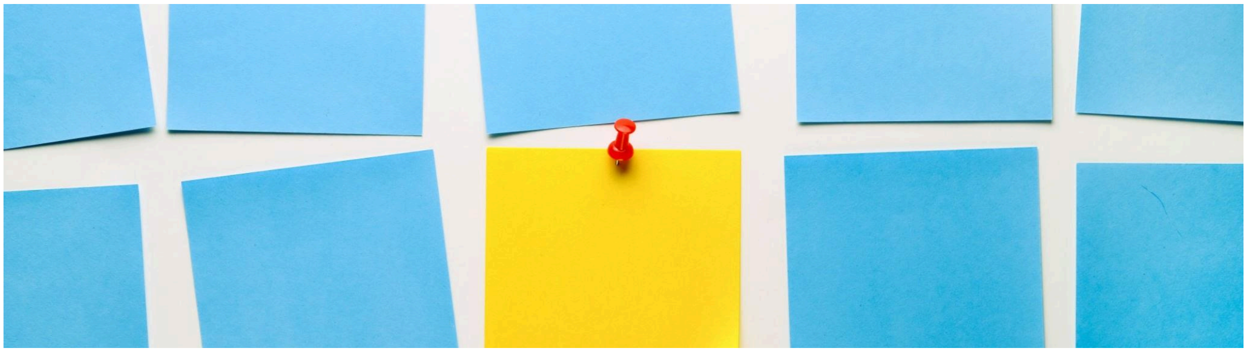


AAHG Steering Committee Minutes

Date: 12-23-2025

Time: 7:05PM EST.

Chair: Ash Megan

In Attendance

Ash Megan, Big Bob, Jo Unicorn, Angela R., Albert C., Brent W., Celina C., Deron W., Marissa M., Nicole C., Melody, Harold S., Tracey Mc.

Quorum

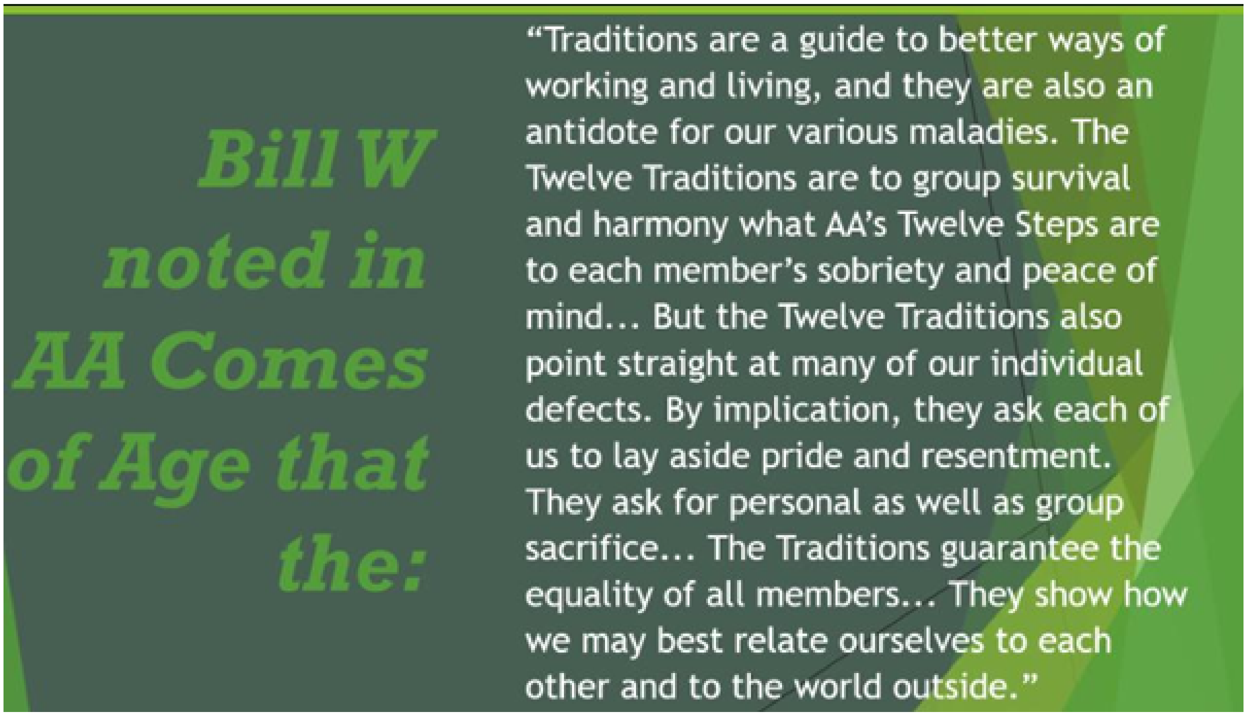
Yes.

Opening Prayer

Harold - Serenity Prayer.

12 Traditions

Angela read the short and long form of the 11th Tradition as well as the following statement from AA comes of age.



