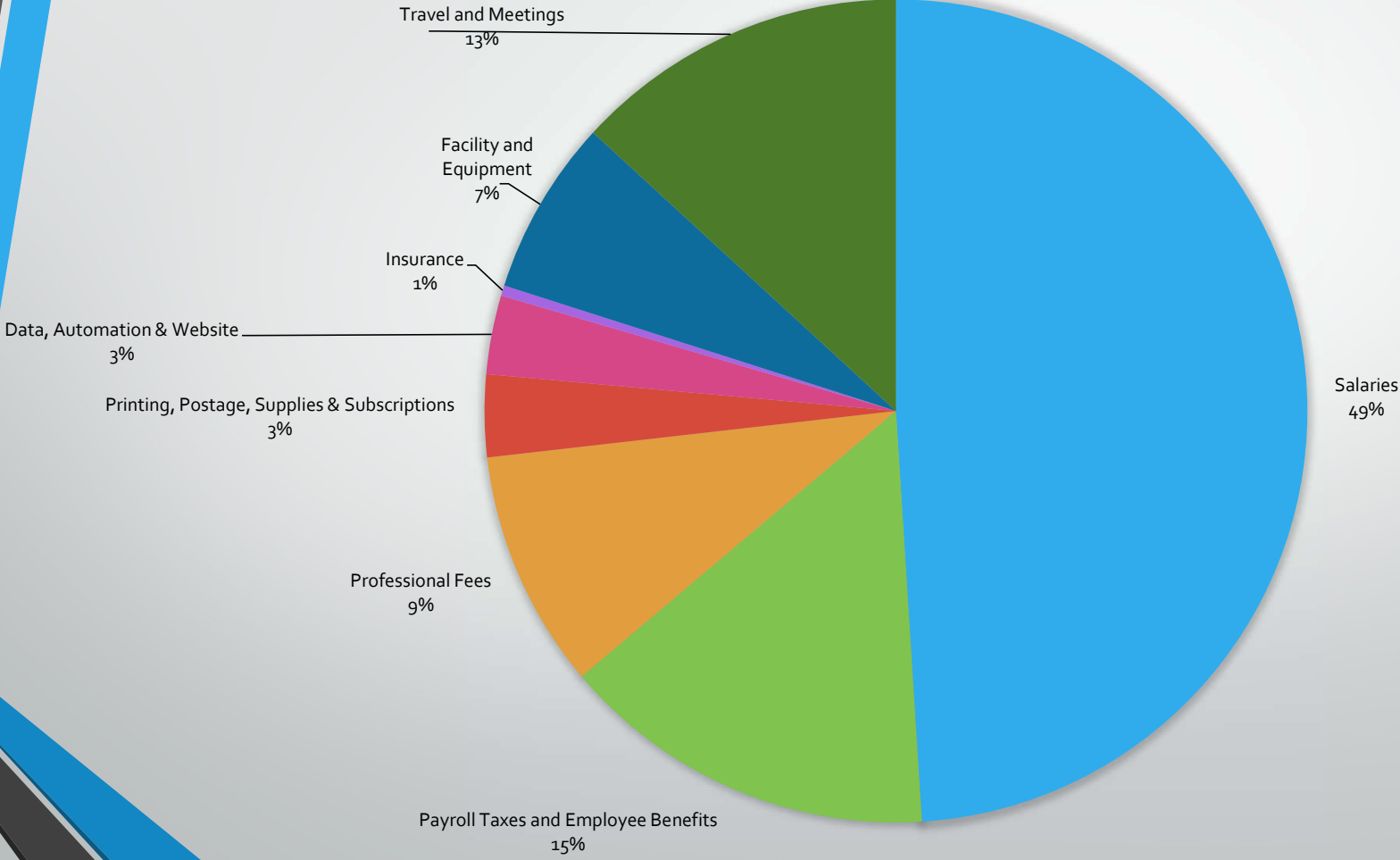


# CONTRIBUTIONS STATISTICS 2024

## INDIVIDUALS

Seventh Tradition Self-Support Contributions	4,055,657
Average Contribution	124.25
Most Common Contribution	50.00
Number of Contributions	32,640
<b>GROUPS</b>	
7 <sup>th</sup> Tradition Self-Support Contributions	7,192,917
Number of Active Groups	55,050
Number of Groups Contributing	17,840
Percentage of Groups Contributing	32.41
Average Contributed by a Group During the Year	403.19

