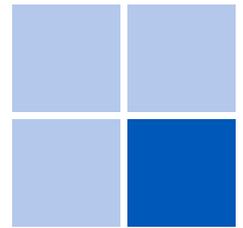


Quarterly Report from G.S.O.



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

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

January 2018

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 29, 2018. Class A (nonalcoholic) chair of the General Service Board, Michele Grinberg, presided and warmly welcomed all present, with a special mention to all Conference committee delegate chairpersons in attendance.

All committees met during the weekend and highlights of committee reports appear below:

Archives

The committee agreed to forward to the 2018 Conference Committee on Archives the proposed publication *Our Great Responsibility: A Selection of Bill W.'s General Service Conference Talks, 1951–1970*. The committee also forwarded a request from AA Grapevine to obtain a copy of the audio recording of the presentation "A.A. Grapevine and La Viña" from the 2017 General Service Conference for posting on AA Grapevine's YouTube channel.

Conference

The staff secretary reported on G.S.O.'s progress on translation of background material into French and Spanish. The committee reviewed a grid of 60 items proposed for the 2018 Conference Agenda. A progress report on options for equitable distribution of the workload of Conference committees was forwarded to the 2018 Conference Policy and Admissions Committee, along with a request for one person from A.A. in India to attend the 2018 General Service Conference. The committee forwarded to the 2018 Conference Agenda Committee a "Report to the Conference on the Implementation and Effectiveness of the Conference Agenda Process."

Cooperation with the Professional Community/ Treatment and Accessibilities

Cooperation with the Professional Community: The committee reviewed drafts of new guide letters to professionals for inclusion in the C.P.C. workbook, noting the importance of using language appropriate to the professionals being addressed. The committee reviewed a subcommittee report on LinkedIn as a possible platform for reaching professionals and agreed to forward the report to the 2018 Conference Committee on Cooperation with the Professional Community.

Treatment and Accessibilities: The committee forwarded a number of items to the 2018 Conference Committee on

Treatment and Accessibilities, including: proposed revisions to "Accessibility for All Alcoholics"; a report from the Subcommittee on Cooperation with Armed Services Exploration Strategies; a discussion topic concerning the remote communities' pre-Conference meeting and ways that remote communities' concerns might be addressed by the Conference as a whole; and a report on the expressed need for additional literature, service material or other media to support carrying the A.A. message to Deaf and Hard-of-Hearing members.

Corrections

The committee discussed how emerging corrections technology in the form of tablets and email has changed how some local committees carry the A.A. message at various correctional facilities in their areas, noting the potential that electronic literature has to aid in Twelfth Step work. The committee also requested sharing from local committees to help develop a frequently asked questions (FAQ) sheet for inclusion in the Corrections Kit.

Finance

The chair reported that both the Employees Retirement Committee and the Retiree Medical Benefits Committee met via conference call on January 12, 2018. As of December 31, 2017, the Defined Benefit Plan had assets of \$34,770,101 and the Retiree Medical Plan had assets of \$5,498,363.

The lump-sum buy-out that was offered to 40 vested and terminated plan participants ended on November 30, 2017. The offer was accepted by 17 participants, resulting in a reduction in the pension plan liability of approximately \$635,000. Additionally, the December 31, 2017, actuary report was received, where it was reported that the pension liability was \$36,894,234 at December 31, 2017, based on the 2017 year-end discount rate of 3.55%.

G.S.O. Financial Results

Bob Slotterback (nonalcoholic) reviewed the financial results of G.S.O. for the twelve months ended December 31, 2017.

Gross Sales for 2017 of \$13,898,550 were \$148,550 (1.1%) more than budgeted and \$484,621 (3.6%) greater than 2016. Net Sales of \$13,693,372 were \$178,372 (1.3%) more than budgeted and \$504,114 (3.8%) greater than 2016. Gross Profit from literature was \$9,361,613 and represented a 68.4% Gross Profit Percentage, compared with 67.8% for the year 2016. The budgeted Gross Profit percentage was 65.2%.

