

CALIFORNIA NORTHERN COASTAL AREA ASSEMBLY BUSINESS MEETING MINUTES FOR 2021 PRE-CONFERENCE ASSEMBLY

The Pre-Conference Assembly Business meeting of CNCA was held virtually on April 3, 2021. Miguel H. opened the meeting at 8:30am, followed by the Serenity Prayer. The AA Preamble was read by Teresa H. (District 01). Suzi K. (District 07) read the 12 Traditions in English, and Emma M. (District 16) read the 12 Traditions in Spanish. There were eleven past Delegates present: Diane O. (Panel 35), Bob Dodge (Panel 36, Area 28), Barbara M. (Panel 41), Jim M. (Panel 45), Sharon A. (Panel 57), Jim F. (Panel 59, Area 38), David N. (Panel 59), Ken M. (Panel 61), Raymundo L. (Panel 65), Joann L. (Panel 67), and Teddy BW (Panel 69). David N. also currently serves as a non-trustee director on the AAWS Board. Past Area Officers present were Martha B., Judy W., Michael Q., and Magdaleno O. The minutes from the 2020 Summer Assembly were accepted as printed in the *CNCA Comments/Comentarios*.

Officer Reports

DELEGATE – *JENNIFER B*: I routinely get asked about whether the General Service Board has been able to replenish the reserve fund after the four withdrawals that totaled \$4 million last year due to the pandemic and the Voluntary Retirement Incentive Program. The answer is: not yet. The current reserve fund balance covers 7.74 months of expenses. We usually aim for 9-12 months in that reserve. Contributions for 2020 were record-breaking (1.4 million more than 2019). Of particular note is that the revenue split between gross profits on literature sales and contributions in 2020 was about 37% literature and 63% contributions. Historically the split is reversed, with an average of 58% coming from literature sales and 42% from the 7th tradition. So, we are seeing that we can indeed make strides toward the goal of being more self-supporting through our contributions. There are now 113 videos posted to the AAWS YouTube channel with over 5,600 subscribers. The newest posts include American Sign Language translations of the Big Book and 12&12. Work is continuing on a redesign of the aa.org website and updates to the Meeting Guide app.

ALTERNATE DELEGATE – *ERIC L*: These last 12 months have been incredibly challenging, but AA remains vibrant; our attendance here this weekend ensures that AA gives every alcoholic an opportunity to get sober. I look forward to listening as you share solutions to the challenges AA faces today.

CHAIR – *MIGUEL H*: This is my first Assembly serving as the Area Chair and it's an honor to help facilitate our conversations. We are all here in commitment to ensure that the message of AA is accessible to all who seek it out. Our Technology Chair Nick S., Cindi W. as Virtual Meeting Administrator, and the Assembly Coordinator Drew B., along with volunteers from District 08, have been diligently preparing for today for several weeks. It gives me so much joy to see that not even a destabilizing global pandemic can prevent sober members of Alcoholics Anonymous for putting the Responsibility Declaration into action. Consider that if one person gets the gift of sobriety as a result of your service work, you will have saved a life.

TREASURER – *CHITRA S*: In our Checking account we have \$75,249.24, and our Savings account, which acts as our

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prudent reserve has \$11,038.13. Our contributions year-to-date are \$17,716.67 with \$9,884.43 in expenses which means we are self-supporting. We have a motion at the Area Committee Meeting to disperse funds to GSO.

REGISTRAR – *CLAUDIA N*: I am so excited to be at our 2nd virtual Pre-Conference Assembly today! I will be putting into the chat box a registration link. Please do register today and tomorrow with this link. It's super easy and so important for us to get an idea of who's able to participate on this virtual platform, who missing and how to plan for our future assemblies. After we finish this weekend, I'll send out a survey to all of you to get your feedback on the assembly, so please register so we can contact you with the survey afterward. I am planning a Registrar Workshop either at the end of April or beginning of May. This will be a great opportunity for District Registrars to connect with one another, share ideas and help each other succeed. There always seems to be enthusiasm especially when we realize we are never in this thing alone.