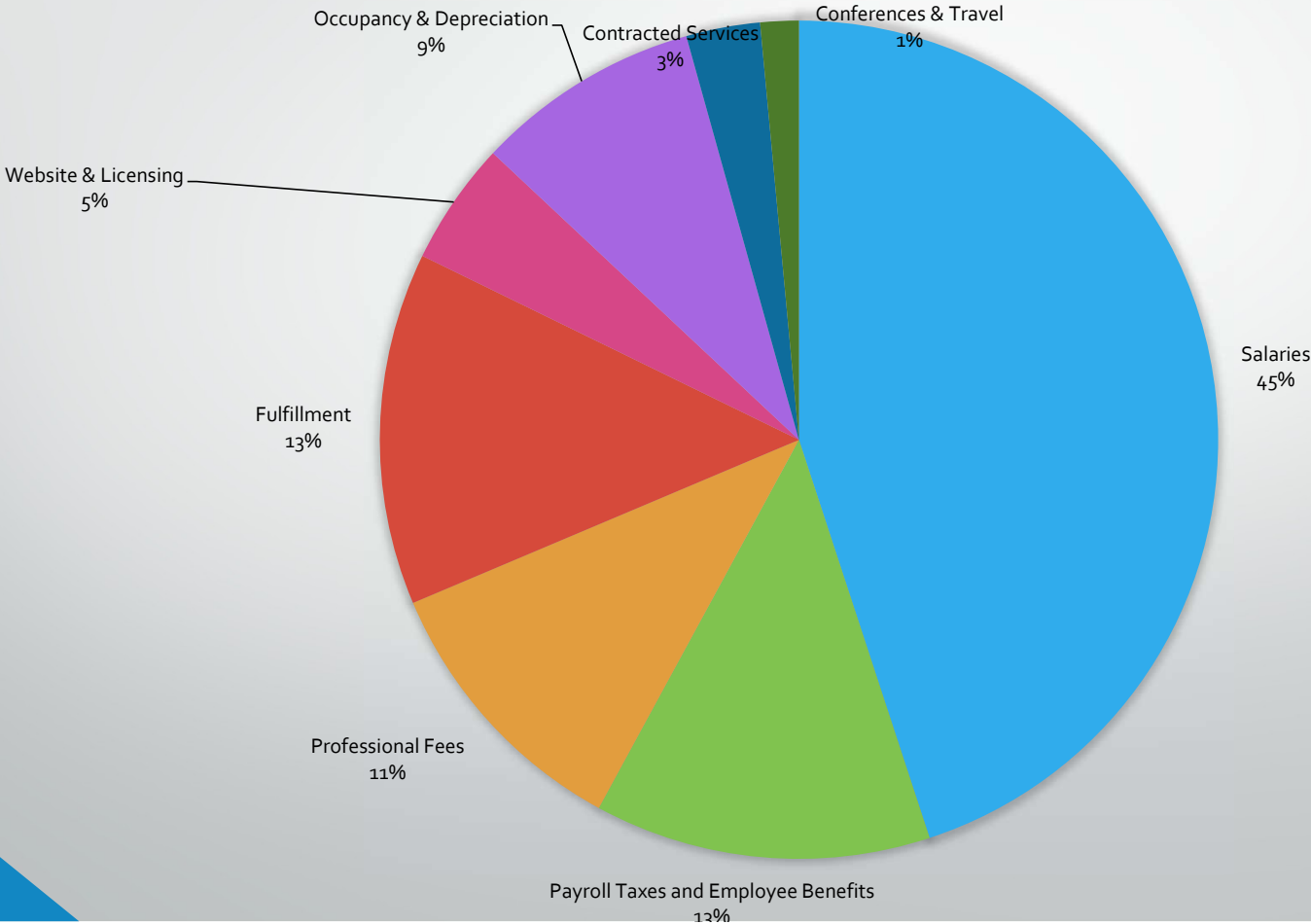
# GSO OPERATING EXPENSES – 2024 FINANCIAL STATEMENT EXPENSE CATEGORIES PERCENTAGE BREAKDOWN



