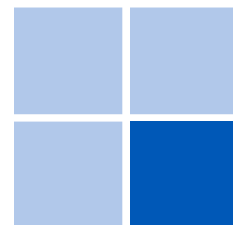


AAWS HIGHLIGHTS

Business of the Board



Meeting of the AAWS, Inc., Board of Directors

July 31, 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

The initial wrap-up report for the International Convention highlighted the event's overall success, with strong positive feedback from participants and vendors. While final financial reconciliation is still underway, planning has already begun for the 2030 Convention in St. Louis, where even greater attendance is anticipated.

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 report, noted a few clarifications and minor adjustments (registrations, country names, pamphlet status), and recommended the AAWS Board acceptance with October follow-ups. The updated Disaster Recovery & Business Continuity Plan was advanced to AAWS for adoption, with a catastrophic event section to be added and a tabletop exercise planned. The committee identified a citation error in the AAWS bylaws and will recommend an editorial correction to the Board.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The AAWS IAC recommends that the AAWS Board accept the Semi-Annual IP Copyrights, Trademarks, and Domain Names Summary.***
- ***The AAWS IAC recommends that the AAWS Board approves the AAWS BCP Plan.***
- ***The AAWS IAC recommends that the AAWS Board approve to correct Article XII of the AAWS Bylaws, which currently references 715-a of the N-PCL to instead reference Section 715-b of the N-PCL as the AAWS Board agreed it was a typographical error.***

AAWS Nominating Committee

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

The AAWS Nominating Committee reported receiving 66 applications for the non-trust director role. Applications are being scored individually, with top candidates to be invited for interviews. Regional Trustees will also conduct in-person interviews in July.

Recommendations forwarded and approved by the AAWS Board of Directors.

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

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 budget reforecast indicated that operating expenses have been reduced to \$19.15 million, representing a 1.8% decrease from the original budget, while projected revenue remains unchanged at \$20.3 million. This results in an operating surplus of approximately \$1.1 million before depreciation and about \$680,000 after accounting for La Viña support. Contributions are currently trending below budget; however, strong literature sales have mitigated some of this decline. The convention is anticipated to at least break even, allowing AAWS to recover the necessary overhead costs. Savings were identified in salaries and conference expenses, and retrofit costs are being capped at \$2.1 million. Additionally, the Grapevine rent payment will be reduced due to a decrease in office space following

the retrofit, while planned investments in technology services, including enhancements to NetSuite, are underway.

The May financial report indicated that contributions were under budget, but literature sales and lower operating expenses have helped maintain an operating surplus. Reserve coverage is approximately 6.4 months. The Self-Support Subcommittee reported on a draft year-end contribution letter, standardized acknowledgment language, and a recommendation to make the self-support packet available online, with ordering limits set by Operations. During the discussion on the International Literature Fund, concerns were raised that AAWS's contributions were not visibly represented; it was suggested that future reports include explanatory notes, narratives on staff time, and projections for future translation projects. The World Service Meeting Fund report was approved with a minor correction changing "United Kingdom" to "Great Britain."

The financials for the 2025 International Convention were reviewed and will be forwarded to the Trustees Finance Committee.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The AAWS Finance committee recommended to the AAWS Board to approve budget reforecast 1.1 and forward it to the Trustees Finance & Budgetary Committee.***
- ***The AAWS Finance committee recommended to the AAWS Board that the self-support packet remain available for online ordering and that management report any limits to the quantities available for order to the AAWS Finance Committee.***
- ***The AAWS Finance Committee recommended to the AAWS Board that the International Literature Fund activity report ending June 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 June 30, 2025, be forwarded to the trustees' International Committee***
- ***The AAWS Finance committee recommended to the AAWS Board to forward the financial statements of the 2025 International Convention to the Trustees Finance & Budgetary Committee.***

