

March 2025

Concept 3

“To insure effective leadership, we should endow each element of A.A.—the [Conference](#), the General Service Board and its service corporations, staffs, committees, and executives—with a traditional “Right of Decision.””

Principle of the Concept:

TRUST

One Thing You Need To Know:

Trusted Servants Have a Right of Decision

Begin where you are, step out in faith, do what you can, gracefully, and expect God to help!

1. **Agenda Workshops:** Look at Area Event Calendar.

March 16th	2-4pm	D20,21,22	Auburn	Hybrid event
March 22nd	11am-3pm.	D42,47,49.	Porterville	Hybrid event
March 23rd.	1-3pm.	D33.	Sonora.	
March 29th.	12-5pm.	D22.	Camron Park	
March 30th	12:30-4.	D36	Merced	
April 5th	1-3pm	D19.	Marysville	
April 6th.	1-3pm.	D53,54,55,56,57.	Stockton ?	

Pre Conference Assembly. April 12-13 in Gazelle. 12-9pm Saturday and 9am-12pm Sunday **Bring 3 copies of your Group's Conscience to the Assembly. One for me, one for you, and one for translation.** There will be a hybrid option for those unable to attend in person. Look for the zoom information in the Accents/ Accentos. The priority will be the members that are attending in person. There will be time available for those attending online to share as well. **There will be two additional sharing sessions with the Delegate on Tuesday and Wednesday, April 15 & 16, from 7pm-9pm.** Riley Pacific Region Trustee will be there. Make sure you greet her that weekend. She's a great trusted servant. This our Area's only time to be with her this panel.

2. Delegates Page on cnia.org. Here is where you will find the 75th GSC Final Agenda Items. [REDACTED] will help you find the background materials on the confidential download area. Remember NOT to post anything on websites or social media sites because it's not anonymity protected. You are allowed to make copies. Please dispose of them appropriately when finished. We are responsible! *** Look for "What's New". There you will find: Final 75th Agenda Items, New Box459, GSO's 4th Qtr. Report, 4th Qtr Financials from GSO, Announcement for GSO Staff Member Opening, Links to the new GSO's podcast, New Literature Items, View the upcoming Forum ASL Announcement, also find the link for our New Service Manual.

3. Appointed Committee Members on Trustees' Literature Committee

Deadline: April 15, 2025. The trustees' Literature Committee has openings for two (2)

Appointed Committee Members (ACMs). We are searching for appropriate individuals to fill these positions and would appreciate any recommendations. In keeping with the recommendations of the 2024 General Service Conference that:

1) "a pamphlet on the Asian and Asian-American alcoholic in A.A. be developed," and

2) "a pamphlet on the transgender alcoholic in A.A. be developed," the trustees' Literature Committee saw the need to initiate the search for two Appointed

Committee Members (ACMs). Each ACM will serve as the leader of a working group for pamphlet development.

Some of the qualities most desirable for these ACM openings are:

- Expertise in and/or familiarity with the use of current technology and communications tools.

- Availability for meetings of this trustees' committee held during General Service

Board weekends (usually the last weekend in January, July and October), as well

as one meeting during the annual General Service Conference.

- Available time for participation in subcommittees of the trustees' committee, as appointed.
- At least five years of continuous sobriety.
- The ability to work within the committee structure.
- Experience in A.A. service, and in carrying the message to either:
 - 1) Asian and Asian-American alcoholics, or
 - 2) Transgender alcoholics.

4. The General Service Conference (GSC) is a pivotal component of Alcoholics Anonymous (AA), serving as the collective voice and guiding body for the fellowship. Established to ensure that AA's principles and services remain aligned with the needs of its members, the GSC operates through a structured process that embodies AA's commitment to unity and effective self-governance.

Purpose and Function

The GSC acts as the practical means by which the group conscience of AA in the United States and Canada can express itself on matters affecting the fellowship as a whole. It provides guidance to the General Service Board and ensures that AA's services and policies reflect the collective conscience of its members.

Structure

The GSC comprises Delegates from various Areas, Trustees from the General Service Board, Directors from AA World Services and the AA Grapevine, and staff from the General Service Office. This diverse representation ensures that decisions are informed by a wide range of perspectives within the fellowship.

Annual Conference

Held annually, the GSC convenes to discuss and vote on agenda items that have been submitted by AA members, groups, and service entities. The conference follows a structured schedule, typically spanning several days, during which various committees review specific topics before presenting their recommendations to the full

conference body.