# GRAPEVINE OPERATING EXPENSES – 2024

## FINANCIAL STATEMENT EXPENSE CATEGORIES

### PERCENTAGE BREAKDOWN



## 2024 PRUDENT RESERVE

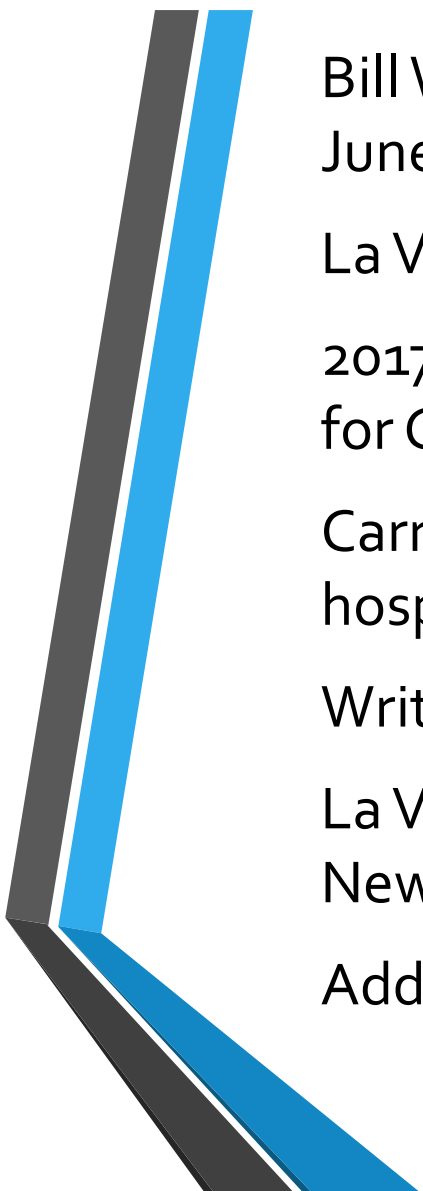
Beginning Balance January 1, 2024	12,630,863
Investment Earnings	348,527
Drawdowns	(1,064,652)
Additions	0
Ending Balance December 31, 2024	11,914,738

Composition of Ending Balance	
Cash	4,268,422
Certificates of Deposit (CDARs)	8,030,470
Accrued Interest	155,846
Less Grapevine subscription liability	(540,000)
Ending Balance	11,914,738

Number of Months Expenses Held	Based on 2024 actual exp.	Based on 2025 budget exp.
January 1, 2024	6.95	6.79
December 31, 2024	6.56	6.40

## USES OF GSB's RESERVE FUND

- ❖ Concept of GSB's Prudent Reserve – not same as in your Home Group's reserve
- ❖ GSB's Reserve Fund covers much more
- ❖ In 1967, the General Service Conference issued the Advisory Action that “The GSB make use of investment income from the Reserve Fund for whatever purpose the Board may authorize”.
- ❖ Broadly, this could include, whether planned or unplanned:
  - ❖ Operating Deficits of AAWS or Grapevine
  - ❖ Periodic expenditures such as an office renovation or major technical upgrade
  - ❖ Extraordinary expenses outside of “normal” operations
- ❖ A Reserve Fund policy was adopted by the General Service Board in 2022.



Bill W wrote 115 articles for the Grapevine, which began in June, 1944

La Vina began in 1996

2017-YouTube channel began, 2021 Instagram account began for GV and LV, Grapevine half-hour Variety Podcast.

Carry The Message Project-purchase GV/LV for someone hospitalized, a loner, someone in custody.

Write your story for the magazine!

La Vina reps (LVRs) meet monthly with Grapevine staff in New York.

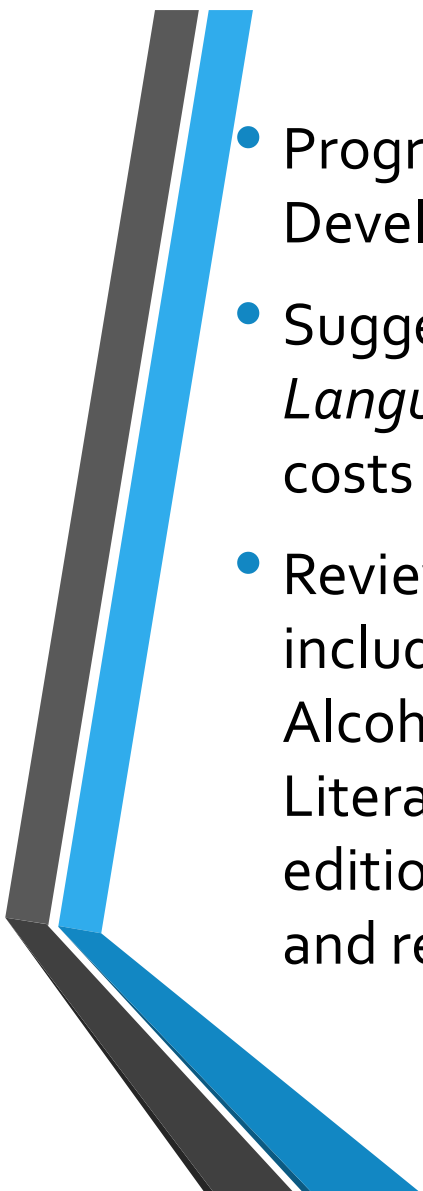
Add GVs and LVs to Little Libraries in your town

