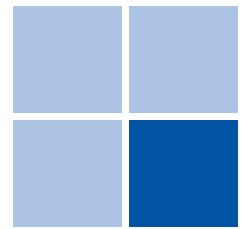


AAWS HIGHLIGHTS

Business of the Board



Meeting of the AAWS, Inc., Board of Directors

October 2025

AAWS Board of Directors

Ken T., AAWS Chair, Julie C., Charlie H., Matt K., Clint M.,
Racy J., Carolyn W., John W., Bob W.

International Convention 2025

Talley Management presented a summary of the 2025 International Convention in Vancouver, reporting that the event met expectations and provided an excellent experience for attendees. The report highlighted strong collaboration among staff, vendors, and Fellowship volunteers, those dedication and teamwork contributed greatly to the Convention's success.

Looking ahead, planning considerations are already underway for the next International Convention in St. Louis in 2030. The board expressed appreciation to Talley Management and all who helped make the Vancouver Convention a memorable and unifying event for the Fellowship.

AAWS Nominating Committee

The Nominating Committee is tasked with filling in vacancies on the board of directors for A.A. World Services, Inc.

After completing three interview sessions between August 25 and August 28, 2025, for the open non-trustee director position, the committee met to finalize its decisions, at which point it made a selection. The committee advanced one candidate for General Service Trustee consideration and identified a preferred candidate for the Regional Trustee role. The names and résumés of the non-trust director selection and the General Service Trustee candidates have now been transmitted to the trustees.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***There were no recommendations to the AAWS Board.***

AAWS Internal Audit Committee

The Internal Audit Committee examines significant documents, including guidelines, policies, and bylaws.

The committee reviewed the semi-annual IP/ copyrights/trademarks/domains report with follow-ups to the Legal, Licensing & Intellectual Property team next cycle; and forwarded the 2024 Human Resources report to the AAWS Board.

The Employee Handbook review continues, and the revised Whistleblower Policy will return with minor clarifications before adoption. The committee accepted the updated Finance RACI and continued refining the one-page reference of AAWS policies cited in CSPs (including several label and placement corrections). Routine Form 990 review remains on track as part of annual governance.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The AAWS Internal Audit Committee recommends that the AAWS Board accept the updated 2024 Human Resources annual report.***
- ***The AAWS Internal Audit Committee recommends that the AAWS Board accept the October 30th, 2025, finance RACI***

AAWS Finance Committee

The Finance Committee reviews and approves AAWS financial reports, the annual budget, and the mid-year reforecast budget. Additionally, the committee approves literature price changes and discusses self-support matters.

The Committee welcomed GSO Staff member Nick S. to newly created Self-Support service desk assignment. Nick will lead self-support communications and recurring-contribution initiatives, coordinate messaging and visuals across departments, and provide regular staff reports to the Self-Support Subcommittee.

Preliminary 2026 Budget & Current Financials: The first iteration of the 2026 expense budget totals \$20.85 million. Expense drivers include medical insurance increases (11–14%), a proposed 3% salary adjustment to support retention, general vendor inflation, and higher hotel/A/V costs in travel and meetings; professional fees are lower as more work moves in-house. Staffing costs are up ~14%, reflecting recent hires and planned fills (system controller, two finance roles, two staff associates). Directors asked for a follow-up iteration after reviewing additional revenue information and potential scenario notes (e.g., any Conference-approved new edition impacts, which are not expected to be material in 2026 timing).