RECORDING SECRETARY – *AMY M*: Serving as your Area Recording Secretary I have really learned the difference between passive listening and active listening, and I continue to grow and learn. I also am learning how to be part of a team and it has been a joy and an honor to work with each of the other Area Officers. I look forward to hearing your group consciences this weekend! Thank you for trusting me with the responsibility of being your scribe. My heart, and my ears, are wide open.

ASSEMBLY COORDINATOR – *DREW B*: Welcome to CNCA's 2nd virtual Pre-Conference Assembly! Thank you to District 08 for hosting. If you have a need for technical help please send a chat to the volunteers named "Need Help" in the participants window. As an experiment we are trying to implement a virtual table for event flyers. If you have an event coming up and would like to share it with the assembly body, look for "Send Flyers" in the participant window. If this works and we collect enough flyers we can try to share this packet of information. We'll see how it goes. Stay tuned for the flyer for the Post-Conference Assembly, hosted by District 14 on May 15.

LITERATURE/GRAPEVINE/LA VIÑA – *RICHARD W*: Check out the AAWS YouTube Channel to view the new ASL videos just added. The single printing run of *A Visual History of Alcoholics Anonymous* is still available on the online bookstore at aa.org, and once they are gone, they are gone. There are two new Grapevine books that will be out later in April, *Free on the Inside: Stories of AA Recovery in Prison* and the Spanish-language book *Women in AA*. The 25th Anniversary of La Viña is this year and story submissions to commemorate this milestone are welcomed. I do want to remind you all that if your group does not have a Grapevine or La Viña rep, then you are responsible. Information about how to be of service is found on the 'Get involved' tab at aagrapevine.org and the 'Servicio' tab on aalavina.org. I will be presenting a contest for the Carry the Message Project.

Area Standing Committees and Sub-Committees

ACCESSIBILITIES – *KAREN H*: We are guided by the Responsibility Statement and work to ensure that all who reach out for help can gain access to AA's message and to the AA program of recovery. Access barriers can be physical, mental, geographical, cultural, or any other factor that

hinders an alcoholic from receiving the AA message or participating in the AA program. Our committee is working to assist districts and groups in their efforts to increase awareness of their accessibility issues. At our monthly committee meetings, we discuss a wide range of accessibility topics and solution-oriented resources. District committees also share about the access challenges their groups are facing and the successes they have had in helping remove them. Any AA member interested in these issues is welcome to attend our meetings. There are several new District committees, and others are being proposed, so there are many opportunities to be of service throughout our Area.

ARCHIVES – No report

BRIDGING THE GAP – *GEORGE X*: For those who are unfamiliar with the type of 12th Step service we offer, I'll review our Statement of Purpose: "Bridging the Gap is a General Service sub-committee that supports that vital link for alcoholics who have just been released from a hospital, treatment center or correctional facility. By providing a temporary contact, BTG helps newcomers make the transition to Alcoholics Anonymous in their home communities." Our BTG Committee strives to help build local committees in all our twenty-three districts, and to support new District Chairs we have delivered two New Chair Orientations via Zoom in English and are in the process of conducting in-person orientations to our Spanish Districts. We are dedicated to carrying the message into treatment and correctional settings independently and by working together with PI/CPC and H&I.

FINANCE – *JOANN L*: The primary job of the Finance committee is to assist the CNCA Treasurer, monitor expenditures and prepare the budget for next year. We have spent the last three months becoming familiar with our job description, our yearly budget and our monthly expenses. We have each been assigned to the standing and sub-committees and are preparing to help them with the 2022 budget process. We monthly discuss any motion on the agenda of the Area Committee Meeting and determine if it has a financial impact. We stand ready to be of service to CNCA 06 in any way we can.

PI/CPC – *ERIC L*: The Area PI/CPC committee has been discussing effective outreach strategies when working virtually with drinking and driving programs, churches, high schools, Veteran Affairs offices, senior living facilities, correctional facilities, police departments, and university programs (particularly those in health education). We have highlighted a landmark study by Stanford and Harvard that found strong scientific support that AA can help people get sober, stay sober, drink less, and suffer fewer negative consequences of drinking.