Committee System

To manage the extensive array of topics, the GSC employs a committee system. Each committee focuses on specific areas such as literature, public information, or finance. They thoroughly review and discuss agenda items pertinent to their focus area and formulate recommendations for the entire conference to consider.

Decision-Making Process

Decisions at the GSC are made through a process that emphasizes substantial unanimity, often requiring a two-thirds majority to pass significant motions. This approach ensures that actions taken have wide support and truly reflect the collective conscience of the fellowship.

Role of Delegates

Delegates play a crucial role in the GSC process. Before the conference, they gather input from the groups in their respective Areas to bring to the conference. During the conference, they participate in committee meetings and discussions, ensuring that their Area's voice is heard. After the conference, they report back to their Areas about the decisions made and the discussions held.

Outcome and Implementation

The recommendations and actions agreed upon during the GSC are documented and distributed throughout the fellowship. These outcomes guide AA's policies, literature development, public information efforts, and other service activities, ensuring that the fellowship's primary purpose—to help the alcoholic who still suffers—is effectively carried out.

In summary, the General Service Conference is integral to AA's self-governance, ensuring that the fellowship's services and policies remain responsive to the needs of its members through a democratic and representative process.

Search AA Speakers - Bill Wilson -At the 3rd General Service

Conference on YouTube. Silkworth.net

5. GSC Inventory Questions and Answers

1. Are we practicing the 36 principles of the A.A. program as we consider, discuss, and make decisions affecting the entire Fellowship?

I feel that the decisions that are being made with humility, group conscience, and adherence to AA's spiritual foundation, are in line with the principles.

2. Reflecting on Concept Two, a) How can we better serve as the actual voice and be an effective conscience for our whole society? b) How are we hearing the voices from the back of the room?

Encourage Full Participation. Create safe spaces for sharing. Ensure that meetings, assemblies, and service gatherings provide a welcoming and non-judgmental environment where all members feel heard. Ask for direct input, invite their perspectives. Listen with intent. Those in the back might feel disengaged, unheard, or intimidated by service structure. Pay attention who is speaking up and who is silent. Use surveys and suggestion boxes. Visit diverse groups. Be accountable to the fellowship. Transparency about decision being made. Use minority opinion.

3. How is the Conference fulfilling its purpose as stated in Article 1 of the Conference Charter?

The Conference brings together Delegates from various Areas, Trustees, and members of the GSB to discuss and decide matters affecting AA as a whole. By following the spiritual principles of unity and service, it ensures decisions align with AA's traditions. Preserving AA's Unity and Traditions, ensuring we remain non-professional, self

supporting, and focused on our primary purpose. Also protects our autonomy, preventing outside influences from steering the fellowship away from its spiritual foundation. The GSC allows for discussion of emerging challenges, ensuring we remain responsive to the needs of members. Also safeguards AA's long term viability by maintaining a strong service structure.

4.What matters affecting the Fellowship as a whole, now and into the future, merit greater focus from the Conference?

Accessibility and Inclusion. Reaching Underserved Communities. Technology and virtual participation. As Online meetings grow, provide effective sponsorship and service opportunities. Support members with disabilities. Make sure we have the resources so everyone can participate. Attract younger members. Public Awareness through PI Committees. Continue to work with treatment centers and doctors.

5.Reflecting on Concepts One and Two, does the current process for submission of proposed agenda items and the subsequent process for selection of final agenda items result in the Conference addressing the most widely expressed needs within the Fellowship?

Strengths of the current process. Inclusivity: Any member, group, district, or Area can submit ensuring broad participation. Delegates bring concerns from their Areas ensuring a diverse range of voices are considered. Trusted servants review and evaluate PAI's based on AA's principles and practical considerations. **Areas to improve:** Transparency and Communication on how decisions are being made. Feedback needs to be provided. Awareness of

the underrepresented voices, young peoples, remote groups, marginalized communities. Need to increase engagement in agenda process. Enhance digital/online platforms to collect a wider input. This will ensure more participation.

6. Reflecting on Warranty Six: How do we foster a spirit of mutual trust and respect within the Fellowship regarding Conference matters? What can be done to educate one another on the negative impact that lobbying or the politicization of Conference matters may have?

Clear communication! Regular updates and board reports with in 2 weeks of board meetings. Access to information. Making materials widely available with thoughtful explanation. Need to ensure the reasoning is communicated with respect and clarity. Guarding against authoritarianism. Remind all trusted servants that they are responsible to, not rulers over, the fellowship. Keep Conference process simple, spiritually grounded, free from unnecessary complexity. Build relations and trust by fostering two way communication. Trust is built when the fellowship sees itself reflected in the process. When members believe their voices are heard, their input matters, and decisions are made with humility and in alignment with the AA's spiritual principles.