For the nine months ending September 30, 2025, total operating revenue is \$13,775,293 which is about 6% less than the YTD budget of \$14,608,870. Total operating expenses before depreciation are \$13,664,759, which is about 3% less than the YTD budget of \$14,059,309. Operating surplus before depreciation is \$110,534 compared to a YTD budgeted surplus of \$549,561. These figures do not include International Convention revenue and expense, which is tracked and reported separately against a detailed Convention budget by our convention management vendor, Talley Management Group, with AAWS Board oversight. Literature accounts receivable is \$520,329, of which 35.5% is current, 28.1% is less than 60 days past due, and 36.4% is more than 60 days past due. The reserve fund is at 6.20 months of 2025 budgeted GSO, GV, and LV operating expenses versus a target range of 9 to 12 months.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The AAWS Finance Committee recommended to the AAWS board that the IRS Form 990 be forwarded to the General Service Board.***
- ***The AAWS Finance Committee recommended to the AAWS Board that the International Literature Fund activity report ending September 30, 2025, be forwarded to the trustees' International Committee.***
- ***The AAWS Finance Committee recommended to the AAWS Board that the World Service Meeting Fund activity report ending September 30, 2025, be forwarded to the Trustees' International Committee.***
- ***The AAWS Finance Committee recommended that a monthly communication to Conference members be initiated from the Self-Support assignment, developed in consultation with the AAWS Treasurer, Chair of the General Service Board and the General Manager with regular updates provided to the AAWS Self-Support Subcommittee.***

AAWS Publishing Committee

The Publishing Committee oversees AAWS's licensing and publishing activities, including recommending initial pricing for all A.A. literature. They also track the progress of international translations and literature production.

The Plain Language Big Book (PLBB) is nearing its first year with 214,101 print copies sold and about 7,500 eBooks reported. Reviews remain strong at 4.5 stars on Amazon with over 300 comments and positive social media feedback.

One of the members who purchased the PLBB, later wrote a heartfelt letter to the General Service Office. They explained that, despite living with brain injury and long-standing challenges with reading—and despite not being new to the program—this was the first time they were able to fully appreciate the spiritual depth

The audiobook version is moving forward, with two narrators secured and an estimated production cost of ~\$10.5K; the target launch is mid-2026.

Recent promotions have also performed well. The Facsimile First Edition email campaign led to 23,828 copies distributed, with 26,432 still in stock. The Final Conference Report has been released in print, with French and Spanish versions available upon request. Additionally, a new ePub format now enables page numbers on compatible devices, with guidance forthcoming.

In Corrections, digital access continues to expand, with nearly 85,000 literature items accessed via tablets this year and a pilot project in Canada underway. New U.S. vendor partnerships are also being developed to broaden access in correctional facilities.

The committee approved a \$15 price for the Convention Souvenir Book (effective 90 days after notice) and a New Year's combo offer pairing the PLBB with the hardcover Alcoholics Anonymous (English, French, or Spanish) at \$1 off the combined price. The committee will also revisit the pricing formula for the Final Conference Report and conduct a broader policy review on which materials should be offered free on AA.org, to be discussed further during strategic planning.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The AAWS Publishing Committee recommended to the AAWS Board that they approve a price reduction for A Book of Fellowship: 90 Years of Sharing, Love and Service, with a new sale price of \$15 USD. Central offices and intergroups should be provided with communication to alert them to this price change, which would commence 90 days after notification.***
- ***The AAWS Publishing Committee recommended to the AAWS Board that they move forward with the proposed New Year combo bundle of The Plain Language Big Book and a hardcover Alcoholics Anonymous (English, French, or Spanish) at a discount of \$1.00 USD off the combined list price of the two books.***
- ***The AAWS Publishing Committee recommended that the AAWS Board accept the July, August and September 2025 reprint permission reports provided by the Intellectual Properties Administrator.***

AAWS COMMUNICATIONS AND LANGUAGE SERVICES COMMITTEE

The Communications and Language Services Committee is responsible for strengthening communication between the AAWS Board and the Fellowship, and for providing strategic oversight to both the GSO Communications and Language Services Departments. The committee also establishes AAWS policies related to communications platforms and language services and oversees translation activities for the U.S. and Canada.

The Committee reviewed progress across AAWS communications and language services initiatives. The Analytics Dashboard and Data Warehouse project remains on schedule, with internal reviews underway and recommendations expected in 2026 to enhance data-driven decision-making. The Committee reviewed third-quarter reports for LinkedIn, the AAWS Website, Meeting Guide App, YouTube, Google Ads, Online Business Listings, and the Podcast. Members noted the successful launch of the new “Online Meetings” view in the Meeting Guide App and acknowledged the podcast’s continued growth, now reaching nearly 42,000 downloads. The Committee recommended forwarding these reports to the Trustees Committee on Public Information.