TECHNOLOGY – *NICK S*: Our primary goal as a committee is to assist the Area and its Officers with emerging technologies & help usher CNCA into the 21st century. One of the guiding reasons that necessitated a Technology committee was more and more technology needs were popping up, and as a default, the Web committee would be tasked to take on additional responsibilities. So far we have undertaken the task of converting our Area database from Microsoft Access which is outdated to a more robust AirTable database. We are in the process of securing multiple Microsoft Office Pro accounts that will give Area committees and Officers a TB of cloud storage and access to the entire suite of Microsoft products for free, thanks to our non-profit status. Our goal is to utilize these cloud storage accounts to streamline the Pass-It-On process for Area Officers year after year.

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Although our primary responsibility is to serve the Area's specific needs, as a committee we decided it would be beneficial to fulfill a request to create some Zoom instructions for our Spanish-speaking districts, and I have personally attended their district meetings to go through the material I created.

WEBSITE – *MEGAN M*: The Web committee is happy to report that the Web Form (both the English and Spanish versions) created for collection of Agenda Topic group consciences is being used with success. Please be sure to check out CNCA06.org. Our (your) website has amassed a treasure trove of information! For example, ACM minutes back to 2012, several past years of Assembly minutes, DCM Sharing Sessions, Comments/Comentarios back to 2015, Motions, and much more. Don't forget, you can easily search for what you are looking for on the website by using the new 'Search' feature, available at the top right column. We welcome your comments. Please use the 'Contact Us' form on the website, addressed to Web Chair.

INTERPRETATION AND TRANSLATION – *MAGDALENO O*: Please thank our interpreters for their wonderful work in connecting our fellowship today. Remember to speak slowly, so they can capture every word. If any standing committee, sub-committee or Sharing Session needs a written translation of their agenda or meeting minutes, just let us know. This service is within our guidelines. We are ready with ASL interpretation for the Post-Conference Assembly on May 15th.

PRAASA 2024 – *TEDDY BW*: 2024 might sound like a long way off, but there are things that need to happen now to ensure a successful event three years away. Our first task is to select the venue for the event, and I'm pleased to report that the co-chairs of the Facilities committee, Sherrie and Matt, are working hard on that task. We have created a specification for the event and sent this to hotels and convention and visitors bureaus, with a response date of March 26. Now, we are selecting the venues that show promise for a site visit. It is my intention to staff each of the committees with co-chairs to reduce the risk of turnover before the event and as of now most committees are staffed with co-chairs. The final pieces are falling into place and I should have a roster to share by the time of the next Area Committee Meeting.

Area Business

PRESENTATION OF NEW BUSINESS:

That the Trustees' Literature committee develop a graphic novel or a series of graphic novels that depict the first 164 pages of the Big Book. – *presented by District 90*

Presentation: A graphic novel is a book made up of comics content and can include fiction, non-fiction and anthologized work. Will Eisner's *Contract With God* was termed a "graphic novel" and was published in 1978. Since then they have gained popularity and versions of popular historical works have been created in graphic novel format, such as Homer's *The Odyssey*, *The Art of War*, the Bible, and works by Shakespeare. This visual presentation includes a side-by-side comparison of a monologue from *Romeo and Juliet* is its original written text on a page versus the same scene in a 'word-for-word' graphic novel format. We hope this will give an example of how a graphic novel could be created to depict the first 164 pages of the Big Book.