7. Reflecting on Tradition Two and Concept Nine, how do we navigate the use of social media as a tool for accurate and well-informed communication between Conference members and the Fellowship of A.A.?

Maintain Spiritual Principles by protecting anonymity by avoiding sharing personal stories, names, coins, or images.

Use general terms like trusted servants. Share information in a neutral, service oriented manner. Ovoid promotional language or endorsements. Stick to conference approved information. Clarify purpose of communication. Clearly state post is informational or official. Create two way engagement while respecting traditions. Encourage constructive discussions. Set boundaries for disruptive content. We can use it as a tool for connection and service rather than division or misinformation.

8. Does the Conference committee system function in accordance with our principles? If not, what changes should we consider regarding: a) structure, b) composition, c) effectiveness, and d) timing?

Conference system operates through trusted servants, not governors, ensuring decisions reflect an informed group conscience. Delegates, trustees, and committee members collaborate to review agenda items carefully and with spiritual integrity. Delegates are not blocked and left out of final agenda list! Committees allow for thorough discussion before matters reach the full conference, ensuring diverse voices are considered. The committee system is advisory, not bureaucratic, ensuring that decisions emerge for the spiritual principles rather than centralized authority. The system must foster trust and cooperation rather than rigid control.

9. Reflecting on Concept Nine and the essay “Leadership in A.A.: ever a vital need,” does the current method of identifying and nominating Class A trustees, Class B general service trustees, and directors: a) allow the Fellowship sufficient input in choosing our leaders, b) ensure the

deliberations of our boards are always informed by the widest range of perspectives, and c) result in trustees and directors that are representative of our Fellowship?

Are we casting a wide enough net for leadership? Are we seeking out diverse candidates from different backgrounds and underrepresented regions? Are we ensuring the selection process identifies leaders with both integrity and practical service skills? The current method does allow for significant fellowship input for class B Trustees and directors. Greater transparency inclusivity, and outreach could strengthen the process, especially regarding Class A Trustees

10. Is our structure encouraging each individual in the Fellowship to feel and act as a member of a “society of alcoholics in action”? Have we identified the issues with communicating up and down the triangle? How can we continue to ensure the entire Fellowship feels included in the Conference process?

Strengths- Service structure is open to all members ensuring participation from the group level to the GSC. Third legacy procedure and democratic traditions provide opportunities for involvement. Service manual, group conscience meetings, and sponsorship help educate members about their role in AA's larger mission.

Challenges. Many members are unaware of how the service structure works. General Service is separate from regular AA meetings, rather than being an extension of group participation. **What works well-** Delegate system, Reports, Newsletters, and workshops. **Breakdowns-** Groups and members feel disconnected. They don't see how the GSC impacts their home group experience. Information flow is

uneven. While some areas, districts effectively communicate decisions and service opportunities, others struggle with engagement. Too much complexity, not enough simplicity. Service materials can feel overwhelming or bureaucratic, discouraging participation. Ensure fellowship feels included? Strengthening communication and education. Make service more relatable. Emphasize that General Service is not separate from AA, but apart of carrying the message. Increase visibility - use plain language summaries. More workshops. Encourage more diverse participation. Ask members directly if they have thought about service? Focus on inclusion. Ensure YPAA feels welcome. Use technology to engage members who can't attend in person. Encourage sponsorship, reinforce AA's message of action, and celebrate success stories.

11. What more could be done to ensure broad diversity of representation in our A.A. leaders?

Proactively encourage diverse participation in service. Outreach programs- initiate targeted efforts to encourage members from underrepresented groups (YPAA, people of color, LGBTQ+ members, people in remote communities) to get involved in AA Service work. Mentorship and sponsorship in service. Create mentorship programs where experienced members help newer members navigate service opportunities and leadership roles. Barrier removal. Address any barriers to service that exist, whether due to financial constraints, accessibility issues, or lack of awareness about service roles. Scholarships for travel expenses. Diversity and inclusion training. Create a culture of acceptance. Supportive environment. Make sure everyone feels welcome. Foster a culture where individuals

feel empowered to speak up. Celebrate diversity. Highlight and celebrate achievements. Continue to evaluate. Adapt to changing needs. Open to adjusting service structures.