AAWS Publishing Committee

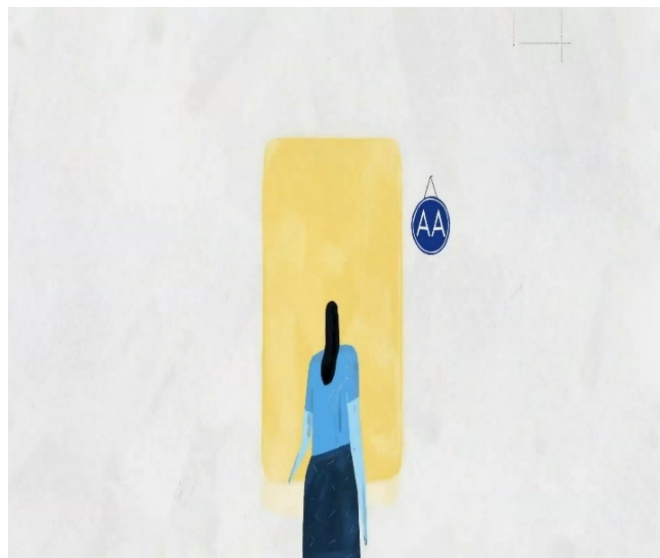
The Publishing Committee oversees AAWS's licensing and publishing activities, including recommending initial pricing for all A.A. literature. They also track the progress of international translations and literature production.

The Publishing Committee discussed and supported moving forward with an audiobook of the Plain Language Big Book, noting its value in improving accessibility for those who struggle with print and its usefulness in corrections settings. The project was seen as consistent with the goal of reducing barriers to AA literature while remaining cost-feasible and widely distributable.

The Committee discussed and agreed on setting a permanent \$2 price for the commemorative first-edition reprint (B-0). Members highlighted that a low, consistent price would encourage broad availability and steady use, particularly for groups, newcomers, and events. The decision puts an emphasis on service and accessibility over revenue, aligning with AA's publishing mission.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The AAWS Publishing Committee recommended to the AAWS Board to move forward with the production of an audiobook format of the plain language Big Book at an estimated expense of \$20,000.***
- ***The AAWS Publishing Committee recommended to the AAWS Board to set a new permanent price of the commemorative first edition reprint, B-0, at \$2.***



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 discussed the development of a social media policy, emphasizing the need for clear and consistent guidelines to support AAWS's online presence. It was highlighted how such a policy would help ensure alignment with AA principles while providing direction for staff and volunteers managing digital platforms.

The committee reviewed LinkedIn activity reports for the first and second quarters of 2025. The discussion emphasized LinkedIn's unique role in connecting AA with professionals and communities outside the Fellowship. The data provided valuable insights into how AA information is reaching professional audiences and contributing to outreach efforts.

The committee examined quarterly reports on several digital platforms and services, including the AAWS Website, Meeting Guide App, YouTube, Google Ads, Online Business Listings, and Podcast. They recognized that these are essential tools for conveying the message in today's environment and stressed the importance of ongoing monitoring to understand reach, engagement, and effectiveness.

Recommendations forwarded and approved by the AAWS Board of Directors.

- ***The AAWS Communications and Language Services Committee recommended to the AAWS Board that the social media policy be adopted and forwarded to the trustees' Committee on Public Information.***
- ***The AAWS Communications and Language Services Committee recommended to the AAWS Board that the 2025 first and second quarter LinkedIn reports be forwarded by AAWS to the trustees' Committee on Cooperation with the Professional Community.***
- ***The AAWS Communications and Language Services Committee recommended to the AAWS Board that the 2025 first and second 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 COMMITTEE

