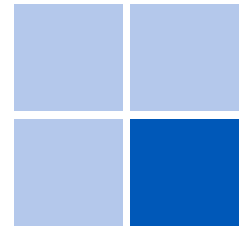


Quarterly Report from G.S.O.



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

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

January 2017

General Service Board Meeting

The General Service Board of Alcoholics Anonymous, Inc. held its quarterly meeting at the Crowne Plaza Times Square Hotel, New York, NY on Monday, January 30, 2017. The chairman of the General Service Board presided and warmly welcomed all present.

All committees met during the weekend. Highlights of committee reports appear below:

Archives

The committee considered a request to create a new pamphlet on "Four Founding Moments" and forwarded it to the trustees' Committee on Literature.

The committee had a wide-ranging discussion on ways G.S.O. Archives can provide support and assistance, through multimedia, to local area archives engaged in archival service.

Conference

The committee forwarded information regarding dates and locations of the General Service Conference; proposed plans for translation of Conference background; and publishing an anonymity-protected, digital Final Conference Report to the Conference Policy and Admissions Committee.

The committee recommended to the General Service Board that in order to assist the Conference committees in handling their workload, if a Conference committee feels it is helpful to complete the work of their committee, they can meet via conference call in the 60 days prior to the General Service Conference for such things as deciding how to conduct their business, including the means of voting within the committee, re-ordering the items on their agenda if needed, and holding preliminary non-voting discussions on what they consider to be priority items.

Cooperation with the Professional Community/ Treatment and Accessibilities

Cooperation with the Professional Community: The committee considered and agreed to forward to the 2017 Conference Committee on Cooperation with the Professional Community a request that the title of the pamphlet "Is There an Alcoholic in the Workplace?" be changed to "Is There a Problem Drinker in the Workplace?"

Treatment and Accessibilities: The committee agreed to forward discussion topics regarding A.A. members in the Armed

Services to the 2017 Conference Committee on Treatment and Accessibilities and the 2017 Conference Committee on Cooperation with the Professional Community.

Corrections

The committee discussed the potential of using email for corrections correspondence when email is available to inmates. The committee also discussed the Grapevine's *Carry the Message* program, noting that in addition to areas, individuals may also sponsor Grapevine and La Viña subscriptions for inmates.

Finance

The committee discussed and agreed to forward a number of items to the Conference Finance Committee, including a request to change to an every-other-year review what is now an annual review of suggested area contributions for delegate expense, the maximum amount for individual bequests and the maximum amount for yearly contributions from A.A. members.

To date approximately \$1,350,000 has been spent on Phases 1 and 2 of the G.S.O./Grapevine co-location project. Originally a budget of \$1,300,000 was approved for Phase 1 and an additional \$131,000 was approved for Phase 2. It was pointed out that only \$1,000,000 of the Reserve Fund was used to pay for the construction.

G.S.O. Financial Results

Gross sales for 2016 of \$13,413,929 were \$293,555 (2.1%) less than budgeted, but \$693,700 (5.5%) greater than the previous year. Net sales of \$13,189,300 were \$283,200 (2.1%) less than budgeted, but \$699,800 (5.6%) greater than 2015. Gross profit from literature was \$8,945,100 and represented a 67.8% gross profit percentage compared with 65.6% for the year 2015. The budgeted gross profit percentage was 66.9%.

Contributions for 2016 of \$7,934,900 were a record, up \$834,900 (11.8%) greater than budget and \$780,700 (10.9%) greater than last year. This reflected increased participation by both groups and individuals. A sincere thank you was given to the Fellowship for their support.

Contributions received from countries that participated in the International Literature Fund were approximately \$18,000 more than budgeted and \$18,000 greater than the prior year.

