



## **XI. Trustees - Monday - EN**

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

2025-04-28 08:00 - 2025-04-29 12:00 EDT

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**2025 Conference Committee on Trustees**

**ITEM A: Review resumes of candidates for East Central Regional Trustee, Southeast Regional Trustee and Trustee-at-Large/U.S.**

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1. East Central Regional Trustee
2. Southeast Regional Trustee
3. Trustee-at-Large/U.S.

**2025 Conference Committee on Trustees**

**ITEM A1: Review resumes of candidates for East Central Regional Trustee**

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1. Voting Sheet – East Central Regional Trustee
2. Voting Members – East Central Regional Trustee
3. Resumes of Candidates – East Central Regional Trustee (voting members only)

Voting Sheet  
EAST CENTRAL REGIONAL TRUSTEE  
April 2025

	<u>Votes</u>
Trustees' Nominating Committee	7
Conference Committee on Trustees	7
Delegates from Region	14
TOTAL:	28
2/3 Needed	19
1/3 of Total	10
1/5 of Total	6

Trustee Candidates (Four Successive Annual Terms)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
19	Illinois (Chicago)	<i>Monica F.</i>
20	Illinois (Northern)	<i>Richard H.</i>
21	Illinois (Southern)	<i>Paula E.</i>
22	Indiana (Northern)	<i>[No Candidate]</i>
23	Indiana (Southern)	<i>Charlotte C.</i>
32	Michigan (Central)	<i>[No Candidate]</i>
33	Michigan (Southeast)	<i>Susan F.</i>
34	Michigan (Western)	<i>Linda B.</i>
53	Ohio (Central & Southeast)	<i>Frank G.</i>
54	Ohio (Northeast)	<i>[No Candidate]</i>
55	Ohio (Northwest)	<i>Cheryl S.</i>
56	Ohio (Southwest)	<i>[No Candidate]</i>
74	Michigan (N. Wisc./Upper Peninsula)	<i>Char V.</i>
75	Wisconsin (Southern)	<i>Barbara W.</i>

CONFIDENTIAL  
75<sup>th</sup> General Service Conference Background

TRUSTEES  
ITEM A.1  
DOC 2

Voting Members  
EAST CENTRAL REGIONAL TRUSTEE  
April 2025

Area Delegates (14 votes)

All fourteen (14) Delegates from the East Central Region will vote in this election.

**2025 Voting Members – East Central Regional Trustee Election**

Area Delegates (14 votes)

All 14 Delegates from the Northeast Region will vote in this election

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
19	Illinois (Chicago)	<i>Robert J.</i>
20	Illinois (Northern)	<i>Erik L.</i>
21	Illinois (Southern)	<i>Jodi B.</i>
22	Indiana (Northern)	<i>Karin O.</i>
23	Indiana (Southern)	<i>Paul L.</i>
32	Michigan (Central)	<i>Jonathon S.</i>
33	Michigan (Southeast)	<i>Cheryl B.</i>
34	Michigan (Western)	<i>Ed B.</i>
53	Ohio (Central & Southeast)	<i>Joel K.</i>
54	Ohio (Northeast)	<i>Beverly F.</i>
55	Ohio (Northwest)	<i>Josh D.</i>
56	Ohio (Southwest)	<i>Warren G.</i>
74	N. Wisc./Upper Peninsula MI	<i>Nicholas S.</i>
75	Wisconsin (Southern)	<i>Robert S.</i>

Trustees' Nominating Committee (7 votes)

Seven members of this committee will be randomly drawn as voters in this election.

Deborah K.	Joyce S.
Hon. Kerry Meyer+	David S.
Andie Moss+	Ken T.
Kevin Prior+	Carolyn W.

+nonalcoholic

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TRUSTEES  
ITEM A.1  
DOC 2

Conference Committee on Trustees (7 votes)

Seven members of this committee to be randomly drawn to vote in this election. Cheryl B. from Area 33 is automatically a voter as a Delegate from the East Central Region.

Debbie L.	Bill A.
Steve M.*	Nisaa A.
Stephen M.	Lyle C.
Richard O.**	Christina S.

\*Chair

\*\*Alternate Chair

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**2025 Conference Committee on Trustees**

**ITEM A2: Review resumes of candidates for Southeast Regional Trustee**

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1. Voting Sheet – Southeast Regional Trustee
2. Voting Members – Southeast Regional Trustee
3. Resumes of Candidates – Southeast Regional Trustee (provided to voting members only)

Voting Sheet  
SOUTHEAST REGIONAL TRUSTEE  
April 2025

	<u>Votes</u>
Trustees' Nominating Committee	6
Conference Committee on Trustees	7
Delegates from Region	<u>13</u>
TOTAL:	26
2/3 Needed	18
1/3 of Total	9
1/5 of Total	6

Trustee Candidates (Four Successive Annual Terms)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
1	Alabama/N.W. Florida	<i>Cushing P.</i>
14	North Florida	<i>[No Candidate]</i>
15	S. Florida/Bahamas	<i>Tom W.</i>
16	Georgia	<i>[No Candidate]</i>
26	Kentucky	<i>Roger W.</i>
27	Louisiana	<i>Linda S.</i>
37	Mississippi	<i>[No Candidate]</i>
51	North Carolina	<i>Jennifer D.</i>
62	South Carolina	<i>Patty T.</i>
64	Tennessee	<i>Tony S.</i>
71	Virginia	<i>[No Candidate]</i>
73	West Virginia	<i>Susan V.</i>
77	Puerto Rico	<i>[No Candidate]</i>

Voting Members  
SOUTHEAST REGIONAL TRUSTEE  
April 2025

Area Delegates (13 votes)

All thirteen (13) Delegates from the Southeast Region will vote in this election.

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
1	Alabama/N.W. Florida	<i>Luke B.</i>
14	North Florida	<i>Lori P.</i>
15	S. Florida/Bahamas	<i>Lisa D.</i>
16	Georgia	<i>Liz W.</i>
26	Kentucky	<i>Corey D.</i>
27	Louisiana	<i>Jay T.</i>
37	Mississippi	<i>Katherine Y.</i>
51	North Carolina	<i>Denise M.</i>
62	South Carolina	<i>Rick P.</i>
64	Tennessee	<i>Jimmy W.</i>
71	Virginia	<i>Christy E.</i>
73	West Virginia	<i>William A.</i>
77	Puerto Rico	<i>Julio M.</i>

Trustees' Nominating Committee (6 votes)

Six members of this committee will be randomly drawn as voters in this election.

Deborah K.	Joyce S.
Hon. Kerry Meyer+	David S.
Andie Moss+	Ken T.
Kevin Prior+	Carolyn W.

\*nonalcoholic

Conference Committee on Trustees (7 votes)

Seven members of this committee to be randomly drawn to vote in this election.

Debbie L.	Bill A.	Christina S.
Steve M.*	Nisaa A.	
Stephen M.	Cheryl B.	
Richard O.**	Lyle C.	

\*Chair

\*\*Alternate chair

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**2025 Conference Committee on Trustees**

**ITEM A3:** Review resumes of candidates for Trustee-at-Large/US

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**Background documents attached:**

1. Voting Sheet – Trustee-at-Large/US
2. Voting Members – Trustee-at-Large/US
3. Resumes of Candidates – Trustee-at-Large/US **(provided to voting members only)**
4. Voting Sheet - Trustee-at-Large, U.S. – Southeast Caucus
5. Voting Sheet - Trustee-at-Large, U.S. – Southwest Caucus
6. Voting Sheet - Trustee-at-Large, U.S. – Northeast Caucus
7. Voting Sheet - Trustee-at-Large, U.S. – East Central Caucus
8. Voting Sheet - Trustee-at-Large, U.S. – West Central Caucus
9. Voting Sheet - Trustee-at-Large, U.S. – Pacific Caucus

Voting Sheet  
TRUSTEE-AT-LARGE/U.S  
April 2025

	<u>Votes</u>
Delegates, U.S.	79
Trustees' Nominating Committee	8
TOTAL:	87
2/3 Needed	58
1/3 of Total	29
1/5 of Total	18

Delegates/U.S. (79 Votes)

All delegates from the 79 Conference Areas in the U.S. vote in this election.