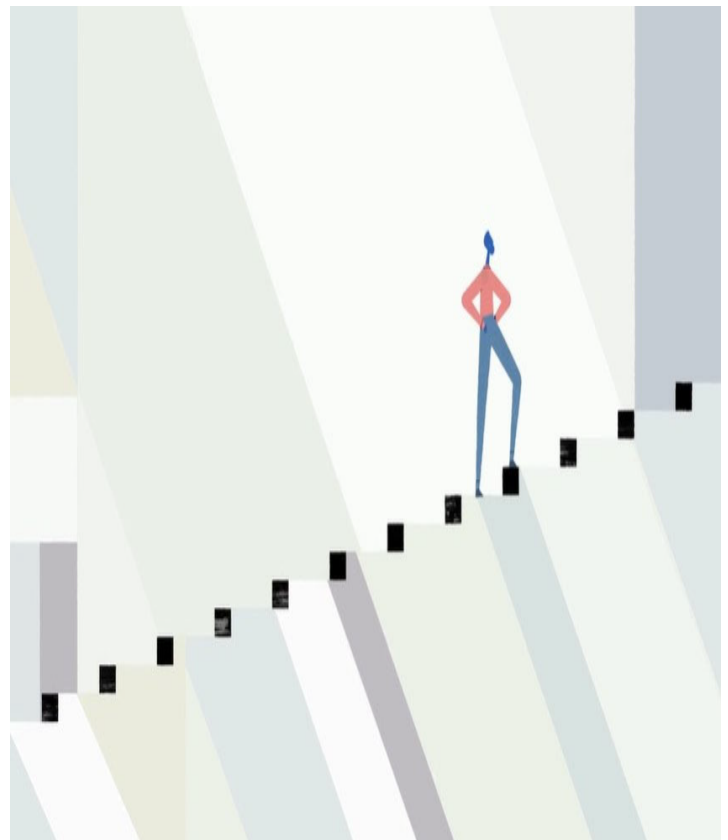
The Services and Technology Committee discusses identified needs arising from service assignments, reviews the technological infrastructure used to support AAWS functions, and recommends strategic improvements to technology.

The Committee received updates on several initiatives and reports. Highlights included ongoing efforts to strengthen data integrity through duplicate group record cleanup and improvements to contribution processes. The Committee also discussed challenges related to Canadian dollar transactions, noting that consultations are underway with Canadian trustees and intergroups.

In addition, members reported the successful completion of new video hosting functionality—delivered under budget—which will enhance future digital product development. Further updates covered progress on group and meeting data visualization, a review of Fourth and Fifth Step group licensing, and related service materials.

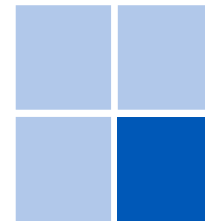
Recommendations forwarded and approved by the AAWS Board of Directors.

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



AAWS Highlights

What's Happening at GSO?



Bob W., General Manager

July 31, 2025

2025 International Convention

The convention provided a remarkable opportunity to celebrate our Fellowship. We have received expressions of deep gratitude from members from around the world. The employees in attendance worked tirelessly, and the convention proved to be an unforgettable experience. Special recognition goes to Patrick C., Staff Associate Marissa S., and all employees for their exceptional dedication before and during the event. Similar to the week following the General Service Conference, a brief “soft close” of the office allowed staff to rest and recharge. Your understanding and support of efforts like this that allow our employees to take care of themselves are much appreciated.

Retrofit Update

The GSO retrofit is expected to begin in early fall. Operations will move to remote in mid-August, with mail, shipping, and office services continuing on-site. Phones will remain operational, tours will pause, and limited access to the 8th floor will be available.

Workload & Inventory

GSO completed an office-wide inventory survey in March, followed by departmental reviews and an all-employee meeting on June 25 to discuss results. An initial summary of the results will be utilized to guide a “Town Hall” meeting during the August General Service Board Meeting where trustees, directors and employees will discuss workload challenges. In the coming months, the office will focus on key takeaways and action plans related to office operations.

Travel & Representation

The General Manager recently spoke at the XXIX Anniversary of La Viña of the Pacific Region, highlighting the interaction between AAWS and Grapevine. Upcoming travel includes:

- East Central Regional Forum – Indianapolis, August 21–24
- GSB Strategy/Leadership Retreat – Rosemont, September 5–7
- West Central Regional Forum – Omaha, September 18–21
- Asia-Oceania Service Meeting (AOSM) – Singapore, October 15–17

