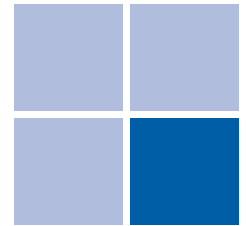


Quarterly Report from G.S.O.



Activities of the General Service Board Including A.A. World Services, Inc., AA Grapevine, Inc.

This is a confidential bulletin, for use only within A.A.

January 2019

General Service Board Meeting

The General Service Board of Alcoholics Anonymous, Inc. held its quarterly meeting at the Crowne Plaza Times Square Hotel, New York, NY on Monday, January 28, 2019. Leslie Backus, acting chair of the General Service Board, presided.

The acting chair warmly welcomed all present.

All committees met during the weekend. Highlights of committee reports appear below:

Archives

The committee approved text distinguishing archivists from historians and collectors along with text clarifying appraisal of archival items for enduring value versus monetary value. The new texts will be added to appropriate sections of the Archives Workbook and Archives service piece, "The A.A. Archives."

The committee approved the new G.S.O. Archives material titled, "Archival Checklist: A quick guide for local A.A. Archivists" noting that it will be distributed as service material.

Conference

The committee discussed proposed plans on how to facilitate a broader discussion on equitable workload distribution and requested one of the 69th General Service Conference general sharing sessions be used for this purpose.

Cooperation with the Professional Community/ Treatment and Accessibilities

Cooperation with the Professional Community: The committee reviewed the progress report on creating a LinkedIn page and agreed that a description on the LinkedIn page that refers professionals to the aa.org website would meet the goals of the 2018 Advisory Action. The committee agreed to forward the progress report and trustees' responses to the 2019 Conference Committee on C.P.C.

Treatment and Accessibilities: The committee agreed to forward a number of items to the 2019 Conference Committee on Treatment and Accessibilities: consider revising the "Bridging the Gap" pamphlet to be broad and inclusive; an additional story from a member who is Deaf be added to the pamphlet "Access to A.A.: Members Share on Overcoming Barriers"; a proposal that the pamphlet "The Twelve Steps Illustrated" be enhanced with additional language and illustrations that reflect the meaning of the Steps; a proposal that the pamphlet "A.A. for the Older Alcoholic — Never Too Late" be revised; the concept of posting anonymity-protected audio interviews with military about their experience with A.A.; a draft Remote Communities Kit.

Corrections

The committee agreed to forward a number of items to the 2019 Conference Committee on Corrections: request for a review of all corrections-related literature in order to make the language more modern and inclusive; request that the General Service Office establish and help maintain a database of Correctional Facilities in each service area in the United States and Canada and the status of meetings held therein.

Finance

The committee reviewed and agreed to forward the following agenda items to the Conference Finance Committee: review suggested area contribution for delegate expense for the Conference; review the Conference-approved level for bequests to the General Service Board from A.A. members; review of the Conference-approved maximum contribution to the General Service Board from an individual A.A. member; review Self-Support Packet.

G.S.O. Financial Results

The committee reviewed G.S.O. financial results for the year ended December 31, 2018. Gross Sales for 2018 of \$14,235,594 were \$235,594 or 1.7% greater than budget and \$337,044 or 2.4% greater than 2017. After deducting cost of literature sold and warehousing and shipping, Gross Profit from literature was \$9,452,615 and represented a 67.4% Gross Profit Percentage compared with 68.4% for 2017. The 2018 budgeted Gross Profit percentage was 67.2%.

Contributions for 2018 of \$8,384,721 were \$184,721 or 2.3% greater than budget and \$24,731 or 0.3% lower than 2017. Online contributions grew to \$878,333 in 2018, representing 10.6% of the total.

Total Revenue (gross profit from literature plus contributions) was \$17,837,336 or \$377,091 or 2.2% greater than budget and \$65,953 or 0.4% greater than 2017. Total operating expenses for the period of \$17,382,733 were \$424,181 or 2.5% greater than budget and \$1,370,186 or 8.6% greater than 2017.

