



# AAHG Steering Committee Minutes

Date: 11-11-2025

Time: 7.30PM EST

Chair: Ash Megan

## In Attendance

Big Bob, Brent W., Tracey, Jo Unicorn, Rantine, Celina, Nicole C., Ash Megan, Angela R., Deron W., Melody, Marissa M., Albert C., Ryan M., Duane, Renee R, Bob C. & Harold.

## Quorum

Yes.

## Opening Prayer

Ash Megan - Serenity Prayer.

# 12 Traditions

Albert read the short form of the 11th Tradition and gave a brief interpretation of it.

## Old Business

None.

## New Business

Motion on digital guide and accessible pamphlets submitted by Ricardo.

## Chair Report

Ash starts by welcoming the new members of the Steering Committee and thanking those that previously served for their time and dedication to the group. Ash continues by going through what the purpose and expectations for the Steering Committee are:

“The purpose of the AAHG Steering Committee is to ensure that our meetings and activities stay true to AA’s traditions, mission, and principles, providing effective support to the AAGH stability and continuity, creating a structured and welcoming pace where members can focus on their recovery. The AAHG Steering Committee places AA’s values and purpose above individual perspectives. Each committee member brings distinct responsibilities and manages specific areas, yet we work together to meet the group’s needs and strengthen our unity. “Principles before personalities” is more than a guideline – it’s the foundation of how we serve our fellowship.

We serve our fellowship by:

- Overseeing finances. We maintain transparency, uphold sound financial practices and handle contributions responsibly to support the group’s self-sustaining approach.
- Resolving Group Issues and Conflicts. We address challenges in line with AA’s principles, fostering a harmonious and supporting fellowship.
- Guiding Operations. We address organizational and logistical needs, such as training trusted servants, coordinating schedules, determining the best practices for the safety of our group, and managing our technical resources.

- Upholding AA Traditions. We advance AA's primary purpose of helping alcoholics achieve sobriety and support AAHG's mission to provide 24/7 online meetings, as outlined in our bylaws.
- Working Together. By working together with shared dedication and accountability, we strengthen our group's foundation, ensuring it remains a reliable and welcoming space for all seeking recovery and mutual support.

Ash also shares that the proposed date for the Group Conscience on the 20th December has been moved to the 27th. The Group Conscious shall vote on the upcoming 6 months of dates on Monday the 17th of November meeting.

Ash ends her report by asking if anyone has any feedback on how to improve the election process to which there was no response and so she thanks the group for their service.

## Scheduling Report

Angela R. started her report by sharing that there are 4 new schedulers, Candace V., Manny B., Emelie R. and Chris A. IN. She presented a table (see below) showing that 62% of spots are open. The scheduling team plans on shortening the permanent requirements by asking members if they would be willing to commit to serving for 4 weeks at a time rather than indefinitely. Angela also shares that she plans on sending out a survey for trusted servants to complete, outlining what days and times they are available to serve which will allow the team to target the members appropriate to the need, hoping that this helps to provide more structure to how the team reaches out. Angela continues her report by saying that she will be speaking to Stacy D. and Sabrina to see if they would be willing to pair up and help find coverage over the weekend, as the weekends require the most work and then concludes by sharing that her hope is to share some of the workload as there are some members serving several hours daily and stepping up frequently which is appreciated but is also cautious of burnout for these members.

| DAY     | AVAILABLE HOURS | PERMANENT HOURS |
|---------|-----------------|-----------------|
| Monday  | 67              | 21              |
| Tuesday | 47              | 41              |

|           |             |             |
|-----------|-------------|-------------|
| Wednesday | 50          | 38          |
| Thursday  | 53          | 35          |
| Friday    | 49          | 39          |
| Saturday  | 58          | 30          |
| Sunday    | 56          | 32          |
| % Total   | 380 = 61.7% | 236 = 38.3% |