Contributions for 2017 of \$8,409,452 were the highest ever. This was \$734,452 (9.6%) greater than budgeted and \$474,583 (6.0%) greater than 2016. This reflected increased

participation by both groups and individuals. The online contributions system was a factor in the increased participation. A sincere thank you was expressed to the Fellowship for their continuing support.

Total Revenue (gross profit from literature plus contributions) was \$17,771,383, or \$1,285,433 (7.8%) greater than budgeted and \$890,943 (5.2%) greater than 2016. Total expenses for the period of \$16,012,547 were \$75,605 (.5%) less than budgeted but \$596,731 (3.9%) greater than 2016. The increase in expenses was due to increased number of staff from open positions being filled, along with increased costs of professional fees, IT systems, communications inventory study, and financial controls improvements, such as legal reviews of our numerous contracts. Net profit for the year 2017 was \$1,758,837, \$1,361,039 more than budgeted and \$294,212 more than 2016. Given the profits, G.S.O. may be able to transfer excess funds to the Reserve Fund in early 2018, subject to completion of the audit.

G.S.O. 2018 Budget Presentation: The 2018 G.S.O. budget projects net sales of \$13,780,000, which is \$86,628 greater than 2017 actual. After subtracting manufacturing costs and shipping expenses, gross profit is budgeted at \$9,260,245, or 67.2% gross profit percentage.

Contributions are budgeted at \$8,200,000, which is \$525,000 (6.8%) more than the 2017 budget, but \$209,452 less than the 2017 actual.

Grapevine Financial Results

For 2017, average paid circulation of the Grapevine magazine for print, online and app, was 75,329. This compared with 74,203 budgeted and the 2016 average of 77,429.

Gross profit on the magazine of \$1,393,954 was \$64,103 more than budgeted. Gross profit on other content-producing activities of \$537,742 was \$68,087 greater than budgeted and \$81,844 greater than 2016.

Total gross profit for the year was \$1,951,696, or \$137,090 more than budgeted and \$31,452 more than the \$1,920,243 achieved in 2016.

Total costs and expenses of the magazine for the year were \$1,825,568, which was \$102,997 less than budgeted and \$69,864 greater than 2016.

After adding interest earned, there was a net profit in 2017 of \$126,128, compared with a net profit of \$164,539 in 2016 and a budgeted net loss of \$113,959 for 2017.

Grapevine Budget Review: The 2018 Grapevine budget anticipates an average paid circulation of 62,322 print copies, 3,280 online copies and 2,500 GV Subscriptions app. Total magazine and content-related items income is expected to be \$2,572,223, which is \$239,143 less than the \$2,811,366 in 2017. Total direct costs are expected to be \$820,946, which is \$58,724 less than 2017. Gross profit on the magazine and other content-related items for 2018 is estimated at \$1,751,277, a decrease of \$180,419 from 2017.

La Viña Results

For the year ended December 31, 2017, income from magazine sales was \$121,973, compared with a budget of \$110,503. The average of paid subscriptions for La Viña was 9,996 versus 9,579 budgeted and 10,374 for 2016. Gross prof-

it on the magazine was \$72,678, compared with \$46,644 budgeted. Other publishing income added \$21,810 to the revenue stream. After deducting the costs and expenses of \$220,928, a shortfall between revenues and expenses of \$126,440 resulted for this service activity. This compares with a budgeted shortfall between revenues and expenses of \$166,769 for 2017 and \$152,082 for 2016. The shortfall for the La Viña service activity is funded by a transfer from the General Fund of the General Service Board, resulting in a net result of zero for La Viña's service activity.

La Viña Budget: The 2018 budget for La Viña projects gross profit on the magazine and content-related items to be \$83,787. After deducting costs and expenses of \$229,595, the 2018 budget reflects a shortfall between revenues and expenses of \$145,809, which is \$19,369 greater than 2017.