Total revenue (gross profit from literature plus contributions) was \$16,880,440 or \$772,700 (4.8%) greater than budgeted and \$1,555,500 (10.2%) greater than 2015. Total ex-

penses for the period of \$15,415,815 were approximately \$718,700 (4.5%) less than budgeted and \$296,500 (2%) greater than 2015. The major portion of the variance between 2016 actual and budget was again due to several unfilled staff positions that arose during 2016 from normal employee turnover as well as new positions in the budget that were not filled. However, the process is underway for these positions to be filled during 2017, which will result in increased salary costs being included in the 2017 budget. Net profit for the year 2016 was \$1,464,625; \$1,491,315 more than the 2016 budget and \$1,259,000 more than 2015 actual.

The \$106,000 penalty payment to the Hilton Hotel in Rye Brook, NY (due to cancellation of a contract to hold the General Service Conference at that location in 2018), is included in the actual 2016 results.

G.S.O. 2017 Budget Presentation: The 2017 G.S.O. budget projects net sales of \$13,515,000, approximately \$325,700 greater than 2016 actual. After subtracting manufacturing costs and shipping expense, gross profit is budgeted at \$8,810,550 or 65.2% gross profit percentage.

Contributions are budgeted at \$7,675,000, approximately 8% more than the 2016 budget but \$259,000 less than the 2016 actual. Given the phenomenal 10.9% increase in 2016 over 2015, contributions have been budgeted conservatively and self-support initiatives remain a priority for the A.A.W.S. Board.

Total budgeted expenses for 2017 of \$16,088,152 are approximately 4.3% greater than 2016 actual but \$46,300 less than the 2016 budget.

After deducting operating expenses from the anticipated revenue, the result is a budgeted net profit of \$397,798.

G.S.O. currently anticipates negative results for 2018 of \$255,000 and for 2019 of nearly \$750,000, assuming no significant changes to the revenue or expense streams.

Grapevine Financial Results

For 2016, average paid circulation of the Grapevine magazine increased slightly (200 copies) from 2015 to 2016 to 77,400. This compared with 75,600 budget and the 2015 average of 77,200. Online circulation was 5,030 vs. a budget of 5,097 and 5,233 for 2015.

Gross profit on the magazine of \$1,426,368 was approximately \$63,839 more than budgeted. Gross profit on other content related items of \$458,309 was approximately \$103,655 greater than budgeted and approximately \$92,272 less than 2015.

Total gross profit for the year was \$1,884,677, approximately \$167,494 more than budgeted, but \$84,151 less than the \$1,968,828 achieved in the previous year.

Total costs and expenses of the magazine for the year were \$1,755,707, approximately \$112,239 less than budgeted and \$19,588 greater than 2015.

The variance to budget was due to several initiatives included in the 2016 budget that were not commenced until late in 2016 so a portion of the costs will be carried forward into 2017.

After adding interest earned, there was a net profit in 2016 of \$144,070, compared with a net profit of \$240,811 in 2015 and a budgeted net loss of \$146,063 for 2016. Given the profits, Grapevine hopes to transfer excess funds to the Reserve

Fund in early 2017, subject to completion of the audit.

Grapevine Budget Review: The 2017 Grapevine budget anticipates an average paid circulation of 68,592 print copies, 5,251 online copies and 360 GV Sub App. Total magazine and content related items income is expected to be \$2,706,641, approximately \$88,800 less than the \$2,795,455 achieved in 2016. Total direct costs are expected to be \$907,135, approximately \$3,600 less than 2016. Gross profit on the magazine and other content related items for the year 2017 is estimated at \$1,799,506, a decrease of \$85,200 from 2016.

Budgeted costs and expenses of \$1,928,565 for 2017 compares with \$1,755,704 for 2016, an increase of \$172,861. After anticipated interest earnings of \$15,100 a net loss of \$113,960 is projected for 2017.

Grapevine anticipates negative results for 2018 of \$326,309 and for 2019 of \$527,376 without significant changes to revenue or expense streams.