Trustees' Nominating Committee (8 Votes)

All members of the trustees' Committee on Nominating vote in at-large trustee elections. The committee currently has eight (8) members.

Trustee-at-Large/U.S. Candidates (4-Year Term)

*(Below section to be completed following U.S. regional caucusing sessions to be held during 75<sup>th</sup> General Service Conference)*

<u>Name of Region</u>	<u>Name of Candidate</u>
East Central	_____
Northeast	_____
Pacific	_____
Southeast	_____
Southwest	_____
West Central	_____

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Voting Members  
TRUSTEE-AT-LARGE/U.S.  
April 2025

Delegates in the U.S. (79 votes)

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
1	Alabama/N.W. Florida	Luke B
2	Alaska	JoEllen L.
3	Arizona	Blas A.
4	Arkansas	Stacy S.
5	California (Southern)	Nikki U.
6	California (Northern Coastal)	Chitra S.
7	California (Northern Interior)	Matthew L.
8	California (San Diego/Imperial)	Richard O.
9	California (Mid-Southern)	Alex W.
10	Colorado	Martha M.
11	Connecticut	Michael R.
12	Delaware	Illir M. T.
13	District of Columbia	Stan C.
14	Florida (North)	Lori P.
15	So. Fla./Bahamas/V.I./Antigua	Lisa D.
16	Georgia	Liz W.
17	Hawaii	Deborah S.
18	Idaho	Kade W.
19	Illinois (Chicago)	Robert J.
20	Illinois (Northern)	Erik L.
21	Illinois (Southern)	Jodi B.
22	Indiana (Northern)	Karin O.
23	Indiana (Southern)	Paul L.
24	Iowa	Dan P.
25	Kansas	Bridget B.
26	Kentucky	Corey D.
27	Louisiana	Jay T.
28	Maine	Allen S.
29	Maryland	Terry P.
30	Massachusetts (Eastern)	Mary Jane R.
31	Massachusetts (Western)	Stephen M.
32	Michigan (Central)	Jonathon S.
33	Michigan (Southeast)	Cheryl B.
34	Michigan (Western)	Ed B.
35	Minnesota (Northern)	Diane R.
36	Minnesota (Southern)	Doug H.
37	Mississippi	Katherine Y.
38	Missouri (Eastern)	James L.
39	Missouri (Western)	Greg G.
40	Montana	Lisa C.
41	Nebraska	Nick K.
42	Nevada	Lyle C.

*(List continued on next page)*

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Delegate</u>
43	New Hampshire	Sue W.
44	New Jersey (Northern)	Luke M.
45	New Jersey (Southern)	Wendy M.
46	New Mexico	Kerri K.
47	New York (Central)	Cindy D.
48	New York (Northeast)	Guy K.
49	New York (Southeast)	Nisaa A.
50	New York (Western)	Stephen J.
51	North Carolina	Denise M.
52	North Dakota	Jessica W.
53	Ohio (Central & Southeast)	Joel K.
54	Ohio (Northeast)	Beverly F.
55	N.W. Ohio/S.E. Michigan	Joshua D.
56	Ohio (Southwest)	Warren G.
57	Oklahoma	Brian T.
58	Oregon	Penny H.
59	Pennsylvania (Eastern)	Dan B.
60	Pennsylvania (Western)	Mario D.
61	Rhode Island	Tricia D.
62	South Carolina	Rick P.
63	South Dakota	David D.
64	Tennessee	Jimmy W.
65	Texas (Northeast)	Sarah P.
66	Texas (Northwest)	Melinda W.
67	Texas (Southeast)	Christina S.
68	Texas (Southwest)	Kenneth H.
69	Utah	Mike F.
70	Vermont	Jim T.
71	Virginia	Christy E.
72	Washington State (Western)	Courtney S
73	West Virginia	William A.
74	No. Wisc./Upper Pen. Michigan	Nicholas S.
75	Wisconsin (Southern)	Robert S.
76	Wyoming	Steve M.
77	Puerto Rico	Julio M.
92	Washington State East	Lisa G.
93	California (Central)	Rudy M.

All members on this committee will vote in this election.

Deborah K.	Joyce S.
Hon. Kerry Meyer+	David S.
Andie Moss+	Ken T.
Kevin Prior+	Carolyn W.

+nonalcoholic

Candidates  
for  
trustee-at-large/U.S.  
from  
SOUTHEAST REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-large/U.S. Candidates from Southeast Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
01	Alabama/N.W. Florida	<i>Jim S.</i>
14	Florida (North)	<i>Tom G.</i>
15	S. Florida/Bahamas/V.I./Antigua	<i>John H.</i>
16	Georgia	<i>[No Candidate]</i>
26	Kentucky	<i>Joy F.</i>
27	Louisiana	<i>[No Candidate]</i>
37	Mississippi	<i>[No Candidate]</i>
51	North Carolina	<i>Katy P.</i>
62	South Carolina	<i>[No Candidate]</i>
64	Tennessee	<i>Mary Ann E.</i>
71	Virginia	<i>[No Candidate]</i>
73	West Virginia	<i>[No Candidate]</i>
77	Puerto Rico	<i>[No Candidate]</i>



Candidates  
for  
Trustee-at-Large/U.S.  
from  
SOUTHWEST REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from Southwest Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
04	Arkansas	<i>Sandy L.</i>
10	Colorado	<i>Scott M.</i>
25	Kansas	<i>[No Candidate]</i>
38	Missouri (Eastern)	<i>Jim F.</i>
39	Missouri (Western)	<i>Pam K.</i>
46	New Mexico	<i>Eloy M.</i>
57	Oklahoma	<i>Alan H.</i>
65	Texas (Northeast)	<i>Wayne H.</i>
66	Texas (Northwest)	<i>Shellia D.</i>
67	Texas (Southeast)	<i>Troy B.D.</i>
68	Texas (Southwest)	<i>Barbara R.</i>

Candidates  
for  
Trustee-at-Large/U.S.  
from  
NORTHEAST REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from Northeast Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
11	Connecticut	<i>John D.</i>
12	Delaware	<i>Jonathan R.</i>
13	District of Columbia	<i>[No Candidate]</i>
28	Maine	<i>Maurice W.</i>
29	Maryland	<i>Don B.</i>
30	Massachusetts (Eastern)	<i>[No Candidate]</i>
31	Massachusetts (Western)	<i>Michael B.</i>
43	New Hampshire	<i>[No Candidate]</i>
44	New Jersey (Northern)	<i>Jim A.</i>
45	New Jersey (Southern)	<i>Andrew L.</i>
47	New York (Central)	<i>Patty S.</i>
48	New York (Northeast)	<i>[No Candidate]</i>
49	New York (Southeast)	<i>[No Candidate]</i>
50	New York (Western)	<i>Denise M.</i>
59	Pennsylvania (Eastern)	<i>[No Candidate]</i>
60	Pennsylvania (Western)	<i>Yvette N.</i>
61	Rhode Island	<i>[No Candidate]</i>
70	Vermont	<i>[No Candidate]</i>

Candidates  
for  
Trustee-at-Large/U.S.  
from  
EAST CENTRAL REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from East Central Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
19	Illinois (Chicago)	<i>[No Candidate]</i>
20	Illinois (Northern)	<i>Robert S.</i>
21	Illinois (Southern)	<i>Bobby D.</i>
22	Indiana (Northern)	<i>[No Candidate]</i>
23	Indiana (Southern)	<i>Michalene R.</i>
32	Michigan (Central)	<i>[No Candidate]</i>
33	Michigan (Southeast)	<i>Carlyle W.</i>
34	Michigan (Western)	<i>[No Candidate]</i>
53	Ohio (Central Southeast)	<i>Donna K.</i>
54	Ohio (Northeast)	<i>[No Candidate]</i>
55	N.W. Ohio/S.E. Michigan	<i>[No Candidate]</i>
56	Ohio (Southwest)	<i>Suzanne W.</i>
74	No. Wisconsin/U.P. Michigan	<i>[No Candidate]</i>
75	Wisconsin (Southern)	<i>Tina H.</i>