The Committee also approved updated Language Services translation recommendations for Conference materials, ensuring simultaneous English, French, and Spanish distribution where feasible and flexible case-by-case support for committee-only documents. A memo outlining these practices will be shared with Trustees and Conference members to promote clarity and accessibility.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The AAWS Communications and Language Services Committee recommended to the AAWS Board that the 2025 third quarter LinkedIn report be forwarded by AAWS to Trustees’ CPC/Treatment and Accessibilities.***
- ***The AAWS Communications and Language Services Committee recommended to the AAWS Board that the 2025 third quarter reports on Website, Meeting Guide App, YouTube, Google Ads, Online Business Listings and Podcast be forwarded by AAWS to the Trustees’ Committee on Public Information.***

AAWS SERVICES AND TECHNOLOGY

The Services and Technology Committee discusses identified needs arising from service assignments, reviews the technological infrastructure used to support AAWS functions, and recommends strategic improvements to technology.

The Committee received several key updates. A cybersecurity briefing highlighted strengthened monitoring systems, rapid containment of a recent ransomware attempt, and upcoming penetration testing for aa.org and the Meeting Guide App.

Data-integrity work continues, including improved automation between NetSuite and Campaign Monitor and ongoing cleanup of group records. The Committee also reviewed efforts to enhance reliability for recurring contributions, with a relaunch planned after engineering updates.

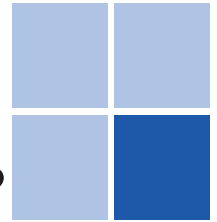
On services, members approved revisions to the SMF-132 membership service piece—reporting combined membership figures and exploring the addition of a QR code for related resources. Consultation with Canadian trustees on Canadian-dollar transactions is ongoing, and the Committee will assess OnBoard usage and training before considering broader implementation.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***There were no recommendations to the AAWS Board.***

AAWS Highlights

What's Happening at GSO?



Bob W., General Manager

October 2025

General Update

As the year winds down, the office and boards continue to make strong progress in serving the Fellowship. Implementation of the General Service Conference (GSC) advisory actions is underway. Appreciation is extended to GSO employees, trustees, and directors for their flexibility and support during the temporary shift to remote operations for the office retrofit project. As the holiday season approaches, the importance of maintaining work-life balance is highlighted.

Advisory Actions

A new interdepartmental project-management process for Conference Advisory Action implementation is in development, led by Staff Services. An automated tracking tool has been created and integrated into a coordinated, office-wide workflow.

Office Inventory & Town Hall

Results from the August town hall and office inventory were reviewed at the September GSB Strategy/Leadership Weekend. Preparations are underway for an in-person all-staff meeting on December 1st to identify priority areas for improvement and develop implementation plans.

Retrofit Project

The retrofit project began in September and is temporarily paused for adjustments. Remote operations will continue until completion, which is still projected for late 2025. Mail, shipping, and phone services remain fully functional.

Staff Rotation

GSO Staff completed their rotation on September 20. James H. retired on September 30. The office welcomed new staff member Kacie N. to the Corrections assignment, and Nick S. began serving on the newly created Self-Support assignment.

Recent Travel

- **East Central Regional Forum — Indianapolis, IN:** 383 attendees; livestream pilot added 73 remote participants.
- **GSB Strategy/Leadership Retreat — Rosemont, IL:** Focus on effectiveness and workload solutions.
- **West Central Regional Forum — Omaha, NE:** 241 attendees; 80 remote participants.
- **AOSM — Singapore:** Delegates from across Asia and Oceania met to share experience; presentations focused on message-carrying, literature, digital platforms, and finance.

Upcoming Travel

- **Southwest Regional Forum — Albuquerque, NM:** November 14–16
- **Northeast Regional Forum — Providence, RI:** December 5–7