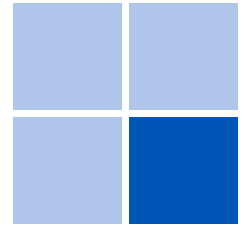


AAWS HIGHLIGHTS

Business of the Board



Meeting of the AAWS, Inc., Board of Directors

January/March 2026

AAWS Board of Directors

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

AAWS Internal Audit Committee

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

January 2026

The Internal Audit Committee reviewed and discussed the Semi-Annual Copyrights, Trademark and Domains report, as their delegated responsibility to address matters pertaining to the AA name, the Internal Audit Committee works closely with LLIP.

After careful review and several months of discussion the AAWS Board recommended (HR RACI, Bereavement Policy and HR Handbook recommendations).

Recommendations forwarded and approved by the AAWS Board of Directors.

- The AAWS Internal Audit Committee recommends that the AAWS Board accept the Semi-Annual Copyrights, TM, & Domains Report.
- The AAWS Internal Audit Committee recommends that the AAWS Board approve the AAWS Bereavement Policy.
- The AAWS Internal Audit Committee recommends that the AAWS Board approve the 2026 AAWS Employee Handbook inclusive of the Bereavement Policy as amended on January 15, 2026.
- The AAWS Internal Audit Committee recommends that the AAWS Board accept the 2025 HR RACI.

March 2026

The Internal Audit Committee completed the last of this year's cycle of work and forwarded the quarterly reviews for the areas of Management and Directors to the AAWS Board (the areas of Finance and Human Resources were previously completed). In each quarterly review the Internal Audit Committee considers policies, internal controls and regulatory requirements.

In an effort to improve clarity, strengthen mutual understanding, and reduce any workload duplication, the IAC initiated an overarching policy review. This will include clarifying which policies require ongoing AAWS Board oversight and which may be more operational in nature and under the purview of management.

The committee also discussed long-term data access and retention as document and file formats change and was satisfied with current Archives Department practices. Further discussion will include structured consideration of data compatibility when engaging new software and tools.

Recommendations forwarded and approved by the AAWS Board of Directors.

- The AAWS Internal Audit Committee recommends that the AAWS Board approve the February 19, 2026, Management RACI
- The AAWS Internal Audit Committee recommends that the AAWS Board approve the February 19, 2026, Directors RACI
- The AAWS Internal Audit Committee recommends that the AAWS Board adopts the AAWS Policy on Categorizing Governing and Operational Policies

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.

January 2026

The Finance Committee completed its review of the 2026 budget and unanimously approved the 2026 Budget for recommendation to the Board and forwarding to the Trustees' Finance and Budgetary Committee. After extensive review over multiple meetings, the committee agreed to maintain a conservative approach, keeping projected contributions unchanged despite receiving some late 2025 contributions that exceeded expectations. This approach reflects a desire to plan responsibly and minimize expenses amid ongoing uncertainties.

Recommendations forwarded and approved by the AAWS Board of Directors

- The AAWS Finance Committee recommended to the AAWS Board to forward the 2026 Budget to the trustees' Finance and Budgetary Committee.
- The AAWS Finance Committee recommended to the AAWS Board that the International Literature Fund activity report ending December 31, 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 December 31, 2025, be forwarded to the trustees' International Committee.
- The AAWS Finance committee recommended to the AAWS Board to forward the approval of the following three ILF requests per policy exceeding \$8,000 (USD) to be granted by A.A. World Services, Inc.:
 1. Bolivia ILF Proposal One printing literature- \$13,400 (USD)

2. Bolivia ILF, Proposal Two purchase of literature- \$16,129.50 (USD)
3. LLIP Mexico Trademark Renewal – \$8,622.53 (USD)

Year-End 2025 Financial Summary

This information is as of January 26, 2026. December 2025 transactions are still being recorded, and 2025 financial data is subject to change as a result of the audit.

For the year ended December 31, 2025, total operating revenue is \$18,853,249 which is about 7% less than the budget of \$20,283,275. Total operating expenses before depreciation are \$18,528,182 which is about 2% less than the budget of \$18,967,187. The operating surplus before depreciation is \$325,068 compared to a budgeted surplus of \$1,316,088. 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. These figures also do not include retrofit expenditures, which are \$492,775 as of December 31.

As of January 26, 2026, operating cash on hand is \$574,974 versus accounts payable of \$1,138,055 resulting in a short-term deficit of \$563,081. The General Service Board authorized a Reserve Fund drawdown of up to \$750,000 for AAWS and GSB operations. However, only \$500,000 has actually been drawn down.

