

# **Supplemental Materials**

## **Area 41 FUNction Ad Hoc Committee (2023–2025)**

### **How to Use This Supplemental Document**

This document **accompanies** the **Final Report** of the 2023–2025 Area 41 **FUNction Ad Hoc** Committee.

- It includes agenda items submitted by the FUNction Ad Hoc Committee (reproduced as written), along with background language, surveys, workshop materials, and discussion tools used to gather Area input.
  - Agenda items are included in their original form for historical reference and transparency, with action taken noted where applicable.
  - Not all included materials resulted in agenda items or motions; some served as discussion tools, exploratory work, or educational resources to inform group conscience.
  - This document does not reflect the full scope of all workshops, PowerPoints, or discussions conducted during the 2023–2025 rotation; additional materials are excluded due to volume and practicality.
  - This supplemental is provided as a reference and historical record, not as recommendations or instructions.
- 

### **What's Included (Quick Guide)**

- Agenda Items submitted by the FUNction Ad Hoc Committee
- Surveys, workshops, and discussion tools
- Supporting examples and background materials
- Action taken definitions

## **SECTION A — Agenda Items Submitted by the FUNction Ad Hoc Committee**

### **2022-04-02 005 (cc) Agenda Item FUNction Ad Hoc: Committee Comments**

The Area 41 FUNction ad hoc committee has spent much time and research, and could continue to do much more ad infinitum. We do not claim that these recommendations are the best, as there are many great options. We do, however, agree that these recommendations are highly likely to be better, that change is necessary, and that we are honoring what we have

been asked to do: **“2022-04-02 005 Agenda Item Agenda: Review current practices and recommend changes, if necessary, to improve how Area 41 functions in order to best serve groups and individuals in the Area.**

We are taking ourselves too seriously. We spend too much time arguing semantics, rules, and wordsmithing. Let's spend more time studying the concepts of AA, training future leaders, and enjoying ourselves, rather than spending too much time arguing about business.

We believe that, as an Area, we need to change ourselves to be of maximum service to those around us. Many things that we do use up time that could be better used elsewhere. We have outlasted our previous structure & it is time for change. According to Concept 9, “If an idea looks like a good bet, we try it on — experimentally when that is possible.” Some of these changes will need adjustments. As we all know, growing pains never really stop, but our current situation with hotel costs are becoming unsupportable, and we as a fellowship don't go out west together, and our newsletter cannot technically be done early enough, and we're missing a lot of groups voices at Area, and our stuff is out of date, and sometimes we have a lot of long boring stuff, which don't get us wrong, sometimes is necessary, but a lot of it might not be.

**NO ACTION TAKEN:**  
(not an agenda item)

---

**2022-04-02 005 (a1) Agenda Item FUNction Ad Hoc: Change the format of Area 41 Assemblies by amending the number of Business meetings held at Assemblies from 4 to 2. This would begin the year after any hotel contract Area 41 has in place. If negotiations are taking place to renew the contract, then those plans supersede the timing of this Agenda item, and this item will not go into effect until after the newly contracted time. Business Meetings would take place in April and October. January and/or July would be one day Assemblies focused on workshops, fellowship, and helping to educate our members and trusted servants.**

**The passing of this agenda item shall suspend: AGENDA ITEM 2011-09-17 013 Agenda Area 41 consider scheduling Area 41 Business Meetings in January, March, August, and October with reunion meeting date to remain in June.**

**BACKGROUND:**

One reason people don't come to Area is the cost. Some groups or Districts cannot afford to send and/or spend money on hotels 4x/year in order to participate. It is thought that, perhaps, if there were only two 2x business meetings per year, the cost would be inclusive to more groups and/or districts to attend. Then, the non-business assemblies may be attended at a lower cost, or virtually if needed. The FUNction ad hoc can say, based upon the scope of our

committee, and what we do know, that it would improve our Area 41 participation if we allow our members to virtually join our committees.

But also, Area 41 needs to consider its current financials and what is fiscally responsible. Meeting space used to come free at hotels & hotel rooms were \$70. Now, meeting space may cost between a few hundred to a thousand or more, and rooms have doubled. Some groups or Districts cannot afford to send at that current rate, and our business contracts are taking a much larger percentage of our total revenue. **The ad hoc committee agrees that is a financial situation we are currently surviving, but is this really fiscally sustainable for our FUTURE?**

The finance committee has been contacted and we will update if given any further impact statement.

#### **ACTION TAKEN:**

Item failed to pass, 21–59, at the April 2025 Area 41 Business Meeting.

