

What We Learned / What We Recommend

2023–2025 Area 41 **FUNCTION Ad Hoc Committee**

What We Learned

- Participation depends less on **willingness** and more on **access, clarity, and connection**.
- Cost, distance, scheduling, and agenda design affect **who is able to show up and take part**.
- Engagement increases when **service roles are clear and meaningful** (*Concepts IV & IX*).
- **Workshops, sharing, and discussion** increase participation; **report-heavy meetings reduce it**.
- Information often flows **outward** from the Area but not consistently **back from groups**.
- Current meeting formats and costs can limit participation by **excluding smaller or outlying groups**.
- **Longer breaks and focused workshops** improved calm, attendance, and unity.
- Trust in the service structure and Area body can support **healthier decisions**.

What We Recommend

- Make participation easier through **rotating, hybrid, or pre-assembly formats**.
- Strengthen **orientation and training** so servants understand both **how and why** service works.

- Design agendas that prioritize **workshops, discussion, and connection**.
- Reduce time spent on **reports and procedural debate** - to allow for participation.
- Improve **two-way communication** with groups.
- Review costs and formats with attention to **who can actually attend**.
- Expand **language access**, including interpretation and clear written materials.
- Encourage service environments that feel **welcoming, connected, and enjoyable**.
- Allow chairs/committees/trusted servants flexibility to **experiment and adjust** through group conscience.

What This Report Is

- Observations and lessons learned
- A resource for future trusted servants

What This Report Is Not

- Rules or mandates
- A replacement for group conscience

This handout is a brief **summary** only. The full report is available at area41.org.