Panel 74 Area 07 Inventory Notes - Full Version

Hello CNIA!

Our Area held an inventory at our Mini PRAASA assembly on October 13, 2024. During this inventory, members participated in small group breakouts, with each table discussing every question. A non-participating notetaker at each table captured the feedback, and these notes were compiled. There is also a summary version available. Feel free to use whichever format works best for you. These documents will be shared with all area officers, appointed chairs, and DCMs to distribute to GSRs.

I'd like to note that the words shared here do not necessarily capture the full feeling of the area, as they are largely individual comments and perspectives from group discussions. These notes reflect some of the ideas raised, but not all.

From here, **it's in your hands**—if there's something you'd like to change, discuss, or bring to the area, please feel free to take that next step.

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For more information on the area inventory visit www.cnia.org/area-inventory-2024

(1) CNIA as a Whole: What is the role of CNIA? What is the Area doing well? Where can the Area improve?

- I believe the role is to support the Districts, the groups, and in turn the GSR. To take the group conscience of the groups to the WSO. I think the servants of the Area are doing well; I feel connected even though I do not know every one. They could to better in educating/informing the groups of GS. Our Group does not give funds to the District OR Area – they give to Intergroup & do not understand the other service entities.
- The role is to communicate the message of the GS Board to the Districts, GSRs, and the groups & to listen to the group consciences back to the GS Conference. We do this well; we hold 4 Assemblies a year, our Delegate is well informed; I feel we can do better in reaching out to more remote Districts to communicate with them. We need to get in the car & boots on the ground to visit Districts/groups to get them to take part. My home group has not had a GSR in 2 Panels; we struggle with service in my home group. Our group did not have a voice at the GSC.
- The role is to support the districts & groups to connect them with the WSO/GSO. We do well with the Assemblies and at the ACM. I think we are improving communication through our website. We can improve in helping people know how to use the website tool & other tools that are available to them. We can do a better job at being more tolerant when we are not in meetings & service. Not taking part in "character assassinations". Gossip is not good or helpful.
- I learned how not to gossip here and practice the principles of AA. I think the role has already been described. I think we do well in bringing the Area into the 21st century. Our website is well. We can do better at being more accessible to districts and groups. We are trying to make the website more accessible to Districts because many of them do not have resources to have a website. We could have hybrid Assemblies and ACM meetings.
- Don't have much to add. The Area does well with the website and some of our Zoom sessions to educate SGRs. We can do better at getting more people into GS. Visit groups and present GS with energy.
- My group is connected to Central Office; the business of running chips, books, etc. This got me connected to GS and I become the GSR for my group and I will let you know what is going on. Go outside of your group to learn more. Box 459 and the Accent monthly help me to inform my group. Our purpose is to carry the message & getting the word out.
- Our Area does not do well with communicating with various Intergroups; how can we overcome these barriers to improve.
- I think the purpose is helping the GSRs. I don't know what the area is doing well – I have a lot to learn
- I asked my group – they didn't know what CNIA was. General membership doesn't know what the area is, what their role is. Group doesn't feel that officers are showing up to the district (other than a few).
- I think people don't understand what we do because they don't show up
- I see the role as provide us with the facility so we can provide the message to our groups that comes from the conference
- I'd have a hard time defining the role of CNIA. Maybe I haven't been paying enough attention. Maybe the role is bringing info from the conference