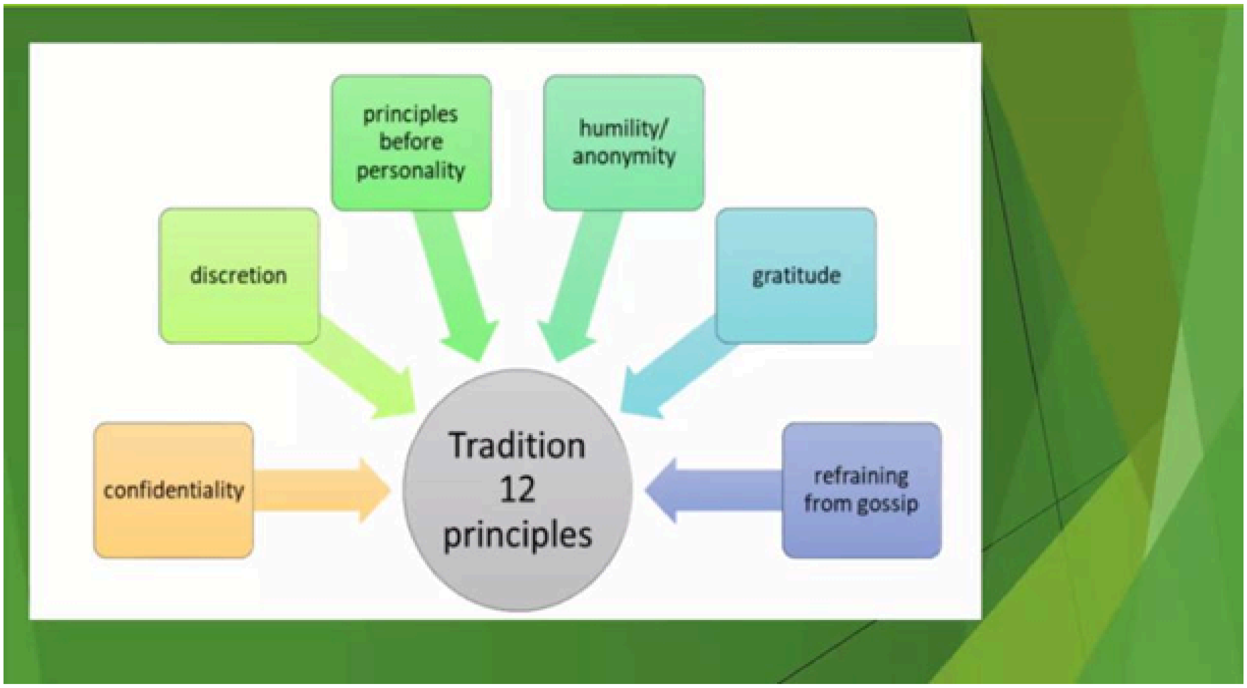
Old Business

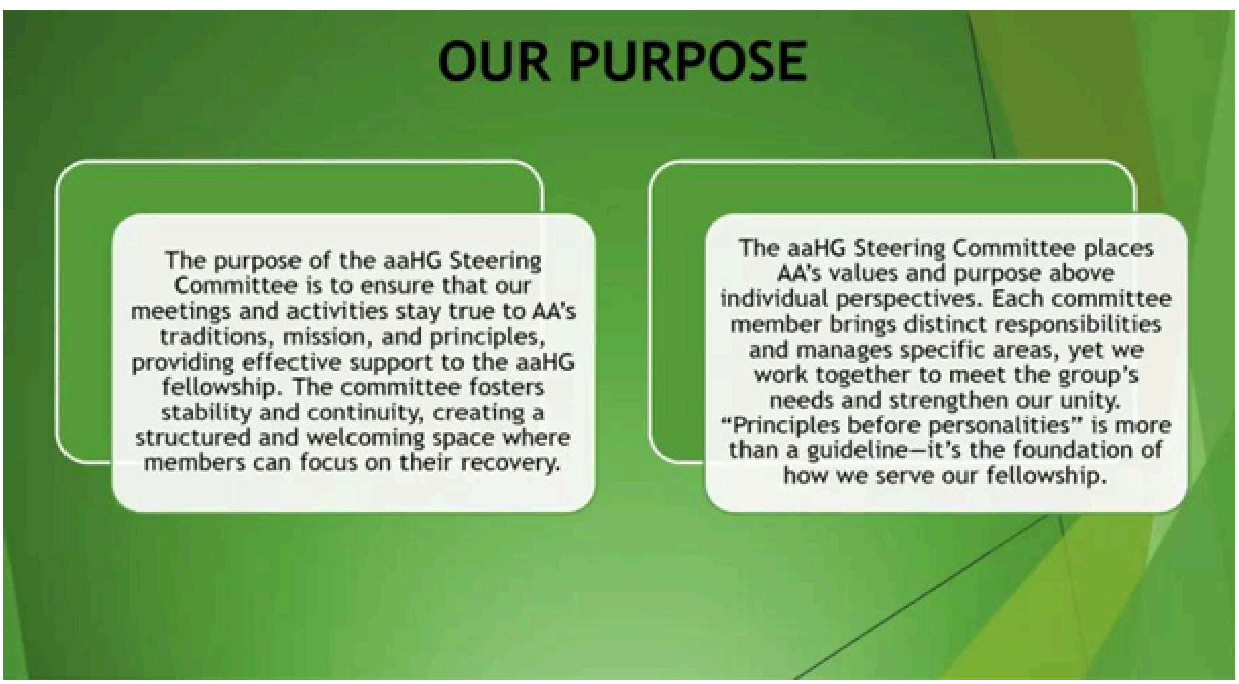
Motion on digital guide and accessible pamphlets submitted by Ricardo.

New Business

Reports.
Group Conscience time revision.
MAL updates on both Ryan and Andi's motions.
Bylaw change update & location.
Chat removals/functions.
Zoom updates, Solo hosting challenges & Training Changes.
Executive Session.

Ash starts by going through what the purpose and expectations for the Steering Committee are.



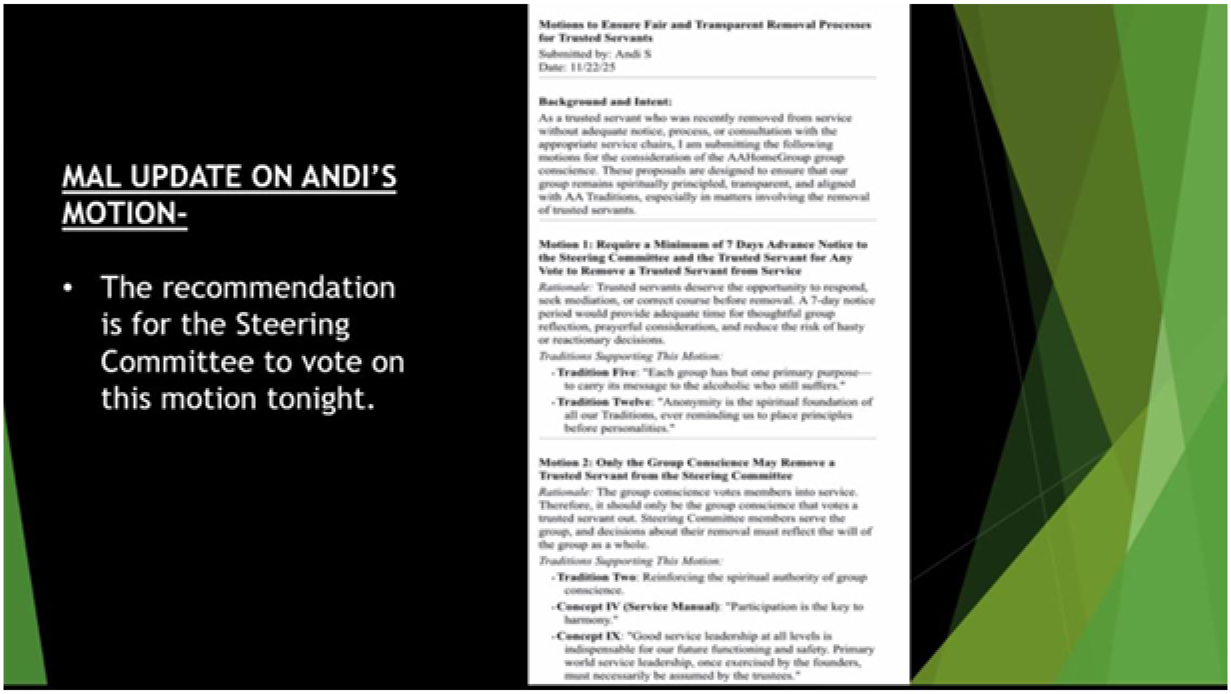


Ash Megan then continues by informing the group that the time for the Group Conscience meeting has moved up, because we have people that are from other time zones. It would be better if we move it up a bit, because elections go on for a couple of hours. The revised time is 6pm EST. on January 12th.

Ash informs the SC that Ryan retracted his motion and supports Andi S. in her motion. Also the feedback on Liz's motion regarding the chat functions will also be tabled, due to her absence in this meeting and therefore will be presented in January of 2026.

Motions

Motion to ensure a fair and transparent process of removal of Trusted Servants.



Ash Megan mentioned that the Members at Large would like for the Steering Committee to vote on this motion during the meeting. Nicole expressed that motions don't need to be presented to the MAL before coming to SC. She continued to say that those of them that met did not see a reason why this motion could not move forward.

Ash Megan said that she took the motion to the Members At Large for their recommendations before bringing the motion to the Steering Committee. She said that it was not compulsory to follow that route, but that she thought that people with substantial sobriety recommending things to those who are still learning would turn out better in end-discussions, especially in following the Traditions and Concepts.