Candidates  
for  
Trustee-at-Large/U.S.  
from  
WEST CENTRAL REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from West Central Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
24	Iowa	<i>Rick W.</i>
35	Minnesota (Northern)	<i>Michael J.</i>
36	Minnesota (Southern)	<i>Angie E.</i>
40	Montana	<i>Earl F.</i>
41	Nebraska	<i>Erika H.</i>
52	North Dakota	<i>Lorna O.</i>
63	South Dakota	<i>John T.</i>
76	Wyoming	<i>Sally W.</i>

Candidates  
for  
Trustee-at-Large/U.S.  
from  
PACIFIC REGION

[To be reduced to one (1) candidate during April 2025 caucus session]

Trustee-at-Large/U.S. Candidates from Pacific Region

<u>Area No.</u>	<u>Area Name</u>	<u>Name of Candidate</u>
02	Alaska	<i>Eden L.</i>
03	Arizona	<i>Dave B.</i>
05	California (Southern)	<i>Tom S.</i>
06	California (Northern Coastal)	<i>Jennifer B.</i>
07	California (Northern Interior)	<i>Tom A.</i>
08	California (San Diego/Imperial)	<i>Roxane R.</i>
09	California (Mid-Southern)	<i>Mitchell B.</i>
17	Hawaii	<i>Bob H.</i>
18	Idaho	<i>Candice C.</i>
42	Nevada	<i>Rhonda F.</i>
58	Oregon	<i>Amber N.</i>
69	Utah	<i>Wade J.</i>
72	Washington (Western)	<i>Alan F.</i>
92	Washington (East)	<i>Allen A.</i>
93	California (Central)	<i>[No Candidate]</i>

**2025 Conference Committee on Trustees**

**ITEM B:** Review slates of trustees and officers of the General Service Board of Alcoholics Anonymous World Services, Inc.

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**Background documents attached:**

1. Slates of trustees and officers of the General Service Board of Alcoholics Anonymous World Services, Inc.
2. Resume of General Service Trustee, John W. (Provided to the voting members only)
3. Resume of General Service Trustee, Teddy B-W. (Provided to voting members only)

**Slates of Trustees and Officers of the  
General Service Board of Alcoholics Anonymous Inc.**

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**Background Notes:**

*Excerpt from minutes of the February 1, 2025 meeting of the trustees' Nominating Committee:*

The committee reviewed and recommended to the General Service Board the following slate of trustees for election at the annual meeting of the members of the General Service Board in May 2025, following presentation at the 2025 General Service Conference for disapproval, if any:

Class A Trustees<sup>+</sup>

Tom Ivester  
Dawn Klug  
Hon. Kerry Meyer  
Molly Oliver  
Kelly Parsley  
Kevin Prior, MBA, CFA, CPA  
Veronica Ramirez

Class B Trustees (See "Note" below)

Teddy B-W.  
Charlie H.  
Scott H.  
Teresa J.  
Reilly K.  
Robert L.  
Gail P.  
Joyce S.  
David S.  
Ken T.  
Carolyn W.  
John W.

East Central Regional trustee-elect  
Southeast Regional trustee-elect  
Trustee-at-large/U.S. trustee-elect

*Note: East Central, Southeast Regional trustees, and trustee-at-large/U.S. to be elected at April 2025 Conference.*

<sup>+</sup>nonalcoholic

**CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background**

It was recommended that: The following slate of officers of the General Service Board be elected at the Second Quarterly Meeting of the General Service Board on May 3, 2025, following presentation at the 2025 General Service Conference for disapproval, if any:

Chairperson:	Scott H.
First Vice-Chairperson:	Kerry Meyer +
Second Vice-Chairperson:	Teresa J.
Treasurer:	Kevin Prior+, MBA, CFA, CPA
Secretary:	Carolyn W.
Assistant Treasurer:	Paul Konigstein +*
Assistant Secretary:	Racy J.*

\*GSO employee

\*nonalcoholic

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**2025 Conference Committee on Trustees**

**ITEM C:** Review slates of directors of A.A. World Services, Inc.

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**Background:**

1. Slate of directors of A.A. World Services, Inc.

**Slate of Directors of Alcoholics Anonymous World Services, Inc.**

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**Background:**

*Excerpt from minutes of February 1, 2025 meeting on the trustees' Nominating Committee:*

The committee reviewed and recommended to the General Service Board the following slate of directors of A.A. World Services, Inc., for election in May 2025, following presentation at the 2025 General Service Conference for disapproval, if any:

Julie C.  
Matthew K.  
Clinton M.  
Ken T.

Carolyn W.  
John W.  
Bob W.\*  
Racy J.\*  
Charlie H.

\*GSO employees

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## 2025 Conference Committee on Trustees

**ITEM D:** Review slate of Directors of AA Grapevine, Inc.

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### **Background:**

1. Slate of Directors of AA Grapevine, Inc.

**Slate of Directors of Grapevine, Inc.**

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**Background:**

*Excerpt from the minutes of February 1, 2025 meeting on the trustees' Nominating Committee:*

The trustees' Nominating Committee reviewed and recommended to the General Service Board the following slate of Directors of AA Grapevine, Inc., for election in May 2025, following presentation at the 2025 General Service Conference for disapproval, if any:

Teddy B.-W.  
Morgan B.  
Chris C.\*  
Teresa J.

Nikki O.  
Molly Oliver+  
David S.  
Gail P.  
Fredy M.

\**Grapevine employee*

+nonalcoholic

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## 2025 Conference Committee on Trustees

**ITEM E:** Review progress report on the revision to the pamphlet “Do You Think You’re Different?”+  

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### Background:

*Excerpt from the October 28, 2023, trustees’ Literature Committee meeting report:*

The committee reviewed a progress report regarding the update to the pamphlet “Do You Think You’re Different?” A call for stories has been distributed to the Fellowship with a deadline for submissions being April 30, 2024. The working group is discussing additional ways to get the word out, including, but not limited to, regional forums, workshops, and member-member conversations. The committee **agreed to forward** to the 2024 Conference Committee on Trustees a progress report, which will be updated by or before November 15 to reflect the working group’s scheduled meeting on November 13, 2023.

*2023 Conference Committee on Trustees Committee Consideration:*

The committee reviewed an update regarding the pamphlet “Do You Think You’re Different?” The committee requested that a draft pamphlet or progress report be brought back to the 2024 Conference Committee on Trustees.

*2022 Conference Advisory Action:*

The trustees’ Literature Committee revise the pamphlet “Do You Think You’re Different?” to update the stories to represent greater diversity and bring back a draft pamphlet or progress report to the 2023 General Service Conference. *(Note: As a result of the 2021-22 Equitable Distribution of Workload plan, this item was on the agenda of the Conference Committee on Trustees.)*

+Carryover from a previous EDW plan  

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### Background:

1. Progress Report

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**2024-25 trustees' Literature Committee**

**Subcommittee revising the pamphlet "Do You Think You're Different"**

**Progress Report February 2025**

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The creation of this pamphlet began in 1974 with a tentative title "So You Think You're Special?" The pamphlet was titled "Do You Think You're Different?" in 1976. The most recent story additions took place in 1977. While there have been minor editorial changes within the introduction, index, and presentation, no stories have been updated since the 1977 addition.

*Minutes from the July 28, 1974, TLC meeting reads:*

The committee approved preparation of a new booklet for all "special groups" in A.A., with the working title, "So You Think You're Special?" It would include stories by members who came to A.A. thinking the program wouldn't work for them because they were "different." The idea will be referred to the Conference Literature Committee for their approval by mail.