Accounts payable is 73% current, 24% 1 – 30 days past due, and 3% 31 - 60 days past due. Literature accounts receivable is \$543,685, of which 33.5% is current, 36.5% is less than 60 days past due, and 30.0% is more than 60 days past due.

The reserve fund is at 5.92 months of 2025 budgeted GSO, GV, and LV operating expenses. Assuming that the entire amount authorized to be drawn for the retrofit is drawn, the reserve fund is expected to be at about 5 months of operating expenses by April, when cash disbursements for the retrofit are expected to be completed.

March 2026

****AAWS and G.S.B. Consolidated Unaudited Financial Statements For the Month Ended January 31, 2026****

Summary

For the month ended January 31, 2026, total operating revenue is \$1,843,071, about 1% more than the year to date (YTD) budget of \$1,830,576. Total operating expenses before depreciation are \$1,218,797, which is about 27% less than the YTD budget of \$1,667,220. The operating surplus before depreciation is \$624,274 compared to a YTD budgeted surplus of \$163,356. These figures do not include retrofit expenditures, which are \$782,243 as of January 31.

Literature accounts receivable is \$704,435, of which 76.7% is current, 13.7% is less than 60 days past due, and 9.6% is more than 60 days past due.

The reserve fund is at 5.60 months of 2026 budgeted GSO, GV, and LV operating expenses.

This does not reflect the \$200,000 drawdown for GV operations approved by the GSB on February 2. However, this does reflect \$500,000 drawn against the up to \$750,000 approved by the GSB in the 4th quarter of 2025 for AAWS and GSB operations. The remaining \$250,000 was not drawn down. Assuming that the entire amount authorized to be drawn for the retrofit is drawn, the reserve fund is expected to be at about 5 months of operating expenses by April, when cash disbursements for the retrofit are expected to be completed.

As of February 23, 2026, operating cash on hand is \$1,343,372 versus accounts payable of \$1,245,533 resulting in a short-term surplus of \$97,839. Accounts payable is 80% current and 20% 1 – 30 days past due.

Recommendations forwarded and approved by the AAWS Board of Directors

- There were no recommendations to the AAWS Board.

Self-Support Subcommittee (Finance Subcommittee)

January 2026

The Self-Support Subcommittee supported staff efforts to improve the clarity and accessibility of self-support information, including new resources submitted for publication such as “Contributions = Service” and a consolidated self-support resource list. The committee also supported development of a call for member sharing on self-support, including a brief introductory video and a phased rollout. The subcommittee has also expressed enthusiasm for the creation of the new staff assignment supporting Finance and Self-Support, and the clarity and coordination it brings to this work.

March 2026

The Self-Support Subcommittee received updates on improvements to the Contributions and Self-Support page on aa.org, including increased visibility of Seventh Tradition resources. The “Contributions = Service” resource is now available in English, French, and Spanish, and several materials were updated, including revisions to the FAQ on Practicing the Seventh Tradition at Virtual Meetings. The subcommittee also discussed the possibility of sharing high-level financial outcomes quarterly through the Contributions and Self-Support page, received an update on the review of online contribution platforms, and reviewed progress on the self-support call-for-sharing initiative aimed at strengthening understanding of self-support through clearer communication and broader participation.

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.

January 2026

The Plain Language Big Book continues to gain strong momentum, with total sales reaching 228,363 copies, generating \$2,004,490 in revenue as of January 21, 2026. Thank you to readers around the world for helping make this achievement possible.

The committee is also excited to share that the PLBB audiobook remains on track for a June 2026 launch, expanding access to the work in a new and engaging format.

On the multimedia front, the English version of the “Twelve Concepts Illustrated” video is expected to be released in February 2026. The French and Spanish versions are currently in production and will be posted as soon as they are completed.

Finally, the committee wishes to share that David R., Director of Publishing, will be retiring at the end of March 2026. We are deeply grateful for David’s leadership and dedication, which have played a significant role in the success and growth of our publishing efforts. More details and reflections on his contributions will be shared in an upcoming issue.

Recommendations forwarded and approved by the AAWS Board of Directors.