Capital Projects

Grapevine and La Viña: During 2018, both Grapevine and La Viña will be undertaking new web-related projects. These two projects will be capital expenditures, which traditionally are funded out of the Reserve Fund. As such, GV will be seeking up to a maximum of \$114,000 and La Viña will be seeking up to a maximum \$28,000 for these two projects.

Reserve Fund

As of December 31, 2017, the Reserve Fund had a balance of \$14,352,618. The Reserve Fund represents approximately 9.5 months of operating expenses. Upon the completion of the audits of A.A.W.S. and Grapevine, a determination will be made as to the transfer of excess profits from 2017 to the Reserve Fund.

Recommendations

It was recommended and approved that:

- The 2018 G.S.O. budget, which reflects net sales of \$13,780,000 and a bottom line profit of \$501,693, be adopted.
- The 2018 Grapevine budget reflecting a net loss of \$271,313 be adopted.
- A transfer of \$114,000 from the Reserve Fund for the Grapevine's website upgrade be made.
- A transfer from the Reserve Fund of \$28,000 for the La Viña archival project be made.

General Sharing Session

The topic of the First Quarter General Sharing Session was "Organization-wide Support of the AA Grapevine." Class A trustee Ivan Lemelle presented on the subtopic "Mutual Cooperation by Our Three Corporate Entities" and general service trustee Ginger R.B. presented on the subtopic "Ways the AA Grapevine Carries the Message."

Ivan shared, "Our three corporate entities might have different operative processes, but, like the Circle and Triangle, our entities have the same common purpose. AA Grapevine, Inc., Alcoholics Anonymous World Services, Inc. and General Service Board of A.A., Inc., together have the same shared primary purpose — to serve the Fellowship in carrying the A.A. message to the still suffering alcoholic."

Noting the G.S.B. Strategic Plan report entitled "Serving the Fellowship," Ivan continued, "One of the challenges identified in that report is a lack of growth in the Fellowship in

recent years, giving rise to an opportunity to do a better job of reaching out the hand of A.A. It identified a number of processes that might be undertaken by the G.S.B, A.A.W.S., AA Grapevine, G.S.O. Staff and the Fellowship at large to improve our efforts in this area. A key process goal is improving and expanding effective communications within our structures and beyond.”

Ivan closed by expressing, “As trusted servants we are duty bound to make sure the best possible communication and unity exist among A.A.W.S., AA Grapevine, the G.S.B. and the General Service Office. The Fellowship deserves nothing less than the best.”

Ginger shared, “The Grapevine archives are a great resource on many topics. I can always find how others have handled a myriad of situations.” Ginger went on to share, “I have given subscriptions to sponsees as gifts... One year I gave my sponsees *Emotional Sobriety* for Christmas. This year I gave *Voices of Women in AA*.”

Ginger was reminded, as Bill W. expressed it in 1946, “The Grapevine will be the voice of the Alcoholics Anonymous movement. Its editors and staff will be primarily accountable to the A.A. movement as a whole.... Within the bounds of friendliness and good taste, the Grapevine will enjoy perfect freedom of speech on all matters directly pertaining to Alcoholics Anonymous.... Like the Alcoholics Anonymous movement it is to mirror, there will be but one central purpose: The Grapevine will try to carry the A.A. message to alcoholics and practice the A.A. principles in all its affairs.”

After the presentations, moderator Yolanda F. invited all in attendance to share on the theme and subtopics. The following includes some of the sharing from attendees.

A delegate shared that the role of Grapevine Group Representative (GVR) was his first service position, and he credits this for much of his sobriety and his continued service today. Another delegate shared that he was pleased about expanded efforts at the board level to improve communication both within A.A. and with the public about A.A.

The AA Grapevine executive editor/publisher posed these questions to attendees: “What are the boulders holding our A.A. boards from carrying the A.A. message? And are these the same boulders we were discussing years ago? Will we find ourselves in the years ahead still stuck with these same blocks? What do we need to do to remove these boulders?”