G.S.O. 2019 Budget Presentation: The 2019 G.S.O. budget projects gross sales of \$15,000,000, which is \$764,406 greater than 2018 actual. After subtracting manufacturing costs and shipping expense, gross profit is budgeted at \$9,775,000 or 66.2% gross profit percentage.

Contributions are budgeted at \$8,384,721 to equal the 2018 actual. While this is aggressive, it is considered reasonable given the Fellowship's active level of self-support in both 2017 and 2018. Self-Support initiatives remain a priority for 2019 for the A.A.W.S. Board.

Total budgeted expenses for 2019 of \$17,658,500 are \$275,767 or 1.6% greater than 2018 actual. After deducting \$17,658,500 of operating expenses from the anticipated revenue of \$18,159,721, the result is a budgeted net profit of \$501,221, compared to the net profit of \$454,603 in 2018.

Grapevine Financial Results

For 2018, the 72,300 average paid circulation of the Grapevine magazine decreased by 3,029 copies from 2017 actual of 75,329. This compared with 68,102 budgeted.

Online circulation was 3,390 versus a budget of 3,280 and 4,077 for 2017. The GV subscription app circulation was 2,053, compared with a budget of 2,500 and an actual of 2,003 in 2017.

Gross profit on the magazine of \$1,318,317 was \$77,822 more than budget. Gross profit on other content producing activities of \$562,436 was approximately \$51,654 greater than budget and \$24,694 more than 2017.

Total gross profit for the year was \$1,880,753, which is \$129,476 more than budget and \$50,943 less than the \$1,931,696 achieved in 2017.

Total costs and expenses of the magazine for the year were \$2,065,013, which were \$22,423 more than budget and \$239,445 greater than 2017.

After adding interest earned, there was a net loss in 2018 of \$164,260 compared with a net profit of \$126,128 in 2017 and a budgeted net loss of \$271,313 for 2018. It was pointed out that the 2018 net loss would have been substantially lower if it had not been for severance payments.

Grapevine Budget Review: The 2019 Grapevine budget anticipates an average paid circulation of 69,139 print copies, 3,894 online copies and 3,053 GV subscription app. Total magazine and content related items income are expected to be \$3,052,537, which is \$242,985 more than the \$2,809,552 in 2018. Total direct costs are expected to be \$986,764, which is \$57,965 more than 2018. Gross profit on the magazine and other content related items for 2019 is estimated at \$2,065,773, an increase of \$185,020 from 2018.

La Viña Results

For the year ended December 31, 2018, income from magazine sales was \$120,519 compared with a budget of \$111,918. The average paid subscriptions for La Viña were 9,635 versus 9,188 budgeted and 9,996 for 2017. Gross profit on the magazine was \$65,343 compared with \$65,248 budgeted. Other publishing income added \$20,306 to the revenue stream. After deducting the costs and expenses of \$229,202, a shortfall between revenues and expenses of \$148,467 resulted for this service activity. This compares with a budgeted shortfall of \$145,809 and a shortfall of \$126,440 for 2017. The shortfall for the La Viña service activity is funded by a transfer from the General Fund of the G.S.B.

La Viña Budget: The 2019 budget for La Viña projects gross profit on the magazine of \$68,793 and content related items of \$13,084, totaling \$81,877. After deducting costs and expenses of \$247,715, the 2019 budget reflects a shortfall of \$165,838, which is \$17,371 greater than the 2018 shortfall of \$148,467. This amount is projected to be \$162,578 in 2020 and \$159,691 in 2021.

Capital Projects

Grapevine and La Viña: The Grapevine treasurer updated the

committee on the status of the 2018 Grapevine website upgrade and La Viña archival project. These two projects are capital expenditures previously approved in January 2018. Grapevine was approved up to a maximum of \$114,000 and La Viña was approved to a maximum of \$28,000. La Viña, however, noted that the cost of their project has increased by \$5,000 from \$28,000 to \$33,000.

Reserve Fund

As of December 31, 2018, the Reserve Fund had a balance of \$15,910,891, representing approximately 9.6 months of operating expenses. Upon the completion of the audits of A.A.W.S. and Grapevine, there will most likely be no transfer of excess profits from 2018 to the Reserve Fund.