---

**2022-04-02 005 (a2) Agenda Item FUNction Ad Hoc: Change the format of Area 41 Assemblies by varying the location of Area 41 Assembly meetings that are not conducting business. Non-Business Assemblies, known as “Service Assemblies” in this Agenda Item, would move to a different city than the “Business Assemblies,” either rotating around the state or being in a permanent fixed location outside the city that hosts the Business meeting. This would begin the year after any hotel contract Area 41 has in place. If negotiations are taking place to renew the contract, then those plans supersede the timing of this Agenda item and this item will not go into effect until after the newly contracted time. Area 41 will secure a meeting space suitable for a day to host workshops, host fellowship, and to help educate our members and trusted servants.**

**The passing of this agenda item shall suspend: Jan. 2006 Motion that Area 41 Standing Committee meetings scheduled to run concurrently on Saturday morning of all Area meetings for 9am –noon, with appropriate breaks as determined within each committee.**

#### **BACKGROUND:**

Currently, we have not been able to afford moving our Area assemblies. Other Areas rotate their service days & look for smaller locations, such as schools, gyms, churches, etc. Perhaps this may allow for more participation and better unity throughout the Area. It would be nice to be able to eat at different restaurants around the state.

Also, Area 41 needs to consider its current financials and what is fiscally responsible. Meeting space used to come free at hotels & hotel rooms were \$70. Now, meeting space may cost between a few hundred to a thousand or more, and rooms have doubled. Some groups or Districts cannot afford to send at that current rate, and our business contracts are taking a much larger percentage of our total revenue. **The ad hoc committee agrees that is a**

**financial situation we are currently surviving, but is this fiscally sustainable for our FUTURE?**

The finance committee has been contacted and we will update if given any further impact statement.

**ACTION TAKEN:**

PULLED BY THE COMMITTEE DUE TO ITEM 2022-04-02 005 (A1) NOT PASSING.

---

**2022-04-02 005 (a3) Agenda Item FUNction Ad Hoc: For a trial run of 3 rotations, pause the 4-Corners workshops and its requisite service position at Area 41, if the agenda item voting to hold one day service assemblies in a separate city than the Area 41 Business Meeting passes.**

**The passing of this agenda item shall suspend: April 1990 Motion for the Area to sponsor having a minimum of 1 and a maximum of 4 one day workshops per year by any Area Committee that is asked for the four corners of the State utilizing Area funds.**

**BACKGROUND:**

We would suggest a temporary pause on 4-corners workshops to see if we have better unity as an area by getting many more people (hopefully 50+) in our area out to different and/or less traveled locales for an entire assembly, as opposed to 8 Area Officers and Chairs for a few hours. The pause would allow the opportunity to do a cost analysis to see if the money is better spent bringing the whole Area to visit.

**ACTION TAKEN:**

KILLED IN COMMITTEE (TOOK NO ACTION).

---

**2022-04-02 005 (b) Agenda Item FUNction Ad Hoc: Replace GSR & DCM Workshops with Service Workshop(s). The passing of this item will repeal the GSR Workshop and alternate GSR Workshop positions. This would begin in Jan 2026.**

1. Allow all Area attendees the choice to attend whichever topic based workshop(s) that they want to.
2. The separation of GSR's & DCM's at Area 41 is a remnant of a time when GSR's didn't vote i.e. it is a structural leftover.
3. The topics currently covered in the GSR workshops can be useful for all area positions.

4. Multiple topics could give more people chances to participate in workshop planning. Area Chair and/or Agenda Committee will plan workshops or delegate workshop planning.
5. Topics could include, but not be limited to: training & education of GSR's, DCM's, Area Chairs; 3rd Legacy; Orientations; Group Consciences; dealing with difficult situations in service; self-support; chairing meetings; etc.

**ACTION TAKEN:**

PASSED 53–21 AT THE JULY 2025 AREA 41 BUSINESS MEETING.

---

**2022-04-02 005 (c) Agenda Item FUNction Ad Hoc: The (newly elected) Area Chair is to appoint committee chair and service positions from a pool of interested candidates, nominations, and anyone else that they may identify as a suitable candidate. The final slate of candidates to be approved by the Area by a 2/3 vote. This would begin in Oct/Jan 2026.**

BACKGROUND: We are losing people in rotation change. Many qualified people choose not to stand that would be willing to serve if asked. These people have been some of our Groups, Districts, and Area's greatest assets. Appointments could encourage these future leaders to serve when they might otherwise balk. Having the Area Chair appoint committee chairs and service positions could also provide the Area with better rotation. Too often positions have been filled by acclamation because only one person was willing to stand at elections. Elections by acclamation are not "obtaining the best talent we can find," as per Concept 9. Selecting candidates beyond those willing to stand will allow for greater rotation. Building leadership for the future is also a concern, but Concept 9 lays it out pretty clearly:

