



**Language of the Heart**  
**Lenguaje del corazón**  
**Le langage du cœur**

## INTERNATIONAL CONVENTION ALCOHOLICS ANONYMOUS

July 3–6, 2025 | Vancouver, British Columbia, Canada

**Date:** June 18, 2024

**To:** Area Delegates, Current and Past Trustees, Appointed Committee Members, Central Offices and Intergroups in the U.S. and Canada, and G.S.O. and AA Grapevine Staff, Directors, Staff

**Re:** **Class A Trustee Vacancies – April 2025**

Dear Friends,

On behalf of the Trustees' Nominating Committee, I would like to inform you that two **Nonalcoholic** (Class A) trustee vacancies will occur on the General Service Board at the conclusion of the 75th General Service Conference, held in April 2025. The committee hopes to have the pool of qualified applicants reflect the diversity that A.A. strives to have within itself.

The committee looks forward to receiving any resumes of professionals who you think would be interested in serving as a **Nonalcoholic** (Class A) trustee to fill open Class A positions following the General Service Board meeting in April 2025, or in the future.

As you know, the General Service Board currently consists of 22 trustees. Fifteen are alcoholic, elected from the membership of A.A.; and seven are **Nonalcoholic** professionals who generously volunteer to serve on our Board. They are from a variety of professionals such as, but not limited to, accounting, clergy, corrections, education, finance, health care, law, medicine, military, psychology, social work, and science. In addition to demonstrating leadership qualities, they share professional experience cooperating with Alcoholics Anonymous, and an interest in helping alcoholics to stop drinking and lead a healthy, productive life.

**Time Commitment** – Nonalcoholic (Class A) Trustees serve two consecutive three-year terms. Trustees are reimbursed for travel, hotel, and meal expenses. Applicants are encouraged to discuss this time commitment with their family and employer. I would like to stress the value your applicant's experience could bring, and the impact on the A.A. Fellowship. Therefore, their availability and attendance at the following meetings is critical:

- Three quarterly weekend meetings - Saturday morning through Monday noon
- One, seven-day Conference – 76th General Service Conference in April 2026
- One regional forum weekend, approximately every eighteen months
- Attend any special meetings of the Board.
- Possible attendance
  - Serving on either corporate board - the A.A. World Services Inc. or the A.A. Grapevine Inc, at least seven times a year.
  - Serving on subcommittees for the General Service Board or a Corporate Board as needed.
  - Participating in orientation, leadership and strategic planning meetings, whose work often involves videoconference calls.
  - Speaking or participating in regional, area or local A.A. events.

**Deadline: Saturday, August 31, 2024** – Please send resumes to [nominating@aa.org](mailto:nominating@aa.org), [2025 Class A Trustee Announcement Smartsheet link](#), or mail Attn: Secretary, Trustees' Nominating Committee, General Service Office, P.O. Box 459, New York, NY 10163. Candidates are invited to include statements demonstrating interest in Alcoholics Anonymous, leadership skills and characteristics, a proven track record in their own professional field, experience as a board member, and experience working with AA and its members. Virtual interviews will be conducted during the second week in October and finalists will be invited as guests to New York for an in-person interview during the January 31-February 3, 2025 Board meetings.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Scott H.", written in a cursive style.

Scott H.  
Chairperson, General Service Board

Encl: Procedures for Election of Class A Trustees  
Class A Information with Links

## PROCEDURE No. 4

### **PROCEDURES FOR ELECTION OF CLASS A TRUSTEES**

1. The Chairperson of the General Service Board notifies the Fellowship of a vacancy for a Class A trustee by means of a letter to Area Delegates, G.S.O. and Grapevine Staff, A.A.W.S. and Grapevine Board Directors, appointed committee members, current and past trustees, and Central and Intergroup Offices for the U.S. and Canada. The opening is also announced in the next issue of *Box 4-5-9* and, whenever possible, in the next available issues of *Grapevine* and *La Viña* magazines. In the year of an International Convention, announcement letters will be sent to the non-alcoholic professionals chosen to participate in the International Convention. The announcement requests the business/professional resumes or curricula vitae of "friends of A.A." who are willing to serve as Class A (nonalcoholic) trustees – along with information as to why each applicant is interested in serving the Fellowship of Alcoholics Anonymous.
2. The resumes are submitted to the Trustees' Nominating Committee. Upon learning of a Class A Trustee vacancy, the Trustees' Nominating Committee shall request that the General Service Board take an inventory of the skills and backgrounds of its current members and identify areas which may be lacking in order to provide that information to the Trustees' Nominating Committee.
3. After reviewing the resumes, the Trustees' Nominating Committee chooses up to four applicants to be considered for each vacancy. The committee asks the Delegate from the area where the applicant resides or works for any available feedback on the individual prior to authorizing an invitation for a visit. These persons are then invited by the Chairperson of the General Service Board to attend a Board weekend, during which they are interviewed by the members of the Trustees' Nominating Committee. Prior to the Board weekend, resumes of these applicants should be circulated to all General Service Board trustees.
4. In the interview process, the Trustees' Nominating Committee is responsible for providing extensive information about the time commitments involved in service as a Class A trustee. Because Boards function differently, and service on other Boards may involve a limited time commitment, the committee should emphasize that Class A trustees are expected to attend all Board meetings.

