



# aaHG Steering Committee Minutes

Date: 02-25-2026

Time: 5:30PM EST.

Chair: Ash Megan

## In Attendance

Ash Megan, Jo Unicorn, Celina, Nicole, Kristy, Melody, Harold, Andy H., Albert, Dave M., Lizzy, Angela, Katy F., Manny, Ryan, Jersey Jeff, Joe W.

## Quorum

Yes.

## Opening Prayer

Ash M. - Serenity Prayer.

# 12 Traditions

Harold. read the Second Tradition, "For our group purpose there is but one ultimate authority - a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants; they do not govern." Twelve & Twelve, Pg 132.

Ash then read the following slide:



Bill W noted in AA Comes of Age that the "Traditions are a guide to better ways of working and living, and they are also an antidote for our various maladies. The Twelve Traditions are to group survival and harmony what AA's Twelve Steps are to each member's sobriety and peace of mind . . . But the Twelve Traditions also point straight at many of our individual defects. By implication, they ask each of us to lay aside pride and resentment. They ask for personal as well as group sacrifice . . . The Traditions guarantee the equality of all members . . . They show how we may best relate ourselves to each other and to the world outside."

## Old Business

Motion on process for fair trusted servant removal submitted by Andi S.

# Recommendation for the SC by the TS Removal Ad Hoc

We move the Steering Committee send this Motion to the Group Conscience to be voted on.

## Motions to Ensure Fair and Transparent Removal Processes for Trusted Servants

Submitted by: Andi S  
Date: 11/22/25

### Background and Intent:

As a trusted servant who was recently removed from service without adequate notice, process, or consultation with the appropriate service chain, I am submitting the following motions for the consideration of the AAHomeGroup group conscience. These proposals are designed to ensure that our group remains spiritually principled, transparent, and aligned with AA Traditions, especially in matters involving the removal of trusted servants.

### Motion 1: Require a Minimum of 7 Days Advance Notice to the Steering Committee and the Trusted Servant for Any Vote to Remove a Trusted Servant from Service

*Rationale:* Trusted servants deserve the opportunity to respond, seek mediation, or correct course before removal. A 7-day notice period would provide adequate time for thoughtful group reflection, prayerful consideration, and reduce the risk of hasty or reactionary decisions.

#### Traditions Supporting This Motion:

- **Tradition Five:** "Each group has but one primary purpose—to carry its message to the alcoholic who still suffers."
- **Tradition Twelve:** "Anonymity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities."

### Motion 2: Only the Group Conscience May Remove a Trusted Servant from the Steering Committee

*Rationale:* The group conscience votes members into service. Therefore, it should only be the group conscience that votes a trusted servant out. Steering Committee members serve the group, and decisions about their removal must reflect the will of the group as a whole.

#### Traditions Supporting This Motion:

- **Tradition Two:** Reinforcing the spiritual authority of group conscience.
- **Concept IV (Service Manual):** "Participation is the key to harmony."

## MOTION 1

I move that I be allowed to revise and clarify the aaH Grievance Guidelines and Procedures document, with the intent that the updated version be reviewed by the Steering Committee and brought to the Group Conscience for adoption.

### Why I'm Asking:

Our current grievance document is very light and, in practice, has been confusing. Over time, that lack of clarity has led to inconsistencies in how grievances are handled - including differences in process, communication, timelines, and expectations depending on who is involved.

Grievances involve some of the most sensitive issues we deal with as a group: safety, anonymity, trust, service, and unity. When the process isn't clearly documented, it puts stress on everyone: the person raising the concern, the people involved, and the trusted servants trying to do the right thing.

- Revising the grievance guidelines is about making the process clearer, fairer, and more consistent. That means clearly laying out things like:
- How grievances are submitted
- How committees are formed
- What confidentiality looks like
- What are the steps from start to finish
- How decisions and recommendations move forward

The goal is not to make the process heavier or more punitive, but to make it understandable and predictable so everyone knows what to expect.

### How I Propose to Do the Work:

I had already begun revising this document and was working with the Members at Large to ensure the process aligns with the traditions, protects confidentiality, and supports group unity. I am very open to continuing this work with a committee and bringing back a draft that reflects collective input.