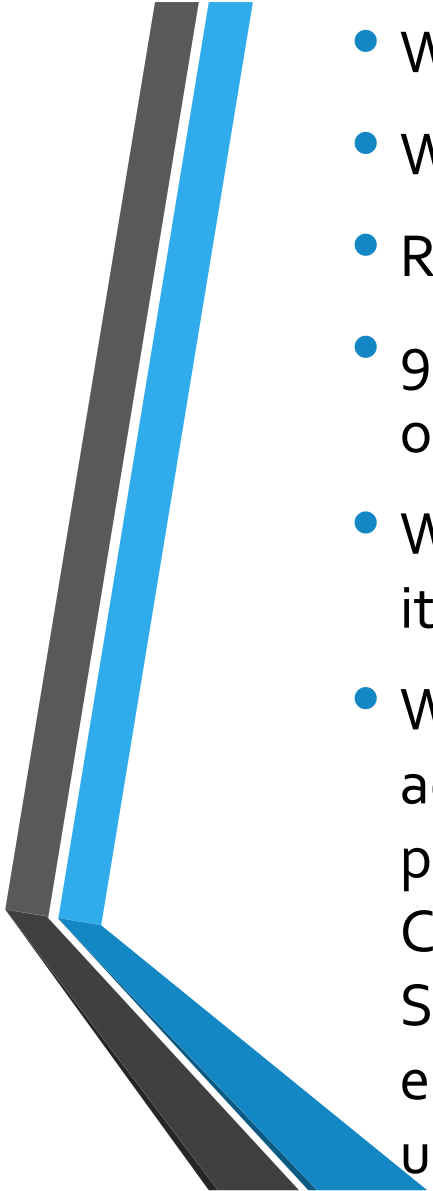


## General Sharing Session

- At the January General Service Board a Trustee displayed “bad behavior.”
- AA is selling mugs with the Convention logo at the International-against Traditions
- A Committee met on Saturday outside The Conference time and after their request to meet before the opening session of the Conference was turned down
- Registrations for the International convention are on the rise
- The Hawaiian Islands are now translating their materials into English, Spanish and Marshallese.
- How the Conference Operates document: writer was maligned and called names for doing it.
- “trust the process,” Working together, increasing trust”-works still needs to be done

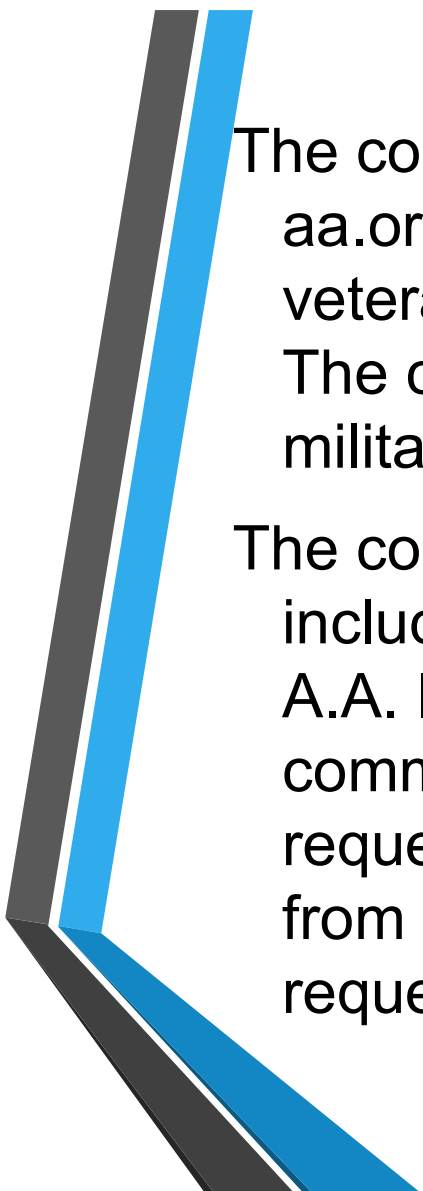


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- Progress report be brought back to 2026 Conference on Development of pamphlet on transgender alcoholic.
  - Suggested the production of an audiobook of the *Plain Language Big Book* be explored while taking into consideration costs and project prioritization
  - Reviewed a request to update Appendix IV in the Big Book to include other awards and commendations received by Alcoholics Anonymous since 1951 and suggested the Trustees Literature Committee add a footnote to Appendix IV of the 5<sup>th</sup> edition *Alcoholics Anonymous*, directing readers to the awards and recognition section on [www.aa.org](http://www.aa.org)