12. Reflecting on Concept Six, how can the Conference ensure that the authority we delegate to the General Service Board is commensurate with the responsibility we have entrusted to them?

Clear, ongoing communication between the conference and GSB. Regular detailed updates to the conference about their actions, decisions, and any changes that affect the fellowship as a whole. This ensures the Conference stays informed and involved. FEEDBACK LOOPS. **DEVELOP ROBUST COMMUNICATION CHANNELS! Transparency in decision making. Regular reviews of the GSB work and accountability. Establish clear, measurable benchmarks. Clear objectives that align with the fellowship.** Empower the Conference in decision making. Clarifying authority, ensure that the conference's principal authority is not diminished by over delegation of responsibilities to the GSB. **The conference should have the final say on major decisions, such as changes to the AA structure, traditions, or direction.**

13. What actions do we take to ensure the final responsibility and ultimate authority for A.A. world services always reside in the collective conscience of our whole Fellowship? What could we do better?

Current Actions-General Service Structure :The fellowship is connected through the groups, districts, areas, and the GSC, ensuring participation at all levels. Group Conscience Meetings: Regularly held meetings where members discuss

and vote on important matters. Delegate System: Area Delegates are elected by AA groups, bring the collective voice of their areas to the GSC. Annual GSC: The conference acts as the group conscience for AA as a whole, providing guidance to the GSB. Trusted Servants: AA operates on principles of service, not governance, ensuring that decisions align with the group conscience. Literature and communication: Group members stay informed through AA literature, newsletters, and discussions at assemblies. Financial Self Support: Independence is maintained through member contributions, avoiding outside influences. Areas to Improve: Enhanced Communications- Ensuring that all groups, especially isolated or underrepresented groups, receive timely and clear information from GSO. Greater Participation: Encourage more members to engage in the service structure, attend area assemblies, vote in group conscience decisions. Educate on AA Structure: More workshops and materials helping members understand how their voices influence world services. Diversity and Inclusion: Strengthening efforts to involve voices from a wide range of backgrounds to reflect the full spectrum of AA's membership. TRANSPARENCY IN DECISION MAKING! Increase access to reports, discussions, and rationale behind decisions made at the GSC. Use of Technology: Expanding digital participation to reach more members who cannot attend meetings or conferences in person.

14. Are we asking too much of our trusted servants, particularly their time? Is the work being done focused on a balance of quantity and quality?

Many trusted servants balance service with jobs, families,

and personal lives, which lead to burnout. Some positions require extensive travel, reports, and participation in lengthy meetings, leading to an imbalance between responsibilities and available time. This all leads to fewer members stepping up to serve. Thus those members take on multiple roles, and increase their burden. Some service commitments may not be clearly outlined before a member steps into the role, leading to unexpected time demands. Encourage broader participation would prevent a few from carrying most of the workload. Spiritual Balance; Trusted servants should feel fulfilled rather than overwhelmed. Focused on Balance? Quantity-reviewing service structures, how do we simplify? Encourage rotation, good sponsorship. Respecting time commitments. Being mindful of how much time trusted servants are expected to contribute. Quality- Prioritize efficiency. Reduce redundant work while keeping essential responsibilities intact. Service should be a joy, not a burden.

15. Prudent use of our Seventh Tradition contributions and literature revenue is an integral factor in our budget process. How can we improve understanding of and communication about this process?

Improve Financial Literacy among members by holding more workshops and presentations. Areas, districts, and groups could hold periodic sessions explaining AA's financial structure, budgeting process, and the importance of prudent spending. Simple and clear materials such as easy to understand pamphlets, videos, and slides that summarize where contributions and literature revenues go. Emphasize spiritual responsibility. Reinforcing that financial contributions are a collective expression of gratitude and self support, rather than a transactional obligation. More frequent and

accessible financial updates from GSO, areas, and districts, using plain language rather than complex terminology. **Transparency- clearly explain how funds are being allocated, why certain expenses exist, and what priorities guide financial decisions. Encourage open discussions where members can ask questions and provide input.** Increase awareness of the impact of contributions. Break down is the key here. Show how contributions fund essential services such as literature translations. Share ways AA maximizes resources, avoids waste, and operates in a fiscally responsible manner. Leverage technology for better access. **Create user friendly summaries on website. Virtual Questions and answer sessions held regularly. Online forums where members can learn about and discuss AA's financial practices.**

16. How does the Conference effectively communicate its finite resources to the Fellowship, such as monetary limitations and time limitations?