A Class B trustee shared that the General Service Board can improve its ongoing support of AA Grapevine. In addition, the G.S.B. has a duty to communicate to the groups the need to support Grapevine. An A.A.W.S. director asked, “Is it not the Fellowship’s responsibility to support the Grapevine and its essential contemporary message in attracting today’s alcoholics seeking help from A.A.?”

International

The committee discussed the World Service Meeting (WSM) budget and current financial model, noting the reduction in office-related expenses in recent years. The committee also offered varied viewpoints regarding self-support for the WSM, a topic that is taken up and discussed at each WSM. The committee also discussed how to encourage participation in the WSM by more countries/structures and agreed that in-

formation regarding the availability of financial assistance be included in the WSM invitation letter for the 25th WSM.

The committee forwarded a discussion topic to the 2018 Conference Policy and Admissions Committee: “Does the U.S./Canada have a role/responsibility in assisting in the development of A.A. structures around the world through sponsoring other countries via direct invitations to observe our General Service Conference?”

International Conventions/Regional Forums

International Conventions: The committee reviewed a preliminary budget for the 2020 International Convention, which included a partial contingency approach of up to 20% to be applied only to the budget lines where a potential risk was identified. It was noted that the budget had been reviewed by the A.A.W.S. Board; the committee agreed to review a final budget in early 2019.

The committee discussed the participation of non-A.A. speakers at International Conventions and forwarded a request to the 2018 Conference Committee on International Conventions/Regional Forums that up to 21 non-A.A. speakers be invited to participate in the 2020 International Convention at A.A.’s expense.

The committee also forwarded the cities of Houston, Texas, and St. Louis, Missouri, to the 2018 Conference Committee on International Conventions/Regional Forums for consideration as possible sites for the 2030 International Convention, along with the suggestion that the bidding process remain open to allow any other areas fulfilling the minimum site selection requirements the opportunity to bid.

Regional Forums: The committee reviewed a progress report on development of a virtual Regional Forum video and requested that the staff secretary explore production of a pilot video.

Literature

The committee forwarded to the 2018 Conference Committee on Literature draft revisions of the pamphlets “A.A. for the Woman,” “A.A. for the Gay/Lesbian Alcoholic” and “Inside A.A.: Understanding the Fellowship and Its Services,” as well as a draft manuscript “Experience, Strength and Hope: A.A. for Alcoholics with Mental Health Issues and those who sponsor them.” The committee also agreed to forward, among others items, a request for the development of a pamphlet for Spanish-speaking women alcoholics; a request for the development of a pamphlet for atheist/agnostic members; and a report on the inclusion of safety language in recovery literature.

Nominating

The committee reviewed all candidates submitted for Eastern Canada and Pacific regional trustees and found all candidates eligible for election in April 2018. The committee recommended individual slates of trustees and A.A. World Services, Inc. and AA Grapevine, Inc. directors to be presented for election at the annual meeting of the General Service Board in April 2018.

The following Appointed Committee Members were selected for one-year terms beginning with the July 2018 General

Service Board weekend: Katie H., Fair Oaks, CA (trustees' Committee on Literature); Allison C., Goleta, CA, and Shari M., Fort Lauderdale, FL (trustees' Committee on Public Information); Briana G., Casper, WY (trustees' Committee on Cooperation with the Professional Community/Treatment and Accessibilities).

Public Information

The committee forwarded the rough cut of the proposed video PSA "Changes" to the 2018 Conference Committee on Public Information with a recommendation that the new PSA be centrally distributed, tracked and evaluated at a cost not to exceed \$42,000.

The committee also forwarded to the 2018 Conference P.I. Committee a progress report on the implementation of a Google for Nonprofit YouTube channel by A.A.W.S. and a report on Google AdWords and Grants, noting how these can be used to carry the A.A. message.