Celina questioned the motion process, enquiring why it was not brought to the Group Conscience first? Ash Megan replied that the bylaws currently state that the Steering Committee votes on the motion first and then it goes to the Group Conscience. She also noted that anyone can put in a motion to change that, but until that is done, this is the process that will be followed in accordance with the bylaws. Albert spoke on the removal of Andi S. and another Trusted Servant due to behaviours and attitudes causing issues for multiple Steering Committee Members.

He went on to say that the Steering Committee voted that said persons would be pulled away from service but will not be taken off the platform and he feels this motion is like a secondary appeal. Albert also noted that the Group Conscience normally has approximately 50+ members and that could be detrimental to a person regarding this kind of motion.

Jo Unicorn asked if we were voting on this motion to go to Group Conscience or are we voting on approving the motion? She further stated that the motion language needs to be tweaked and adjusted, because if something is a sensitive topic or concern, to echo Albert, it is not right that every single member of the group gets to weigh in. She ended by saying that this motion needs to be sent back to the Members At Large for revision so the language is clear.

Ash Megan said that sensitive information like grievances will be dealt with in private by the Steering Committee members. She added that if a Trusted Servant is a Steering Committee member and gets removed, the process would be that they would be told seven days beforehand and that it would be brought not just to the Steering Committee, but also the Group Conscience. She said that the Group Conscience voted that person in and they are the ones who should be removing the person. She said that, if we were to vote on this motion now, and it passes, it then goes to the Group Conscience. Jo Unicorn said that, taking for instance a situation with another member of AAHG; if he had been a member of the Steering Committee and he had been voted in, all his business and everything that happened would be known to everyone, because it would have gone to the Group Conscience for a vote. The whole platform would then be aware of everything that had happened, and the Group Conscience should then decide whether he should be removed. She emphasised that it does not make any sense whatsoever.

Jo Unicorn motioned that this motion was to go back to the Members At Large for revision and then resubmitted to the Steering Committee. Deron said that he does not know of a lot of the details concerning Andi S. and this motion, but that he is asking it to be voted on and that we call for a vote. He said the situation was understood and it has been explained pretty well.

Big Bob spoke and said that he has no idea what the motion is and that it is unclear to him. He said that it is far too complicated with far too many words and that he would not be voting on this and will be abstaining, because we need motions to be very clear and simple so that everyone knows exactly what they are voting on.

Nicole said that they reviewed the motion twice. One of the concerns that they had was the way that the motion was written. It seems like an airing of disagreements, and she said that she thought that Jo raised some good questions. If this goes to the Group

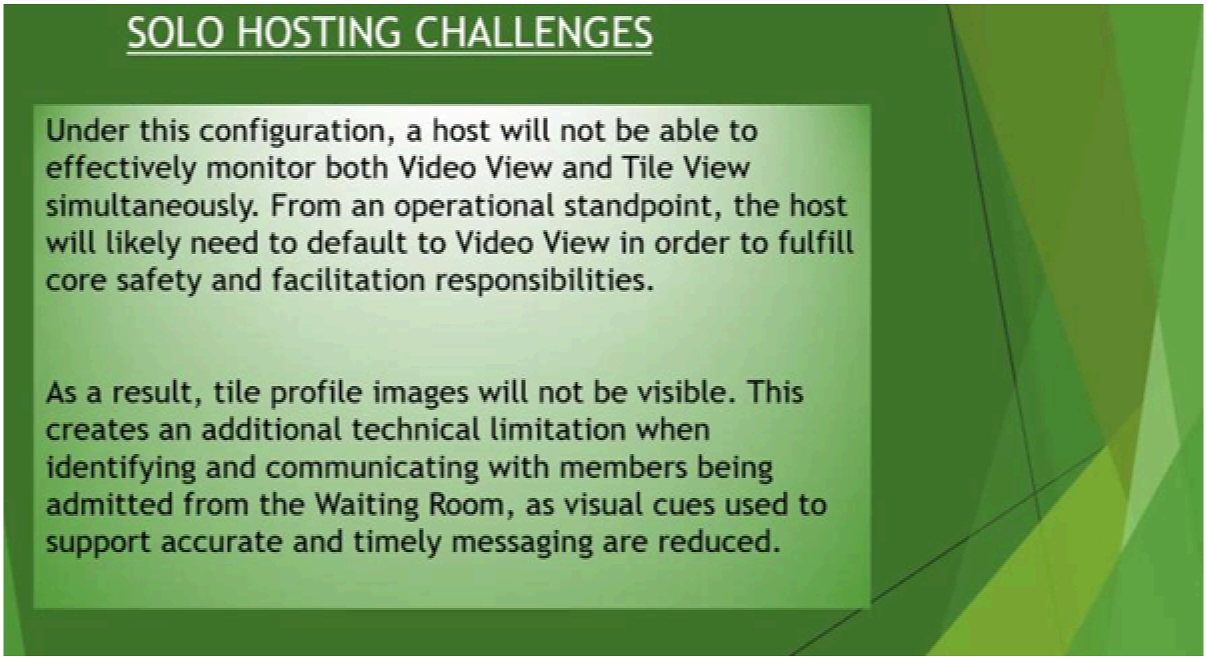
Conscience, it will become a mechanism for people to air their grievances. She said that the Members At Large can go back and revise the motion if that is what will be decided. Big Bob said that he really wonders why the recommendation was that it should be voted on tonight, when this is, in fact, a bylaw change. He looked at Section 6 in the bylaws under Officer. It says “7- The Steering Committee can remove a member of the Steering Committee for cause by two thirds majority vote of the quorum present. The chair would be able to vote in this decision. The position would then be declared vacant”. He went on to say that it also needs to be studied, as it is a bylaws change, and it also needs to show what language would be on the bylaws. He noted that this motion is longer than many whole sections of the bylaws and that this needs to go back to a committee to be simplified. He then stated that he believes that this motion will conflict with several other things that are in the bylaws already.

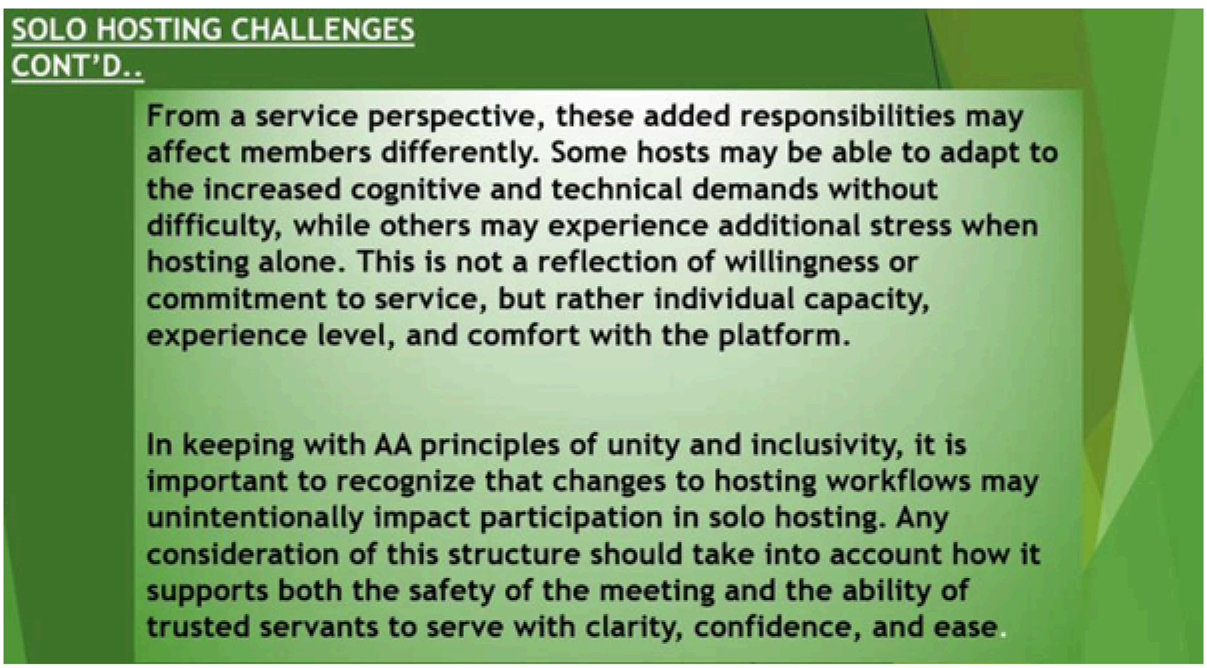
Ash Megan said that she does not have a problem bringing it back to an Ad Hoc Committee, which would be created after the new year. She stated that she will put that together, bring the motion back and present it exactly as it should be presented. Ash Megan made a motion to take the motion back to an Ad Hoc Committee to be discussed for a bylaw change, second by Tracey.