La Viña Results

For the year ended December 31, 2016, income from magazine sales was \$119,882 compared with a budget of \$119,311. The average of paid subscriptions for La Viña was 10,370 versus 10,017 budgeted and 10,350 for 2015. Gross profit on the magazine was \$52,741 compared with \$61,549 budgeted. Other publishing income added \$22,126 to the revenue stream. After deducting the costs and expenses of \$226,949, a shortfall from operations of \$152,082 was realized. This compares with a budgeted shortfall of \$151,651 for 2016 and a shortfall of \$146,378 for 2015.

La Viña Budget: The 2017 budget for La Viña projects gross profit on the magazine and content related items to be \$65,244, \$9,623 less than 2016. After deducting costs and expenses of \$233,060, the 2017 budget reflects a shortfall from operations of \$167,816, which is \$15,734 greater than the 2016 shortfall of \$152,082. Without significant changes to revenue or expense streams, this level of shortfall is projected to increase in both 2018 and 2019 to \$181,000 and \$195,000 respectively.

Reserve Fund

As of December 31, 2016, the Reserve Fund had a balance of \$14,958,734. This represents approximately 10.3 months of operating expenses. Upon the completion of the audits of Grapevine and A.A.W.S., a determination will be made as to the transfer of excess profits from 2016 to the Reserve Fund. This could increase the number of months of coverage to over 11 months.

General Sharing Session

The topic of the first quarter General Sharing Session was "Trust, Authority and Reliability." G.S.O. staff member, Steve S. presented on the subtopic "Decision Making in A.A. — Inherent Challenges" and A.A.W.S. director, David N. presented on the subtopic, "How are our committees doing for those they serve?"

Steve posed the question, "The longer A.A. is around, are there more members becoming more involved in world services? And if so, is the increasing number becoming more involved in world services translating into more effective

Twelve Step activity?”

Steve shared, “It might be helpful to ponder whether increasing involvement is translating into increasing Twelve Step activity through the lenses of a few guiding principles; that we remain democratic in thought and action, that we share in a mutual trust, and that we continue to aspire to unity.”

Steve then expressed, “The delegated authority utilized within our democratic society calls on a condition of mutual trust. Like love and service, I consider trust a choice. A matter of the heart. We choose to either trust, or not to trust. Inherent to the A.A. message are conditions of trust, service and love. Mutual trust allows A.A.’s spiritual message to move amongst us. It’s like the freeway on which love travels in vehicles of service.”

David, while focusing particularly on the trustees’ and the Conference committees, shared, “I believe the primary purpose of the various committees is to split up the work of these two bodies so that it is manageable. Could you imagine, for example, if the 133 members of the Conference had to discuss all of its business as a single body? The Conference would last for a month! The trustees’ committees have another purpose and that is to decide which of the matters that have been brought to them should be presented to the Conference. They may then also help to gather information that the Conference Committees will use to make their decisions... Clearly, they succeed in making the work of each body more manageable.

“In my opinion, some of the most beautiful words in our literature come from a nonalcoholic [Bernard Smith]. We must provide a ‘permanent haven for all alcoholics who, in the ages ahead, can find in A.A. that rebirth that brought us back to life.’ May the Conference, trustees, and each one of us individually, always keep trust as our foundation so that we can carry out the sacred charge with which we have been blessed: the ability to lead a fellow suffering alcoholic from the depth of despair into the sunlight of the spirit.”

After the presentations, moderator Chet P., Southeast regional trustee, invited all in attendance to share on the theme and subtopics.

A delegate shared that A.A. does not have a money issue but rather a participation issue. He went on to remark that although full Conference background material on agenda items is distributed and discussed in his area, he has questioned whether sharing only specific agenda items might lead to more thorough and meaningful discussions.

A Class B trustee shared some concerns that deliberations prior to Conference could jeopardize the historical trust represented by the “spiritual handshake” between the Conference and the General Service Board. Another trustee shared that for many alcoholics, A.A. is the first time we learn that we can trust and be trusted, while a delegate shared that one of the first instincts of the alcoholic when entering A.A. is a feeling of mistrust.