- *The AAWS Publishing Committee **recommended** to the AAWS Board that the vertical version of the table-top display of the Twelve Steps Illustrated be produced in three languages, with an initial production cost of approximately \$11,000, at an initial price of \$25 per unit.*
- *The AAWS Publishing Committee **recommended** that the AAWS Board accept the amended December 2025 reprint permission report provided by the Intellectual Properties Administrator.*
- *The AAWS Publishing Committee **recommended** that the AAWS Board accept the report on Intellectual Property (IP) requests related to Workbooks (2024-2025) and forward it to the Conference Committee on Literature as additional background for a related agenda item.*
- *The AAWS Publishing Committee **recommended** that the AAWS Board accept the Semi-annual update of International Licensing and Translation reports and forward them to the trustees’ International Committee.*

March 2026

The Twelve Concepts Whiteboard Animation video was released on February 9, 2026. This animated short brings the Twelve Concepts to life, showing how participation across A.A.’s “inverted triangle” supports our shared effort to carry the message of hope and recovery. French and Spanish versions are currently in development and will be available soon.

Readers using Amazon Kindle versions of our eBooks can now take advantage of a helpful new feature: the ability to display corresponding print edition page numbers.

Work continues on the audio version of the Plain Language Big Book, which remains on track for release in June.

Recommendations forwarded and approved by the AAWS Board of Directors.

- *The AAWS Publishing Committee **recommended** that the AAWS Board approve pricing for AAWS audiobooks and eBooks according to the proposed price list provided by the Publishing Department. It was noted that the eBook price for *A.A. in Prison* should remain \$2.99.*
- *The AAWS Publishing Committee **recommended** that the AAWS Board accept the*

January 2026 reprint permission report 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.

January 2026

The Communications and Language Services Committee received an update on the Analytics Dashboard and Data Warehouse project, which remains on schedule. The dashboard is currently being used alongside existing reporting systems to ensure alignment as development continues. The committee reviewed fourth-quarter reports for LinkedIn, the AAWS Website, Meeting Guide App, YouTube, Google Ads, Online Business Listings, and the podcast. Members expressed interest in including year-to-year website utilization data in future reports and requested additional information on the most frequently accessed Meeting Guide HelpDocs articles and how this data informs app development and support.

As part of its annual responsibilities, the committee reviewed the AAWS Website Policy and discussed evaluating website-related policies to ensure alignment with Conference Advisory Actions and current communication needs. Members also discussed the website's role as a Public Information tool. The committee further noted that the release of publications concurrently in English, Spanish, and French reflects coordination across management, committees, the Board, production, and language services.

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 fourth 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 fourth quarter reports on Website, Meeting Guide App, YouTube, Google Ads, Online Business Profiles and Podcast be forwarded by AAWS to the Trustees' Committee on Public Information*
- *The AAWS Communications and Language Services Committee recommended that the AAWS Board approve the revised AAWS Inc. Policy on G.S.O.'s A.A. Website, including updating the committee name from Technology/Communication/Services Committee to Communication and Language Services (CLS) Committee*

March 2026

The Communications and Language Services Committee received an update from the Language Services Working Group regarding its ongoing review of materials produced by the Staff Services Department. This effort is part of the broader roadmap to ensure clarity and consistency in translation practices across AAWS service materials.

The committee discussed developing a Language Services fact sheet to help the Fellowship better understand the scope of translation and interpretation services and how Seventh Tradition contributions support this work, noting the value of maintaining the document as a living resource.

The committee also began a deeper review of the AAWS Website Policy and related practices for aa.org. Staff presented a discussion framework to help clarify questions regarding website governance, Public Information responsibilities, and content creation. The goal is to clarify where authority for website updates resides, office administration, AAWS Board governance, or Conference oversight, and to consider, where appropriate, whether opportunities may exist for the office to operate more nimbly while remaining consistent with Conference decisions.

Recommendations forwarded and approved by the AAWS Board of Directors.

- There were no recommendations to the AAWS Board.

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.

January

The committee engaged in a robust discussion regarding potential cost-effective platform alternatives for online contributions. The committee received a report noting that, while alternative platforms may better help meet the needs of AAWS, customizing those platforms can diminish their cost-effectiveness. For example, customizing the language on certain existing platforms (such as changing "donation" to "contribution") can substantially increase the cost. The committee expressed general support for utilizing platforms that could best meet the needs for online contributions, while ensuring that a landing page on aa.org (a step before navigating to the platform) provides necessary disclaimers. While there is agreement that any content created by AAWS should only utilize language consistent with AA principles, the committee acknowledged that AAWS is not a software developer and discussed the importance of open-mindedness regarding the nuances inherent in using existing external platforms that can help meet our needs. The committee also emphasized the importance of communicating about these discussions.

Other topics of discussion included maintaining effective communication with intergroups/central offices, correspondence regarding possible increased opportunities for communication avenues from the General Service Office and reviewing business on hold.

Recommendations forwarded and approved by the AAWS Board of Directors.

- There were no recommendations to the AAWS Board.