### What I'm Asking For:

Permission to revise and clarify the Grievance Guidelines and Procedures so that grievances are handled more consistently, transparently, and fairly across the group

## Motion Continuation:

- **Concept IX:** "Good service leadership at all levels is indispensable for our future functioning and safety. Primary world service leadership, once exercised by the founders, must necessarily be assumed by the trustees."

### **Closing Statement:**

I believe that had these motions been in place during my removal, the outcome would have been different—or at least more principled, transparent, and in alignment with AA traditions. It is my hope that by submitting these proposals, we strengthen our group unity and reaffirm our commitment to putting principles before personalities.

With gratitude and in service,  
Andi S

## Recommendation for the SC by the IS Removal Ad Hoc

**We move the Steering Committee send this  
Motion to the Group Conscience to be  
voted on.**

### **Motions to Ensure Fair and Transparent Removal Processes for Trusted Servants**

Submitted by: Andi S  
Date: 11/22/23

#### **Background and Intent:**

As a trusted servant who was recently removed from service without adequate notice, process, or consultation with the appropriate service chain, I am submitting the following motions for the consideration of the AAJLWOCGroup group conscience. These proposals are designed to ensure that our group remains spiritually principled, transparent, and aligned with AA Traditions, especially in matters involving the removal of trusted servants.

#### **Motion 1: Require a Minimum of 7 Days Advance Notice to the Steering Committee and the Trusted Servant for Any Vote to Remove a Trusted Servant from Service**

*Rationale:* Trusted servants deserve the opportunity to respond, seek mediation, or correct concern before removal. A 7-day notice period would provide adequate time for thoughtful group reflection, prayerful consideration, and reduce the risk of hasty or reactionary decisions.

#### *Traditions Supporting This Motion:*

- **Tradition Five:** "Each group has but one primary purpose—to carry its message to the alcoholic who still suffers."
- **Tradition Twelve:** "Sincerity is the spiritual foundation of all our Traditions, ever reminding us to place principles before personalities."

#### **Motion 2: Only the Group Conscience May Remove a Trusted Servant from the Steering Committee**

*Rationale:* The group conscience votes members into service. Therefore, it should only be the group conscience that votes a trusted servant out. Steering Committee members serve the group, and decisions about their removal must reflect the will of the group as a whole.

#### *Traditions Supporting This Motion:*

- **Tradition Two:** Reinforcing the spiritual authority of group conscience.
- **Concept IV (Shirley Muesel):** "Participation is the key to harmony."

# The Current Grievance Process



Andi S. introduced motions originally submitted on November 22, 2025, concerning removal procedures for Trusted Servants. The motion had been referred to an Ad Hoc Committee for review and recommendation.

## Motion 1

Require a minimum of seven days' advance notice to both the Steering Committee and the Trusted Servant prior to any vote for removal from service.

Rationale:

To allow time for communication, mediation, and thoughtful consideration prior to removal decisions.

## Motion 2

Only the Group Conscience may remove a Trusted Servant elected by the Group Conscience.

Rationale:

Since the Group Conscience elects Trusted Servants, removal authorities should rest with the Group Conscience. The following traditions were cited. Tradition five: "Each

group has but one primary purpose to carry its message to the alcoholic who still suffers". Tradition 12: "Anonymity is the spiritual foundation of all our traditions ever reminding us to place principles before personalities". Concepts One, Two, Three, Four, Five, Six, Seven.

### Discussion

Ryan expressed support for structured processes and mediation prior to removal decisions. Nicole clarified that Motion 1 does not require a bylaws amendment, while Motion 2 requires one.

Discussion occurred regarding Grievance Procedures, recusal of the Chair if named in a grievance, and ensuring transparency and integrity in removal decisions.

Katy F. shared her prior experience with removal and suggested individuals subject to removal should have the opportunity to speak during the discussion. It was noted that grievances do not automatically result in removal and that process safeguards are important.

Lizzy called to vote, Seconded by Angela.

Motion 1: Yes, 11. No, 0. Abstain, 3.

Motion 2: Yes, 14. No, 0. Abstain, 1.

Both motions passed and will go to Group Conscience for further discussion/vote.

## **New Business**

Rantine Motions on Concept meetings and meeting protocol.

Ashley's motion on giving meeting Verification.

Bob C. Discussion on Chair protocol.

Liz P. motion on Newcomer Packet.