Yes 5. No, 3. Abstain 5. Motion passed.

Ash Megan called on the minority opinion and Albert said that, if someone is not doing their job or is causing disunity within the Steering Committee, they can step down. Not step off the platform but step down from that. However, if the person wants to take it to the group, they must take it to the group as a bylaw change. If not, it can only be imagined what would happen in a Group Conscience where every little thing would have to be voted on. Jo Unicorn asked what is going to happen with this motion, as she didn’t feel that 5/13 votes was a majority. Ash Megan confirmed that the motion was passed to go back to an Ad Hoc Committee for revision.

Zoom Update





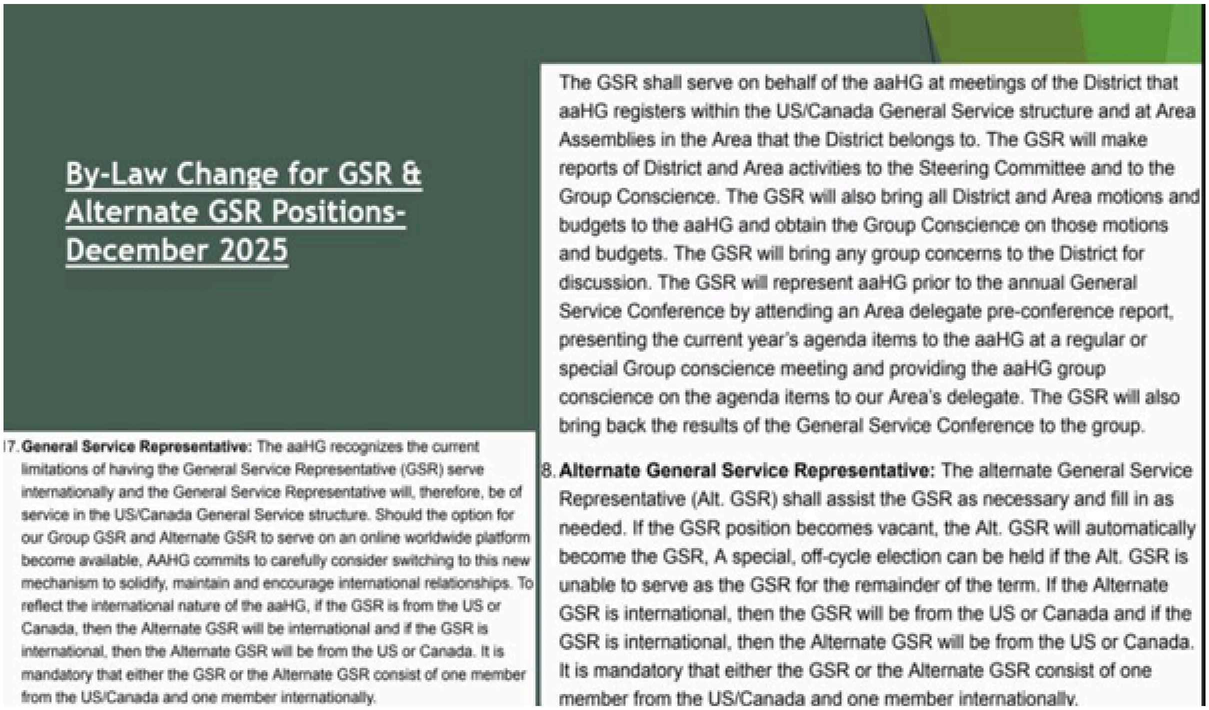
Brent presented information on the newest Zoom Update. He said that we would probably have to look at the Procedures Manual and do some revisions due to Zoom functions being a little different now.

He said that the biggest concern is solo hosting. If you are hosting solo, you are going to watch vids, you are going to have to turn off non-vid tiles, which means you cannot see the tiles, and you will not see the tiles on the back pages as they come in. He said that this is a minor security problem because you cannot see if someone has a bad tile. In his view, it is more important to see really bad videos than it is to see bad tiles. He also said that it is probably likely that somebody is going to send us a message. He thought that some of the hosts will be a little uncomfortable with it and may be scared away from hosting solo. People think they have to do everything. And the reality is, they will not be able to do everything, because they are going to be jumping between tiles. They are going to be jumping between toggling on and off gallery views. Jo Unicorn shared she noticed that she can see about 50 tiles instead of 25 maximum prior to the update. The videos and tiles are therefore only between two pages with 100 members.

Brent said that the biggest concern is the fact that the videos are now scattered all over from the front page to the back page. They are scattered over five pages and the only way you can see them all is to hide the video or hide the tiles. Brent said that he had not been able to see more tiles, as Jo suggested.

Ash said to go to the top corner where the minus is in the blow up of the two with X, the minus in the middle, you hover over it. Right underneath that is a green sign. And then it says view. You click on that and then you can view as many tiles as you want up on the top right corner. Brent went on to say that we do not have to solve this issue immediately, but that he wanted the Steering Committee to be aware that there are some changes that have happened and that it is going to have an effect on the way training is done.

Bylaw Changes GSR



Ash Megan read through the changes to the bylaws that were made on the GSR Motion at Group Conscience, just to give everyone on the Steering Committee the chance to see the new changes that are now in place. She said that they would be setting up an Ad Hoc Committee around which district we are going to choose.

Chair Report

Ash thanked everyone for their service and wished everybody a wonderful festive season, sharing that the relevant ad-hoc committees will be set up in the new year.

Secretary Report

Secretary Report

Date: 12-23-2025

Motions

- One (1) new motion has been received.
- One (1) Steering Committee minutes to approve:
  - The 29th November 2025.

General Report

The secretary sub committee is still yet to meet, this is on pause until after the election.

James has posted the Christmas birthday poster and Harold shall be posting a new year one at the start of January.

Please continue to send any motions and birthday submissions to the respective email addresses.

Jo Unicorn

Jo Unicorn reported that we have received one new motion from Angela. James Cowboy created the flyer for the December 2025 anniversary celebrations. She reminded everyone to please send motions to the secretary email and birthday celebrations to the birthdays email and ended her report by wishing everyone a Merry Christmas from England.
Melody reminded Jo that we still must vote to approve the Steering Committee Minutes.