Trustees Planning and Sharing Session

The General Service Board heard reports from G.S.O.'s general manager; the chairs of A.A.W.S., Inc. and AA Grapevine, Inc.; and Grapevine's executive editor/publisher. Bob Slotterback, G.S.O.'s director of finance, and Michael Munguia, financial analyst, gave a slide presentation regarding contributions and literature sales analytics.

The board will continue its work on the Strategic Plan, Trustee Orientation and the G.S.B. Code of Conduct. New members were appointed to the ad hoc subcommittees working on these topics.

The board participated in a presentation by Impact Collaborative (IC), the communications firm that has undertaken the in-depth communications audit requested by the General Service Board. The presentation covered IC's preliminary findings and addressed some of the challenges A.A. is facing in strengthening its communications both internally and externally. The work of the communications audit is ongoing, with additional reports to follow.

A.A. World Services

Since the October 2017 meeting, the A.A. World Services Corporate Board has met twice: December 8, 2017 and January 25, 2018. During this same period, the A.A.W.S. Finance, Publishing, Technology/Communication/Services (TCS) and Internal Audit Committees each met twice; the ad hoc Application Interval and Reach (AIR) Committee, the ad hoc Literature Price Change Committee and the Nominating Committee each met once; the ad hoc Self-Support Committee did not meet during this period.

Services

Communication Services: After a six-month selection process, the G.S.O. Website Design committee has selected a vendor to build the new G.S.O. website. A plan is underway to complete the construction of the YouTube channel and to introduce it to the Fellowship.

Conference: 60 proposed agenda items were received and posted on the Dashboard in keeping with the 2016 Advisory Action.

Cooperation with the Professional Community: The C.P.C.

PowerPoint presentation has been updated and placed in the C.P.C. section of aa.org.

Corrections: More than 389 A.A. members attended the First National Corrections Conference, with 35 states, including Puerto Rico and four Canadian provinces represented.

Group Services/Loners Internationalists Meeting (LIM): The A.A. Guidelines on Intergroups and Central Offices, along with a number of other Guidelines, have been updated to reflect current local sharing.

International: Invitations to participate in the 25th World Service Meeting in Durban, South Africa, have been sent to 62 G.S.O.s around the world. The "A.A. Around the World" webpage text and content have been reviewed by the Website Committee and the page is ready for posting.

Literature: Interviews for the appointed committee member (ACM) opening have been scheduled. The Holiday issue of *Box 4-5-9* was distributed early in December in English, Spanish and French.

Nominating: Reminders were sent to each trustees' committee with ACMs asking for an update of each committee's need to continue the terms of their current ACMs or to see if replacements or new ACMs will be sought for 2018.

Public Information: The video PSA download page, recently added to the Public Information Committee page of aa.org, has been very successful in delivering HD broadcast-quality video PSAs to broadcasters. Since the webpage was launched in September 2017, broadcasters have downloaded over 670 copies of our PSAs. This includes 120 French-language downloads and 150 Spanish-language downloads.

Regional Forums: The East Central Regional Forum held in Springfield, Illinois closed out the 2017 forums calendar with 371 attendees, including 192 first timers. Attendance at all four 2017 Regional Forums topped 1,500, with more than 800 first time attendees. Forum Final Reports from 2017 have been distributed and are available online.

Treatment and Accessibilities: Work has begun on updating the DVD "Accessibility for All Alcoholics" (formerly "A.A. for the Alcoholic with Special Needs"); and production has begun on the new ASL translations of *Alcoholics Anonymous* and *Twelve Steps and Twelve Traditions*.

Administration

Having lived with the office redesign project undertaken over the last few years, some work still needs to be done regarding office space, including possible reconfiguration of some work stations, etc. An assessment has begun regarding individual department needs. Additional reporting will follow over the next several months.

A review of key vendor billing, customer service and contracts for some of A.A.W.S.'s largest vendors was undertaken to assure best practices and the most effective service, and at this time there are no unresolved issues with major vendors.