Recommendations

It was recommended and approved that:

- The 2019 G.S.O. budget, which reflects gross sales of \$15,000,000 and a bottom-line profit of \$501,221, be adopted.
- The 2019 Grapevine budget reflecting a net loss of \$134,559 be adopted.
- The 2019 La Viña budget reflecting a shortfall between revenue and expenses of \$165,838 be adopted as a service to the Fellowship and covered by the General Fund.
- A transfer from the Reserve Fund of \$33,000 be made for La Viña's archival project.

General Sharing Session

The topic of the First Quarterly General Sharing Session was "Social Media — the Colossus of 21st Century Communication." Class A trustee Peter Luongo presented on the subtopic "Unity and Social Media" and G.S.O. staff member Sandra W. presented on the subtopic "Anonymity and Social Media."

Trustee-at-large/U.S. Newton P. welcomed all, especially Conference committee delegate chairs. He read a portion of Bill W.'s Grapevine article from 1960 about "the vast communication net that now covers the earth...this colossus of communication." Peter spoke about how Tradition One firmly and unequivocally states that A.A.'s unity is essential to the mission of carrying the message to the still-suffering alcoholic. He contrasted A.A. unity, which is straightforward and has stood the test of time, with social media, which "is neither straightforward, nor has it stood the test of time. It continues a rapid, unplanned and ungoverned proliferation toward an end that is equally unknown."

Peter suggested that the answer is not to simply abandon social media, since it is often a helpful tool for those in recovery.

Sandra, the second speaker, began jokingly by taking a selfie with the group "for my Instagram page."

Citing statistics about the billions of social network users worldwide and the frequency with which Americans use social media (often multiple times per day), she noted that for her the question is how we can maintain a presence on the social media landscape without compromising our Traditions.

Sandra referenced helpful resources such as the service piece "Anonymity Online" and the Conference-approved pamphlet "Understanding Anonymity." She also referenced presentations from the recent 2018 Southeast Regional Forum, where a delegate presentation titled "A.A. and Social Media" discussed

secret Facebook groups, acknowledging that “with advancements in technology, anonymity is a principle that will constantly need to be revisited.”

After the presentations, Newton invited sharing from the floor.

A Grapevine director shared that she sees a great opportunity to reach millions of people with information about A.A. through social media, just as we reach people through our Public Service Announcements in order to help the still-suffering alcoholic.

A delegate chair suggested that our Class A trustees be the voice of A.A. on LinkedIn, in order to reach professionals.

A delegate chair shared about her women’s group having a Facebook page. It began with simple posts about where everyone was going for dinner, which helped increase inclusiveness; eventually, however, there were posts that compromised anonymity.

A Grapevine director shared what he called the three absolutes when it comes to social media: this is the world we live in; these are the platforms that exist; and we have no control over what other human beings do. He feels that we need to vote, yes or no, on social media. If the vote is yes, then we need to develop an infrastructure within G.S.O. to engage with social media within our principles.

A staff member observed that the question is not “should A.A. be on social media,” because A.A. is already on social media through individual members. But rather, should G.S.O. or AA Grapevine be on social media? In the past G.S.O. has been a communication portal, disseminating information, in a one-way fashion. Is there a need to change this? If so, how should this interaction happen?

An ACM shared that we need to be honest, open and willing to look at how we carry the A.A. message in the digital world. At his job, once he became open-minded about social media platforms, he found they were a great information resource.

An A.A.W.S. director stressed that we focus on the *accuracy* of information about A.A. at the public level. She felt that our silence on certain platforms has opened the door for self-proclaimed spokespeople of A.A. who often misrepresent us with inaccurate information.

Newton ended the session by citing a statistic that the average millennial spends nine hours a day on social media. He feels that if we want to reach them we need to have a presence on social media.

International

The committee received reports from the trustees-at-large on International trips to Latvia for the 30th Anniversary of A.A. Latvia, the MERCAA Convention in Dubai, and an international meeting in Cuba hosted by Cuba’s Ministry of Health.