- *"Good leadership cannot function well in a poorly designed structure. But weak leadership can hardly function at all, even in the best of structures. But once we have created a basically sound structure, that job is finished, except for occasional refinements. With leadership we shall have a continuous problem. Good leadership can be here today and gone tomorrow. Furnishing our service structure with able and willing workers has to be a continuous activity. It is therefore a problem that in its very nature cannot be permanently solved. We must continuously find the right people for our many service tasks." It will continuously be difficult & we must continuously FIND the right people.*
- *"Fortunately our Society is blessed with any amount of real leadership — the active people of today and the potential leaders of tomorrow as each new generation of able members swarms in. We have an abundance of men and women whose dedication, stability, vision, and special skills make them capable*

*of dealing with every possible service assignment. **We have only to seek these folks out and trust them to serve us.***

● *“We shall be in continual need of these same attributes — tolerance, responsibility, flexibility, and vision — among our leaders of A.A. services at all levels. The principles of leadership will be the same whatever the size of the operation. Maybe this seems like an attempt to stake out a specially privileged and superior type of A.A. member. But it really is not so. We simply are recognizing that our talents vary greatly. The conductor of an orchestra is not necessarily good at finance or foresight. And it is quite unlikely that a fine banker could be a great musical performer. So when we talk about A.A. leadership we only declare that we ought to **select that leadership on the basis of obtaining the best talent we can find.**”*

If passed, the current chairs and service positions would stay in their current role until the next rotation, as per usual. At first passage, the current chair will develop a trial process that works best for Area 41. At the next election, the new chair will implement the new process.

Note: this agenda item only applies to committee chairs and service positions- NOT to the officer positions.

**ACTION TAKEN:**

PASSED 50–24 AT THE JULY 2025 AREA 41 BUSINESS MEETING.

---

**2022-04-02 005 (d) Agenda Item FUNction Ad Hoc: Area 41 should invite a speaker once per year from another Area, at the purview of the Area Chair.**

6. Currently, our budget only affords the opportunity to have our West Central Regional Trustee visit once per rotation, usually at our Elections. Having another yearly guest visitor/presenter/speaker, who is from outside our Area or even Region, or even from the General Service Office or a Trustee, would provide broader service experience.
7. Finance information to follow.

**ACTION TAKEN:**

AMENDED MOTION (below) PASSED 51–20 AT JULY 2025 AREA 41 BUSINESS MEETING.

**2022-04-02 005 (d) Agenda Item FUNction Ad Hoc: Area 41 should invite a speaker once per year from another Area, at the purview of the Area Chair. Funding for this speaker shall be included in the Area Chair’s annual budget. The cost of the speaker’s hotel accommodations, when booked through the Area’s negotiated group rate, shall not**

count against the travel expense limit. Total travel expenses for the speaker may not exceed \$750.

---

2022-04-02 005 (e) Agenda Item FUNction Ad Hoc: Keeping in mind the always existing right of decision (Concept 3) of the area chairperson and agenda committee, and that sometimes special circumstances arise, the fellowship would appreciate efforts to attempt business meetings on Saturdays.

**BACKGROUND:**

While the Ad Hoc committee was researching ways to improve Area function, the topic of Saturday business meetings was brought up as one example of ways that Area could change. Several members liked this idea, and Saturday business meetings were brought up again in a “What’s on Your Mind” discussion. On multiple occasions, interest has been expressed to shifting the business meeting (voting) to Saturday. Some suggested that a more thorough debate and better group conscience could be had if there was less hurry to get home.

**ACTION TAKEN:**

PASSED 53–10 AT THE OCTOBER 2025 AREA 41 BUSINESS MEETING.

---

2022-04-02 005 (f) Agenda Item FUNction Ad Hoc: A Resolution,

We, the Area Assembly of 2024-2025, acknowledge that due to the existence of an ad hoc committee and some of the decisions of the current Area Chair, there have been adjustments to the agenda and workshops, unlike what we’ve seen, and it has provided the ad hoc committee some valuable insights. We affirm any future area chair’s right of decision, but we also wish to formally document our experiences for the record.

Our experience with extended lunch and dinner breaks has been overwhelmingly positive. With these longer breaks, we have found that attendance at post-dinner workshops has significantly improved—rising from approximately 25%-50% to near full participation. Having topics at post dinner sharing sessions may have helped too, rather than just open sharing sessions.

Overall, we have observed reduced arguments, decreased stress, and an increase in unity and restfulness. These changes have contributed to a more generally positive outlook for our assembly.