Albert C. cheque request.

Chat discussion.

## **New Motions**

Rantine submitted the two motions below:

## MOTION 2 & 3

- Motion 2: I would like my motion to be admitted to the Group Conscience and have the opportunity to share the reason for this motion.

Concept/Workshop Meetings to be held in the Group Conscience Room for members who are in a place in their recovery to learn about the concepts, but not in the Main Meeting Room, where newcomers are not even in a position to understand the concepts of World Service.

- Motion 3: Proper Meeting Protocol should be reviewed with all service members about meetings and what is and is not acceptable and not in alignment with the Preamble of AA.

After some discussion highlighting both the importance of bringing concepts to the meeting and the concern that it is overwhelming for newcomers both motions were withdrawn.

Ashley submitted the following motion

## MOTION 4

- "I move that our group begin offering Verification of Attendance (VOA) slips when requested by members who need them for court, probation, or treatment purposes."

**Why I believe we should offer Verification of Attendance:**

- **1. Responsibility Declaration**

Our responsibility pledge says: "I am responsible... when anyone, anywhere, reaches out for help, I want the hand of AA always to be there, and for that I am responsible."

People coming in with slips are often new, unsure, and sometimes only here because they have to be, and often because they have hit a bottom.

Refusing to sign can feel like turning them away.

- **2. Carrying the Message (Tradition 5)**

Our primary purpose is to carry the message to the alcoholic who still suffers.

VOA's don't "endorse" or "enforce" sobriety; they simply acknowledge someone was here and heard our message. That might be the first step toward villainy.

- **3. Anonymity and Simplicity**

Signing a VOA is not breaking anonymity. It doesn't certify sobriety; it only verifies presence at a meeting.

Many groups use a simple stamp or signature without involving names or extra records.

- **4. Welcoming Newcomers**

People who come in needing verification may feel nervous or unwelcome. Not providing VOAs risks making them feel judged or rejected. Sending /OAs can be an easy way of showing acceptance and encouragement.

- **5. Unity with Other Groups**

Many AA groups already sign VA's. While each group is autonomous, participating helps keep consistency across AA and prevents confusion for newcomers.

## CONTINUING MOTION 4

### How AAHG could implement providing VOAs

#### • Step 1: Announcement at Every Meeting

Add to script and chat drops:

"If you need a verification of attendance, please message the host privately in the chat with your first name, last name or initial, and email address, within the first 15 minutes of the meeting. If you need verification of Attendance, we ask that you keep your video on and show active participation in the meeting. Verifications are sent out once every 24 hours."

#### • Step 2: Member Submits Request

Member provides:

First name / last name or initial (or whatever is required by their court/probation officer)

Email where they want the slip sent

(No permanent log is kept; requests are deleted after being fulfilled.)

#### • Step 3: Host Collects the Request

The host checks the chat for VOA requests.

Host replies privately with a chat drop that VOAs are sent once every 24 hours from the voa email address

Host drops participant information in Telegram after the first 15 minutes of the meeting."

## CONTINUING MOTION 4

#### • Step 4: VOA Completed by Service Member

Whoever is the designated verifier for the day completes a simple VOA template:

This certifies that [Name/Initial] attended an AA meeting hosted by AAhomegroup.org on [Date, Time].

Signed: [Group Service Member name and Digital Stamp]

They send it from the group email account.

• Step 5: They delete participant information from email and telegram chat after that days verifications have been sent.

#### • Step 6: Rotation & Oversight

Each service role has VOA duties built in:

Chair: Runs the meeting + makes announcement

Host: Handles requests and drops participant info into designated telegram chat.

Co-hosts: Flag requests in chat to host

Verifiers: Are responsible for overseeing the telegram chat and sending out emails once daily. They would keep a separate schedule to keep track of who is handling requests daily. We would use a canned email template. They would be responsible for deleting participant info from telegram and email account after that days verifications have been sent so that we are not keeping attendance records in any

Ash Megan presented a motion proposing that aaHG begin offering verification of attendance slips upon request and Ashley spoke on it briefly.

The motion clarified that verification would confirm presence only and would not certify sobriety or violate anonymity.

Proposed implementation steps included announcements, private requests, designated verifiers, deletion of records, and rotation of duties.