## Safety Report

Marissa starts the safety report by thanking everyone for being here and for their service, stating that safety is a shared responsibility for all members on the platform, thanking all who help to keep our space safe by reporting incidents, welcoming newcomers and modelling loving boundaries. She said that we are all in this together. Marissa continues by sharing that the Safety Committee meets weekly and they are aiming to go through the Procedures Manual by January 2026. She shares that the committee provides more learning opportunities for members providing an avenue to model mentorship. The disruptor list continues to be monitored regularly with an average of 40 entries per month, and Marissa made reference to this being halved due to a lot of entries coming from those on the ROS list. Marissa concludes her report by sharing that Pamela has been met with and welcomed back to service and they are also working closely with another trusted servant.

Big Bob asks who the members of the committee are - Eric C., Kristy W., Melody, Deron W., Marissa M., Dave M., Ato and Charlie were confirmed as safety committee members.

## Secretary Report

Jo starts her report by sharing that there is one new motion received that Ash spoke on earlier and that there is one lot of minutes to approve from the Steering Committee on 30th October. Jo continues by sharing that the Birthday Group continues to receive submissions randomly, with roughly half a dozen added since the last report. Melody appears to be answering the majority of the emails and Harold S. is currently solely responsible for the posters while James Cowboy is away for personal reasons, however

due to James returning earlier on this morning he will resume his task of posting the birthdays at the end of November.

Jo asked that everyone please continue to send any motions and birthday submissions to the respective email addresses. She also said that she plans to create a Sub Committee to help with the minutes to ensure they remain fully transparent for the group, which she is hoping will be active by the time the Group Conscience meeting rolls around. She thanked everyone for allowing her to be of service

Motion to approve the Steering Committee minutes for 10.30.2025, 2nd by Renee R.  
Yes 15, No 0, Abstain 0, Motion passes.

## Training Report

Brent asked if Celina wanted to present the Training Report to which she agreed. Celina started by thanking everyone for serving and allowing her to serve. Celina continues by sharing the upcoming Training dates scheduled to the end of 2025 (see table below), and that the last training for service saw 21 new members out of the 25 forms that were filled out.

Celina continues to share that 3 New Trainers have been added, and 5 trainers have left. Our new trainers are Bob C., Candace V. and Sabrina. Those that have left are Diane, Joseph K., Peter F., Stacy D. and Sofia T. All current Trainees who have chosen to proceed with training are linked with a trainer. They continue to progress the Trusted Servants through the training process.

| Training for Service | Expanded Training for Service | Workshop | SC                    | GC    |
|----------------------|-------------------------------|----------|-----------------------|-------|
| NOVEMBER             |                               |          |                       |       |
| Sunday 16th, 2pm EST | Friday 14th, 11pm EST         |          |                       | 11/17 |
| Sunday 30th, 2pm EST |                               |          | Tuesday 25th, 8pm EST |       |
| DECEMBER             |                               |          |                       |       |
| Sunday 14th, 2pm EST | Friday 12th, 11pm EST         |          |                       |       |
| Sunday 28th, 2pm EST |                               |          |                       |       |

# IT Report

Duane starts by sharing the following:

## DONE

- The website is updated with the newly elected Steering Committee Members.
- All approved Group Conscience and Steering Committee Meetings are uploaded and added to the website.
  - Added minutes from 2020 that Duane unearthed.
  - Links to the Bylaws have been added to the main navigation on all pages and to the Meeting Minutes page.
  - Old 2024-2025 Steering Committee Chats have been archived.
- Provided Ash information on an as needed basis during the transition.
  - All documents created by Duane has been copied to the AAHG Google Drive for access by those who need them.
- Liz P. worked with Duane to get up to speed on all systems.

## TO BE DONE

- Update the titles that appear in the official chats.
  - Liz P. needs to be provided a higher level of access for this.
- Grant “bypass” access to Steering Committee Members who would like to have it.
- Update the motion tracker Google Sheet and post it publicly on the website.
- Finish recreating the Summer Trudge.
- Provide the Speaker Recording Team with help as needed.