The committee discussed the topic of linking Class A trustee professionals (U.S./Canada) with Class A professionals serving A.A. General Service Boards in other countries and agreed to continue discussion on this topic at their next meeting in July.

International Convention/Regional Forums

International Convention: The committee agreed to forward to the 2019 Conference Committee on International Conventions/Regional Forums discussion of an anonymity-protected

photo of the flag ceremony to be taken at the 2020 International Convention and discussion of an anonymity-protected, delayed Internet broadcast of the Convention Flag Ceremony for the 2020 International Convention. The committee also suggested consideration of anonymity-protected videos of other highlights of the convention as a way of sharing the spirit and enthusiasm of the 2020 International Convention with A.A. members.

The committee recommended and the board approved that the 2020 International Convention Advanced Registration fee be \$115 (USD) per attendee and that the Registration after April 15, 2020 be \$140 (USD) per attendee.

Regional Forums: The committee recommended and the board approved inclusion of a line item in the IC/RF Committee’s 2019 budget to accommodate an expense of up to \$10,000 to provide free AA Grapevine Complete subscriptions to the first 50 first-time Forum attendees at each of the four Regional Forums in 2019.

Literature

The committee reviewed and agreed to forward to the 2019 Conference Committee on Literature the proposed revision to A.A. World Service’s “Policy on Publication of Literature: Updating Pamphlets and Other A.A. Materials”; requests to develop a Fifth Edition of the book, *Alcoholics Anonymous*; and the request to develop a Literature Committee Workbook.

Nominating

The committee agreed to forward to the 2019 Conference Committee on Trustees draft procedures for a partial or complete reorganization of the General Service Board (in response to a 2018 additional committee consideration).

The committee recommended and the board approved one-year terms for five ACMs appointed to the trustees’ P.I., Literature and Cooperation with the Professional Community/Treatment and Accessibilities committees, to begin with the July 2019 General Service Board weekend.

Public Information

In response to a 2018 Advisory Action, the committee discussed the request that “a progress report including website analytics and the usefulness and effectiveness of the A.A.W.S. YouTube account be brought back to the 2019 Conference Committee on Public Information” and agreed to forward a progress report on the A.A.W.S. YouTube Account to the 2019 Conference Public Information Committee.

In response to an additional committee consideration of the 2018 Conference Committee on Public Information to “provide a progress report on the use of Google AdWords and Google Grants including information on the cost of implementing a six-month trial and the cost of a full year’s implementation” the committee agreed to forward a report to the 2019 Conference Public Information Committee.

The committee discussed a request “that the General Service Board of Alcoholics Anonymous and the General Service Conference of Alcoholics Anonymous approve the development of a new public service announcement in video format that utilizes full-face actors (not members of A.A.)” and agreed to forward the request to the 2019 Conference Committee on Public Information.

Trustees' Planning and Sharing Session

The trustees met on Sunday, January 27, with reports and discussion on the following items: AA Grapevine and A.A.W.S., the communications audit, board strategic planning, ERP implementation and the board's Code of Conduct. The Code of Conduct, including the paragraph Other Obligations and the Confidentiality Policy and Conflict of Interest Policy, was approved by the board as amended.

A.A. World Services, Inc.

Since its October 2018 meeting, the A.A. World Services (A.A.W.S.) Corporate Board has met twice: December 7, 2018 and January 24, 2019. During this same period, the A.A.W.S. Finance, Publishing, Technology/Communication/Services and Internal Audit committees each met twice.

Services

Accessibilities/LIM: Staff is reviewing requested sharing from the Fellowship regarding Deaf and Hard-of-Hearing technology, ways to lower access barriers for A.A. members who are Deaf or Hard-of-Hearing, and activities in underrepresented or remote communities.

Communication Services: Three major projects continue to be the focus of this assignment: website design, YouTube development, and the A.A.W.S. app, which includes the Meeting Guide platform.