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- We met for 2 sessions, 8 1/2 hours total
  - Went over literature agenda items
  - Recommended items for voting and for consideration
  - 9 of us on the committee, 1 staff member takes notes and offers guidance, as needed
  - When voting on items, substantial unanimity needed. All items passed by us were unanimous
  - We discussed Living Sober update, PLBB review process, add 12 Concepts to 12 and 12, 12 Steps illustrated pamphlet update, Indigenous People in AA rewrite, 12 Concepts animated video, Questions and Answers on Sponsorship update, Alcoholicos Anonimos update, 5<sup>th</sup> edition of Big Book update, Asian American pamphlet update

- Le clicker





The committee requested updates to the language on [aa.org/military](http://aa.org/military) to be more inviting and engaging to inspire veteran A.A. members to volunteer for audio interviews. The committee suggested including the contact email [militaryoutreach@aa.org](mailto:militaryoutreach@aa.org) on the website.

The committee found the military interviews themselves include vital insight on how members of the military find A.A. Information captured in the interviews can help local committees in their outreach efforts. The committee requested that the staff secretary extract this information from the interviews and provide it to the Fellowship as requested from the assignment.



Recommended 2026 Theme: [Humility in Action](#).

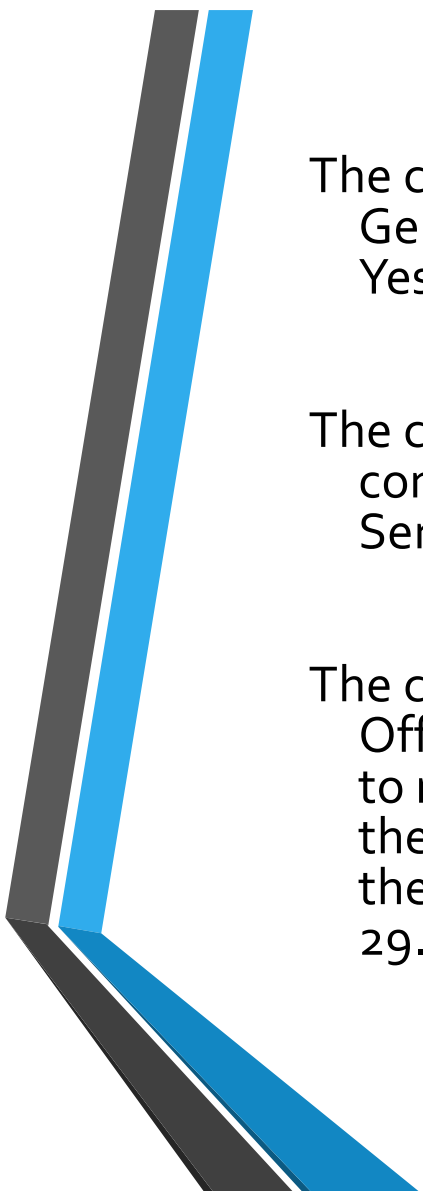
Voted to change it to: Into Action with Humility.

It failed to receive 2/3. Passed as original, Yes 123 No 8.  
I voted Yes.

The committee recommended the following presentation topics for the 2026 General Service Conference:

1. “Restoration and Discovering Grace, Unity and Fellowship”
2. “Gossip vs Facts: Examining the Health of Our Own Communications”
3. “Finding Common Ground”

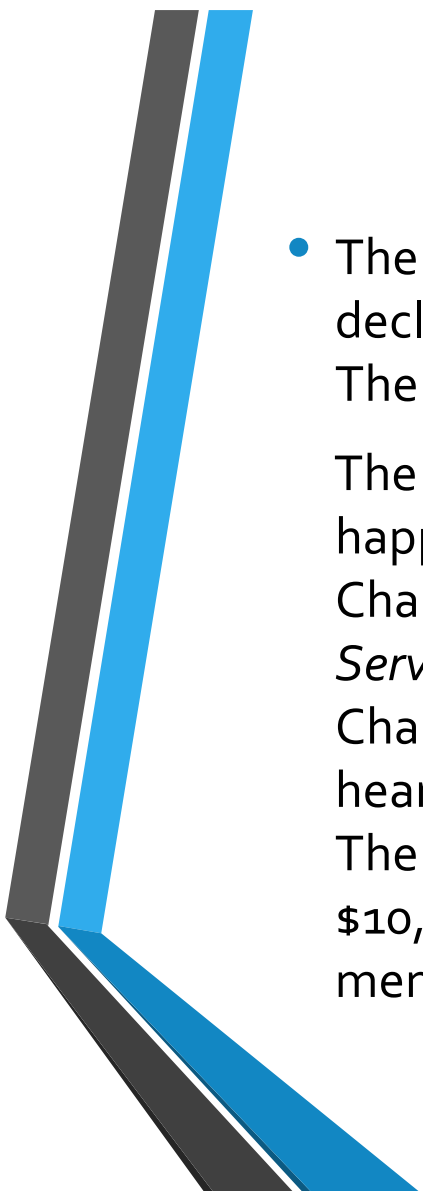
Passed Yes 115, No 17.