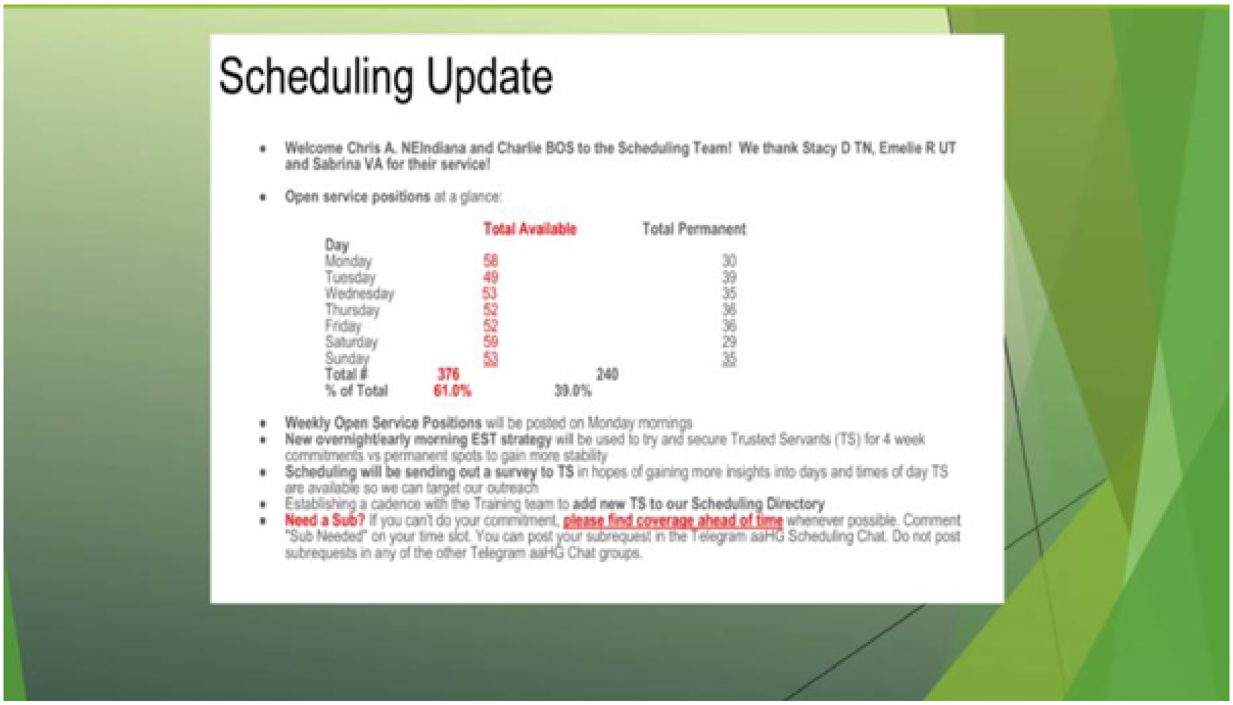
Jo motions to approve the November 29th Steering Committee minutes second by Tracey.

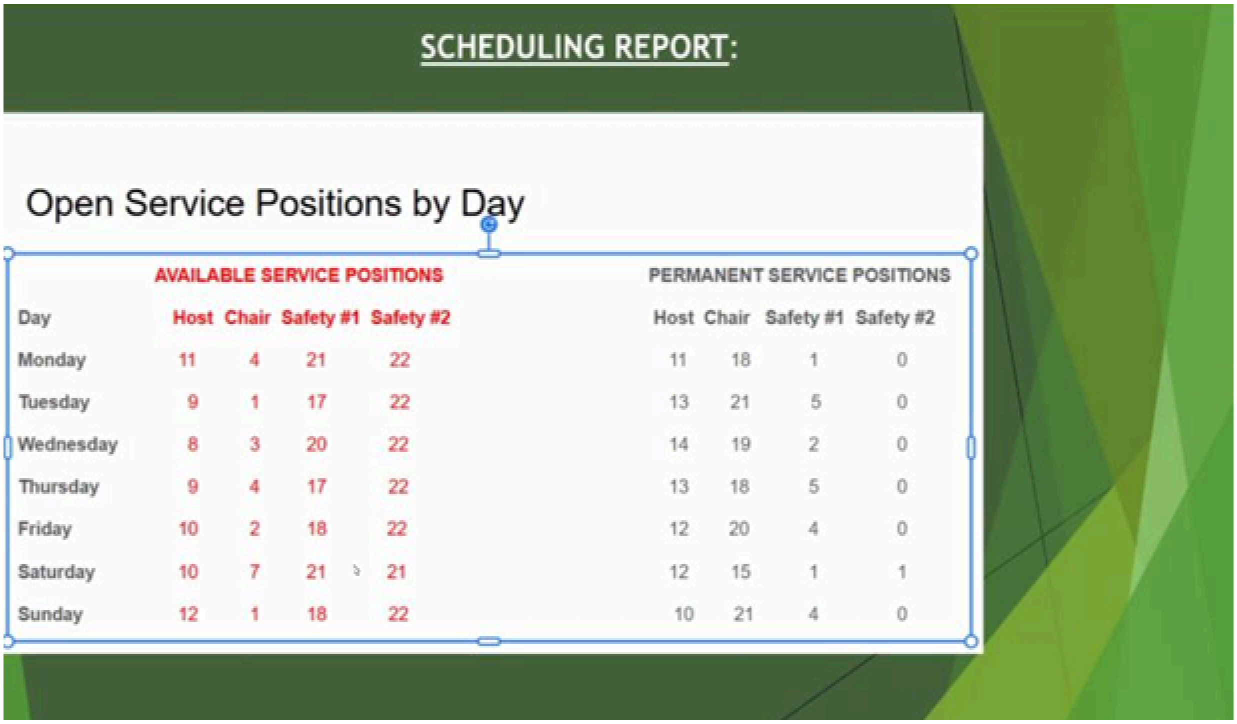
Yes, 9. No, 0. Abstain, 0. Motion was passed.

IT Report

Chair/Co-chair not present.

Scheduling Report





SCHEDULING REPORT:

Open Service Positions by Day

Day	AVAILABLE SERVICE POSITIONS Host	Chair	Safety #1	Safety #2	PERMANENT SERVICE POSITIONS Host	Chair	Safety #1	Safety #2
Monday	11	4	21	22	11	18	1	0
Tuesday	9	1	17	22	13	21	5	0
Wednesday	8	3	20	22	14	19	2	0
Thursday	9	4	17	22	13	18	5	0
Friday	10	2	18	22	12	20	4	0
Saturday	10	7	21	21	12	15	1	1
Sunday	12	1	18	22	10	21	4	0

Angela started her report by sharing that Chris and Charlie have joined the scheduling team. She wanted to thank Stacy, Emilie, and Sabrina for their service. They will also be sending Tracey Mc. off at the end of the year and Angela said that she was blessed to have her as part of her team. This leaves an opening that has to be filled, which they will work on adding a request for anyone who knows someone that might be interested in managing a day of the schedule, to please have them connect with her.

Angela continues by expressing as a scheduling team, they are responsible for filling 61% of the schedule each week. 39% of our service positions are permanent roles, and we are very grateful for those that serve in those roles week in and week out. She said that they are filling upwards of 400 service roles each week and they take it one day at a time. Angela said that she has started posting the weekly open service roles on Mondays, so that gives you a view of the entire week of open roles so that those of our Trusted Servants that are able to plan a few days in advance can just look at that view really easily and then add their names to the schedule.