Conference: The Conference coordinator and director of I.T. Services are collaborating on the reorganization of the Conference dashboard, utilizing feedback received from Conference members. The inaugural Board-requested January conference calls to obtain feedback on proposed agenda items were held with Conference committees.

Cooperation with the Professional Community/Treatment: The C.P.C. assignment has begun to contact local committees about their availability to staff the traveling A.A. exhibits at national professional conferences in their area; 35 exhibit locations are scheduled in 2019.

International: The 25th WSM *Final Report* is underway in print form and once again an anonymity-protected digital version will be posted on the WSM dashboard. The 26th WSM will be held in Rye Brook, NY prior to the General Service Board weekend in October 2020, with the theme "The Purpose of Our Service: Sobriety within Everyone's Reach."

International Convention: A 2020 International Convention video/flyer is in final editing and will soon be available for download through G.S.O.'s website. Registration and housing will open in September and, as in the past, members will be able to register online.

Literature: Forty-six submissions were received for the pamphlet on A.A.'s Three Legacies and 59 submissions were received for the pamphlet for Spanish-speaking women in A.A.

Public Information: The P.I. desk has been reviewing all Public Information service pieces in order to update language and focus. The new PSA "Changes" has been added to aa.org.

Regional Forums: The Southeast Regional Forum took place November 16-18, 2018. Preparations continue for the Northeast Regional Forum, scheduled for May 31-June 2, 2019. One local forum has been scheduled for the fall of 2020.

Administration

The general manager presented a verbal update on the following items and issues: ERP implementation; strategic communications plan; website and app design and development; GSO staff recruitment for two open positions; *Box 4-5-9* article responses and follow-up. These items continue to carry a high priority and ongoing progress will be reported to the board.

Office space and room for expansion continue to be a challenge; the conversion of some single-person offices to two-person offices is underway, along with exploration of the possibility of utilizing additional space in the building.

Human Resources

The open enrollment period for medical, vision and dental benefits started on January 1, 2019. Starting in 2019, AA Grapevine employees are enrolled into the same medical insurance contract as A.A.W.S. employees. This change was implemented for compliance as well as to streamline the administration of benefits for AA Grapevine employees.

Information Technology Services

Process walkthroughs are complete for most of the modules relative to the ERP and user acceptance testing has begun, pending completion of full data migration. The I.T. team continues to improve connectivity to the hosted servers as well as reducing the number of active servers needed.

Board Committees

Finance: For details on A.A.W.S. Finance, see the report of the trustees' Finance Committee on page 1 of this report and the summary of unaudited financial results on the last page of this report for the period ended December 31, 2018.

The Talley Management Group provided an update on planning for the 2020 International Convention. No major issues were reported, and they have been meeting with key vendors, with some remaining vendor contracts in the final stages of negotiation and language review prior to legal review.

The committee discussed developing a Seventh Tradition impact report which could include stories about people who have benefited from A.A. services that are funded by contributions.

Publishing: The board accepted the Publishing Department report, highlighting the following information:

Estimated availability of *Our Great Responsibility: A Selection of Bill W.'s General Service Conference Talks, 1951-1971* in English, French and Spanish is on track for mid-April 2019.

Technology/Communication/Services (TCS): The director of I.T. Services noted that data conversion is ongoing and warehouse integration is underway. Updates were provided by the general manager covering progress on the website design and implementation of the new app and additional content. The director of administration and staff services reported that legal counsel is reviewing an umbrella privacy policy to cover both A.A.W.S. and AA Grapevine regarding information exchange. This policy would be needed to protect a shared shopping cart between the two corporations and the international registrations for the 2020 International Convention.

Internal Audit Committee (IAC): The committee discussed the RFP process to engage outside counsel to review the Internal Audit Committee's work to date related to the four functional areas of Directors, Finance, Human Resources and Mana-

gement. The committee also discussed an update on G.S.O. audits, gap analysis, consultant reviews and policies covering Finance, I.T. Services, Archives and Human Resources.