The committee recommended the following workshop topic for the 2026 General Service Conference: "Keeping Our Own House in Order. Passed, Yes 119, No 6. I voted Yes.

The committee recommended that a Conference Inventory implementation committee be formed and a report brought back to the 2026 General Service Conference. Passed. Yes 117, No 14. I voted Yes.

The committee recommended that on a quarterly basis, the General Service Office provide a grid of proposed agenda items and their disposition status to reaffirm the 2016 Advisory Action, "The General Service Office post to the Conference dashboard, and regularly update information concerning the status of the proposed Conference agenda items." Passed. Yes 104, No 29. I voted Yes

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- The committee recommended that the phrase "A group may also decline to hear reports from a GSR at all." be removed from page 10 of *The A.A. Service Manual*. Passed. Yes 111, No 17.

The committee recommended that an FAQ addressing, "What happens if a group decides not to hear a GSR report?" be added to Chapter 1 FAQs section on page 12 in the next revision of *The A.A. Service Manual*. Motion to commit this item to 2026 Report and Charter Committee. Area Delegates can bring this to the groups to hear Area suggestions for what can a GSR do. Passed. Yes 116, No 19.

The Committee recommended that the Conference-approved level of \$10,000 for individual bequests to the General Service Board from A. A. members be raised to \$12,500. Passed. Yes 107. No 25.

## Conference Committee on Trustees

- The committee recommended the pamphlet “Do You Think You’re Different?” be retired. The committee considered the lack of story submissions over a period of time as evidence the fellowship has placed emphasis on other pamphlets to answer the question “do I belong in A.A.?” Failed. Y-38 N-94.
- The committee discussed the request to include the version of the Lasker Award text from *A.A Comes of Age* in Appendix D in the book *Alcoholics Anonymous* and took no action. The committee considered the full text of the Lasker Award contained in *A.A. Comes of Age* sufficient documentation.



## Conference Committee on Grapevine and La Vina

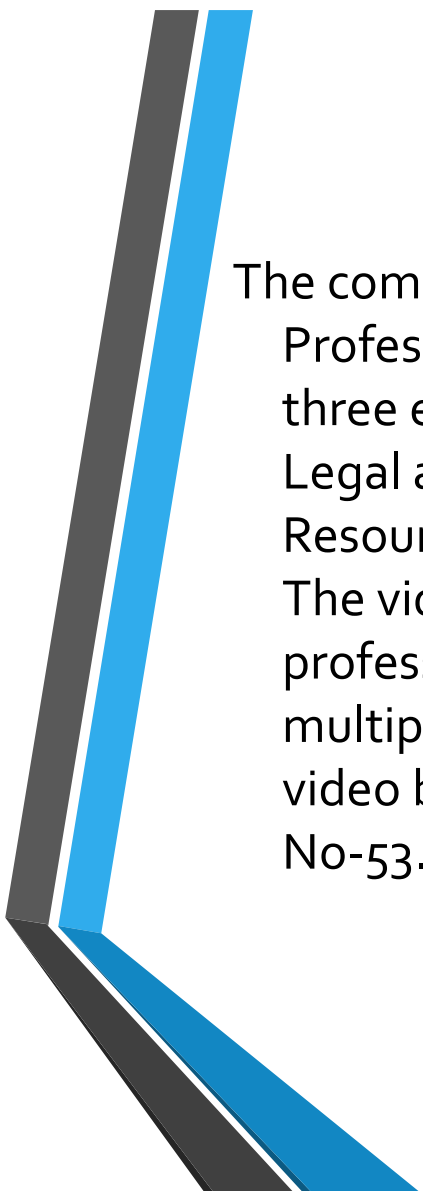
- The committee recommended that the Grapevine Board develop a revised La Viña five-year plan covering years 2026-2030 to be brought back to the 2026 Conference Committee on the AA Grapevine and La Viña. The revised plan should reflect a focus on actionable, realistic and achievable goals, and the background materials should include at least five years of financial history that substantiates its projections. Failed. Yes-50. No 82.
- The committee recommended that the Grapevine Board obtain feedback from the Fellowship by conducting a survey of the membership to identify relevance, usefulness and financial viability of products and services provided by Grapevine, such as the magazine, books (print, digital, and audio), podcast and social media (Instagram and YouTube), with a progress report to be brought back to the 2026 Conference Committee on AA Grapevine and La Viña, and a final report be provided to the 2027 committee.
- Passed, Yes-123. No-12.