- I think the role is muddy within the groups
- Doing well: The area website is awesome. If DCM or GSR needs help, officers are more than willing to come and give support
- Where can the area improve:
  - We can do better about asking for the help
  - Think more carefully about how we communicate to give information ahead of time
  - Bring more of our information to our central officers so that they know what general service is
  - Attend service manual meetings together.
    - Someone else – I'd like to see that on the website
- Area role is in the service manual
- Role is to do work that the groups can't do themselves. Such as the committees we form
- We have an area purpose written by a few officers on our website/in our area service book. Folks can review that and see if they think it fits what we do
- Concern issues with money is taking too much focus X2
- Mileage (not enough, not available for all service) isn't as much focus anymore on the still suffering alcoholic X2
- Assemblies and area committee meetings are done well x2
- Support for idea of reaching out to DMV to put PSA's on close circuit TV system
- Love for AA is done well
- Thinks area isn't cohesive in growing through AA growing pains
- Room for improvement with communication down to group level
- Lack of participation/apathy at group level
- Room for improvement on true and full participation for Spanish speaking districts
- Some improvements have been good increasing participation for Spanish speakers
- Room for improvement on amount of division X2
- Belief that the role of CNIA is help carry the message
- Role of CNIA to communicate between districts
- Believes role of CNIA is to serve those above us in the upside down triangle
- Thinks the people involved with CNIA are approachable and responsive (and some sentiment that that is an improvement from the past) X2
- Minutes don't get sent from CNIA to ACMs regularly
- Area inventory could have been combined into one of the previous 2 days
- Can do a better job explaining what conferences are like/how they work
- Some districts didn't know what was in area, can do a better job, maybe sending information directly to GSR's and not to district to disseminate
- Supportive of group inventories
- Lead the fellowship and the groups, doing really well and getting better every panel. To improve - how to get more people involved? Lots doing dual roles, how to reach out to "dark groups" with trusted servants who are stretched thin? How do we get people excited?
- Support for districts. Area doing discussions and forums well. We have access and it's getting explained. A lot of people do not know what general service is. Support from area to get dark groups back, hard to get buy in. how to get a group into general service w/o taking their inventory Communication from delegate has been great.

- Groups giving but no presents at assemblies. Area to do more workshops. Area doing a good job overall. People wine a lot but don't do anything to e of service. More information.
- Delegate take opinion to conference.
- How to make mini PRAASA and winter assembly more engaging. Communicate that its expected to go to every assembly for GSRs. Area to sponsor GSRs or districts to attend.
- To improve: delegates report sooner every month, maybe a week after ACMs. this comes to districts - asking areas to come to events. Area officers to come to district meetings, don't wait for an invite.
- I believe the role is to support the Districts, the groups, and in turn the GSR. To take the group conscience of the groups to the WSO. I think the servants of the Area are doing well; I feel connected even though I do not know every one. They could to better in educating/informing the groups of GS. Our Group does not give funds to the District OR Area – they give to Intergroup & do not understand the other service entities.
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- Our Area does not do well with communicating with various Intergroups; how can we overcome these barriers to improve.
- Link between GA and groups – doing well = 5th assembly – has learned at each assembly. Looks forward to them and wants to go to more, driving is difficult
- Districts and groups to carry message. Business at assemblies is very well planned and goes smoothly. Areas to improve can be focused later

- Loves general service, this area is more laid back than others. This area is working to service AA as a whole. We listen to each other
- We're good at lighting the fire
- Role: support districts, be the voice of districts. Educate member on what general service is. Enjoy the journey, area brings the districts together. Service opportunities to get out of self. Carrying the message. Brings the words from the GSO to districts
- Doing well: sharing the agenda items with district; third legacy procedure is followed and it's not a populated contest; web page is awesome; finance committee did very well; being inclusive towards the linguistic districts; host districts are hosting well; safe and comfortable
- Can improve: pre conf was chaos—use the 3 lights; send finances directly to GSRs; online concept study and advertise it; spread the word on our accomplishments

(2) Trusted Servants: How can we make sure we prioritize principles over personalities when electing trusted servants? Do we pick leaders who think carefully about their important job, instead of just picking the most popular ones?

- I think we do a good job because we use resumes
- Third legacy system makes it democratic
- Election assembly is a very spiritual process
- I thought it was weird that the alternate chair did not voted to the chair position last time. I wonder why we allow so many to throw their hat in the ring for a position that would be better served with past experience (e.g. alt chair into chair)
    - o Someone else – well maybe they weren't effective in their role
- I like that people just make themselves available for everything and let the group aka god decide
- I think we have too many dark meetings; I don't think meetings understand how important it is to have a GSR. For GSRs we're begging people to take that job
- When voting for an officer I try to listen for were they a GSR? Were they a DCM? Were they an appointed chair?
- I don't think we should always vote in the "next person in line." Maybe a good alt chair doesn't mean you'd be a good chair, or a good treasurer does not mean you'd be a good secretary
- I have an issue with people who have worked their way up and then don't get voted into another position
- A flaw I see is – you see the more visible people and then vote for them based on that
- Should we know who's been made available ahead of time? How could I get familiar with them to know who to vote for?
    - o Someone said – that avoids campaigning
- Do we read position descriptions? I don't think we focus on that as much and wish we did
- I'm glad we don't have nominations (and instead ask who is available) because that would lead to popularity contest
- I like that we have the facilitator read the resumes instead of the people – principles before personalities
- I like having the person stand up there while the resume is read to put a face to the resume
- We don't know how you fix this as it happened here.
- There's a natural progression, not a lot of thought in who we select (X4)
- Natural progression isn't always bad because delegates can sometimes see more because they've done it
- Tries to help choose people based on leadership skills, knowledge, communication style and ability (X2)
- Remembers not being sure and feeling like they were it for 3rd legacy vote because the process it new to them
- Thinks it might be good to talk about thinking about how we choose trusted servants more before future elections
- Has cost the district money having someone who wasn't capable in the role before (unable to get things done timely etc.) / seen the wrong person in the role before (X2)