Questions: **Q:** Is this designed for someone who has a lower reading level and has a hard time understanding the Big Book? **A:** Yes. **Q:** Is there a way to include the Doctor's Opinion? **A:** Yes, I believe that is the intent. **Q:** Is there consideration of pronoun usage and to be sure of diverse representation in the pictures? **A:** That will be up to the Literature committee. **Q:** Did you ask around to get a sense of whether a consensus could be reached on this? **A:** No, I guess we didn't. We want to start by getting the idea out there. **Q:** Who proposed this? **A:** It came from a member in the Into Action Fellowship group in Fairfield. The GSR brought the idea to District 90, and it was discussed for some time. Then it was voted on and approved to make the motion toward the end of last Panel. **Q:** Is there an identified need for this? **A:** There was a member who had a particular experience where he had difficulty understanding a Shakespeare play, and had better success when he read the graphic novel of the same play. We think it will help people understand the Big Book. **Q:** Seeing the examples you provided in your presentation, would you propose the 'word-for-word' format? **A:** We are not proposing it either way. **Q:** Like the *Too Young?* pamphlet it will be attractive and beneficial to a younger demographic. Is there a way to get this out to YPAA so they can vote on this? **A:** Yes. Right now it is a motion on the Area floor, I am sure it will be talked about here for a long time. Please let your GSRs know about this discussion.

Motion moved to New Business at the Post-Conference Assembly.

OLD BUSINESS:

That CNCA requests that a pamphlet entitled "Experience, Strength and Hope: AA for the Transgender Alcoholic" be produced. – *presented by District 07*

Discussion: **[Group consciences]-** The majority of our group is in favor. There is a much higher rate of alcoholism in the Transgender community, and they suffer from a lot of discrimination and violence. // The minority opinion of our group felt it does not need to be discussed. Others felt that more stories from Transgender alcoholics could be added to the existing LGBT pamphlet. // Our group had all but one person in favor. // Our group supports this. There was a caution of creating too many pamphlets and make sure we still focus on the alcoholic. // Our group supports all motions that move toward inclusive language. **[Personal opinions]-** There are pamphlets for so many other kinds of people, I can't imagine what the cons to this would be. // The title needs to include the term Non-binary for people who don't identify with gender. // Like the pamphlet we have about AA and medications, this could be helpful to educate sponsors and help them understand that they don't need to have a medical opinion. // In some ways the pandemic has been a blessing for people who might not normally feel safe in the rooms. Here in California I'm sure is quite different than being the only Trans person at a meeting in Arkansas. // This would help educate members in the groups too. Most of us are unaware of the hurtful language we use. // I think this is good for our unity. And it will help me understand more. // If a marginalized group in AA is telling us there is a need for it, then there is a need. // The experience of the Transgender community is not reflected in the Big Book. Changes that are needed to happen in the literature can occur in the pamphlets and is a good reason for them. // Statistics show that this community suffers high rates of alcoholism. This is a call for

help, and the pamphlet could be a preventative measure. I think we should continue on this. // If we have groups that feel marginalized and unwelcome, we need to take a look at it. // I wonder how useful the pamphlets are. At meetings even if they have a rack, the displays are limited. Are there other ways to outreach? // Pamphlets do already use neutral language, so anything that helps us be more inclusive is worthy of investment. // I'm concerned about how widely this would be distributed. // I was at the Pre-Conference Assembly two years ago when this was presented. I had been having a bad day and ended up being so moved by the presenters of this motion. I was grateful to be there for that experience. // Until we can make significant changes to the Big Book, let's have that pamphlet. // It's a good small step in a much bigger picture. // I agree with the intent but would reconsider the medium. Does it make sense to publish? // The presentation of AA material like this would educate AA members and our benefit our rural community. // Our pamphlets are useful to others outside AA, such as doctors and counselors that refer people to us. It could reach a broad audience. // I think of the Responsibility Statement. // In my Latino community I have not interacted with many Transgender people, but if there is a growing need it will help our community. // Pamphlets are inexpensive to produce. I like to think of them like party invitations. If I wanted somebody to feel included and welcomed, I would give them an invitation and ask them to join my party. // I would just like to clarify that gender expression is different than sexuality.

The Assembly was asked if they were ready to vote, and members were ready to vote. Substantial unanimity (2/3) was required for the motion to pass.