We also have started instituting (Cowboy has been the most successful) a new strategy whereby if people cannot commit to a permanent position for months at a time, if they can help us by committing to four weeks at a time, that is helping us tremendously.

She adds that once the workshop is announced, which should be soon, scheduling will be sending out a survey during that session to get more insights into our Trusted Servants' availability so that they can do more targeted requests for people to be in service, based on their availability. We also are updating the scheduling directory, and then just a reminder that if you need a sub, we do ask that you look to find coverage for your position.

She further said that she is going to be reaching out to those Trusted Servants who have permanent chair roles, and where their topic says chair's choice, she is going to be inquiring if they have a topic that they are covering over a period. She said that the reason she is doing that is because she has put a motion in that should it pass, they are hopefully going to be publishing our hour by hour meeting schedules externally on our website, and also through a website called Team Up which is where alcoholics can search for online groups, and it will tell you hour by hour what the topic of the meetings are. A lot of our meetings at this stage say chair's choice, but we know that people are focusing on the literature or focusing on the steps. She also reminded everyone to please ensure that the Scheduling team contacts are saved so that they can connect with everyone and these can be found on the schedule sheet by scrolling down.

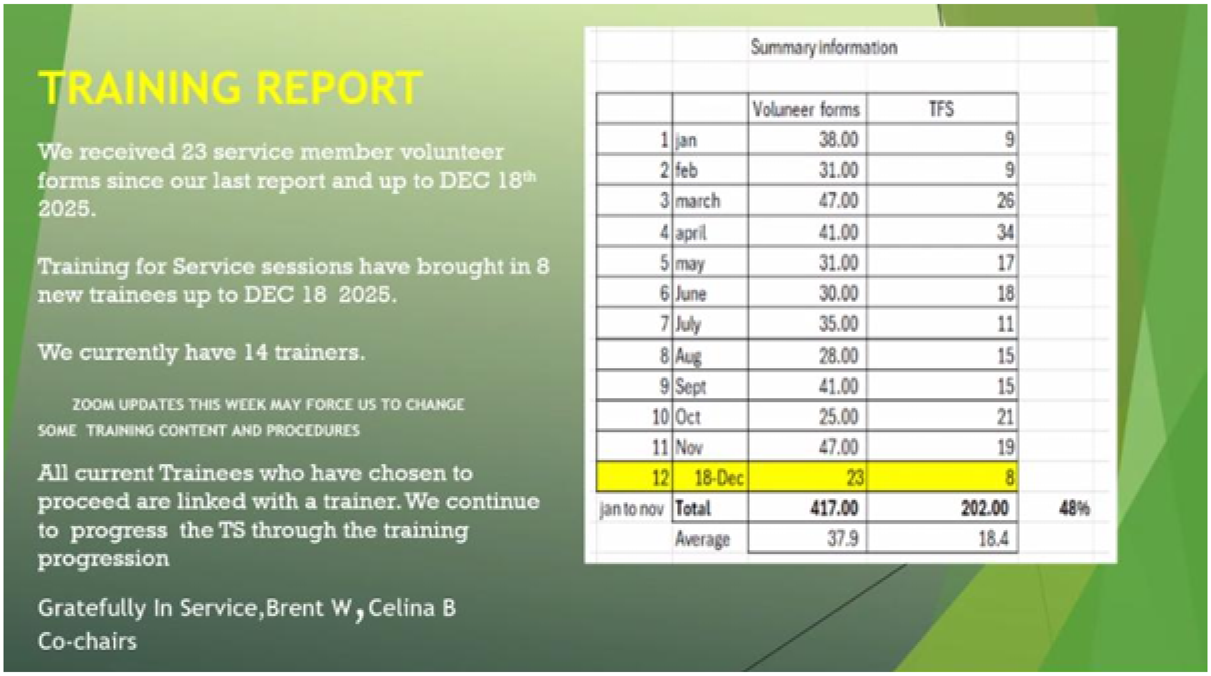
Safety Report

Marissa presented the report, starting off by sharing that the Safety Committee is up and running. There is a team that meets weekly on Tuesdays. They have been discussing a cyber contact safety policy that they would like to bring to motion. This motion basically is that we adopt a cyber contact policy affirming that cyber bullying, harassment, and impersonation are prohibited and that the Safety Committee is empowered to investigate reported incidents, including reviewing administrative level information as ethically appropriate and to report its findings back to the group.

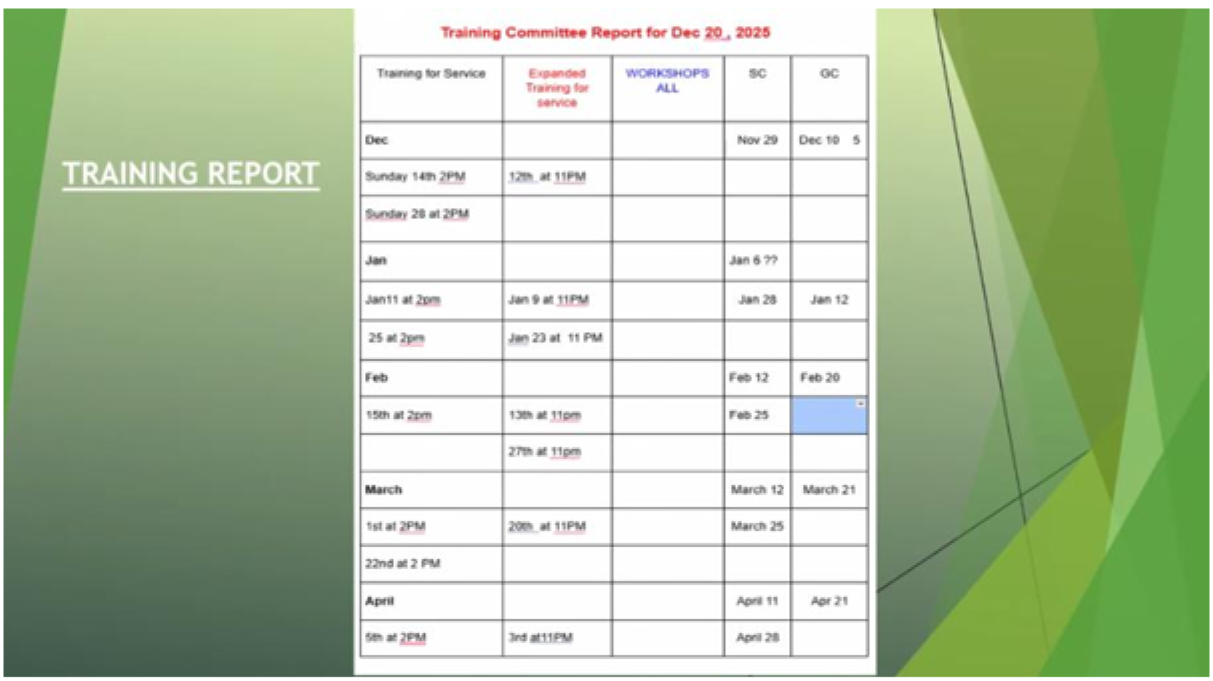
The reason that we are doing this and talking about this is because in our new world of AA and post COVID, cyber issues arise in different formats. There are some circumstances we have found that are unique and stand out with one particular person being targeted and the patterns are repetitive over a period of time. When those circumstances arise, this upcoming proposed motion would help with that.