Per a 2022 Conference Advisory Action to "revise the pamphlet "Do You think You're Different?" to update the stories to represent greater diversity," a call for stories was opened on October 1, 2023, with a submission deadline of April 30, 2024. The call for stories was redistributed in January 2024, after the initial call resulted in 7 story submissions. The call for stories was distributed widely through, but not limited to, *Box 4-5-9*, aa.org; *What's New*, AAGV website, meeting guide app, and direct distribution. Writing workshops were held by service committees and at service-related events such as PRAASA, NERAASA, and WCRAASC. The call for stories was featured in the AA Grapevine and the Grapevine podcast and later redistributed to ensure that newly rotated trusted servants were informed and included.

There are 13 stories within the current pamphlet. 33 stories were fully submitted by the April 30<sup>th</sup> deadline. One of these stories was submitted for consideration within two different pamphlets and has now been selected for inclusion within a different project. Five additional stories were received but the required "Assignment of Copyright" form was not provided and could not be obtained. There was one story which could not be considered because the submitter was a member outside of our service structure.

The subcommittee revising the pamphlet "Do You Think You're Different?" met 3 times between the Q3 and Q4, 2024 General Service Board weekends. The timeline for delivering a completed draft to the 75<sup>th</sup> General Service Conference is not viable. The subcommittee agreed to continue its work while developing a progress report for Conference. Additional updates can be presented

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## CONFIDENTIAL: 75th General Service Conference Background

through the trustees' Literature Committee report and at the Joint Committee meeting prior to the 75<sup>th</sup> General Service Conference.

### January 2025 Additional Notes:

The review and rating of stories has been concluded. The subcommittee will continue to meet following the deadline for Conference background material, to keep apace with this project and to prepare for a thoughtful handover to a reconstituted subcommittee following the 75<sup>th</sup> General Service Conference.

The subcommittee hopes to conclude story selection to emphasize the pamphlet's initial theme that "I couldn't be an alcoholic because..." Additional guidance related to the topic of diversity and the language of the Advisory Action which began the project would be welcomed. The subcommittee has repeatedly noted that stories were requested and received, but the submissions do not reflect an expanded diversity.

Following the conclusion of story selection, the subcommittee intends to rework the introductory section of the pamphlet before considering possible title changes and new cover art.

### October 9, 2024:

The subcommittee expressed that the "Introduction" would benefit from a general re-write, addressing story references which may no longer be included. Reference to other identification pamphlets, AA Grapevine story collections and monthly magazines may offer additional value.

The subcommittee set a target date of December 1, 2024, to read and evaluate the 45 stories available for possible inclusion in the revised pamphlet.

### September 18, 2024:

The subcommittee recognized its scope to "update the stories to represent greater diversity of our unique multi-cultural population in the Canada/US structure." The subcommittee agreed that there was sufficient content to proceed, while noting that the submissions may not broaden the populations reflected within the pamphlet, particularly voices absent from other pieces of literature.

There are well-written stories with meaningful messages, but story submissions do not reflect the broadest cross section of cultures and differences. The subcommittee appreciated the stories which focused on alcoholism and identification by a member who thought they were different, rather than prioritizing difference over our primary purpose. This was noted as a running theme in the current pamphlet that "I couldn't be an alcoholic because..." which reflects the original intention of this pamphlet.

## CONFIDENTIAL: 75th General Service Conference Background

It was noted that since this pamphlet was developed, many additional resources have been developed from current projects like the Military Audio Interview and Young People Video Project to pamphlets such as:

- “Too Young?”
- “AA for the Native North American”
- “A.A. for the Gay and Lesbian Alcoholic” (retitled “LGBTQ Alcoholics in A.A.”)
- “AA for the Older Alcoholic” (now a booklet)
- “AA for the Black and African American Alcoholic” (retitled “Black in A.A.”)
- “AA for the Alcoholic with Special Needs” (retitled “Access to A.A.”)
- “Many Paths to Spirituality”
- “The ‘God’ Word”
- “A.A. for Alcoholics with Mental Health Issues”
- “Hispanic Women in A.A.”

Grapevine Publications such as:

- [AA in the Military](#)
- [Free On The Inside](#)
- [In Our Own Words](#)
- [One Big Tent](#)
- [Sober & Out](#)
- [Voices of Women in AA](#)
- [Young & Sober](#)

August 20, 2024:

The subcommittee began an initial story review and recognized the value of including stories from membership groups which do not currently have a pamphlet. The subcommittee considered the 2022 Advisory Action “to update the stories to represent greater diversity...” and looks forward to receiving additional feedback and guidance from the Conference Committee on Trustees. The subcommittee agreed to discuss the introduction and cover art after story review.

####

Page 3 of 3

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## 2025 Conference Committee on Trustees

### ITEM F: Review Censure Process Proposal

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#### Background notes:

#### *Excerpt from trustees' Nominating Committee February 1, 2025, meeting report*

The committee reviewed and discussed the subcommittee report, proposal for a "Censure Process" to forward to the 2025 Conference Committee on Trustees. After a robust and wide-ranging discussion, the committee made the following recommendations to the General Service Board:

The committee recommended that the General Service Board forward to the 2025 Conference Committee on trustees the proposed "Censure Processes" accompanied by the subcommittee report.

The committee recommended that the General Service Board accept censure motions after the Proposed Agenda Item (PAI) deadline, as detailed in the Censure Processes document.

The committee also requested that the new chair of the trustees' Nominating Committee reappoint the subcommittee in August 2025 to continue the work of the subcommittee to Address Grievance about GSB Actions.

#### Secretary's note:

At the July 27, 2024 quarterly meeting, the chair of the trustees' Nominating committee appointed a subcommittee (and requested that they draft a procedure for receiving and addressing censure and reorganization proposals, informed by research on AA history and reference to recent experience, and with alignment to the General Service Board bylaws, Conference Charter, 12 Concepts and 12 Traditions.

**Background:**

1. Censure Process Proposal
2. Trustees Nominating Sub-Committee to Address Grievances about GSB Actions  
February 1, 2025 Report.

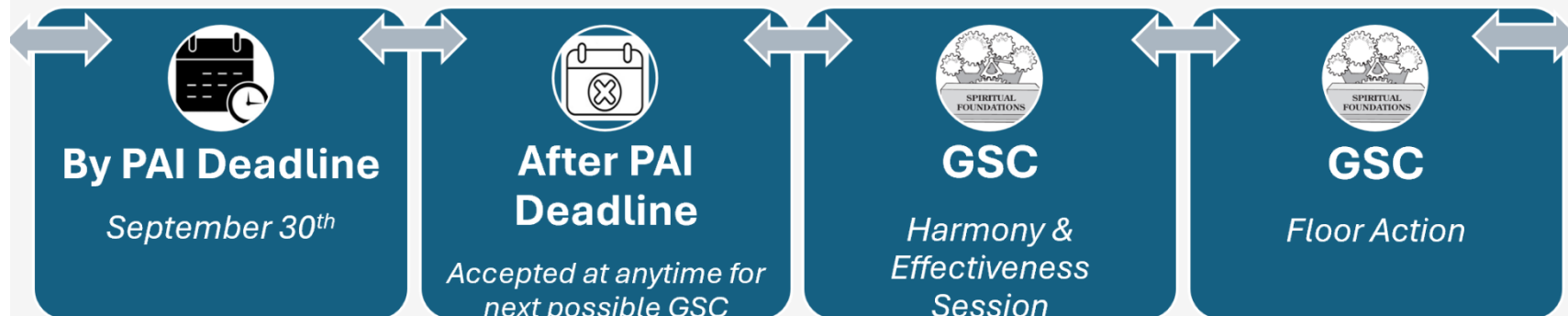
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## CENSURE PROCESS (January 2025)

**Purpose:** To outline multiple paths for members of the General Service Conference (GSC) to pursue censure if it is the group conscience of the GSC to do so.