- Not everyone should get the job just because they've made themselves available for it. (X2)
- DCM advises GSRs to watch during their time on the panel to make informed votes.
- The area does fantastic because they follow the principles, make sure proper procedures are followed
- Don't hear discussion at area level about a service sponsor. Nice to see consistency at area level, would be nice to see it trickled down. How did it get to that? Would like to see a broader spectrum of these people.
- Districts need to be informed about the positions. Do the individuals have the time to invest? Send out what the positions do earlier so people make informed voting
- People vote on popularity when they don't have enough info
- Each person write a resume and give it only once at Election Assemblies; we dress up – me wear ties & women wear dresses. We show up early and leave late We help as much as we can but do not dominate. A service sponsor is probably key. We don't notice the person in the back of the room, the quiet voice. If we are not trying to attaching "the mark", we can do better. Are our trusted servants showing up well informed, etc.
- Yes is my initial thought. I think it is important to understand that some of us do not get it right away.
- My first meeting as a GSR was the election Assembly; do we just shuffle the deck? Just move from one position to another and up/down the ladder? It seems to be a result of being and effective Area; they may want to be have common spiritual experiences. We have to be reminded of "principles before personalities."
- Personal involvement; I see people evolve across the years of their service. The catch 22 is how can that not make you popular or well known? The fact that you are well prepared is the important part.
- To listen and learn, I can over time who is who in the Area and be able to make a more informed decision. Try to look at the "big picture."
- When I attended the election assembly, I listened to what they had done and what their experience was & what they know about GS. I know the amount of hours people at the Area put into their service role. I will vote for the person who "suits up and shows up and is experienced."
- I am one of the people not involved in the Area for an extraordinarily long time, so it gave me a feeling of inadequacy. Prior I saw just moving people around in the Area elections. Service can be at very different forms; there are a lot of great leaders in AA & what Concept 9 means. I can be very judgmental of people in certain positions. We should choose people that come from different experiences, but this should not be the only factor.
- The reason it shuffles through the Area, is because of commitment because the continually show up.
- Educate incoming panel that they will be electing the next panel at the end of their panel – so watch those that are in service to learn how the third legacy is carried out
- Yes. we pick the leaders by not making it a popularity contest

(3) Area and District Communication: How well do the Area and districts talk to each other? How can the Area help Districts, Groups, and GSRs use the Traditions to share the message and help the still suffering alcoholic?

- I am responsible for this communication to my group. If I have a question, I can call someone
- I think our area's availability to excellent
- Sometimes I think we give too much information and it's hard for DCMs to know what's important or what to take back
- It would be nice as a new GSR to have a resource saying where to get certain things (e.g. if you want this go to the accents, if you want this go to Box 4 5 9)
- Communications handout
- There's a lot of info put out but I don't know where to find it
- I do better when information is presented in PPT or the info is handed out so I can follow along
- Many agree
- The communication we get in our district is pretty good – good synopsis of what happened at the ACM
- 60-90 seconds isn't enough, I think 3-5 minutes for everyone and 30 minutes for the delegate
- I don't know when GSR schools are – it's not on the website and I want to know so my alternate can be prepared
- Area talks to districts but I think districts work in silos for whatever reason. Encourage districts to share unity day and intergroup events flyer to post to CNIA website. Area should encourage districts to share information with each other, especially neighboring districts
- Thinks their delegate to area has been good with communication X2
- Thinks people who are in service are true believers and working hard
- Experience always getting help when willing to ask for it
- More opportunities to be a resource to each other (workshops/panels) instead of just getting through the agenda and getting things done
- Timeliness of minutes and direct distribution to GSR's would help / more access to information (X3)
- Pass it Ons haven't been as good as they used to be (X2)
- There are GSR schools, support for doing a DCM school because there are a lot of DCMs who say they feel they don't know what they're doing, so we don't have to reinvent the wheel every 2 years when new ones come in (X2)
- Support for more roundtable discussions with other districts at assembly meetings (X4)
- ^ Idea for doing rotating roundtable discussions with different committee members
- ^ Not roundtables at 9 PM because everyone leaves
- Would like more than a month between world and getting agenda topics before having to decide as a group on them
- Room for improvement getting out to groups that need guidance, groups that have sprung up and don't have elder statesman helping to guide them (X2)
- Would like the minutes of the previous month to be readily available
- Would be helpful to highlight things that are important to consider that will be voted on at meetings
- Need to communicate to still suffering alcoholic