Vote: Yes (166) / No (5) / Abstained (13)

Minority Opinion: I do support the visibility of this community and realize that there are accessibility barriers. But I voted against this because I don't think we are fully informed. There are complex issues to face that I don't think can be met in a pamphlet. We are outsourcing our 12th Step work to a pamphlet. **No motion to reconsider.**

Motion <<<PASSED>>>

OLD BUSINESS:

That AAWS publish a one-page summary of the six warranties. – *presented by District 08*

Discussion: **[Group consciences]-** Our group is opposed. It would be a financial hardship. Maybe at a later time. We can read the Concepts in the Service Manual. **[Personal opinions]-** I liked this when it was first presented. People don't talk as much about the Concepts. It will bring them more into conversations, and interest and inform members. // The warranties are an important part of the Service Manual. I'd love to see this. // I know about the warranties and I was just recently wondering where they were. I happened to come across Concept XII and saw them in there. // The warranties are easy to understand, and this would be a good entryway to the Concepts. // Is this a want or a need?

Motion to remain Old Business at the Post-Conference Assembly.

NEW BUSINESS:

That CNCA requests that a pamphlet entitled "Experience, Strength and Hope: AA for the Spanish-speaking LGBTQ Alcoholic" be produced. – *presented by District 40*

Discussion: [Personal opinions]- I'd like to remind people of the intent of this motion, so it's not to be confused with being just a translation into Spanish of the existing LGBT pamphlet. This is to be written by Spanish speakers and reflect the LGBT experience within their culture. // I am a Mexican gay male. I don't speak Spanish but knowing this existed would have been helpful when I was new. Latinx is the preferred term. // I'm starting to know more LGBT members and I think this is important. It would be nice to know we have it in our groups and Districts and can send a message to our friends that we are inclusive. // This will be useful not only for LGBT but to help educate our Latino community. // It is a way to attract people who are in need and that we don't judge. It will give the message that AA is open to everybody. // Our Latino community is backwards sometimes, and children have many struggles. I was at a Spanish-speaking meeting in Las Vegas and a lesbian there was having a hard time being accepted. She had the existing LGBT pamphlet with her, and she kept holding onto it tightly. Anytime somebody verbally attacked her she would show the pamphlet and explain how she knew she was welcomed in AA. This need is urgent. // This is about love and is good for the groups. // This would be good for recovery houses and other facilities that the pamphlet is inside. // If a group of people feel marginalized, they won't stay. I've heard of LGBT people getting kicked out of meetings. We need to raise awareness about inclusivity. // This was unanimously approved in District 40. If you look at the LGBT pamphlet created in English, you can see how just the translation into Spanish doesn't serve this community. // Marginalization creates invisibility, and communication is the way to break it. When we have an opportunity to share experience, strength and hope, it allows us to understand and accept each other. // In my workplace we were a provided a training/workshop that provided information about Transgender populations. I learned so much and learned about some of the ways I used my own speech, times when I did not even know I was being disrespectful. I was ignorant, and so I was helped by that. I was able to get informed. This pamphlet would help educate our community. // I'm glad to see more Spanish pamphlets written from the Spanish experience, like the *Mujeres en AA* pamphlet. // I remember from PRAASA some years back I heard the experience of a Hispanic gay male and how he got teased and bullied a lot. Thankfully he stayed and continues to serve. We change hearts, not minds. // Personalities get in the way. Tradition Three, AA doesn't exclude. // We are all human. Alcoholism does not distinguish. // This would validate and legitimize a community that already feels discriminated against. People would walk into a meeting and see it. // When this was first introduced, I didn't understand it and I wasn't sure about it. But now that I hear more from my companions, I agree that we need it. AA does not exclude. // Its good when as individuals we can uncover our own hidden biases. Group inventories are so helpful and addresses the question if our group reaches out to different members of the community. // We do need to be aware that discrimination continues in our rooms, even in CNCA. It pays off to show support on a personal basis, show up, and go directly to meeting and extend support. // I have felt discriminated against; this will help people who are in the closet. // There's that line in Tradition Three in the 12 & 12 that lists all the types of people AA wanted to exclude. Thankfully that didn't happen; many of my friends that are in AA are in those categories. // When I am at work and I find a piece of information that is defined for my needs, I feel good. It is the same in AA. We want to provide a welcome feeling.