Marissa continued by stating a new person has been ROS and encouraged all Trusted Servants to go and look at the ROS list. She added that Safety is also involved in discussions about the Procedures Manual. Marissa ended her report by sharing that The Disruptor List is reviewed monthly and it is important to note that on average there are 40 entries per month. At this stage there are 60 disruptors and Marissa feels that this is a combination of people doing a more thorough job of adding disruptors to the list and because we are in a new season, more kids around for the holidays and such for example.

Training Report



		Voluneer forms	TFS	
1	jan	38.00	9	
2	feb	31.00	9	
3	march	47.00	26	
4	april	41.00	34	
5	may	31.00	17	
6	June	30.00	18	
7	July	35.00	11	
8	Aug	28.00	15	
9	Sept	41.00	15	
10	Oct	25.00	21	
11	Nov	47.00	19	
12	18-Dec	23	8	
jan to nov	Total	417.00	202.00	48%
	Average	37.9	18.4	



Training for Service	Expanded Training for service	WORKSHOPS ALL	SC	GC
Dec			Nov 29	Dec 10 5
Sunday 14th 2PM	12th at 11PM			
Sunday 28 at 2PM				
Jan			Jan 6 ??	
Jan11 at 2pm	Jan 9 at 11PM		Jan 28	Jan 12
25 at 2pm	Jan 23 at 11 PM			
Feb			Feb 12	Feb 20
15th at 2pm	13th at 11pm		Feb 25	
	27th at 11pm			
March			March 12	March 21
1st at 2PM	20th at 11PM		March 25	
22nd at 2 PM				
April			April 11	Apr 21
5th at 2PM	3rd at11PM		April 28	

Celina presented the report, starting by saying they had a lot of people coming in to train as chairs. She said that they are trying to get people to just train as hosts and shared that they currently have 14 people in training having received 23 service member volunteer forms.

She continued by sharing that they have a Training Session to help with different areas that they may be struggling with and ended her report by thanking Brent for being an amazing teacher.

Comms/Lit Report

Communications & Literature Report

Harold S - Chair – Boston, MA

12/23/2025

Current:

- Trudge #10 in review (ready to be posted)
- Literature approval committee formed (3rd meeting upcoming)
- Literature approval forum and guidelines created
- Communications email purged
- Sober Birthday post created (monthly)
- Dial In phone numbers active
- All hyperlinks working and active
    - Approved literature list
    - The Trudge Archives
    - Speaker Library
    - Additional Resources

Upcoming/Pending:

- Trudge #11
    - Theme selected "Hope in AA"
    - Intake Mode
- Improved Tradition 7 exposure
    - Language
    - Website placement
- Meeting verification improvement
    - Better resource for inquires
    - How other groups provide this resource
- Literature approval committee meeting
    - 3 books pending
    - Reconcile current approved list
    - Use precedence for literature approval

Harold shared that the Trudge issue number nine is posted, and it has been added to the website. Issue 10 is currently in review and ready to be posted. We are planning on making it a Christmas Drop.

The Literature Approval Committee has been formed, and they are coming up on their third meeting. The Literature Approval Form and guidelines have been created. When we do look at literature as it comes in, does it apply to the principles, does it apply to the traditions, does it apply to the concepts? If it does, we take it from there.

We just need to list the genre, the author, the category, the principles, the reviews, the sponsor, the person who brought the book and the pros and the cons of it being added to our library. Our birthday posts have been created monthly. We do two a month, one in the beginning, and one at the end. All the phone numbers and hyperlinks are active and working. The archive trudge editions, speaking library tapes and the additional resources are all active and working. Upcoming Trudge issue number 11. is in intake mode, and the theme is Hope and AA. Harold shared that the literature committee did talk about having approved tradition seven exposure, possible website placement, etc. He said that he updates the language that we use, including meeting verification improvements. After the latest three books are reconciled, we will reconcile the current approved list and use the precedents that he has outlined for procedures of accepting literature.

Angela asked if the new issue that is potentially going to be a Christmas drop, is that with the topics, the serenity and peace leading the winter blues and steps seven or eight reflections? Harold said that it is not in there and that it was a previous issue. That will be the steps six and seven. The upcoming issue will be the seven and eight with the winter blues.

Treasurer Report

Interest Checking Statement

For 24-hour information, sign on to PNC Bank Online Banking on pnc.com

Account Number: XX-XXXX-1616 - continued

For the period 11/19/2025 to 12/17/2025
ALBERT M CLAYTON
Primary account number: XX-XXXX-1616
Page 2 of 3

Balance Summary

Beginning balance	Deposits and other additions	Checks and other deductions	Ending balance
5,169.70	4,236.28	879.90	8,526.08
		Average monthly balance	Charges and fees
		7,085.22	.00

Interest Summary

Annual Percentage Yield Earned (APYE)	Number of days in interest period	Average collected balance for APYE	Interest Earned this period
0.01%	29	7,085.22	.06

As of 12/17, a total of $ .63 in interest was paid this year.

Activity Detail

Deposits and Other Additions

There were 15 Deposits and Other Additions totaling $4,236.28.

Date	Amount	Description
11/24	10.00	Zel From Albert M Clayton
11/28	50.00	Zel From Albert M Clayton
11/28	1,950.00	Zel From Albert M Clayton
12/01	1,150.00	RTP Received Albert M Clayton 11/29 00761
12/01	.12	Direct Deposit - Acctverify Venmo XXXXXXXXX4200
12/01	.08	Direct Deposit - Acctverify Venmo XXXXXXXXX5216
12/02	193.92	Direct Deposit - Cashout Venmo XXXXXXXXX5041
12/02	157.19	Direct Deposit - Transfer Paypal XXXXXXXXX3232
12/02	80.00	Zel From Albert M Clayton
12/08	210.91	Direct Deposit - Cashout Venmo XXXXXXXXX3533
12/08	152.00	Direct Deposit - Cashout Venmo XXXXXXXXX5564
12/09	100.00	Direct Deposit - Transfer Paypal XXXXXXXXX4287
12/15	100.00	Direct Deposit - Transfer Paypal XXXXXXXXX1871
12/15	82.00	Direct Deposit - Cashout Venmo XXXXXXXXX1086
12/17	.06	Interest Payment

Online and Electronic Banking Deductions

There were 4 Online or Electronic Banking Deductions totaling $879.90.

Date	Amount	Description
11/24	179.70	Zel To Albert Clayton
12/01	700.00	Zel To Albert Clayton
12/01	.12	Web Pmt- Acctverify Venmo 1046579934304
12/01	.08	Web Pmt- Acctverify Venmo 1046579934211

Albert presented the report, sharing that he has both Venmo and PayPal Accounts set up in his name. He said that contributions are flowing in nicely. He presented a statement this month which he shared with Ash. It goes from 11-24 to 12-17 with an ending balance of $8,526. When he first had this account, he had to have a minimum balance of $5,000 to keep that account open so therefore anything over $5,000 on the statements will belong to aaHomegroup.