Other Topics

The board discussed updates and recommendations regarding discounts, shipping/handling charges and order processing procedures from the ad hoc Pricing, Discounts and Distribution Committee (also known as the DELTA Project); reviewed an updated draft of a service piece on safety being developed by G.S.O. staff; and discussed preliminary planning for a joint discussion between A.A.W.S. and Grapevine to take place during the 2019 General Service Conference.

AA Grapevine

The AA Grapevine Board of Directors met on December 7 and 8, 2018 and for its quarterly board meeting on January 24, 2019. The following committees met by teleconference: Finance and Budget on January 11 and 18; Outreach on October 31 and November 7; Strategic Planning on November 6. The Conference Committee on Grapevine and the AA Grapevine board chair met on January 11.

Board Committees

The Finance and Budget Committee met on January 11 and 18, 2019 and reviewed the income statement, Treasurer's report and AAGV, Inc.'s draft budget #6 for 2019.

The Nominating and Governance Committee reviewed and revised the A.A.W.S. Personnel Handbook for adaptation to AA Grapevine, Inc. Next steps are for the operations manager to review for finality.

The Outreach Committee met on October 31 and November 7 and discussed "explainer" videos that will be used for the GV YouTube channel; discussions with the Regional Forums/International Convention Committee exploring ways that Grapevine products could be utilized; the GV75 "Toolkit" effort launched on January 21.

The ad hoc Strategic Planning Committee met on November 6 and discussed the portions of the strategic plan that may need continued efforts while in leadership transition; web redesign; pricing structure; update on Fellowship Feedback Survey results.

The ad hoc Grapevine Translations Committee met on January 9 and discussed which Grapevine/La Viña books could be translated, along with reviewing cost and timeframe questions.

Board Actions

December 7 and 8, 2018: In addition to approving the minutes of the September 15, 2018 board meeting and approving the treasurer's report on AA Grapevine and La Viña, the Board approved translation of the GV Daily Quote Book into Spanish and French.

January 25, 2018: In addition to approving the minutes of the October 26, 2018 quarterly meeting, and approving the treasurer's reports on AA Grapevine and La Viña, the Board took the following actions at its quarterly meeting:

- Approved and forwarded the 2019 Grapevine and La Viña budgets to trustees' Finance and Budgetary Committee.
- Agreed to notify the Trustees' Finance Committee of the board's request for an additional 2019 draw down from the

Reserve Fund, amending the capital project to build the new La Viña Archive from \$28,000 to \$33,000.

- Approved the AA Grapevine, Inc. travel policy.

Financial

December year-to-date sales (cash) are ahead of projections. December year-to-date cash inflows were \$3,122,526 vs. projected inflows of \$2,811,718, which is \$311,000 ahead of projections.

For details on Grapevine Finance, see the report of the trustees' Finance Committee on page 1 of this report and the summary of unaudited financial results on the last page of this report for the period ended December 31, 2018.

Circulation, Development, Outreach

Customer service information has been added to every edition of AA Grapevine and management is continuing to develop an ongoing analysis of customer service satisfaction responses, as well as a follow-up procedure in an effort to improve overall customer service.

The board requested that outreach sales projections be included in future budget drafts; the outreach coordinator created a list of top selling books with a brief description for distribution; a line has been added to the events submission page asking if members want Grapevine/La Viña materials for their event.

Meetings have taken place internally and with a vendor regarding YouTube and explainer videos; ideas for the 2020 International Convention commemorative item, have been discussed, possibly a historical book or audio stories in different formats.

The Carry the Message account has \$1,374 and La Viña has \$1,255. To date, 210 requests for subscriptions to inmates have been received. Out of the 210 requests, 176 subscription gift certificates have already been processed.

A summary introducing the use of videos as a new medium for Grapevine was presented by a board member and covered possible topics for content; the status of the Young People's Video Project, and its use as added video content for Grapevine, was discussed; a report from Market Partners International on digital distribution to correctional facilities was reviewed.

The La Viña SMS project now reaches 2,327 subscribers in this digital community; the La Viña Story Archive Project team has completed tagging for La Viña articles from 2007-2018; issues from 1996-2007 are converted manually into electronic files to be tagged as well.