Simplify financial messaging. Make it more user friendly. Videos or picture slides that make clear the financial realities clearer for the average AA member. Host quarterly Question and Answers sessions at Area levels and district levels. **Could improve engagement.** Utilizing digital platforms like webinars or social media updates, keep members informed about budget constraints. Educating members on the limited time available at the GSC and how agenda items are prioritized. Encourage better pre conference discussions so groups understand the constraints before the Conference meets.

17. Keeping a balance between ultimate authority and responsibility and the active, day-to-day functioning of world services means there must be consistent communication among all elements of the structure, groups <> district <> area <> delegate and Conference <> GSB. Where is the greatest need for improvement in this communication? How can we improve it?

Bridging the gap between the GSC and the fellowship.
Many AA members are unaware how world services operate or how decisions at the GSC affect their groups. Delegates sometimes struggle to effectively transmit information back to the districts and groups. The final conference report is lengthy and not always read by members. Improve two way communication between groups and the service structure. Groups sometimes feel disconnected from AA's broader service structure, leading to low participation in service meetings. The flow of information from groups upward is often inconsistent. Feedback from members on key issues doesn't always make it to the GSC. Ensuring Financial Transparency and understanding AA's resources. Many AA members don't fully understand where contributions go or how AA's financial decisions are made. The importance of self support and monetary limitations at GSO isn't always clearly communicated. How to improve? Strengthen Delegate communication at all levels. Condensed, easy to read and understand reports for groups, districts, highlighting key decisions made at GSC. Workshops or Question and Answer sessions at area and district levels for members to ask questions about conference matters. Use technology (short video updates, digital newsletters) to better engage members. Create more accessible and engaging financial

report with graphs and summaries. Hold financial forums where members can ask questions about AA's budget and priorities. Improve group engagement with the service structure. Encourage more group level discussions on service topics before the GSC, so groups feel their voices are heard. Ensure GSR's have the tools they need effectively communicate both up and down the structure. Consider short, digestible service bulletins instead of long reports to help members stay informed.

18. Reflecting on Concept Three, is communication from the General Service Board to the delegates and Fellowship clear, consistent, and timely? How can this be improved?

TIMELINES reports and updates from the GSB often take time to reach the fellowship, making it harder for members to engage in current discussions. This need to improve soon or we are going to lose many. **CLARITY** Financial reports and service updates are often dense, making them difficult for many members to understand. **TWO WAY**

ENGAGEMENT Communication often feels one directional, with limited ways for groups and districts to provide real time feedback to the GSB. How to improve? Make information more accessible and engaging. Summarize key reports into shorter, more digestible formats. Example-bullet point highlights. Use video updates from Trustees or GSO staff to provide clearer explanations of key issues. Improve timeliness of communication. Increase frequency of updates between GSB and the fellowship instead of relying only on annual reports. Create monthly or quarterly digital updates that highlight financials, service priorities, and upcoming discussions. Hold town hall meetings where delegates and members can ask questions directly. Use survey tools to

gather feedback from the fellowship on key issues before decisions are finalized. Encourage more direct conversations between the GSB and Delegates, rather than just through formal reports. By making communication clearer, timelier, and more interactive, the GSB can help ensure that delegates and the fellowship feel truly connected to AA's decision making process.

19. How can we better communicate that the Conference process is more than one week in New York? How do the delegates and regional trustees support the yearlong process effectiveness, and how can we improve?

Pre Conference Phase (months before the conference)
Delegates receive the Conference Agenda and background materials. Translated! More time to discuss key issues with groups, districts, and areas and gather collective feedback. Delegates sharing session, a study that helps them prepare to represent their areas. Have delegates, trustees, and staff come together more often. Hold discussions in preparation for two months prior. Give time for delegates time to return to their areas to report on decisions and discussions. The GSB and AAWS begin implementing actions based on Conference recommendations with ongoing feedback. Continue throughout the year with Conference Committees. Giving reports on what's currently going on and issue discussions. Trustees serve as liaisons between GSB and the fellowship. Provide continuity and long term guidance beyond the delegates term. Help ensure that conference actions are followed up on effectively. Improve Communication- Emphasize the yearlong process at every level. Create clear, visual timeline that shows the entire

GSC cycle. Ensure GSR's and DCM's understand their roles in year round participation. Encourage discussions at area assemblies about how decisions evolve over time. Offer delegate and trustee workshops to educate the fellowship on how AA service decisions are made. By clearly communicating that the GSC is a continuous process, not just a one week event, we can increase engagement, improve decision making, and ensure that AA's group conscience is reflected in all service actions.