March

At the March 2026 AAWS Board meeting, the Services and Technology Committee continued its discussion about possible alternative platforms for online contributions. The topic of using digital translation as a tool for Spanish and French translation for any online contribution platform was discussed, as well as giving members the option to opt-in to cover payment processing costs as applicable. Understanding that extensive exploration is likely needed prior to any changes being made, it was noted that the self-support committee discussed utilizing a focus group to assist in exploring potential options for contribution platforms.

The Services and Technology Committee heard a report from the Working Group on Groups and Meetings. The working group discussed improvements to service material related to the estimates of AA membership, along with other topics regarding groups and meetings. The working group also discussed the potential benefit of AAWS presentations at Regional Forums including reminders about data integrity, along with QR codes to facilitate group information updates.

Recommendations forwarded and approved by the AAWS Board of Directors.

- There were no recommendations to the AAWS Board.

AAWS STRATEGIC PLANNING

January

In the September 2025 Strategic Planning session, along with discussions on topics such as utilizing A.A.'s digital communications and AAWS's communication efforts with the broader Fellowship, the AAWS Board reviewed the various inventories that were undertaken by other service bodies in recent years (i.e., the General Service Board, the General Service Conference, and General Service Office). The AAWS Board agreed to undertake an inventory of its own, on its own initiative, during the December 2025 Strategic Planning session. Specific items relevant to the AAWS Board, which surfaced during the other recent inventories of the other service bodies, were identified and used as the basis for discussion. The inventory was also infused with AA spirit by including a question such as: "How does the AAWS Board presently utilize AA's Twelve Traditions and Twelve Concepts for World Services in its functioning, and what can the AAWS Board do better to ensure it best utilizes AA principles to the greatest extent possible?"

The inventory segment of the December 2025 Strategic Planning Session generated productive and insightful discussion. Some of the takeaways included: adopting a more intentional approach to meetings, ensuring clearer definitions of roles and responsibilities, remaining aware of our respective audiences in our communications, prioritizing, clarifying timelines, acknowledging inquiries even when full responses are delayed, establishing predictability in the cadence of communications, reaffirming the importance of maintaining respect--to name a few. The AAWS Board expressed awareness that an inventory of this sort is only as effective as the action taken afterwards and has expressed commitment to continue this identified work alongside our Strategic Planning.

March

The AAWS Board met for a Strategic Planning Session online for approximately seven hours on March 5, 2026. Topics discussed at the March 2026 Strategic Planning Sessions included:

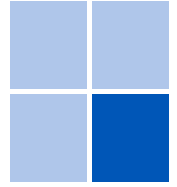
1. maximizing AAWS Board meetings while considering frequency, efficiency, prioritization, and accountability of outcomes;
2. strategies to more clearly define roles and responsibilities for AAWS functions;
3. cohesive communication between the AAWS Board and the AA Grapevine Board;
4. cohesive communication between the AAWS Board and the General Service Board;
5. communicating about AAWS Finances and Self-Support;
6. lessons from the Cross Functional Communication Group pertinent to AAWS; and
7. identifying future priorities.

These discussions led to various ideas, including the development of rotation hand-offs between rotating AAWS committee chairpersons, reviewing communications for potential duplication, utilizing a communication calendar, potential improvements to onboarding and role clarity for the AAWS Board as well as office employees, summarizing information in response to common questions, and using strategies to ensure that AAWS Board discussions result in tangible actions. The AAWS Board looks forward to continuing to follow up on all that was identified during Strategic Planning discussions over the past year as the AAWS Board continues its Strategic Planning moving forward.



AAWS Highlights

What's Happening at GSO?



Bob W., General Manager

January/March 2026

January

General

As we step into the new year—following a season of joyful connection with family, friends, and loved ones, the General Service Office (GSO) renews its commitment to supporting the Boards, the General Service Conference, and the Fellowship of A.A.

We are grateful to have welcomed the Panel 76 Conference Committee chairpersons to the January General Service Board Weekend. It was a privilege to work alongside them as they prepare to serve at the upcoming 76th General Service Conference. We are also pleased to support both returning Panel 75 and incoming Panel 76 delegates and look forward to assisting with their orientation as they prepare for a meaningful and productive Conference.

I am very appreciative of all staff, directors, and trustees for their efforts during the busy Conference season and want to highlight the strong collaboration across all GSO departments. Coordinated work among multiple teams has helped streamline Conference preparation and related services.