Administrative Services

Work on the International Directory began in September. The format will change from pamphlet to a digest format, and all international entities will be listed by country instead of individual category. Cross training of staff assistants and support services assistants is in process to provide backups able to work across two assignments.

Archives

On November 2, 2017, the Archives hosted an Open House for all G.S.O. and Grapevine employees celebrating the recent construction and marking the 42nd anniversary of the official opening of the Archives in 1975.

Human Resources and Employee Benefits

Two medical plans were offered to employees during the open enrollment period in December, and a new dental insurance provider was selected. Additionally, a new provider for short- and long-term disability and life insurance was selected. Insurance waiver buyouts were offered to employees over the last quarter. In 2017, 18 employees waived their insurance coverage, saving A.A.W.S. approximately \$390,000 or more annually. In 2018, 14 employees waived their medical/dental benefits, with a projected savings of approximately \$311,000.

Information Technology

Three servers have recently been decommissioned, at a savings of approximately \$1,000 per month. There will be further decommissioning of servers and reduction of monthly costs.

Technology/Communication/Services (TCS) Committee

The TCS Committee reviewed progress reports and updates on G.S.O.'s A.A. website software and analytics. Oral reports were given by the director of IT Services and the Group Services assignment. The IT department report focused on the new enterprise resource planning (ERP) system; new payroll systems and events management software; upgrades to the back end of the online store; and the decommissioning of servers. The report from Group Services noted an informational conference call that was held in November between G.S.O. and a group of intergroup/central office managers; the ongoing review and updating of service material; and the compilation of relevant information from intergroup/central offices regarding dealing with natural disasters.

A progress report was presented on the Google for Nonprofits account. It was determined that responsibility for the daily operations of the YouTube channel be assigned to the G.S.O. Website committee and that this in-house committee move forward with the proposed launch plan for the A.A.W.S. Google Nonprofit YouTube channel.

Publishing Committee

Gross sales: December gross sales are under budget with actual gross sales at \$894,156, which is a \$111,518 (or 11.09%) negative variance against budget of \$1,005,674. For 2017 through the month of December, gross sales are above estimate: \$13,904,794 actual sales vs. estimate of \$13,750,000, which is a \$154,794 (or 1.57%) positive variance.

Web sales: Total web sales (A.A.W.S. Online Bookstores) for December 2017 stand at \$545,479, which accounts for about 62.14% of total sales for the company. Sales on the B2B online store (primarily intergroup/central offices and other bulk orders) for December are \$369,389, and B2C sales (individual customers) stand at \$176,089.

Digital books: Total e-book gross sales January through December 2017 stand at \$213,492, with 57,490 units distributed.

International licensing and translation: The latest translation, now in the audiobook production process, is the Navajo Big

Book. There are 20 non-English language Big Books pending (16 new ones and 4 revisions in process). The period January – December 2017 saw a 45% increase in translation reviews over 2016, with 42 reviews completed across 16 languages, as compared with 29 reviews across 14 languages in 2017.

Catalog Redesign: The new catalog was completed and mailed in December.

Staffing: Longtime French freelance translators Lise P. and Fernand L. retired December 31, 2017. Their service has been much appreciated over the years. Interviewing has commenced for a new full-time in-house French editor/translator.

Finance Committee

Unaudited financial results: 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, 2017.

Internal Audit Committee

The committee discussed a series of potential internal audit policies related to Management, Human Resources, Directors and Finance and determined that these could form the basis of an in-depth review by an independent auditor.

International Convention

A progress report and updated budget was provided by Convention consultant Gregg Talley for the 2020 International Convention. It was noted that while the overall trend of attendance from the U.S./Canada was upward, overseas attendance seems to be decreasing.

Other Topics

Literature discounts, handling charges and pricing: Discussion continued on different pricing and discount scenarios. The ad hoc Literature Price Change Committee will bring a progress report to a subsequent meeting.

AA Grapevine

The AA Grapevine Board met on December 8, 2017, for Strategic Planning, on December 9, 2017 for a board meeting, and on January 25, 2018 for its quarterly board meeting.