Recognizing that clarity of process and a defined means to promptly address concerns are essential to harmony and trust, the following is proposed. Included are options to encourage fully informed discussion between all conference members when concerns arise. It is noted that different circumstances may require different options, this is not intended to cover all possibilities rather it is intended to offer sufficient alternatives to ensure conference members can have an informed discussion about censure if there is a desire to do so.

### When can a motion for censure be made?



See attached for additional information.

**CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background**

<b>Option</b>	<b>Process</b>	<b>Procedure</b>	<b>Comments</b>
<p>Motion made at the General Service Conference – motion during the <i>Harmony and Effectiveness</i><sup>1</sup> session.</p> <p><small>1 – from Concept XI</small></p>	<p>A session similar to a <i>What’s On Your Mind</i> session but where a motion for censure may be also made and heard earlier in the conference week than the floor actions are heard should the Conference wish to do so.</p> <p>This option may provide for instances where sensitive information needs to be discussed that is not appropriate for widespread dissemination in background material.</p> <p>This session also affords an opportunity for open discussion about any matters affecting harmony and effectiveness.</p>	<p>This session is an opportunity for questions and discussion on Board reports, Conference process or other areas of interest or concern. It may also be utilized for GSC discussion of inventory type questions.</p> <p>Note: If the Conference Committee on Trustees (CCT) has a censure proposal on their agenda this session will begin with the portion of their committee report that includes any recommendations, considerations or reporting on the censure agenda item.</p> <p>All other procedures are as per <i>How The Conference Operates</i>.</p>	<p>The <i>Harmony and Effectiveness</i> session is to be proposed separately as something to try on a trial basis. If adopted it will be added to the conference week schedule, to occur after all board and finance reports. This session would be chaired by either the GSB Chair or the General Manager.</p> <p>The session is intended to both provide the assurance that a motion to censure will be heard if it is the group conscience to do so; and ensure that censure is not the only option available to express concerns, complaints, seek additional information, request changes, or have dialogue.</p>
<p>Floor Action made at the General Service Conference</p>	<p>Floor Action – to be heard at the end of the Conference and may be made as per the <i>How The Conference Operates</i></p>	<p>As per the <i>How The Conference Operates</i>.</p> <p><i>“...Any floor action regarding a piece of committee business that has not yet been concluded will be considered out of order. When a floor action is to be heard, its maker is given two (2) minutes to state the rationale behind the action, after which the chair shall ask if there is a motion that the Conference decline to consider the floor action.”</i></p>	<p>This ensures that all conference members can propose a motion to censure as a floor action even if it was not on the conference agenda or considered during the <i>Harmony and Effectiveness</i> session.</p> <p>Notation of this option is intended to offer assurance that if a conference member is not satisfied with the results of the other options, they may propose censure as a floor action.</p>

**CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background**

<b>Option</b>	<b>Process</b>	<b>Procedure</b>	<b>Comments</b>
Proposed Agenda Item	Subject to the PAI deadline, will be treated as any other PAI.	<p>Received by Conference Coord, Trustees Nominating Committee (TNC) to consult with Conference Committee on Trustees (CCT). TNC decision to forward to GSC agenda or not.</p> <p>If forwarded, will be assigned to CCT for consideration and any recommendations will proceed during the <i>Harmony and Effectiveness session</i> (if adopted) or when the CCT report is presented to the GSC.</p>	<p>The retention of this option is intended to provide for instances where widespread dissemination of background material and fellowship-wide discussion is needed.</p> <p>If forwarded to the GSC, background material will be prepared which may include additional information if required for accuracy and informed group conscience. If the submission contains information that targets individuals or is defamatory in nature some redactions may be required prior to translation and distribution.</p>
Censure submission after the PAI deadline	<p>May be submitted to the Conference Coordinator at any time.</p> <p>Upon receipt TNC will review and consult with CCT. If this proposal is to be forwarded to the GSC further consultation with Staff regarding timelines for background, translation and distribution will occur prior to a recommendation to the GSB.</p> <p>If the decision is made to forward it to the GSC and it is determined not to be possible for the upcoming GSC, it will be on the agenda for the following conference.</p>	<p>Received by Conference Coord, Trustees Nominating Committee (TNC) to consult with Conference Committee on Trustees (CCT) and Staff. TNC will make a recommendation to the GSB who will make the decision to forward to GSC agenda or not.</p> <p>If forwarded, will be assigned to CCT for consideration and any recommendations will proceed during the <i>Harmony and Effectiveness session</i> (if adopted) or when the CCT report is presented to the GSC.</p>	<p>This is intended to allow for a censure submission to be received after the PAI deadline.</p> <p>If forwarded to the GSC, background material will be prepared which may include additional information if required for accuracy and informed group conscience. If the submission contains information that targets individuals or is defamatory in nature some redactions may be required prior to translation and distribution.</p>

**CONFIDENTIAL: 75<sup>th</sup> General Service Conference Background**

<b>Option</b>	<b>Process</b>	<b>Procedure</b>	<b>Comments</b>
<p>Censure submission after the PAI deadline (continued)</p>	<p>Both the submitter and CCT will be informed of the receipt of the submission, and the outcome.</p>	<p>In the event of a PAI received too late for the upcoming conference, it remains possible for conference members to raise their concerns through a floor action or during the <i>Harmony and Effectiveness session</i>. If the concerns, or substantially similar concerns, are heard in one of these ways during the GSC, the PAI will not also be forwarded to the subsequent GSC.</p>	<p>The committee considered various possible deadlines to ensure sufficient time for review, processing, background compilation, and translation but in the interest of ensuring the broadest possible opportunity for submission no deadline was set. It is recognized that submissions may vary in volume, and the availability of resources for review and translation may vary based on other needs and work in progress. So instead, the deadline was left open, with the intent of the submission going on the agenda for the upcoming GSC to the greatest extent possible, the year after if necessary and the assurance that the additional measures noted above are available should the conference feel that a matter should not wait.</p>

###

**REPORT (February 1, 2025)**

**Trustees Nominating Subcommittee to Address Grievances about GSB Actions**

The Trustee's Nominating Subcommittee on Grievances was asked to:

*Draft a procedure for receiving and addressing censure and reorganization proposals, informed by research on A.A. history and reference to recent experience, and with alignment to the GSB bylaws, Conference Charter, 12 Concepts and 12 Traditions.*

**PROCESS**

The committee began its work by looking at both reorganization and censure. The committee considered and reviewed the existing Advisory Action and process outlined for reorganization and felt that we would not explore that area given the work already done by the Conference Committee on Trustees on a "Suggested Procedure..." in 2022 and in acknowledgement that it is owned by the Conference. The committee then focused its attention on censure. The committee looked outward and explored definitions and usage of censure in for-profit, nonprofit and governmental settings.

We then reviewed materials related to censure in the A.A. Archives and discussed and reviewed them in light of the references to censure in the Concepts and Conference Charter. We examined current options for expressing concerns with the work of the General Service Board and noted the need for additional communications options and clarity regarding methods to propose censure.

**DEFINITIONS OF CENSURE**

A variety of external censure definitions exist. The common elements include that it is a formal condemnation or reprimand for misconduct — generally actions that violate the group's standards of behavior. Censure is generally within a board and of an individual. In A.A. on the other hand, the Concepts refer to the Conference censure of the trustees.

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Here are some samples:

"Censure is a formal, public, group condemnation of an individual, often a group member, whose actions run counter to the group's acceptable standards for individual behavior."

Source: *West's Encyclopedia of American Law*

Censure: "Express severe disapproval of (someone or something), especially in a formal statement. Usage: "a judge was censured in 1983 for a variety of types of injudicious conduct." Source: Oxford Languages

Censure: "to formally reprimand (someone): to express official censure of (someone)

Usage: "While a vote to *censure* the president has no legal ramifications, it is a significant and rare symbolic vote of disapproval." —Emma Loop. Source: Merriam Webster

"A censure is the reprimand of a director for misconduct. A censure can be imposed immediately by motion and vote of the directors if, for example, if the bad behavior occurs in a board meeting. In other matters where a censure may be appropriate, a noticed hearing can be called.