- Thinks some small t traditions have gotten lost after covid because there's been so much change
- Suggestion to maybe have people sit at a different table with different people on subsequent days
- Experience has been incredible w neighboring districts sharing ESH. connected at assembly, networking is important. Would be helpful to put geographically close districts seated next to each other. Examine taking
- Examine doing important votes on Saturday.
- No problem w how areas and districts talk to each other, area officers always respond in *this* panel. Much improvement
- Having a strong DCM really helps with this.
- Appointed chairs mirroring liaisons w districts and meetings. i.e. grapevine
- Lunch in groups at assemblies?
- 49 Districts, I have been to the ACMs & not all the Districts are represented. There are a few districts that do not show up at all. How can we form an outreach to meetings not showing up? Have more traditional step, tradition, concept groups.
- Our District is in disarray; the missing piece is our District is not there; there is no link from our district on the Area website, which is probably because of our District. The Area could reach out to the District to maybe improve on this link. Do you want to have access to the Area newsletter [district 41]
- I personally have a problem with the Area website, and how to navigate through it for information. If you do not understand it, then maybe reach out.   I appreciate the people who have helped me and not gotten angry at me. Thanks for giving me a voice.
- Having Unity Days and workshops is a way to "fall in love with service". When your districts have Unity days or workshops it can pull others to an event. Having a GSR school or round tables to brainstorm ideas – this happens at PRAAA
- The website can reach out to the Districts that are not having a hyperlink page. The Area can work of the interfacing with this to the website. GSR schools are great ways to learn and connect to be better informed.
- I see emails come out to everyone and that is excellent. The Area can have service events & GSR schools.
- The communication is available. the gap is at the DCM level. Not knowing what is important to take back
- Suggestion – develop bullet points to take to the districts
- Planning ACM Plan workshops in the quiet months. Online hybrid workshops on traditions etc. networking at workshops and build relationships with our peers earlier in the panel. Get these events on the website event page

(4) Area Technology: How are we doing at using technology and tools – do our tools enhance or restrict participation and access to information? Where should we adjust, or how can we better use our current tools (including website, online platforms, and newsletter)?

- Area technology is improving – interpretation, assisted listening devices, hybrid
- We know that hybrid meetings costs, but our area size is enormous and might help with attendance
- Website has come a long way but I need to learn how to navigate it
- I'd like the area to put together a presentation to groups about how individual groups can set up Venmo or PayPal using QR codes for 7th tradition
- I think the area does a good job
- We try to use tools (link to the agenda, text to vote, etc.) but not sure it works for everyone
- My only concern is the spirit of our assemblies when we're not in person. We need to sit across the table and look into people's eyes. I'm in favor of hybrid but we need to approach it carefully. I like the slow approach we've been taking
- Support for technology team or area doing well with new technology / thinks the area has been making good progress (X4)
- Support for updated website (X4)
- Thinks there's some frustration with technology team that folks aren't able to move fast enough with the changing technology
- Calendar events not always available or easy to find / could be more user friendly
- ^ A note that sometimes that's because they haven't been submitted yet
- Newsletter and Agenda could be separated out and that might be helpful
- Area has done a good job having some things hybrid and have it go well (including having votes) (X2)
- Likes that you can still get printed copies at assembly / support for having things digitally on the website and also in print (X2)
- Support for training videos for new GSRs (could include general description, Q&A's etc.)
- Thinks we're moving along with technology as fast as we can
- Support for hybrid, focusing on what we can gain and not fear what we might lose (X2)
- Trying to build tech things/systems that once they are in place you don't have to be super tech savvy to us it and keep it going
- Success hearing back form group with email communication, appreciates having links included to make finding important things easily
- Love having hybrid assemblies, haven't used website or newsletters
- Perhaps at assemblies having bigger screens so everyone can see
- People like the ease and comfort of being at home, but realize there is more to assemblies. Perhaps ppl don't look at whole picture. Lots of work to host hybrid.
- We need to move forward with zoom and hybrid. Concern over it not working, no access to Wi-Fi at host location etc.
- Using the website has been a very helpful tool
- Technology is easy to use. There's growing pains but we shouldn't stop because that's where the world is headed