#### **Time Required of Trustees:**

Trustees are expected to attend a minimum of three quarterly Board weekends, with meetings running from Saturday morning through Monday noon; a quarterly meeting combined with the General Service Conference (seven days) in April; a regional forum weekend approximately once every eighteen months; and any special meetings of the Board. While it is up to the corporate board to determine the term of service, it is possible that a Class A trustee may be invited to serve up to three years on either the A.A. World Services Board or AA Grapevine Corporate Board, which meet more frequently than the General Service Board. Trustees serve on committees of the General Service Board and may also serve on trustees' subcommittees or corporate board subcommittees, whose work often involves conference calls. Trustees may be invited to attend regional, area or

local A.A. events. Trustees serve two consecutive three-year terms. Applicants are encouraged to discuss this time commitment with their family and employer. Trustees are reimbursed for travel, hotel, and meal expenses.

5. Following the interviews, the Trustee Nominating Committee recommends the election of one person for each vacancy to the General Service Board. After approval by the full General Service Board, the nominee and the Delegate from the Conference area in which the nominee resides or works should be notified of his/her selection – indicating that the decision is subject to confirmation by the General Service Conference.
6. One nominee's name (for each vacancy) is presented to the General Service Conference with copies of the nominee's resume being made available on the Conference floor to all Conference members – prior to recommendation of the nominee to the Conference.
7. The General Service Board elects the Class A trustee nominee (for each vacancy) at their meeting following the Conference.
8. For expected vacancies, due to normal rotation, the process should begin immediately following the Conference which begins the trustee's last year of service.
9. For unexpected vacancies, this process should start at the time the vacancy occurs, if there is sufficient time before the next Conference.



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Dear Candidate,

Thank you for your willingness to serve.

The General Service Board of Alcoholics Anonymous, Inc., has but one purpose, that of serving the Fellowship of Alcoholics Anonymous. It is, in effect, a non-profit corporation created and now designated by the Fellowship of Alcoholics Anonymous to maintain services for those who seek the means for arresting the disease of alcoholism through the application to their lives, in whole or in part, of the Twelve Steps, which constitute the recovery program upon which the Fellowship of Alcoholics Anonymous is founded.

In addition, the General Service Board is responsible for the financial and policy integrity of A.A.'s service corporations: A.A. World Services, Inc. ("A.A.W.S.") and AA Grapevine, Inc. ("Grapevine").

The current General Service Board consists of twenty-two (22) trustees: fifteen (15) alcoholics (Class B) and seven (7) non-alcoholics (Class A) who volunteer their time and bring varying talents and backgrounds to their service responsibilities.

### Qualifications of an Effective Trustee

A.A. has been fortunate over the years in having many competent trustees, both A.A. members and non-alcoholics, and the choice of trustees remains one of the most important factors in ensuring A.A.'s future. There are no hard-and-fast rules governing qualifications. Class B trustees bring regional and A.A. service experience to the board. Class A trustees are selected to represent business or other professional backgrounds.

### Nonalcoholic Trustees

In seeking candidates for Class A trustees, the board looks for men and women with a proven track record in their own fields, a demonstrated interest in Alcoholics Anonymous, board experience, leadership characteristics, some experience in working with A.A. and its members, and a willingness to serve. The qualifications listed below for alcoholic trustees have generally proved to be important considerations for nonalcoholic trustees as well.

- **Business or professional background:** While business or professional experience is not necessary for all alcoholic trustees, it has proved essential for nonalcoholic trustees.
- **Leadership:** Good leaders can bring to the board the quality of resoluteness and the courage of their convictions, along with good judgment, objectivity, and the willingness to stand up and express themselves. Such candidates can represent the board and interpret its actions at regional events when requested.

### Time Commitment Required of Board Members

Trustees on the General Service Board are expected to attend three quarterly board meetings held from Saturday morning through Monday noon; a fourth quarterly meeting combined with the General Service Conference (seven days) in April; and any special meetings of the board. Board meetings take place in or near New York City. All trustees serve on committees of the General Service Board (which meet during the quarterly board meetings) and may also serve on trustees' subcommittees or corporate board subcommittees, whose work often involves conference calls.

Class A trusteeship is for six (6) years. Applicants are encouraged to discuss this time commitment with their family and employer. Trustees are not paid for this service but are reimbursed for travel, hotel, and meal expenses.

Class A trustees may be asked to serve two years on either the A.A.W.S. or Grapevine Corporate Board, which meet more frequently than the General Service Board. Trustees are asked to attend Regional Forums (Friday through Sunday) approximately every other year. They may also be invited to participate in local or area activities such as service conferences, area assemblies, etc.

### General Service Board Committees

There are thirteen committees of the General Service Board. Trustees' committees meet quarterly during the board weekends, and often form subcommittees to work on specific projects. Membership averages about eight or nine per committee and consists of trustees and directors of A.A.W.S. and Grapevine; a few committees also include appointed committee members with particular expertise in the subject area. The chair is a trustee, and the secretary is usually a General Service Office staff member.