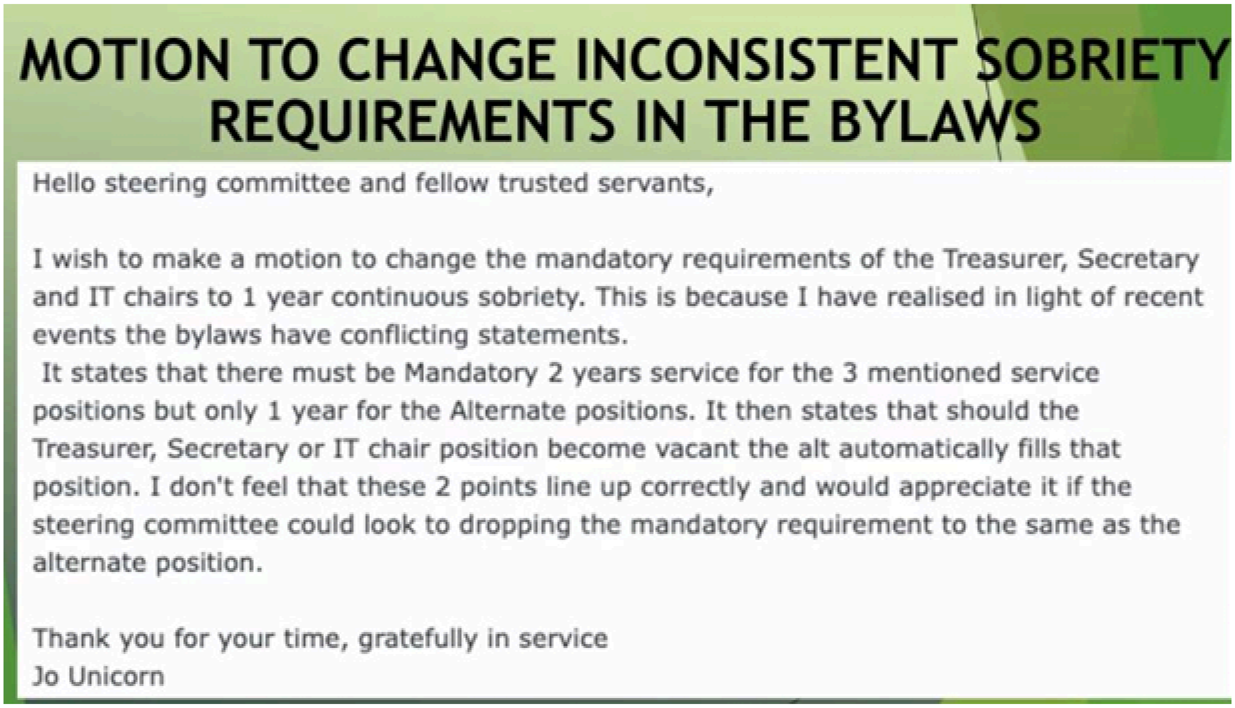
This means that we have $3,526.08 as of the 17th of December 2025. Albert continued to share there has been a few more donations since the 17th an extra $206 was put in the account and a further $65 has come in today (12.23.2025). He further said that our balance right now is $3,743.34. $2,000 is for the prudent reserve and that leaves $1,743.

$700 was allocated to Carla S. for the Big Book program that we had voted on last month and there was a total contribution of $995 this month. Albert reiterated for clarity there is a $5,000 minimum that belongs to him in the account to keep it open and the rest is aaHomegroup's funds. Celina asked if there was a report on the Big Book's that are being sent out and Jo shared that Carla S. does quarterly reports for the Big Book.

OIAA Report

Monica was not present to give the OIAA Report. It was mentioned that Ash had spoken to Monica and Big Bob and Ash decided that they would speak to her together to get the relevant information.

Additional Feedback

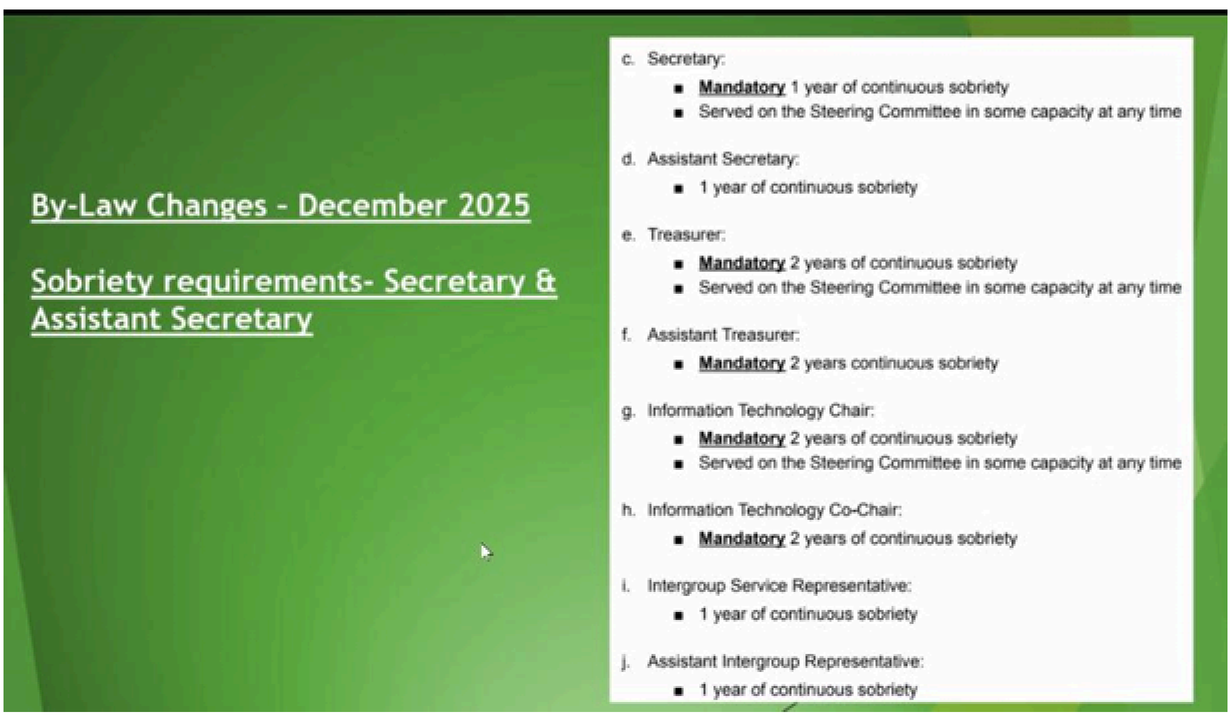


MOTION TO CHANGE INCONSISTENT SOBRIETY REQUIREMENTS IN THE BYLAWS

Hello steering committee and fellow trusted servants,

I wish to make a motion to change the mandatory requirements of the Treasurer, Secretary and IT chairs to 1 year continuous sobriety. This is because I have realised in light of recent events the bylaws have conflicting statements.
It states that there must be Mandatory 2 years service for the 3 mentioned service positions but only 1 year for the Alternate positions. It then states that should the Treasurer, Secretary or IT chair position become vacant the alt automatically fills that position. I don't feel that these 2 points line up correctly and would appreciate it if the steering committee could look to dropping the mandatory requirement to the same as the alternate position.

Thank you for your time, gratefully in service
Jo Unicorn



Ash shared and confirmed that this motion was passed at Group Conscience and the relevant changes have been made.

Open Session Pray Out

Nicole - Serenity Prayer.

Executive Session

The Steering Committee reviewed a previous decision regarding a Trusted Servant.

Closing Prayer

Tracey Mac, Prayed from the Heart.

Responsibility Statement

All.

Adjourn