Motion moved to Old Business at the Post-Conference Assembly.

PRESENTATION:

What is PRAASA?

It's the Pacific Region Alcoholics Anonymous Service Assembly and its purpose is to develop greater unity among the members, groups, and areas of the Pacific Region; to encourage the exchange of ideas and experiences; and to provide an opportunity for members to discuss pertinent aspects of AA. The Assembly and the PRAASA committee should always foster the Recovery, Unity and Service legacies of AA. Each of the Areas of the Pacific Region hosts PRAASA on a rotational schedule and it is our turn in 2024. Next year will be held in Portland and we are hoping for an in-person event. 2023 will be Los Angeles and then its us. Feedback from our most recent PRAASA 2021 was that many were disappointed about the lack of diversity represented on the speaker panels. I want to let you all know that the Program Chairs for these subsequent PRAASA's have heard this call and are already in communication about ways the need will be addressed. Anyone that wishes to be involved in these conversations, or of service to any committee please let me know. PRAASA is easy to plan for because it is always on the weekend that the first Saturday of March occurs. If you go to praasa.org you will see a countdown clock that lets you know when the next PRAASA is down to the second!

Questions: **Q.** Are there any statistics about how many GSRs, DCMs, etc. attend? **A.** I'm not sure, I'll see if I can find out. My guess is about 50% GSRs and 50% other positions, based on the size of the GSR Roundtables. **Q.** Thank you for hearing the call for diversity. **A.** Yes. **Q.** What are the committees? **A.** Accessibilities, Archives, Attraction and Outreach, Budget and Finance, Facilities, Hospitality, Interpretation and Translation, Program, Registration, and Website.

The meeting was closed at 12:00pm with the Responsibility Statement.

Remarks From The Delegate

Thank you all for being here. I know a holiday weekend was a barrier for some, and trust me, the Area Officers didn't announce this date to the Area last panel without realizing that. The General Service Conference is being held fairly early this year, starting in just two weeks. The possibilities of holding our Pre-Conference either last weekend or next weekend, were also problematic. It would have either rushed the GSRs and groups who never feel they have adequate time for sharing sessions, or unfairly cut the time for a first-year delegate to be able to prepare for the Conference. Given the pandemic, the availability of other methods for sharing group consciences, and those timing issues, this seemed like the best option.

The Conference process is our mechanism for change in AA. We aren't making any changes here today—today we are listening as part of that process. Any decisions will be made at the Conference later this month, based on the wishes, hopes and concerns of all the groups who have

informed the delegates of the 93 areas, along with the knowledge of the staff at the General Service Office, and the trustees and directors who serve us year-round.

I am serving on the Conference Committee on Trustees. There are nine members, four from Panel 70 who also served last year, and five from Panel 71, who are new like me. While we don't have an entire alphabet of hot literature topics, we do have the possibly controversial agenda item of the motion to censure the General Service Board.

Today is all about Area 06 and hearing what our groups in the California Northern Coastal Area think about agenda topics and being together in this virtual setting. For those of you who have never been to an in-person assembly, you don't have the picture in your head that some of us do about what it usually looks like. And after a year of doing everything virtually, many of us have forgotten we didn't always have potential access to multiple, simultaneous communication streams. At any given time, during a Pre-Conference, the Delegate and Chair may need to have a little sidebar to make decisions about whether to shorten the time for sharing on any given topic, take a quick survey of those still in line, or otherwise change up the process. We can't do that huddle on Zoom, so I may just need to awkwardly interrupt at some point. I certainly mean no disrespect to our Chair or the people in line if I do.

The primary purpose of our Pre-Conference Assembly is for groups in our Area to inform the Delegate before the General Service Conference. That's our goal for today and tomorrow. We have the timer to keep sharing time equal, and we may make adjustments on the fly. It's not personal. And if you don't get to say everything you want to say, group consciences can also be emailed to me or you can use the web form at cnca06.org.