## Conference Committee on Report and Charter


The committee recommended that the word “woman” be removed from Concept Four essay, so that it reads:

“New volunteer corporate directors will ask why any paid staff member should also be a corporate director and thereby have a vote as good as their own.” Passed. Yes-108. No-20.

The committee recommended that 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. Passed. Yes-109. No-20.



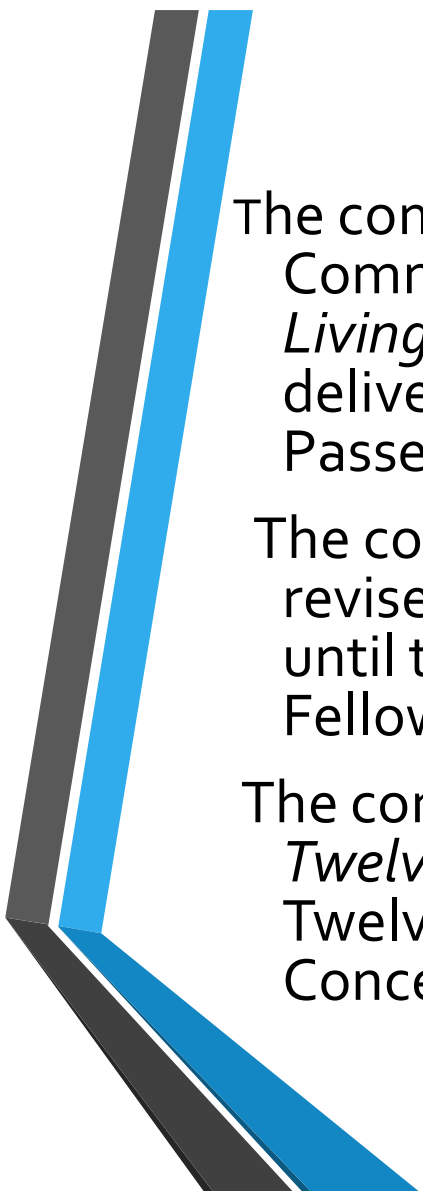
The committee recommended that the trustees' Cooperation with the Professional Community/Treatment and Accessibilities Committee replace the three existing videos "A.A. Video for Healthcare Professionals," "A.A. Video for Legal and Corrections Professionals," and "A.A. Video for Employment/Human Resources Professionals" with a new video, in English, Spanish, and French. The video should be developed with a format and message that can reach all professionals with multipurpose applications which can be delivered across multiple platforms. The committee requests that a progress report or draft video be brought to the 2026 Conference Committee on CPC. Failed. Yes-77. No-53.

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- The committee recommended that, on a one-year trial basis, AAWS subscribe to a LinkedIn premium account at a cost not to exceed \$1,000 per year, and to bring back a report on the effectiveness of the upgraded account to the 2026 Conference Committee on Cooperation with the Professional Community. Passed Yes-124. No-19.



## Conference Committee on Policy/Admissions

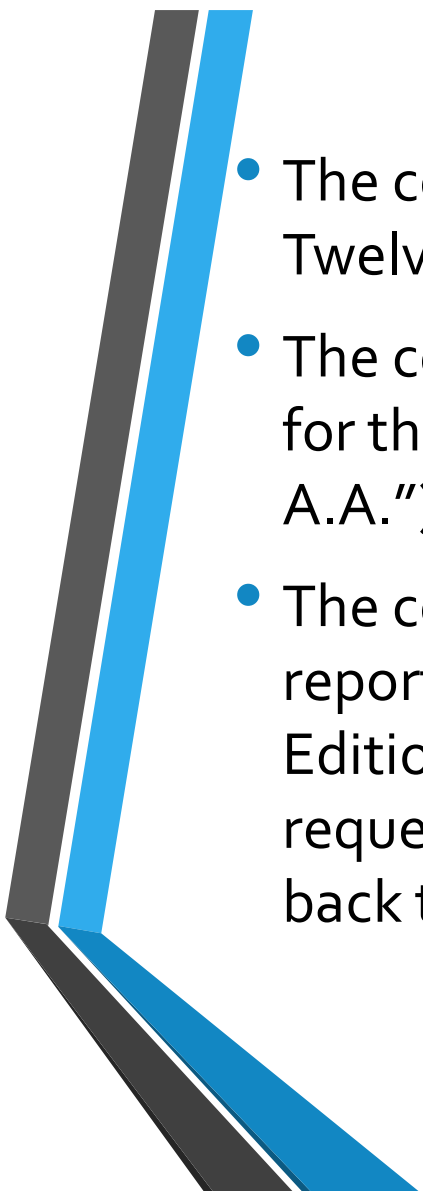
The committee recommended rescinding the 1986 Advisory Action on simple majority items to reads as follows: “Recommendations achieving simple majority, but not substantial unanimity, are not suggestions to the General Service Board to take action but should be memorialized in the Conference *Final Report* to be informational and to provide historical context.” Passed. Yes-118. No-13.