Examples of Bad Behavior: Behavior worthy of censure includes, but is not limited to:

- Disruption of meetings (shouting, use of profanity, personal attacks against fellow directors)
- Breach of confidences
- Interference with association operations
- Breach of fiduciary duties
- Improper behavior toward association vendors or employees
- Undisclosed "conflicts of interest."

Source: Adams Stirling Law Corporation

"The motion to censure is a main motion expressing a strong opinion of disapproval that could be debated by the assembly and adopted by a majority vote. According to [\*Robert's Rules of Order \(Newly Revised\)\*](#) (RONR), it is an exception to the general rule that "a motion must not use language that reflects on a member's conduct or character, or is discourteous, unnecessarily harsh, or not allowed in debate."

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Demeter's Manual notes: "It is a reprimand, aimed at reformation of the person and prevention of further offending acts ... there are many possible grounds for censuring members of an organization, such as embezzlement, absenteeism, drunkenness, and so on."

Typical use of censure:

- 1) Censure is most typically found in government and educational settings, though there are a number of citations in the HOA (Homeowner Association) space, as well.
- 2) Censure is generally an internal function of the board to address misconduct by one of its members. It is typically not, as it is in Alcoholics Anonymous, a tool for stakeholders to use in respect to the board.
- 3) Censure is typically applied when a member has broken specific rules or agreements in place, often bylaws or a code of conduct though it may also be used in other instances including when members are disruptive in meetings or act in ways that impede the work of the board.
- 4) It may be immediately realized on a vote of the board, or it may follow a more rigorous process.

**CENSURE IN THE TWELVE CONCEPTS AND THE CONFERENCE CHARTER**

Censure of the General Service Board is addressed in Concepts III and X as well as in the Conference Charter.

Concept III pg. c10: "If the trustees get badly out of line, the Conference can censure them, or even reorganize them."

Concept X pg. c34: "Therefore it becomes clear that ultimate authority is something which cannot be used indiscriminately. Indeed, ultimate authority should practically never be used in full, except in an emergency. That emergency usually arises when delegated authority has gone wrong, when it must be reorganized because it is ineffective, or

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because it constantly exceeds its defined scope and purpose. For example, if the groups are dissatisfied with the Conference, they can elect better delegates or withhold funds. If the delegates must, they can censure or reorganize the trustees. The trustees can do the same with the service corporations. If a corporation does not approve of the operations of its executives or staff, any or all of them can be fired.”

Concept X pg. c34/35: “In previous articles we have made it clear that although the Conference has the ultimate authority, the trustees at most times must insist on their legal right to actively administer our service affairs. Their legal right has been further strengthened and its use encouraged by the traditional ‘Right of Decision.’ In these articles we also recognize that the Trustees have a legal right of “veto” over the Conference when, in rare cases, they feel this should be used. By these means we have guaranteed the trustees an administrative authority equal to their actual responsibility. This has of course been done without denying in any way the ultimate authority of the Conference, or of the delegates, should it be really necessary to give the trustees directives or censures, or to reorganize the board. It should also be noticed that the position of the Trustees is still further strengthened by their ‘voting participation’ in the Conference and by the recognition that they are A.A.’s primary world service administrators.”

Concept X pg. c-44: “It is the duty of the good executive therefore to learn discrimination of when he should act on his own and when limited or wide consultation is proper, and when he should ask for specific definitions and directions. This discrimination is really up to him. His privilege of making these choices is structurally guaranteed by the ‘Right of Decision.’ He can always be censured after his acts, but seldom before.”

Conference Charter: “It will be further understood, regardless of the legal prerogatives of the General Service Board, as a matter of tradition, that a three-quarters vote of all Conference members participating in the vote may bring about a reorganization of the General Service Board and the directors and staff members of its corporate services, if or when such reorganization is deemed essential. Under such a proceeding, the Conference may request resignations, may nominate new trustees, and may make all other necessary arrangements regardless of the legal prerogatives of the General Service Board.”

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**HISTORY OF CENSURE AND THE GENERAL SERVICE BOARD**

Historically, the General Service Conference, through its group conscience, has never voted to censure the General Service Board.

**1994/1995**

August 1994, a Statement of Censure related to the Mexican copyright matter was sent to all members of the 44th General Service Conference. The grievance was referred to the trustees' Committee on the Conference and in turn to the Conference Committee on Trustees. The 1995 GSC considered the proposal to censure the GSB, however the "censure" was dismissed.

*See the 1995 Advisory Action and recommendation from the Conference Committee on Trustees:*

"After a thorough examination of the issues and information available and acknowledging that there may have been problems with communication at many service levels in the past, it was the sense of the committee that there has been improvement and, therefore, in the interest of maintaining A.A. unity and finding there was not sufficient cause, the committee unanimously recommended that the proposal to ensure the GSB be dismissed."

**2017 / 2018**

In October 2017, the trustees' Nominating Committee discussed a motion to censure the General Service Board. The committee took the following action: "The committee agreed to forward to the Conference Committee on Trustees a motion from an area to censure the General Service Board."

The item was discussed by the corresponding Conference Committee on Trustees in 2018, which resulted in the following committee consideration:

"The committee thoughtfully reviewed a proposal to censure the General Service Board and after seeking extensive additional input from the general manager of GSO, the chair of the General Service Board, and additional General Service Board trustees, agreed to take no action. The committee recognized that the litigation regarding the Printer's Copy Manuscript of *Alcoholics Anonymous* has caused many in the Fellowship to have strong feelings on all sides of this issue. The committee believes that the unity of Alcoholics

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Anonymous is the most important treasure we have as a Fellowship. The committee also recognizes that the General Service Board and the Alcoholics Anonymous World Services, Inc. Board have many legal responsibilities and must sometimes make use of the right of decision, but in the spirit of A.A. unity, the committee asks the General Service Board, A.A. World Services, Inc. and AA Grapevine, Inc. that:

- All major decisions made by A.A. World Services, Inc., AA Grapevine, Inc., the General Service Office or AA Grapevine management be promptly and fully reported to the General Service Board, as appropriate.
- If the General Service Board, the A.A. World Services or AA Grapevine boards need to initiate a legal proceeding as a plaintiff, that whenever possible, they will consult the members of the General Service Conference before starting such a proceeding, being ever mindful of A.A. unity and A.A.'s financial prudence. However, the committee understands that sometimes this might not be possible.

The committee recognizes that the General Service Board, A.A. World Services, Inc., and AA Grapevine, Inc. could be brought into litigation by other parties and in no way wants to limit their actions required to protect these corporations.”

In October 2018, the trustees’ Committee on the General Service Conference discussed a proposed agenda item regarding the processing of future “censures.” The committee considered the proposal, which read, “All agenda items for censure or reorganization be forwarded directly to the Conference Committee on Trustees” and took no action. It was agreed that it is important to “follow our proposed agenda item process.”

**2020/2021**

A proposed agenda item was received to censure the General Service Board on December 15, 2020. “Statement of Concern and motion to censure, from a group of delegates, to the 71st General Service Conference. We move to censure the General Service Board for the behavior observed as described in the submitted letter.” This agenda item was forwarded to the trustees’ Committee on Nominating.

At the January 30, 2021 trustees’ Nominating Committee meeting, the committee “carefully considered the Statement of Concern and Motion to Censure the General

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Service Board and took no action. The committee cherishes the process to have an informed group conscience produced by a full discussion of the whole picture. The committee felt that the mechanism and the information contained in the submission did not reflect a complete picture and prevents all the current work and resolutions from being shared and from redacting any confidential personnel excerpts.