Editorial Advisory Board (EAB): Grapevine and La Viña

The Grapevine EAB met on December 12, 2018. The La Viña EAB met on January 14, 2019. Next meetings will be held in March 2019.

Editorial Report: Grapevine

Recent issues of the Grapevine magazine have included: *Classic Grapevine* — Articles from the Story Archive, featuring "The Early Days of AA" (November 2018); *Sober Holidays* — Members share how they stay sober and do service during the December/January holiday season, including remote communities stories (December 2018); *Stories for Day Counters* — Members share what helped them when they were new to A.A. (January 2019).

Editorial Report: La Viña

Recent issues of La Viña have included: November/December 2018 Special Section *Our sobriety during the Holidays*: Members share how they keep sober during the Holidays (November/December 2018); *AA and the Family*: Members share how alcoholism and A.A. touch all members of the family (January/February 2019).

Publishing Update

All New Grapevine Cartoon Book: Print and eBook editions due out spring 2019. *Frente a Frente (Sponsorship in action)*: now available in eBook format.

Grapevine Web Report

Monthly web traffic is averaging at 37,370 unique visitors and 139,700 page views.

General Service Conference

The Grapevine Board reviewed agenda item requests and

forwarded the following items to the 2019 General Service Conference Committee on the Grapevine:

- Consider the list of suggested Grapevine book topics for 2020 and later.
- Remove the “Alcoholism at Large” page from AA Grapevine.
- Review progress report on Grapevine Workbook revisions.
- Review AA Grapevine Fellowship Feedback Survey and Summary.

Staff Travel: Grapevine and La Viña

National Corrections Conference, Portland, ME (Nov. 2-4, 2018); Southeast Regional Forum, Sterling, VA (Nov. 16-18, 2018); Hispanic Women’s Convention, San Francisco, CA (Nov. 30-Dec. 2, 2018); Hispanic District Assembly — Area 49, Bronx, NY (Dec. 16, 2018); GV Writer’s Workshop, Sea Cliff, NY (Jan. 12, 2019).

FINANCIAL DATA: For the Twelve months ended 12/31/18 (All figures pending final C.P.A. audit)

G.S.O.	2018 Budget	2018 Actual	2017 Actual
Contributions from A.A. groups and members	\$ 8,200,000	\$ 8,384,721	\$ 8,409,452
Sales less cost of production, royalties and shipping	9,260,245	9,452,615	9,361,613
Interest Income	<u>0</u>	<u>0</u>	<u>318</u>
Total Income	17,460,245	17,837,336	17,771,383
Total G.S.O. expenses:	<u>16,958,552</u>	<u>17,382,733</u>	<u>16,012,547</u>
Net Operating Income (expense)	<u>501,693</u>	<u>454,603</u>	<u>1,758,837</u>
AA GRAPEVINE, INC.			
Sales less costs of products	\$ 1,751,277	\$ 1,880,753	\$ 1,931,696
Interest earned — Regular	—	—	—
— Reserve Fund	<u>20,000</u>	<u>20,000</u>	<u>20,000</u>
Total Income	1,771,277	1,900,753	1,951,696
Expenses	<u>2,042,590</u>	<u>2,065,013</u>	<u>1,825,568</u>
Income (loss) from operations	<u>(271,313)</u>	<u>(164,260)</u>	<u>126,128</u>
General Service Board Support of La Viña shortfall	<u>(145,809)</u>	<u>(148,467)</u>	<u>(126,440)</u>

SALARIES (2018) G.S.O. seeks to follow Concept XI, which states, “We believe that each paid executive, staff member or consultant should be recompensed in reasonable relation to the value of his or her similar services or abilities in the commercial world.” Shown below are approximate range of salaries actually paid to G.S.O. employees during 2018.

	Number of employees	Approximate ranges of actual G.S.O. salaries
Administrative, A.A. Staff, Supervisory, and Exempt Professionals	40	\$63,000 to \$285,000
Supporting personnel	44	\$41,000 to \$ 72,000

For comments or questions write to: Staff Coordinator, Box 459, Grand Central Station, New York, NY 10163