You are going to hear a lot of different ideas and opinions today as we hear group consciences. You will agree with some, you may disagree with others. I ask that you try to conduct yourself in this virtual setting the same way we would ask you to in person. We don't clap or react with a thumbs-up for what we like. And we don't make faces for what we don't like. We want this to be a safe space where every person who shares a group conscience at the microphone is treated with the same love and respect.

With the exception of the following personal reflections sharing on the 2021 Conference Theme, today we are only hearing group consciences. We are not debating or voting on anything today. We are listening with open hearts. And with that, I'm going to shut up and do just that. Thank you.

What's On Your Mind? (Saturday Session)

While I am grateful for the sharing from our Area and the passing of the motion about the transgender pamphlet, I am disappointed with the overall unwillingness to change the 12 & 12. It's not sacred. We can't keep telling people to 'practice acceptance' as a defense to avoid change. It worries me. // How can we hope to make the rooms a safe space if we can't address our literature? It is outdated and not understood. Professionals see this. Hearing so much misogyny. The collective conscience I heard today did not reflect a willingness to look at our literature. // It was a bit unfair to change the time at the microphone from 90 to 60 seconds midway. I love to see how it all unfolds with all the challenges AA faces. // I have loved all the sharing. And thank you to everyone behind the scenes. We had 348 people in attendance and 317 of us registered. // The GSO video about the Big Book is critical to the groups' understanding of Literature Item U, and it got rolled into the others. It's clear

we need a separate, different text to address lower reading and literacy levels. // Who's not here? We are delusional if we think this is a collective conscience. I heard language today that is abusive, I heard gaslighting. There's a reason why people don't feel safe. There's a reason why trans people only go to trans meetings, and people of color only go to BIPOC meetings. AA is broken. We who are marginalized fix it for ourselves; we change the pronouns. // I'm grateful for the interpretation. I could understand everybody. I'm curious how simultaneous interpretation works in-person. // Thank you all who are here and participated. I've enjoyed listening to all the arguments and different points of view. All this sharing and listening. I don't know how our Delegate funneled all this information, but I trust that she did. // Thank you all. At the beginning of the pandemic many of us didn't know anything about Zoom and look at us now. Lots of newcomers. // I'm crying now. I think of page S20 in the Service Manual, "Why Do We Need A Conference?" and AA being a place for all. Views on AA change because of sobriety; it's not about me. I would hate to know someone walked away because of one word. I appreciate the passion and bravery of the shares. // I appreciate the hard work of the interpreters. This service is wonderful, and I am impassioned about the Hispanic participation. // I am shocked by what I am hearing from all you white privileged people in the room. I am discouraged. Our literature is wrong. I want to drink more than any other time in my 8 ½ months of sobriety because of this assembly. // Underneath all of this is still the question, "How do we carry the message?" // It's not easy to pull off this event, thanks for all the effort and hard work. There is spirituality behind all our comments. Love and tolerance is our code. // This has been phenomenal. We are in the midst of massive decisions, and hundreds and thousands of people around the globe are having these discussions. It's remarkable we can be heard. Bill W. is not a deity; the Fellowship actually authors the book, and many people don't understand that. // I'm amazed how much we got through. This is part of the process and provides an opportunity to do an inventory so we can identify what would keep us from unity. // We need to strive for balance between what is important and what is a distraction and keep the ego in check. // I appreciated the strength of the people in this meeting who are still suffering. Members helped pen the book. We haven't found the perfect solution today. // This is the process of AA. We have minority groups finding a way to say, "I'm not invisible." // This is my first time at an assembly, and I admire all the work going into it. I've learned a lot about AA, and I hope to take things back to help the group. This helped my ability to listen.