### Nominating Procedure

The General Service Board nominates Class A trustees after an extensive search and interview process that begins by asking current and past members of the board, directors, delegates, and G.S.O. and Grapevine staff to submit names and background information for "Friends of A.A." to fill a vacancy. While there is no application form, business or professional resumes can be sent [nominating@aa.org](mailto:nominating@aa.org) or [2025 Class A Trustee Announcement Smartsheet link](#) or mail to the attention of: Secretary, Trustees' Committee on Nominating, General Service Office, P.O. Box 459, New York, New York, 10163.

The list of applicants is narrowed down by the trustees' Nominating Committee; prospective candidates are invited to a quarterly trustees' meeting for an interview, to see how the board works and meet all members of the board. The Nominating Committee then recommends the election of one person for each vacancy to the General Service Board. After approval by the board, the candidate is included on the slate of trustees that is presented to the General Service Conference. Following approval by the Conference in April, trustees begin their term at the July meeting of the General Service Board.

## **Additional Resources:**

Here are links to additional information you may find helpful as you consider putting your name forth as a prospective Class A Trustee:

1. GSO website – [www.aa.org](http://www.aa.org)
2. A.A. Grapevine – A.A.’s Meeting in Print – [www.aagrapevine.org](http://www.aagrapevine.org)
3. Inside A.A. – Understanding the Fellowship and Its Services - <https://www.aa.org/inside-aa-understanding-fellowship-and-its-services>
4. “Understanding Anonymity” - <https://www.aa.org/understanding-anonymity>
5. Twelve Traditions (short form) - [https://www.aa.org/assets/en\\_US/smf-122\\_en.pdf](https://www.aa.org/assets/en_US/smf-122_en.pdf)
6. Twelve Traditions (long form) - [https://www.aa.org/assets/en\\_US/smf-187\\_en.pdf](https://www.aa.org/assets/en_US/smf-187_en.pdf)
7. “A.A.’s Legacy of Service by Bill W.” - <https://www.aa.org/aas-legacy-service>
8. Audios and Videos - [https://www.aa.org/pages/en\\_US/videos-and-audios#video-player](https://www.aa.org/pages/en_US/videos-and-audios#video-player)
9. “If You Are a Professional” - <https://www.aa.org/if-you-are-professional>
10. “A.A. as a Resource for the Healthcare Professional” - <https://www.aa.org/aa-resource-health-care-professional>
11. “Is A.A. for You?” - [https://www.aa.org/pages/en\\_US/is-aa-for-you](https://www.aa.org/pages/en_US/is-aa-for-you)
12. “The God Word” – [https://www.aa.org/assets/en\\_US/p-86\\_theGodWord.pdf](https://www.aa.org/assets/en_US/p-86_theGodWord.pdf)
13. “Many paths to Spirituality” - [https://www.aa.org/assets/en\\_US/aa-literature/p-84-many-paths-to-spirituality](https://www.aa.org/assets/en_US/aa-literature/p-84-many-paths-to-spirituality)
14. “LBGTQ in AA” - [https://www.aa.org/assets/en\\_US/aa-literature/p-32-lgbtq-alcoholics-in-aa](https://www.aa.org/assets/en_US/aa-literature/p-32-lgbtq-alcoholics-in-aa)
15. “It Sure Beats Sitting in a Cell” - <https://www.aa.org/it-sure-beats-sitting-cell>

## **Social media and Press Releases:**

**A.A.W.S. LinkedIn Page:**

<https://www.linkedin.com/company/aaworldservicesinc>

**A.A.W.S. YouTube Page** – PSA’s and videos for the public and professionals

<https://www.youtube.com/c/AlcoholicsAnonymousWorldServicesInc>

**AAGV YouTube Page** - Audio stories and video and related to our magazines AAGrapevine and LaViña

<https://www.youtube.com/c/aagrapevine>

**Press Releases:** - <https://www.aa.org/press-releasesPress> releases from the last 2 years

## **Quarterly Newsletters and Reports:**

**Quarterly Report from G.S.O.:** – Activities of the General Service Board and corporate board affiliates; back issues searchable [https://www.aa.org/pages/en\\_US/quarterly-report-from-gso](https://www.aa.org/pages/en_US/quarterly-report-from-gso)

**About A.A. –** [www.aa.org/aboutaa](http://www.aa.org/aboutaa) ; back issues searchable: Quarterly newsletter from the U.S./Canada General Service Office for Professionals.

**Box 459:** - <https://www.aa.org/box459> ; back issues searchable: Quarterly news bulletin from the U.S./Canada General Service Office. Highlights information about A.A. service, literature, events, sharing from groups, service committees and individual U.S./Canada A.A. members.

**Sharing from Behind the Walls** – back issues searchable; Quarterly newsletter intended for widespread distribution to confined persons involved in A.A. in correctional settings. [https://www.aa.org/pages/en\\_US/sharing-from-behind-the-walls](https://www.aa.org/pages/en_US/sharing-from-behind-the-walls)