While it is common for chairs and agenda committees to consider adjusting meal and break times, our experience suggests that the benefits of extended breaks are substantial. The relaxation and unhurried pace of meals have had a trickle-down effect,

**fostering greater unity and reducing unnecessary conflicts. This has led to increased engagement and attendance.**

**Regarding workshops, we prefer them to be shorter and more focused, with multiple presenters, and with opportunities for sharing sessions. We request that future topics be relevant and beneficial to our service positions. Thank you.**

**ACTION TAKEN:**

KILLED IN COMMITTEE (TOOK NO ACTION).

---

**2022-04-02 005 (g) Agenda Item FUNction Ad Hoc: Remove the requirement that committees meet on Saturday morning from 9am-12pm.**

**BACKGROUND:** This item conflicts with the right of the decision (Concept 3) of the area chairperson. Issues arise in which it makes this difficult to adhere to at times and some committees may not need all of that time.

**ACTION TAKEN:**

SUBMITTED TO THE AGENDA COMMITTEE AT THE TIME OF THIS REPORT.

---

**2022-04-02 005 (h) Agenda Item FUNction Ad Hoc: Area 41 shall have an Orientation Workshop at the Election Assembly for all new Officers, Area Committee Chairs, and Service Positions to learn about their new service responsibilities.**

**BACKGROUND:** “An outstanding characteristic of every good operational structure is that it guarantees harmonious and effective function by relating its several parts and people in such a way that none can doubt what their respective responsibilities and corresponding authorities actually are. Unless these attributes are well defined; unless those holding the final authority are able and willing properly to delegate and maintain a suitable operational authority; unless those holding such delegated authority feel able and willing to use their delegated authority freely as trusted servants; and unless there exists some definite means of interpreting and deciding doubtful situations — then personal clashes, confusion, and ineffectiveness will be inevitable.” *CONCEPT X*

The workshop is intended for new Officers, Committee Chairs, & Service Positions; Future area chairpersons and/or agenda committees may wish to encourage the whole area body to attend, or may wish to also have DCM and/or GSR orientation workshops.

**ACTION TAKEN:**



SUBMITTED TO THE AGENDA COMMITTEE AT THE TIME OF THIS REPORT.

---

**2022-04-02 005 (i) Agenda Item FUNction Ad Hoc: Area 41 shall have a 3rd Legacy Workshop in July preceding the Elections.**

**BACKGROUND:**

Content encouraged, but not limited to: the 3rd Legacy Procedure & Purposes, principle of rotation, what politicking is or isn't, etc., and more.

**ACTION TAKEN:**

SUBMITTED TO THE AGENDA COMMITTEE AT THE TIME OF THIS REPORT.

---

**2022-04-02 005 (j) Agenda Item FUNction Ad Hoc: All documents distributed at or by Area 41 should have a revision date on them.**

**BACKGROUND:** Frequently, documents get updated or are out of date and no one is ever sure when they were last updated. This would allow for a general idea of accuracy of information, and to help denote what may need to be updated.

**ACTION TAKEN:**

SUBMITTED TO THE AGENDA COMMITTEE AT THE TIME OF THIS REPORT.

---

**2022-04-02 005 (k) Agenda Item FUNction Ad Hoc: That the Area 41 Chairperson, either personally or through delegation to the Agenda Committee or another appropriate servant, ensure that the fellowship is provided with a yearly or rotational (two-year) flyer or PDF listing Area and Region-wide events. This schedule should include: 1) Dates, locations, and brief descriptions of events, and 2) Information on where to find additional or updated details (such as the Area 41 website). The flyer should be printable and easy to include in the newsletter or post at meetings or online. This item is not intended to include events with short notice or frequent changes (e.g., Four-Corners Workshops or similar).**

**BACKGROUND:**

Upon polling the fellowship, the Ad Hoc Committee found that many members are unaware of when and where Area Assemblies and other regional events take place, or what is happening

at them. Members cannot attend if they do not know the dates or locations. Improves communication and unity by making service opportunities and events more accessible, helping members stay informed and connected to A.A. as a whole.

**FINANCIAL IMPACT:**

Minimal. Printing or digital posting can be absorbed within existing communication or newsletter budgets.

**ACTION TAKEN:**

SUBMITTED TO THE AGENDA COMMITTEE AT THE TIME OF THIS REPORT.

---

**2022-04-02 005 (L) Agenda Item FUNction Ad Hoc: That Area 41 seek Spanish-language spoken interpretation options for the Area 41 Business Meetings, with the future goal of including Spanish speaking members into all areas of the Area 41 Assembly weekend.**

**BACKGROUND:** Area 41 voted to become a two language Area back in Jan 2004. We have members trying to participate in Area 41 Business Assemblies that are facing additional challenges due to a language barrier.