What's On Your Mind? (Sunday Session)

Wow, this assembly is deeply involved. It's not easy and I'm impressed. It is my first time and it's been very spiritual. // Thank you, I am feeling a part of 300+ people, which is a power greater than myself. It made me think and consider different perspectives. // Thank you everybody. I was attending church on Zoom at the same time this morning and got to sing Hallelujah just prior to my sharing. // This weekend I heard a lot about inclusion, accessibility, and also "If it ain't broke, don't fix it." What a mixed message. What happens when people don't see others with whom to identify? To me I did not hear an expression of willingness to go on this adventure of inclusion, and if asked today if I thought this might be a place for me I can't say I'd answer yes to that. // We had 192 registrations of around 245 in attendance today. // The Area is too big; the agenda is too big and much of it seems like busy work. People were getting

silenced, and it was biased. Too many people getting cut off mid-sentence. // I appreciate that we didn't resort to cut-outs, a one-of-a-kind event. I hope we keep some aspects of the virtual format. // I was here last year just checking it out. I became a GSR and have learned so much from last year. I look forward to more. I'd like to give a shout out to the pre-assembly kick off. It was so much fun; the speakers, games and prizes were great. I am grateful to have participated in this. // I am so happy to see all the GSRs in my district. // This program saved my life. I represent other people of color, those who aren't here, and let them know what's happening. I want to be ready to take back to the groups what comes next. // This is my first time, and I learned a lot about the process and the effort that is necessary to make this work. It's like the first time you go from a little store to a big supermarket. I'm happy to participate and thanks to everyone behind the scenes. // I'm grateful for the opportunity to share and speak for my group. It's been beautiful, and I wish for it to be in-person next year. // This is my first time and I learned so much and am excited to take back what I've learned to my group. // There are members in my district that wanted me to express their dismay that it was on Easter weekend. Also it would be good to have more time from once the Agenda Topics come out get group consciences by Pre-Conference Assembly. Shout out to all the GSRs. // I'd like to reach out to those that feel unsafe and to be an ally. Thank you to my fellow GSRs who have helped me be a GSR. I have formed a network with GSRs from other districts. // I actually prefer this setting to the Contra Costa Fairgrounds where the assembly would have been otherwise. It's been a pleasure to serve with the other Area Officers. Good job, Miguel. Jennifer, you are ready. // Thank you for providing this opportunity to be together; unity will triumph. I am a new GSR and have fallen in love with AA as an organization, and happy to represent my group with a voice and vote. // Amazing job, Miguel and for leading us with grace. For many years in AA I have always felt welcomed in AA as a lesbian, until yesterday. That will continue if we allow this language to continue. // All views get to be shared as we continue to update and challenge our beliefs. Many people feel frustrated and that it is broken or unfair. We need to keep talking. // My heart hurts when others here today feel pain, and when people feel dismissed. // I feel immense gratitude that Jennifer is our Delegate. I think the switch to 60 seconds from 90 seconds midway was rough and unfair; many had worked hard and prepared for the 90 seconds at the mic. With such a full agenda maybe we just accept that Sunday would be a full day too. // Have a great time in New York. Once I got the hang of it I guess I am a bit of a ham at the mic. // What an adventure. I thought there was supposed to be interpretation to Spanish, but I guess I missed it. // I can tell our Delegate was fully listening. Thank you to all the hosts. For the GSRs that didn't find the courage to share there is always next time. It's in the Higher Power's hands. // Thank you all and especially to the interpreters. I think Jennifer is well-informed. // I love the idea of the Big Book being a living document; it's not just a historical book. // So much change is happening. It is ongoing and not optional. We hear a lot of hurtful language that wouldn't be put up with anywhere else. Remember it is two-way communication. // This is my second time at an assembly. I'm sure I've made mistakes and I have learned a lot. There are always people there to help. // Thank you all. Jennifer, may your path be illuminated, and I trust you will do what's best for AA. // This is my first time. I really liked the web form, thank you. // I am a new GSR. I like the theme AA in a Time of Change and this was a seamless assembly. I learn to listen better, be more mindful and become aware of

my own character defects. // Past Delegates send off to Jennifer, instead of singing because that sounds crazy on Zoom, they collectively read her the poem by Robert Frost, *The Road Not Taken*.

Submitted with Love and Gratitude,

Amy M.
CNCA Recording Secretary- Panel 71