While the committee understands the challenges noted as observations in the submission, there were misgivings about not having had an opportunity sooner to reveal some of the resolutions that have taken place. Some of the committee members have volunteered to draft a memo to the 2021 Conference Committee on Trustees highlighting the progress made on some of the observations raised in the submission. The committee suggested that adding a discussion section during the General Service Conference to address this issue would allow for all Conference members to share on the submission's reflections, speak to build trust, ask questions and talk about the progress made."

At the February 1, 2021 General Service Board Meeting, a Floor Motion was made: "To forward the Statement of Concern and Motion to Censure the General Service Board to the Conference Committee on Trustees after legal review and the preparation of additional background." The motion was seconded and approved.

An ad hoc committee was appointed to assist in gathering background materials for the item.

Following the motion and vote by the board, the following minority opinion was submitted:

From February 1, 2021 General Service Board minutes:

"I serve at the pleasure of the General Service Conference. I very much want to discuss the topics brought up in this request and would enjoy a discussion of solutions and healing at the Conference. It would have been ideal if this recommendation requested a conversation and reporting of progress on these items rather than moving directly to censure. It would have also been ideal if the submitters had brought this appropriately through the Conference process and even allowed the groups in their areas to contribute to that conversation. Make no mistake, I stand ready to be censured if that is the will of the Conference.

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By moving this recommendation forward from a handful of A.A. members we are dignifying and validating that it is appropriate to shop and lobby opinions outside of the General Service Conference process as a means of forcing their item into the Conference. This is a form of outside pressure and influence on the members of Conference conducted by current and previous member of Conference, members that know better. By entertaining this approach, we dilute all the efforts of those Conference members working within the Conference process and we allow the good Twelfth Step work of the Conference and office staff to be derailed by politicking and emotions. We have a Conference process in place for good reason and by moving this item forward we cross that a line that disrespects our own process and boundaries.”

The chair of the General Service Board appointed an ad hoc committee to assist in gathering background materials for the item “Statement of Concern and Motion to Censure the General Service Board.”

The agenda item was reviewed at the 2021 General Service Conference, and the Conference Committee on Trustees discussed it at their meetings. A Committee Consideration read:

“Regarding the Statement of Concern and motion to censure the General Service Board, the committee agreed that the unity of Alcoholics Anonymous is the most important treasure we have as a Fellowship. The committee also agreed that A.A.’s service structure is equally valuable.

The committee appreciated the extensive additional input provided by the interim general manager of GSO and the chair of the AAWS Board. The committee noted that the General Service Board and AAWS Board have a good understanding on finances and organizational strategy and expressed appreciation for the progress being made related to bringing modern communication formats and financial reporting to the General Service Office.

The committee also discussed the authority delegated to the General Service Board and legal responsibilities involving communication, financial prudence, and transparency. The committee noted that several major decisions previously made by the General Service Board and corporate affiliate, AAWS Inc., were not fully or promptly reported out to the Fellowship. The committee recognized that the lack of providing clear, comprehensible

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answers in a timely manner has caused many in the Fellowship to have strong feelings on all sides of this issue.”

**2023**

**Conference Committee on Trustees, Committee Consideration:**

The committee thoroughly discussed the General Service Board’s actions at the January 29, 2023 Board Planning and Sharing session that led to the resignation of the board chair. The committee agreed that the board’s failure to fully utilize the spiritual principles of Alcoholics Anonymous to address leadership problems were deeply concerning. The committee also agreed that failure to expedite communication to the Fellowship of Alcoholics Anonymous about the board chair’s resignation and lack of transparency regarding the board’s decision resulted in widespread mistrust and disunity. After lengthy and prayerful discussion, the committee took a vote to censure the General Service Board, failing to achieve substantial unanimity.

**Floor Action (Failed)**

2023 General Service Conference Floor Action: “The 73rd General Service Conference censure the General Service Board due to poor communication to the Fellowship regarding the resignation of the former Chair of the General Service Board and for the process that was followed regarding the acceptance of her resignation. This motion failed.

**Trustees’ Nominating Committee, October 2023 Meeting Report:**

PAI #7: The committee discussed the request to censure the General Service Board for actions taken on January 29, 2023, and took no action.

The committee agreed that the 73rd General Service Conference thoroughly discussed this issue; consistent with 73rd GSC Committee on Trustees experience expressed in their feedback call with the chair of trustees’ Nominating Committee.

**CURRENT METHODS TO EXPRESS CONCERNS TO THE GENERAL SERVICE BOARD**

**General Sharing Sessions – Outside Conference**

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**75<sup>th</sup> General Service Conference Background**

Per the 73<sup>rd</sup> General Service Conference Advisory Action there are two General Service Conference Sharing Sessions conducted on virtual meeting platforms per year outside the annual meeting.

**Correspondence to the General Service Board**

At any time during the year a member, district or area may send correspondence to the General Service Board. Any such correspondence is reviewed at the next quarterly General Service Board meeting and a response is created by the board secretary based on the discussion. Please note that more complicated matters may require additional time to create a thoughtful response.

**General Sharing Sessions at Conference**

In a typical General Service Conference schedule there are typically two General Sharing Sessions where any concerns may be raised by any member of Conference.

**OPPORTUNITIES FOR ENHANCED COMMUNICATIONS INCLUDING AIRING OF GRIEVANCES BETWEEN CONFERENCE MEMBERS AND MEMBERS OF THE GENERAL SERVICE BOARD**

Relations between the Conference and the General Service Board would benefit from additional opportunities to have substantive discussion of concerns throughout the year. Such opportunities would allow for more timely discussion of areas of concern and allow such matters to be expressed and addressed throughout the year.

**General Sharing Sessions – Outside Conference**

May be used for timely discussion of areas of concern when needed.

**Harmony and Effectiveness Session at Conference**

Please see attached proposal (Item 7.2).

**MOTION TO CENSURE**

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The emphasis on enhanced communications is with the intent to foster harmony and effectiveness among all Conference members. It is recognized that matters may arise where there is still the need to discuss censure.

A motion to censure is a tool provided for in Concepts III and X in the Twelve Concepts for World Service as cited above. "If the trustees get badly out of line, the Conference can censure them, or even reorganize them." The language surrounding censure indicates that while it is a right of Conference, that it is intended for extreme situations as demonstrated in the excerpts below (bold has been added to original text for emphasis).

Concept III pg. c10: "If the trustees get **badly out of line**, the Conference can censure them, or even reorganize them"

Concept X pg. c34: "Therefore it becomes clear that ultimate authority is something which **cannot be used indiscriminately. Indeed ultimate authority should practically never be used in full, except in an emergency.** That emergency usually arises when delegated authority has gone wrong, when it must be reorganized because it is ineffective, or because it constantly exceeds its defined scope and purpose. For example, if the groups are dissatisfied with the Conference, they can elect better delegates or withhold funds. If the delegates **must**, they can censure or reorganize the trustees."

Concept X pg. c34/35: "In previous articles we have made it clear that although the Conference has the ultimate authority, the trustees at most times must insist on their legal right to actively administer our service affairs. Their legal right has been further strengthened and its use encouraged by the traditional 'Right of Decision.' In these articles we also recognize that the trustees have a legal right of "veto" over the Conference when, in rare cases, they feel this should be used. By these means we have guaranteed the trustees an administrative authority equal to their actual responsibility. This has of course been done without denying in any way the ultimate authority of the Conference, or of the delegates, should it be **really necessary** to give the trustees directives or censures, or to reorganize the board."

**CENSURE – PROCESSES**

Please see attached (Item 7.3).

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**PROPOSED RECOMMENDATIONS**

The Trustees Nominating Committee recommends that the General Service Board:

- Forward the Harmony and Effectiveness Session Proposal to the 2025 Conference Committee on Agenda for their consideration along with this report.
- Accept censure motions after the Proposed Agenda Item deadline (as detailed in the Censure – Processes document).
- Forward the Censure – Processes document to the 2025 Conference Committee on Trustees for their consideration along with this report.

