

Area Inventory Ad Hoc Committee Report

July 2026 Quarterly

At the January 2026 Quarterly, we sat down together to take inventory. This report is what the Ad Hoc Inventory Action Committee heard through our analysis of the inventory responses. Below you'll find members' original words in quotes.

As part of our analysis, we identified themes and areas to focus on and drew conclusions. We submit these for your consideration as starting points for discussion, and an invitation for future action.

Before we get into the results, here are some statistics from the inventory:

- 16 inventory questions, distributed across 16 groups, with each group responding to 4 questions plus a 17th bonus question
- Approximately 235 people discussed the questions for an hour, followed by a 90-minute sharing session
- 376 inventory responses, written and verbal

Communication & Accessibility

Areas to focus on

- Information flow between Area, districts, and groups
 - Technology training
 - The hybrid and online experience
 - Accessibility and inclusion
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- *We ask a lot of our DCMs.* "People are overwhelmed by the amount of information and email." "From the DCM perspective, it can be hard to know what to share back and forth between the Area and the GSRs."
 - *Technology issues are challenging.* "There's a general lack of understanding about how to use Gmail and the tools that are available." "We felt that information coming from the Area to districts and groups needs more education around communication processes, things like Google Drive, Gmail, and the Area website."
 - *We need to pay more attention to the online and hybrid experience.* "Sometimes there's a lot of talking in the room that makes it hard for people online to hear."
 - *Accessibility starts before anyone arrives – e.g. mobility, hearing, vision, interpreters.* "One improvement would be asking more specific questions about accessibility needs on registration forms."

Invitation & Mentorship

Areas to focus on

- Personal invitation
- Service sponsorship
- Mentoring and training replacements
- Making service welcoming, not intimidating

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- *We benefit from an abundance of trusted servants.* “Many existing people move from one position to another, as opposed to new people coming into the Area trusted servant positions.” “Encouraging mentorship, and simply telling someone, ‘I think you’d be really good at this’ [is] a way to inspire service.”
- *Service starts with sponsorship, long before anyone reaches an Area event.* “This really needs to start at the sponsor-sponsee level – encouraging service work early and planting that seed.”
- *Actively engaging the principle of rotation.* “Invite people into open service opportunities and encourage current trusted servant service committees to find their replacements and mentor them.”
- *Small things can make service intimidating, or inviting.* “Attire and seating arrangements for elected and appointed servants can [be] intimidating, especially to those new to service.” “Random seating helps orchestrate unity – that’s been a fun experience.”

Education & Clarity

Areas to focus on

- Understanding the Area committee’s responsibility & authority
 - Explaining committees and the service structure
 - Clear expectations and qualifications for positions
 - Preparing the body before elections
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- *Are we doing for the groups what they can do for themselves?* “We struggle with Concept One – whether the Area committee is making decisions that belong to the groups.” “[We’re] not driven enough by districts and groups.”
 - *The Area itself isn’t well understood.* “Districts and groups don’t fully understand the structure and purpose of the Area.” “We’d like to see more workshops explaining what [our] committees do and how they do it.” “Better educating the DCMs, GSRs, and potential electeds on what the qualifications are and what ‘available’ really means.”
 - *Our commitments to service deserve to be informed ones.* “Make positions more clearly defined so people know what they’re stepping into.” “Some area positions are becoming very specialized, like tech and finance, and not everyone has the skill set for those.”
 - *Elections feel rushed.* “We talked about having more time before the voting assembly for people to submit [service] resumes so members can get to know them better than just a two-minute qualification.” “Perhaps better qualifying candidates. Should we be re-qualifying candidates?”

Responsible Stewardship

Areas to focus on

- Budget clarity and transparency
- Travel reimbursement
- Making the case for contributions
- Removing financial barriers to service

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- *When it comes to finance, some want more detail, some want less.* “We believe we need more transparency, not a single-line budget,” including “expanding travel cost line items.” “Use more education and simplify financial reports – maybe [a] plain language treasurer’s report.”
- *Expectations for travel are unclear.* “DCMs are often unaware of the expectation that districts are responsible for paying expenses when they invite Area trusted servants.” “Responsibility of electeds, appointeds and district service personnel to ask for reimbursement.” “We talked about maintaining a clear boundary between travel for AA business versus personal enjoyment.”
- *What is the cost of carrying the message?* “We need to communicate the value of contributing to the Area and what that money actually supports.” “We felt that most (some) groups don’t like the way Area is spending the money.”
- *Finances affect participation.* “We know the registration fee can be waived, but a lot of people don’t know that, and there are still hotel, food, and gas expenses.” “Ways to fund events: carpool, room share.” “There are no dues or fees for membership in AA, and richer and poorer districts should have equal access to Area trusted servants.”

Spirituality & Our Primary Purpose

- *Service can crowd out the spirit it’s meant to serve.* “There can be too much work and not enough spirituality,” and “a preoccupation with procedure and correctness when really our job is to interact with and support the fellowship.”
- *“Politics” can be a barrier.* “Being too quick to use the Traditions to say ‘no’ instead of asking questions and allowing ideas to be tried and maybe fail.” “We talked about barriers like beating each other over the head with process – lots of ego and infighting.”
- *Embracing our spiritual principles.* “There can be too much time spent troubleshooting and not enough perspective.” “Having a good attitude matters. Not making service feel strict, allowing folks to make mistakes and learn from them.”

Kudos to Area 72

- “We felt that Area 72 really stands out as a shining example of service.”
- “We’re progressive and innovative, especially with online and hybrid service.”
- “The new digital newsletter launch improves accessibility and also supports non-English-speaking members.”
- “We like that we are discussion-based. That fosters unity, because we don’t jump straight into motions — we talk things through first.”
- “We feel the Area does a good job allowing everyone to give input. Everyone can be heard, everyone can come to the mic and express their opinion.”
- “We show trust by asking hard questions at the mic and feeling heard.”
- “Beyond respect, we genuinely care about each other.”

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Some of what's being asked for already exists

Many of the requests in this inventory are for things the Area already does, e.g. tech education, tech support volunteers, Service Manual studies, treasurer workshops, a written travel policy, and ideas for helping with the cost of attending. This doesn't dismiss anyone's request – just the opposite. Where we are already active, we need to bring greater awareness.

Carrying this work forward

"We come to these quarterlies, we come up with really great ideas, but sometimes there's a lack of follow-through on things that were identified as important."

Consider the work that has led to this report. An initial ad hoc committee prepared the inventory questions. The Area Committee took inventory. This Ad Hoc Inventory Action Committee spent months with every comment, finding what we feel are the most important points, and trying our best to present them to you.

We're grateful to every member who participated and made this report possible. Carrying this work forward is now the responsibility, and the opportunity, of the trusted servants in this room, and those we welcome in Panel 77.