A Grapevine director noted that trusting the process is also trusting that things may not always go our way. Trusting is also knowing that A.A. is a safe space to share the unpopular opinion. A delegate expressed that while she has always trusted the Conference process, a helpful tool in reaffirming that trust at Conference was to get to know fellow delegates, directors, trustees and staff. A delegate shared his experience with a

helpful communication practice: rather than reporting what “they are doing with our money” he shares all the ways that “the General Service Conference is doing what *we* have asked them to do with our money.”

International

The committee reviewed two requests asking for annual (rather than every-other-year) reporting at the General Service Conference about international A.A. activities and forwarded a request to the trustees’ Committee on the General Service Conference to provide annual reporting of international A.A. activities at the General Service Conference.

The committee requested sharing from W.S.M. delegates on country-to-country sponsorship as background for continued discussion regarding updating the service piece “Country-to-Country Sponsorship: Carrying the Message World Wide.”

International Conventions/Regional Forums

International Conventions: Recognizing that the A.A.W.S. Finance Committee meets more frequently than the trustees’ Committee on International Conventions/Regional Forums, the committee asked that the A.A.W.S. Finance Committee be responsible for managing and overseeing the performance of the vendor contracts for the 2020 International Convention and requested that full written reports from the A.A.W.S. Finance Committee be made quarterly to the trustees’ Committee on International Conventions/Regional Forums.

The committee also recommended to the General Service Board that the composition of the committee’s Composition, Scope and Procedure be updated to include the trustee director chair of the A.A.W.S. Finance Committee.

Regional Forums: Based on Forum evaluation forms, the committee noted the value of financial presentations at Regional Forums and requested that all Regional Forums include a detailed finance presentation by the General Service Board treasurer.

The committee also recommended to the General Service Board that Special Forums be reinstated and that an implementation plan be provided that includes clarification and delineation of Local, Special and Regional Forums. A plan to produce an anonymity-protected video of a virtual Regional Forum was also requested.

Literature

The committee agreed to forward to the 2017 Conference Committee on Literature drafts of “A.A. and the Woman” and “Finding Acceptance: A.A. for the LGBTQ Alcoholic” and four progress reports.

In addition, the committee forwarded agenda items regarding the revision of the pamphlet “The A.A. Group,” and requests for literature and/or language regarding safety in A.A. to the 2017 Conference Committee on Literature.

Nominating

The committee reviewed all candidates submitted for East Central and Southeast regional trustees and trustee-at-large/ U.S. and found all candidates eligible for election in April 2017. The committee reviewed and recommended to the

General Service Board the slate of trustees and officers for election at the annual meeting of the members of the General Service Board in April 2017, following presentation at the 2017 General Service Conference for disapproval, if any. The committee also reviewed and recommended the slate of directors of A.A.W.S., Inc. and AA Grapevine, Inc.

Additionally, the committee recommended that no current trustee shall be eligible to apply for the position of general manager of the General Service Office or for the position of chair of the General Service Board until completion of their term as trustee and rotation off the General Service Board.

Public Information

The committee agreed to forward to the 2017 Conference Committee on P.I. implementation plans for a Google for Nonprofits account and a Twitter account; reports on the Public Information Comprehensive Media Plan, Usefulness and Relevance of Video P.S.A.s and the 2017 A.A. Membership Survey; and requests to consider revising/ updating text for the pamphlets “Speaking at Non-A.A. Meetings” and “Understanding Anonymity.”

A.A. World Services

Since its October 2016 meeting, the A.A.W.S. Corporate Board has met twice: December 9, 2016 and January 26, 2017. During this same period, the A.A.W.S. Finance, Publishing, Technology/Communication/Services and Nominating Committees each met twice.

Services

Corrections: New avenues of communication are being opened between Texas A.A. and the Texas Department of Criminal and our new corrections video “A New Freedom” may soon be placed on closed circuit TV within several TDCJ units, with the potential of reaching hundreds of inmates.

Group Services: The Intergroup/Central Office/A.A.W.S./AAGV Seminar was held in Kansas City, Missouri, November 3-6, 2016, with G.S.O. and Grapevine staff participation.