The committee recommended that the trustees' Literature Committee update the language and content of the book *Living Sober* with a progress report or draft manuscript to be delivered to the 2026 Conference Committee on Literature. Passed. Yes- 94. No-37.

The committee recommended 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. Passed. Yes-120/11.

The committee recommended that the current publication *Twelve Steps and Twelve Traditions* be expanded to include the Twelve Concepts for World Service and essays on the Twelve Concepts for World Service. Failed. Yes-69. No-61.

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- The committee recommended that the revised pamphlet “The Twelve Steps Illustrated” be approved. Passed. Yes 104. No 28.
  - The committee recommended that the revised pamphlet “A.A. for the Native North American” (Retitled “Indigenous People in A.A.”) be approved. Passed. Yes-126. No-5.
  - The committee had a robust discussion about the progress report and project timeline for the development of the Fourth Edition of the book *Alcohólicos Anónimos*. The committee requested that a manuscript or progress report be brought back to the 2026 Conference Committee on Literature.



[aa.org/au](http://aa.org/au)

- Australian Public Service Announcements (PSAs) on Alcoholics Anonymous



## Conference Committee on Public Information

The committee recommended 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?” “Cham-pain”) be adapted by AAWS for use on media platforms in the U.S. and Canada. Passed. Yes-114. No 75.

The committee recommended that the pamphlet “Understanding Anonymity” (P-47) be revised to address anonymity and social media and looks forward to a draft or an update report to be brought to the 2026 Conference Committee on Public Information. Passed. Yes-118. No-8.

## Conference Committee on Public Information

- The committee recommended that the trustees' Public Information Committee develop a plan for a 2026 A.A. Membership Survey utilizing random sampling methodology. The committee requested that the plan for the 2026 Membership Survey be brought to the 2026 Conference Committee on Public Information. Passed. Yes-110. No-18.
- The committee recommended that a new Service Card, postcard sized or smaller, aimed at young people, be created and that it be made available digitally and for purchase and for inclusion in the PI Service Kit. Failed. Yes-72. No-63.

## Conference Committee on PI (con't)

The committee discussed the suggestions made by the trustees' Public Information Committee to have Francophone and Hispanophone delegates review Public Service Announcements in French and Spanish and suggested that the trustees' Public Information Committee begin implementing this plan. The committee requested that a progress report on these efforts be brought back to the 2026 Conference Committee on Public Information.

## Floor Actions

- Voted to go to 12 midnight tonight to finish the work
- 12 total Floor Actions-Voted on Motion to Decline to Consider-10 motions declined

*It was recommended that:*

The 75th General Service Conference issues a censure, expressing formal disapproval for past behavior of the General Service Board for the following reasons:

- Contributing to an environment that led to the resignation of experienced and trusted Board members;
- Ineffective, inconsistent, and non-transparent communication to the Conference;
- Unacceptable behavior by trustees including harassment, intimidation, and bullying;
- Undermining the spiritual handshake with the Conference, as described in Concept VI, by not following a Conference Advisory Action. Failed. Yes-6. No

## Floor Actions (con't)

- It was recommended that:
- Begin a study to explore the needs of Spanish-speaking members for tools to access the Big Book. This study will include identifying specific needs within the Spanish-speaking community to determine whether a plain language translation of the Big Book is an appropriate tool or if other accessible materials would be more effective to support Spanish-speaking members who face barriers related to literacy or comprehension. Passed. Yes-106. No-21.

## Saturday and home to Area 30

- How we treat each other speaks louder than the work we do.
- 8 rotated on: We're in this together. Trust, Love and Service. We need to talk about how to keep AA viable in today's world. My sponsor said "walk with me" instead of "you should." He said "I'll show you..."