Duane elaborates on this sharing that he is still doing handover with Liz P. helping her settle into the new role and is leaving it for Liz P. to decide how James can help going forward due to his time served will conclude in January and James is staying on as part of the IT team. Duane shares that he still has to transfer a bunch of the accounts to Liz so that she can manage those and that transferring chats is taking some time due to telegram updates. Duane shared with the new Steering Committee Members about the Zoom bypass – members of the Steering Committee may bypass the Waiting Room providing they are on a free account and provide the relevant email address linked to that. Duane concludes his report by confirming that they paused recordings to clean up and add the older recordings to the new website (this was a motion that passed at the

last meeting, see minutes for 10.30.2025) – it takes time and a lot of effort. They need to go through all the old recordings to update and load them onto the website.

Brent shared that he had recently learned that pinned messages and links are not seen by new people added to the group due to them not being able to see the history of the chat. He adds that now it must be re-posted every time they add a new member. Duane responds stating that pinning does not work very well, and he advised Brent that he should repost and repin weekly. Leaving the history option on in the chat is a possibility to consider if we want people to see past chats. Duane also adds that the Scheduling and the Safety Sheet are visible by anyone around the world with access to the link – they can't edit it, but they can read it, therefore, if we post it publicly, anyone can see everything. Duane also shares that he hasn't noticed what inconsistencies cause it and isn't sure why it happens as yet.

Celina had a question regarding the recording of the meetings. She asked if there needs to be another vote done to continue recordings? Duane said that they are pausing all recordings until the old ones are posted on the website, so there isn't a timeline as to when it will happen. Celina reiterated if there must be a motion put in regarding another vote to start those recordings again? Ash shared that herself and Joseph had the software to process the previous recordings but someone can put in a motion and vote on it right then if they wanted to. Jo then states that the recording of the meetings were only a 3-month trial, so it should be sent back to the Group Conscience to vote on it again to continue the recordings. Ash asked to see the evidence to support this and Jo said she will get it. It was suggested to table discussions until we have the writing that shows that we said we are doing the 3-month trial. Then they will vote and present it at the Group Conscience if a motion is made.

Renee questioned why, if the recordings have been paused, was this meeting being recorded? Ash said this is the AI recording so that we have the transcripts – so that we have the right notes for when we do our reports. Duane adds that it summarizes information for the notetaker to help with the documentation. Ash also states that they have way too many backlog recordings and that new recordings won't be started until the backlog is caught up to (the estimation is around 250 recordings that still need to be processed).

## Comms/Lit Report

Harold S. presents the report, which includes the following:

#### Current:

- The Trudge submissions topics were updated (in the introduction and the website).
- A Literature Approval Committee was formed (5+ members).
- Communications emails were purged.
  - The email was set up for incoming submissions.
- Sober Birthdays Language was updated.
- Dial in numbers were checked and are all active.
- All hyperlinks were checked and they are active.
  - Approved Literature List.
  - The Trudge Archives.
  - Speaker Library.
  - Additional Resources.

#### Upcoming/Pending:

- Trudge Issue #10.
  - The base is completed.
  - We are in intake mode.
- Improved Tradition 7 Exposure in progress.
  - Language.
  - Website placement.
- Meeting verification improvements to come.
  - Better resources for inquiries.
- Literate Approval Committee Meetings.
  - Build up the committee.
  - Reconcile the current approval list.
  - Set the precedence for literature approval.

Big Bob asked who the members of the Literature Approval Committee were, and Harold responded, sharing that the members were himself, Melody, Nicole C., Liz P., Sabrina, Rantine M., Misty Dawn and Kayla.