The subcommittee also recommends to the Trustees Nominating Committee that (at the July 2025 quarterly meeting) it reconstitute a subcommittee with a scope that reflects the best ways to continue this work.

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**2025 Conference Committee on Trustees**

**ITEM G:** Consider request to include the version of the Lasker Award text in A.A. *Comes of Age* in the book *Alcoholics Anonymous*.

Note: This item was forwarded to the Trustees' Agenda as part of the 2025 Equitable Distribution Plan (EDW)

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**Background notes:**

*Excerpt from the November 2, 2024 trustees' Literature Committee meeting report:*

The committee considered the requests “that the text of Appendix D, page 301, of *Alcoholics Anonymous Comes of Age* ‘Text of The Lasker Award’ replace the existing abbreviated version of the same Lasker award located in the Big Book of *Alcoholics Anonymous* on page 571” and **agreed to forward** to the 2025 Conference Committee on Literature.

Secretary's note: *Previous history and actions on this item are located in the History and Actions for the Conference Committee and trustees' Committee on Literature.*

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**Background:**

1. PAI #24 and PAI #63 submission forms

**CONFIDENTIAL: 75th General Service Conference Background**

General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.
We move that the text of Appendix D page 301 of Alcoholics Anonymous Comes Of Age "Text of The Lasker Award" replaces the existing abbreviated version of the same Lasker award located in the Big Book of Alcoholics Anonymous on page 571.
(2) What problem does this proposed item address?
The text in Comes of Age is more explicit and details the program so beautifully. That's why it could be more effective.
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.
The Vast Amount of Fun District 6 Area 42 voted unanimously to make this motion after one member brought the motion at their monthly business meeting in June of 2024.
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

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## CONFIDENTIAL: 75th General Service Conference Background

NOTHING would be changed in our recovery message. The whole award is way more explicit and adds detail. The writing is exquisite. There is plenty of room for the whole Lasker award without adding pages to the book. With the 5th edition soon to be printed, this is an opportune time for the whole award to be added to our basic text without adding essentially any printing cost. The page is already there. Let's fill it up.

(5) What are the intended/expected outcomes if this proposed item is approved?

"The American Public Health Association presents a Lasker Award for 1951 to Alcoholics Anonymous in recognition of its unique and highly successful approach to that age-old public health and social problem, alcoholism. Since its founding sixteen years ago, Alcoholics Anonymous has brought recovery to more than 120,000 chronic drinkers formerly thought hopeless. Today this world fellowship of 4,000 groups, resident in 38 countries, is rehabilitating 25,000 additional persons yearly. In emphasizing alcoholism as an illness, the social stigma associated with this condition is being blotted out. Alcoholics Anonymous works upon the novel principle that a recovered alcoholic can reach and treat a fellow sufferer as no one else can. In so doing, the recovered alcoholic maintains his own sobriety; the man he treats soon becomes a physician to the next new applicant, thus creating an ever-expanding chain reaction of liberation, with patients welded together by bonds of common suffering, common understanding, and stimulating action in a great cause. This is not a reform movement, nor is it operated by professionals who are concerned with the problem. It is financed by voluntary contributions of its members, all of whom remain anonymous. There are no dues, no paid therapists, no paid professional workers. It enjoys the goodwill and often the warm endorsement of many medical and scientific groups-no mean achievement in itself for any organization run entirely by laymen. Historians may one day point to Alcoholics Anonymous as a society which did far more than achieve a considerable measure of success with alcoholism and its stigma; they may recognize Alcoholics Anonymous to have been a great venture in social pioneering which forged a new instrument for social action; a new therapy based on the kinship of common suffering; one having a vast potential for the myriad other ills mankind."

The above text is the award in its entirety we would like longer the more explicit version to replace the existing

verbage on page 571

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## CONFIDENTIAL: 75th General Service Conference Background

(6) Provide a primary contact for the submission.

(7) Final comments:

Please consider this motion as a way to provide a more explicit and detailed version of the Lasker Award. The current page 571 of Alcoholics Anonymous would certainly fit the whole text of the Lasker Award. Since we are coming out with a new 5th edition it's a great time to add. Also, we would be paying next to nothing in additional costs. It's one way to be more effective.

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**CONFIDENTIAL: 75th General Service Conference Background**

General Service Conference (GSC) Proposed Agenda Item Submission Form

(1) Submit a clear and concisely worded motion.
That the text of Appendix D page 301 of Alcoholics Anonymous Comes Of Age "Text of The Lasker Award" replaces the existing abbreviated version of the same Lasker award located in the Big Book of Alcoholics Anonymous on page 571.
(2) What problem does this proposed item address?
The text in AA Comes of Age is more explicit and details the program so beautifully. That is why we believe it could be more effective.
(3) What level of group conscience, if any, discussed the proposed agenda item? Make it clear who is submitting the item (an individual, group, district, area, etc.).
Note: While all items are received equally, experience has shown that ideas greatly benefit from the value of a broader group conscience. Consider if and with whom you would like to have a group conscience discussion on the proposed agenda item prior to submitting.
This PAI was discussed and passed with substantial unanimity at our Area assembly on September 7, 2024. This PAI is being submitted on behalf of Area 42.
(4) Provide background information that describes and supports the reasoning for the proposal. List background material(s) included with the proposal:

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## CONFIDENTIAL: 75th General Service Conference Background

Area 42 believes nothing would be changed in our recovery message if this update were approved. The Lasker award writing in AA comes of age is much more explicit and adds important details. There is plenty of room for the whole Lasker award writing without adding pages to the book. With the 5th edition soon to be printed, we believe this is a good time for the whole Lasker award writing to be added to our basic text without additional printing costs. The page is already there so lets fill it up with this exquisite writing.

(5) What are the intended/expected outcomes if this proposed item is approved?

The American Public Health Association presents a Lasker Award for 1951 to Alcoholics Anonymous in recognition of its unique and highly successful approach to that age-old public health and social problem, alcoholism. Since its founding sixteen years ago, Alcoholics Anonymous has brought recovery to more than 120,000 chronic drinkers formerly thought hopeless. Today this world fellowship of 4,000 groups, resident in 38 countries, is rehabilitating 25,000 additional persons yearly. In emphasizing alcoholism as an illness, the social stigma associated with this condition is being blotted out. Alcoholics Anonymous works upon the novel principle that a recovered alcoholic can reach and treat a fellow sufferer as no one else can. In so doing, the recovered alcoholic maintains his own sobriety; the man he treats soon becomes a physician to the next new applicant, thus creating an ever-expanding chain reaction of liberation, with patients welded together by bonds of common suffering, common understanding, and stimulating action in a great cause. This is not a reform movement, nor is it operated by professionals who are concerned with the problem. It is financed by voluntary contributions of its members, all of whom remain anonymous. There are no dues, no paid therapists, no paid professional workers. It enjoys the goodwill and often the warm endorsement of many medical and scientific groups-no mean achievement in itself for any organization run entirely by laymen. Historians may one-day point to Alcoholics Anonymous as a society which did far more than achieve a considerable measure of success with alcoholism and its stigma; they may recognize Alcoholics Anonymous to have been a great venture in social pioneering which forged a new instrument for social action; a new therapy based on the kinship of common suffering; one having a vast potential for the myriad other ills mankind.

The above text is the Lasker award in its entirety from AA comes of age. We would like the longer more explicit version to replace the existing verbiage on page 571 in the big book. We believe this could be helpful to all members of Alcoholics Anonymous.

(6) Provide a primary contact for the submission.

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(7) Final comments:

Please consider this motion as a way to provide a more explicit and detailed version of the Lasker Award. The current page 571 of Alcoholics Anonymous would certainly fit the whole text of the Lasker Award. Since we are coming out with a new 5th edition we believe it is a great time to add the full writing. Also, we believe we would be paying next to nothing in additional costs. We hope that this would be one way to be more effective.

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