Workload

The General Service Board held a Strategy and Leadership Weekend on January 2–4, 2026, focused on developing a strategic plan. The spirit of collaboration and shared commitment to alignment between the Board and GSO was especially encouraging, as discussions addressed workload challenges and explored ways to better manage and reduce pressures affecting both the office and the Board. GSO employees look forward to learning more about the outcomes of this work and how the strategic plan may support improved workload balance as we continue serving the Fellowship together.

Building on this momentum, GSO staff gathered on January 7 for an employee engagement session as part of ongoing inventory work. Employees participated in eight cross-functional groups, identifying and prioritizing challenges across four areas: GSO operations; serving and supporting the Boards; the Conference; and planning.

In the afternoon, groups focused on identifying the highest-priority areas for change and developing aligned solutions. Staff then prioritized and voted on the most effective solutions that would have the greatest impact within all four areas. The day concluded with an open sharing session that fostered collaboration, reflection, and alignment across the office.

On February 24th, the full office reconvened to further discuss solutions and develop implantation plans. Some priorities focus on internal operations, while others will require further discussion with the AAWS Board and the General Service Board. In support of the reduction and more effective management of our workload, the General Service Board has scheduled a “town hall-style” gathering to establish a shared understanding among the boards and the office and to support these efforts and create more effective work streams throughout the year.

Retrofit Update

The office retrofit project is in “punch list” status and just about complete. Installation of our office furniture was delayed and is anticipated to arrive on April 6th. Employees are expected to return to the office within a week of the furniture’s arrival. The new layout and functionality of the space were thoughtfully designed to better support collaboration across all departments on one floor.

Office Department Highlights

A Special Forum for Deaf A.A. members was held on January 17th, with nearly 300 participants. Feedback was very positive, with members expressing appreciation for a meaningful and inclusive experience.

In accordance with a Conference Advisory Action, a Public Service Announcement adopted from Australia A.A. has been uploaded to YouTube and other platforms, extending its reach and supporting our shared commitment to carrying the message.

March

Archives

The Archives Department is preparing for a return to the workplace with a structured nine-week plan aimed at restoring full operational capacity and enhancing long-term workspace organization. The team is also partnering with Communication Services to explore improvements to the Archives timeline on aa.org.

Communication Services

Season Two of the podcast was launched on March 17, with a trailer already available across major platforms, YouTube, and the podcast webpage. Promotion includes announcements, a downloadable service card, and collaboration with Grapevine. The team continues to focus on improving mobile accessibility and expanding content reach, including increased use of YouTube Shorts.

Finance

The Finance Department reported that the 2026 budget has been finalized with input from multiple departments, and initial actual-to-budget reports have been distributed to managers. The 2025 financial audit is currently underway. More than 71,000 contributions were processed in 2025.

Human Resources

The Human Resources Department continues to support staff through recruitment, onboarding, and training initiatives. Recent efforts include onboarding new team members in Finance and Publishing and preparing managers and employees for the annual performance review process.

Language Services

The Language Services Department has completed the Twelve Concepts video in both Spanish and French. The team continues to make strong progress in reducing translation backlogs, with significant decreases in pending projects compared to last year. In 2025, approximately 2,400 translation requests were completed, supporting Conference work and staff services.

Operations

The Operations Department hosted a Fellowship Connection training session for new Area Registrars on January 21, with thirty-nine registrars in attendance. With the start of the new year, many newly elected registrars participated.

They continue to support the Fellowship through training sessions for area registrars. Updated

welcome communications now include direct links to Fellowship Connection training videos. The team also recognized the ongoing efforts of mailroom staff, who maintained onsite operations throughout the remote work period.

Publishing

The Publishing Department reported the completion of the Twelve Concepts whiteboard animation video in English, Spanish, and French. The *Plain Language Big Book* audiobook has completed review and remains on track for a June release. Early access initiatives in correctional facilities are underway, with individuals already engaging with the material digitally. Additional efforts include expanding digital access to A.A. literature in institutional settings.

Staff Services

The Staff Services Department continues to support the Fellowship at a high volume, responding to more than 233,000 emails and nearly 2,800 phone calls in 2025. Staff are actively participating in pre-Conference events across the Fellowship. The department continues to collaborate closely with other teams in service to the Fellowship.

Technology Services

The Technology Services Department continues to support major infrastructure and system updates across the organization. The department expressed appreciation for the patience and collaboration of staff during recent technical transitions and challenges.

Legal, Licensing, and Intellectual Property

The Legal, Licensing, and Intellectual Property Department continues to process translation requests and licensing renewals, with multiple Big Book translations currently in progress worldwide. Ongoing efforts include expanding use of the international portal and developing systems to better manage intellectual property requests and data.