- How would a member sign up to get info sent to them? As general member of aa in no general service position. Like box 459?
- Search bar in cnia.org can be tricky to navigate
- Sending info to GSRs directly is helpful, but also can be information overload
- Districts could do newsletters, area to do a podcast
- We don't want someone having a bad experience w technology and being turned off. We don't need perfection but we need it to be pretty damn close, can go in the toilet quickly.
- Website Inventory would be good; for what could we improve in. Hybrid is a necessity, and we are working on that. We are extremely focused on tech that past years; there are District projects and Hybrid projects. The tech committee has been responsive to input from ACM & Assemblies.
- All the delegates share so I can be a better delegate.
- I love the CNIA website and I use it all the time. I love for the events and I can subscribe to a calendar & I get it on my calendar.
- What is our communication with YP? Reaching it to the YPAAs.
- I like the Area website and I can navigate it well.
- Perhaps to have a tech person at events etc. As delegate, I have been given equipment and taught how to use it.
- As a web person, we rely on those who do not have any tech skills so we can learn to be better.
- Support the hybrid assemblies, will totally enhance the experience
- Can we get closed captioning support for hybrid?
- Make it more prevalent re: the anonymity statement when dealing with hybrid issue
- Is it time to eliminate the printed version of accents and create QR codes on cnia.org and other features of website?

(5) Area Finances: Is the Area's spending aligned with the Area's primary purpose? If so, how? If not, what should be adjusted?

- If chair goes to an event, the alternate should stay home or pay themselves. Appointed chairs do not need to attend PRAASA or pacific regional forum
- Yes it's aligned
- We may want to define for the next budget which officers and appointed chairs really need to be at PRAASA
- I'm a little worried about Hawaii PRAASA – there are rumors that officers/appointed chairs treat it like a free vacation
- Our officers and appointed chairs are incredibly prudent with our money
- Have a lottery for sponsoring to PRAASA. If an area officer is not going send a GSR via that lottery
- The finance committee is being transparency and honoring the primary purpose by spending prudently
- Use more tech to enable accessibility
- I think it would be helpful for GSRs to really understand what the area spends it money on and then be responsible for making sure that spending is prudent
- I think we needs reports on what they learned – that would ease a lot of people's concerns
- It's hard to fit in the time to make reports on the things we're doing so we have to get creative (Archives making a poster board, keeping a blog of their travels)
- Sentiment of surprise that there was so much money left over after the pandemic that none of it was sent to GSO
- Concern that Area put itself outside of AA's circle of service
- Meetings who feel this way cutting Area out of their donations and donating directly to GSO
- Thinks Area may be trying to claw money back, try to get more money from districts or GSO, and that that perception is divisive (X2)
- It's expensive sending people to out of state assemblies / do we need to send as many people as we do / thoughts of rotating difference conferences or which trusted servants go (X5)
- Believes God is going to take care of area, not sure area believes God is going to take care of them and may be too worried about finances
- Large spending plan, a lot of people don't have experience with large budgets and it isn't easy
- Some fiscal education happened and was beneficial, more would also be beneficial (X3)
- Doing things because we've always done it is a poor reason for continuing to do them
- Should be prudent and make sure things aren't more than 10% of spending plan
- Thinks a treasurer's workshop might be helpful
- Lack of awareness of what the Area's primary purpose is
- Lack of awareness what Area's true finances are (how much in savings etc.)
- Support that new budget is less than previous years budget
- Thinks we going have more discussion and agreement on Area spending and spending priorities
- Thinks if money went to Area that the money does need to stay in the area
- Thinks groups shift over time what percentage they send to different groups (Area vs GSO)
- There are bigger discussions to be had that we didn't have time for now, but there's a need to have one on re thinking our spending plan