Angela asked Harold a question about the Grapevine, as he stated earlier that they are looking into making sure that everything in the Grapevine is being looked at before automatically accepting the literature. She wanted to know why it is being looked at if it is already approved literature. Harold shared that he misspoke and meant to say Hazelden elaborating that not everything regarding Hazleden books are approved, so they want to make sure that it is appropriate and add to it if necessary.

Duane mentioned that not all the people in the committee mentioned by Harold were part of the Literature Approval Committee chat and offered to help him add the rest of the members. Some people are in the common chat, but Harold will send the completed list to Duane.

## Treasurer Report

Albert said that he does not have the Treasurer Report; Rachel was not available and she was not in the meeting. The last report was in September 2025. He apologized for not having an accurate report to present. Ash asked if he would have the report for the Group Conscience meeting on the 17th of November 2025 and Albert said yes.

## OIAA Report

Renee reports that the only thing to feedback is that the meeting guide app that is run by the General Service Office or AA World Services now have a spot for 24/7 meetings, so she did send them an email and sent Ash a screenshot to confirm it – asking if we could possibly be added to the meeting guide app to maybe increase our attendance.

There were some comments in the chat by observers about an online convention and Jeff was invited to speak on it. Jeff shared that this weekend the OIAA is hosting the second international convention; a 3-day convention with 3 groups around the world – Friday, Saturday, Sunday (Africa, North/Southern America/Asia). He said that groups give presentations and that we need to register for it on [aa.intergroup.org](http://aa.intergroup.org). He said that it might be something that we can look into going forward.

Renee shared that she is aware of the conference and is going to be attending, she did not mention it as she hasn't got the information to report back until after she has been. Angela asked if anyone could go to the convention – and the answer was yes, registration details were provided in the meeting chat.

Celina asked if it was the one being held in Massachusetts? Renee replied stating that it is OIAA, which is the Online Intergroup Service so therefore the meeting would be online. Ryan wanted to propose a motion to sign AAHG up to present at the conference this weekend but this was not doable as the cut off for entries has gone. Brent shares that Renee is already going on behalf of AAHG. Ryan asked if this was to represent or just going to attend as a spectator? Renee said that we have missed the opportunity to

present. The reason she did not initiate anything to present this year is because last year there was a different OIAA chair and when they started it for the first year – things were going to be presented – but the chair brought it to the group and their Steering Committee, and no one wanted to move forward with it. We ended up being a no show for last year – she was not asked to present this year either, so she did not want to push the envelope. Renee said that she would be going as a representative but will not be presenting anything.

## Motions

Ash tables Ricardo's motion for next time as he was invited to come and share about it but was not present.

Rantine requested prior to the meeting to remove her motion regarding MAL and bylaw changes.

## Additional Feedback

Jo Unicorn questioned the updates on the motions sent to the Members At Large and where they were in regards to making any recommendations about the 2 bylaw changes. Ash said it was asked to be taken off the agenda– for full transparency (so she thought). Ash said she will open the discussion now and they could talk about it. Ash asked Jo to read and present the motion by Ashley in California, and one motion about the requirements for certain positions on the Steering Committee. Jo said that the Members At Large should be discussing it and giving us feedback on it as the motions were already presented in a previous meeting.

Ash said she will put it in the Members At Large Chat and will discuss it with them next Thursday. Nicole was wondering about the motions too – she said they looked at the motions for the proposed bylaws changes and stated that the chat is supposed to be confidential so she was unsure of what she could share.

She felt they must deal with the motions as soon as possible and is in favour of getting these things looked at empathetically sharing that members go through the effort to put the motions in. Ash promised that nothing will be swept under the rug. There was a motion that Rantine sent in that was withdrawn, so she took it off, along with the discussions about the other 2 motions. Jo states that she did not advise this and only

mentioned the removal of Rantine's motion. Ash confirms that now it is clear it won't be taken off the agenda again.

## **Closing Prayer**

Celina - Serenity Prayer.

## **Responsibility Statement**

All.

## **Adjourn**