Board Committees

The Nominating and Governance Committees met via teleconference on January 12; the Finance and Budget Committee met via teleconference on January 23; the Organization-Wide Committee met via teleconference on January 3.

Board Actions

December 9, 2017: In addition to approving the minutes of the September 15, 2017 quarterly meeting and the treasurer's reports on AA Grapevine and La Viña, the board took the following actions: approved management's decision to transfer fulfillment and shipping of all international product orders to Canadian warehouse vendor, and approved an SMS project (as a direct communication tool for GVRs) as soon as practicable.

January 25, 2018: In addition to approving the minutes of the October 27, 2017, quarterly meeting and the treasurer's reports on AA Grapevine and La Viña, the board took

the following actions: forwarded the 2018 Grapevine and La Viña budget to trustees' Finance and Budgetary committee, and requested drawdowns from the General Service Board Reserve Fund to fund a new website capital project (not to exceed \$115,000) and to build the new La Viña Archive (not to exceed \$28,000).

Financial

For details on Finance (Grapevine and La Viña), see the report of the Finance Committee on page 2 and the summary of unaudited financial results on the last page of this report for the period ended December 31, 2017.

Circulation, Development, Outreach

The Grapevine and La Viña Subscription Challenge was launched on January 2, 2018, and will continue through December 29, 2018. The new Grapevine catalog was released on January 18, 2018. The La Viña SMS project continues to increase La Viña's digital community, with 1,428 subscribers as of October 2017. Grapevine will send the complimentary GV App subscription to all Panel 67/68 delegates. Grapevine staff is working on development of a "Ways GV and LV Carry the Message" flyer. The next quarterly *Grapevine*

& *Your Group* email newsletter is planned for February 2018.

The executive editor/publisher is participating in the General Service Board's Communications Audit and the A.A.W.S. website redesign project.

Editorial Advisory Boards

The GV EAB is scheduled to meet in February; the La Viña EAB met on January 19.

Grapevine Editorial Report

Recent issues of the Grapevine magazine have included *AA in the Military* (October 2017); *Classic Grapevine*, featuring stories from the new Grapevine book, *Voices of Women in AA* (November 2017); and *Sober Holidays* (December 2017).

La Viña Report

Recent issues of La Viña have included "Gratitude: When giving is better than receiving" (September/October) and "Step Twelve During the Holidays: Members stay sober and do service during the holiday season" (November/December).

Grapevine Web Report

Monthly web traffic is averaging 39,200 unique visitors and 173,000 page views.

FINANCIAL DATA: For the Twelve months ended 12/31/17 (All figures pending final C.P.A. audit)

G.S.O.	2017 Budget	2017 Actual	2016 Actual
Contributions from A.A. groups and members	\$ 7,675,000	\$ 8,409,452	\$ 7,934,869
Sales less cost of production, royalties and shipping	8,810,550	9,361,613	8,945,128
Interest Income	400	318	443
Total Income	16,485,950	17,771,383	16,880,440
Total G.S.O. expenses:	16,088,152	16,012,547	15,427,222
Net Operating Income (expense)	397,798	1,758,837	1,453,218
AA GRAPEVINE, INC.			
Sales less costs of products	\$ 1,799,506	\$ 1,931,696	\$ 1,905,143
Interest earned — Regular	—	—	—
— Reserve Fund	15,100	20,000	15,100
Total Income	1,814,606	1,951,696	1,920,243
Expenses	1,928,565	1,825,568	1,755,704
Income (loss) from operations	(113,959)	126,128	164,539
General Service Board Support of La Viña shortfall	166,769	126,440	152,082

SALARIES (2017) 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 2017.

	Number of employees	Approximate ranges of actual G.S.O. salaries
Administrative, A.A. Staff, Supervisory, and Exempt Professionals	44	\$57,000 to \$246,000
Supporting personnel	38	\$42,000 to \$ 70,000

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