International: Along with the traditional print version, the 24th World Service Meeting Final Report will be available for the first time in an anonymity-protected, digital format.

Literature: The Holiday issue of *Box 4-5-9* (in French, Spanish and English) was distributed in early December.

Nominating: Resumes for regional trustee candidates in the East Central and Southeast regions and for trustee-at-large/ U.S. have been received.

Public Information: The newly translated video P.S.A., “I Have Hope,” is scheduled for release in January 2017 and will be professionally tracked and distributed.

Regional Forums: The Southeast Regional Forum held in Orlando, Florida December 2-4 was the final Forum of 2016. Attendance was 433, with 254 first timers. For the year, total attendance at the four Regional Forums plus one Additional Forum was 1,804, including 1,077 first time attendees.

Treatment and Accessibilities: The revised Accessibilities Service Kit will be available in February for new Accessibilities chairs. The search for an A.C.M. continues.

Archives

Through 2016, Archives handled approximately 1,450 requests for information and research, as compared to 1,300 in 2015. In the coming months, Archives will begin to retrieve records temporarily stored off-site and appraise such records for final disposition. Additionally, over 50,000 pieces that are mostly utilized by staff and Archives for reference purposes will also be assessed. The goal is to preserve documents with continuing reference and historical value while eliminating material that is no longer relevant.

Technology/Communications/Services (TCS)

The TCS Committee reviewed G.S.O.’s A.A. website analytics; a suggestion to add an option to G.S.O.’s records for A.A. entities to be listed as either a meeting or a group; the 30-day pending period for new groups being added to G.S.O.’s group registry, and whether information should be developed clarifying the purpose of the pending period for the Fellowship.

The committee recommended that three reports on G.S.O.’s website analytics for 2016 be forwarded to the Trustees’ Committee on Public Information and also held a conference call with A.A.W.S. directors to discuss the future vision for G.S.O.’s website.

Publishing

Gross sales: December gross sales were under budget with actual gross sales at \$1,005,674, which is a \$204,387 or 16.89% negative variance against budget of \$1,210,061. For 2016 through the month of December, gross sales were under budget: \$13,502,905 actual sales vs. estimate of \$13,707,484, which is a \$204,579 or .15% negative variance.

Web sales: Total web sales (A.A.W.S. Online Bookstores) for December 2016 stood at \$631,577, which accounts for about 69% of total sales for the company. Sales on the B2B online store (primarily Intergroup/Central Offices and other bulk orders) for December are \$449,764 and B2C sales (individual customers) stand at \$181,813.

Digital books: Total eBook gross sales for January through December 2016 stand at \$227,611 with 58,277 units distributed.

International licensing and translation: With publication of the Rarotongan language Big Book, *Alcoholics Anonymous* is now available in 69 approved translations (70 languages total, including the original English). Thirty-three languages are printed and distributed by A.A.W.S., Inc., and 37 languages are licensed by local entities abroad (with 22 printed by both A.A.W.S., Inc. and international A.A. entities).

There are 21 Big Book translations pending, at various stages of completion, with 14 new translations and 7 revisions.

Three committee recommendations were approved by the board: that the Publishing Department proceed with the audiobooks program as presented in a proposed 3-phase strategic plan; that G.S.O. management develop a written policy regarding our accounts receivable and terms of sale; and that G.S.O. management develop a system wherein significant deviations from normal accounts receivable and terms of sale policy, such as extended terms for very large purchases or lines of credit granted to foreign G.S.O.s, are reported to A.A.W.S.

Finance

The committee recommended that a special schedule (report) be provided at board meetings that includes all non-salary IT-related costs and that the Finance Department create an analysis and timeline for restructuring the budgeting, accounting, and reporting for all non-salary IT costs, to be implemented in 2018. Additionally, the committee recommended that the general manager insure that all new and current agreements and contracts with vendors and subcontractors have a confidentiality clause contained within the agreement.

For details on A.A.W.S. Finance see the report of the trustees' Finance Committee on page 2 of this report and the summary of unaudited financial results on the last page of this report for the period ended December 31, 2016.