- Thinks maybe people don't realize that if the budget doesn't pass that it's okay and it can move over to the next year (X3)
- There's a positive to sending people to PRAASA. They're going to be able to come back with something new they learned.
- Area is doing well with finances and trying to carry the message to the alcoholic who still suffers. How can we make people want to contribute and put money in the basket. And how to know what's really going on.
- Can go through and understand the spending plan
- Can officers report back when they go to special conferences/PRAASA?
- Concern about contribution to area. Suggested things from area to districts, communicate about how to contribute more, or share info to groups to help increase contributions to the area.
- Quarterly treasurer reports?
- Sharing spending plan monthly. Is it in accents?
- Sponsoring districts and GSR's to attend assemblies
- Conference buddies?
- I am not a finance person. I trust my trusted servants when it comes to Area spending/budget. There were concerns around the spending plan. PRAASA is a place to learn more in service. I don't have a lot to offer here.
- We prioritize out spending plan; in the past our Area has been operating in a deficit. It is difficult to explain what a deficit budget is. To explain that PRAASA should be funded for the Area delegate and that is how we grow and learn. We do not have a money problem, but we have a communication problem.
- I think we do our job to support our spending plan; if we pay our rent for our Archives & do not use it, is this a good idea. The discussion of our spending plan….I would say yes that our finances are aligned with our primary purpose.
- Yes, I feel the spending plan is aligned with our primary purpose. To send 16 people to PRAASA, people got upset about. I feel there should have been more discussion prior to the vote. I do support funding sending people to PRAASA & it is aligned with our primary purpose.
- The budget is a spending plan.
- That we are not going for "efficiency" here in AA. We are going for spiritual finances & how do we articulate that to the group.

(6) Accessibilities: In what ways are we serving AA members--and/or prospective AA members--who have barriers to accessing AA in our Area? Where can we improve?

- I think we do a good job here – especially translation
- We could let those with physical issues go first for dinner
- I think our area does a great job here – help is available when people ask
- I'm glad we have money to offer assisted listening devices
- I think we do a lot of this on a personal level, not formally coordinated, and it works well
- Doing a good job using Zoom for ACM's and considering using it for assemblies
- Doing our best to learn from the pandemic to reach members across a vast area
- Sometimes ACM's can be too long and can make it hard to attend the whole session
- Might be room for improvement for those who want to attend assembly and need a ride
- Introduced motion to have a funded standing committee on accessibility / support for that (X2)
- Thinking about who may not be making it to meetings or able to as easily
- Especially inclusion of linguistic groups
- Thinks having workshops or a way to impart information on accessibility
- There could be increase awareness that some people have trouble getting to a meeting
- Helping people who are tech challenged get sent up on Zoom/hybrid
- In another country they had "Bob's Taxi" that would give people free rides to meeting - a good idea
- What about our deaf community? How to access our message? The blind?
- That's where technology comes in
- Getting to meetings in remote areas. Seems like a stagnant position in our district
- Participation - zoom PRAASA had a great speaker who was deaf. Again somewhere where people can run out of steam. We cant help everyone all the time, pick our battles. What's going to give us to most bang for our buck? We only have so many resources with respect to personnel
- Central office down south created "action and responsibility" to carry the message - went to business meetings to say what they did.
- Area moving in hybrid mode is brilliant. Reaching out to districts who have a difficult time participating to see what they need. Proper communication has a lot of links - strong DCM to strong GSR to effectively carry the message
  - o Is there a need for accessibilities in our Area; it was fond that there was not a large enough need at that time to fund a new committee. We thought it should be responsible for the local district for the need. How are we going to fill the need??
- I think we have an aging population & like that we had Zoom meetings during the pandemic and now. How can this continue?
- I think it is important to know & learn what are the barriers? We need to be sensitive to groups and these needs.
- Awareness of the needs, not driving, I am in a wheelchair – this is being taken by individual groups. There are 3 central offices that can pass on whether this is a need. This comes back to a group issue.
- On the website, make sure do you have how to get help going to a meeting. Yes, we do.

- Hybrid meetings – ACMs need the bandwidth
- Hybrid or online meetings are realizing through education that the service structure exists
- Helping the districts by have an accessibilities chair
- Have closed captioning for hybrid
- Helping with awareness to bring the parents of young children to be more welcome to meeting etc.