Discussion

Discussion included workload concerns, use of Google Form automation, and distinction between forwarding the motion versus debating implementation details.

Katy F. motioned to send this to the Group Conscience Meeting. Celina and Lizzy seconded.

Yes, 13. No, 0. Abstain, 2. Motion passed.

If approved at Group Conscience, an Ad Hoc Committee will determine implementation details.

### **TREASURER**

Albert brought to discussion whether he could accept mailed cheques for seventh tradition contributions.

Discussion included accountability, Treasurer transition continuity, and possible use of online banking systems such as Ally Bank to maintain consistent access during Treasurer rotation. Albert initially made a motion to formally permit acceptance of mailed checks during his term.

After clarification that this may not require formal motion, the motion and second were withdrawn.

The Stewardship and Finance Committee meeting was announced for February 28 at 3:00 PM.

(In the time between this meeting and the minutes being produced, the date has been changed for the Adhoc to March 28th 2026 at 3pm EST).

### **SECRETARY**

Jo motioned to approve the Steering Committee minutes from 12th January, seconded by Melody.

Yes, 14. No, 0. Abstain, 0. Motion passed.

## Additional Feedback

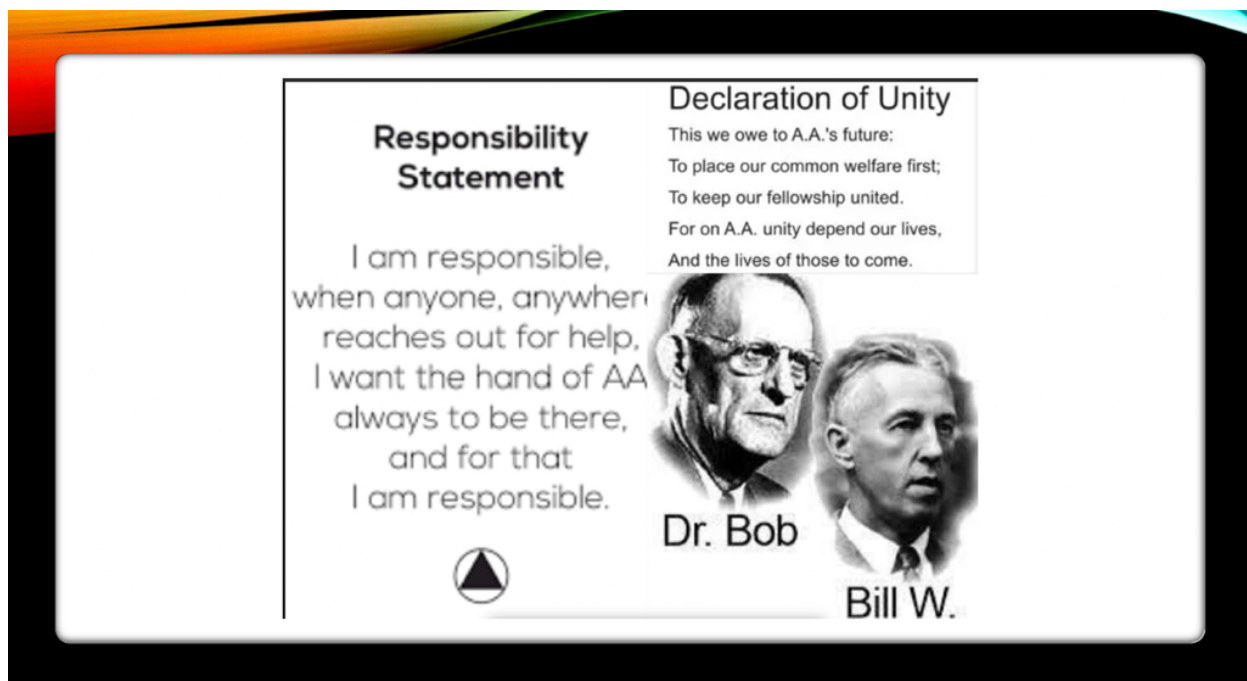
Bob C.'s discussion and Liz P.'s motions were tabled due to them not being present and to keep the meeting to time. The next Steering Committee Meeting will take place on Thursday, March 12th at 6:30pm EST.

## Closing Prayer

Celina - Serenity Prayer.

## Responsibility Statement

All.



## Adjourn

The meeting was adjourned.