Personnel

After more than 35 years of providing critical financial information and support to the A.A. World Services, AA Grapevine and General Service Boards, G.S.O.'s chief financial officer will retire at the end of February.

Information Technology

New servers have been installed at G.S.O. and updating continues for the accounting and office email systems. A database coordinator has been hired, which will allow IT to create, change and maintain current and future databases, potentially eliminating the need for consultants.

Other

Due to the passing of Joe D., general service trustee and chair of A.A.W.S., the board held a conference call to approve the new slate of A.A.W.S. officers: chairperson, Bill N.; president, Greg T.; vice chair, Richard B.; vice president, Eva S.; treasurer, Richard P.; assistant treasurer, Donald Meurer (nonalcoholic) [to be succeeded by Robert Slotterback (nonalcoholic)]; secretary, Nancy Davis (nonalcoholic).

The general manager of G.S.O. has undertaken a complete review of day-to-day business practices, including our vendor selection and contracting policies and procedures, to make sure that current "best practices" are used in order to better serve the Fellowship. Past trustee-at-large/U.S. John Q. is working as an adviser to the general manager in this review and to help in the transition when Don Meurer retires at the end of February.

A.A. Grapevine

The AA Grapevine Board of Directors met on December 10, 2016 and for its quarterly board meeting on January 26, 2017. The Finance and Budget Committee met by teleconference on December 7 and January 24. The Outreach committee met on Dec. 8 and 13. The Nominating/Governance committee did not meet this quarter. GVCC and AAGVB met via teleconference on December 15, 2016.

Board Actions

December 10, 2016: In addition to approving the minutes of the September 17, 2016 board meeting and approving the treasurer's report on AA Grapevine and La Viña, the board took the following actions: approved reprint of *Our Twelve Traditions*

as is, without changes to the existing cover; authorized up to \$10,000 to purchase a new server including any necessary legal counsel to review the contract; approved up to \$27,000 to be paid to the web vendor for the website update with the balance of \$70,000 to be paid in 2017; approved the revised proposal from the fulfillment vendor in the amount of \$31,000 to update the online store and subscription pages on aagrapevine.org.

January 26, 2017: In addition to approving the minutes of the October 31, 2016 quarterly meeting and approving the treasurer's reports on AA Grapevine and La Viña, the board took the following actions: approved the revised AA Grapevine and La Viña Vision/Mission Statement; approved and agreed to forward the 2017 Grapevine and La Viña budget to the trustees' Finance and Budgetary committee; approved and agreed to forward revisions to the 2016-2018 *A.A. Service Manual* to the 2017 Conference Report and Charter Committee; agreed to explore PCI compliance logo for inclusion on the aagv.org website; agreed to incorporate monthly GV audio onto the GV app; reviewed and agreed to management draft updates to the Grapevine and La Viña editorial policy, including format guidelines.

Board Committees

The Finance and Budget Committee chair reported that the committee met on January 24, 2017 and reviewed the income statement, Treasurer's report and AAGV, Inc.'s draft budget #6 for 2017.

Financial

For details on Finance (Grapevine and La Viña) see the report of the Finance Committee on page 2 of this report and the summary of unaudited financial results on the last page of this report for the period ended December 31, 2016.

Circulation, Development, Outreach

Grapevine's "Grow Your Grapevine" outreach effort was updated in October 2016. To date, over 3,000 responses have been received. The quarterly *Grapevine & Your Group* email newsletter will resume distribution to group contacts from the FNV in March 2017.

Existing engagement efforts for the print magazines, Grapevine Online and related products will continue, including the Grow Your Grapevine engagement through the end of February 2017, the ongoing Carry the Message effort that focuses on sponsoring subscriptions through subscription gift certificates and the new 4 Seasons of Service with Grapevine and La Viña beginning on March 1 and running through December 31, 2017.

Pricing alternatives for AAGV, Inc.'s products are being evaluated with the circulation vendor; while the auto renewal test showed negligible results on existing subscriptions, it will be applied to all new subscriptions; e-renewal efforts continue to be successful; the GV subscription app (now available on Android devices, iPhone and iPad) is well received.

Editorial Advisory Boards

The last Grapevine EAB meeting took place on December 14, 2016. The next meeting will be held on February 9, 2017. The La Viña EAB met on January 19, 2017.

Grapevine Editorial Report

The senior editor reported that recent issues of the Grapevine magazine have included *Atheist and Agnostic AA Members*: Fellow alcoholics share their experience, strength, hope and challenges, how they get active and stay sober in A.A. (October); *Classic Grapevine*: Articles from our Story Archive, featuring stories from the new Grapevine book “Our Twelve Traditions” (November); and *Remote Communities*: Stories by A.A. members in remote communities and those who do service in that area (December).

Publishing Update

Grapevine’s first book of 2017, “Making Amends,” is in production. Work on the second book for 2017 has begun; the 2018 Grapevine Wall calendar/pocket planner is in production; AA Grapevine now offers 26 eBooks (21 in English, 3 in Spanish and 2 in French); 263 audio stories have been collected to date for the Audio Project and additional stories are undergoing the regular editorial process.

Grapevine Web Report

Monthly web traffic is averaging at 42,000 unique visitors and 196,000+ page views.

La Viña Report

Recent issues of La Viña have included *AA in Prisons*: Stories of experience, strength and hope inside and out of jail (July/August); *The Third Legacy in the Hispanic AA Conventions* (September/October); and *Carrying the Message/Holiday*, featuring a special section of stories from the winner of the 2015 La Viña Subscription Challenge (November/December).

General Service Conference

The AA Grapevine Board reviewed agenda item requests and forwarded the following items to the 2017 Conference Committee on the Grapevine: discuss the spiritual value of Grapevine and La Viña in carrying the message of Alcoholics Anonymous; discuss AA Grapevine, Inc.’s continued exploration of an Instagram account, Facebook page, and a Google for Nonprofits account; discuss ways groups can be kept informed about Grapevine and La Viña when they don’t have a GVR or RLV; consider list of suggested Grapevine book topics for 2018 or later; reconsider the 2010 Advisory Action regarding La Viña; reconsider the 2004 Conference Advisory Action on outside sales; review Audio Strategy status update and Grapevine Workbook.

FINANCIAL DATA: For the Nine months ended 12/31/16 (All figures pending final C.P.A. audit)

G.S.O.	2016 Budget	2016 Actual	2015 Actual
Contributions from A.A. groups and members	\$ 7,100,000	\$ 7,934,869	\$ 7,154,146
Sales less cost of production, royalties and shipping	9,007,384	8,945,128	8,170,384
Interest Income	400	443	434
Total Income	16,107,784	16,880,440	15,324,964
Total G.S.O. expenses:	16,134,474	15,415,816	15,119,339
Net Operating Income (expense)	(26,690)	1,464,624	205,625
A.A. GRAPEVINE, INC.			
Sales less costs of products	\$ 1,717,183	\$ 1,884,677	\$ 1,968,828
Interest earned — Regular	—	—	—
— Reserve Fund	4,700	15,100	8,100
Total Income	1,721,883	1,899,777	1,976,928
Expenses	1,867,946	1,755,707	1,736,117
Income (loss) from operations	(146,063)	144,070	240,811
General Service Board Support of La Viña shortfall	151,651	152,082	146,378

SALARIES (2016) G.S.O. seeks to follow Concept XI, which states, “We believe that each paid executive, staff member or consultant should be recompensed in reasonable relation to the value of his or her similar services or abilities in the commercial world.” Shown below are approximate range of salaries actually paid to G.S.O. employees during 2016.

	Number of employees	Approximate ranges of actual G.S.O. salaries
Administrative, A.A. Staff, Supervisory, and Exempt Professionals	35	\$63,000 to \$225,000
Supporting personnel	39	\$41,000 to \$ 68,000

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