*Concept 4: "There is another good reason for "participation," and this one has to do with our spiritual needs. All of us deeply desire to belong. We want an A.A. relation of brotherly partnership. It is our shining ideal that the "spiritual corporation" of A.A. should never include any members who are regarded as "second class." Deep down, I think this is what we have been struggling to achieve in our world service structure. Here is perhaps the principal reason why we should continue to ensure "participation" at every important level. Just as there are no second-class AA's, neither should there be any second-class world service workers, either."*

\* Interpretation - the action of explaining the meaning of something

**ACTION TAKEN:**

KILLED IN COMMITTEE (TOOK NO ACTION)

---

**2022-04-02 005 (m) Agenda Item FUNction Ad Hoc: That Area 41 establish a procedure to ensure that all shared Area documentation, publications, and communications are translated into Spanish.**

**BACKGROUND:** This proposal seeks to uphold the principle of participation by ensuring that Spanish-speaking members have full and equal access to all Area 41 information and materials, promoting inclusivity, unity, and equal participation for all.

*Concept 4: "There is another good reason for "participation," and this one has to do with our spiritual needs. All of us deeply desire to belong. We want an A.A. relation of brotherly partnership. It is our shining ideal that the "spiritual corporation" of A.A. should never include any members who are regarded as "second class." Deep down, I think this is what we have been struggling to achieve in our world service structure. Here is perhaps the principal reason why we should continue to ensure "participation" at every important level. Just as there are no second-class AA's, neither should there be any second-class world service workers, either."*

ACTION TAKEN: SUBMITTED TO THE AGENDA COMMITTEE AT THE TIME OF THIS REPORT.

---

**2022-04-02 005 (n) Agenda Item FUNction Ad Hoc: That Area 41 make District Committee Member (DCM) reports available on the Area 41 website rather than printing them in the Newsletter.**

**BACKGROUND:**

**Have you ever read anyone's report that wasn't yours? Have you read another District's report?** Many members have expressed a desire for continued access to DCM reports, yet few actually read them in the printed newsletter. By moving these reports to the website, we can maintain open access for all while reducing printing and mailing costs.

This change supports better financial stewardship, expands accessibility for members who prefer digital formats, and keeps the newsletter focused on timely highlights and fellowship news.

By posting DCM reports on the Area website instead of printing them in the newsletter, we can keep all information publicly available, archive it for future reference, and make it easier for members to find at any time. This also allows us to use our limited funds more effectively for outreach, translation, and other vital services. The intent is simply to modernize how we share information, while continuing to honor transparency, participation, and unity in Area 41. **Let's see if we can get you the Newsletter on time and save money doing it!!**

While the financial impact is positive, due to reduced mailing & printing costs, a FINANCIAL IMPACT STATEMENT IS still NECESSARY:

**ACTION TAKEN:**

SUBMITTED TO THE AGENDA COMMITTEE AT THE TIME OF THIS REPORT.

# SECTION B — Surveys, Workshops, and Discussion Tools

*(Used to gather Area input; not agenda items unless noted)*

## Area 41 Nebraska Member Survey

The Area Needs Your Input. We are an ad hoc committee researching current practices of Area 41, with the potential to recommend change. We really need your help to gather information, so thank you for participating in this quick survey! We need a wider range of participants, especially those that do not attend Area. Your answers will be anonymous, unless you wish to enter your email at the end. (Please write on the back if you don't have enough space.)

Questions? Contact:

area41nebraska@gmail.com DUE DATE:

June 26, 2023 Fill this survey out online →

<https://forms.gle/Raa5THzvcoCDpPWBA> 1.

Have you ever attended the Area 41

Assembly? ☐ Yes (skip to question 4) →

☐ No (continue to question 2) 2. If no,

Why?

---

---

---

3. Do you know the purpose of the Area assembly?

---

---

---

(skip to question 7 →)

4. Which sessions did you find most helpful? Not Helpful First Timer Orientation

Committee Meetings GSR Workshop Area  
Committee Meeting Workshop DCM Reports  
Officer & Committee Reports AA Discussion  
Meeting What's On Your Mind? Business  
Meeting General Service Conference  
Agenda Items Helpful Very Helpful Did Not  
Attend

5. What do you think would be a helpful addition to the Area assembly?

---

---

---

6. If you no longer attend, please share why?

---

---

---

7. Did you know that the group service representative (GSR) carries a vote at Area assemblies on matters related to the local Area (Nebraska) and serves as a link to AA as a whole? ☐ Yes ☐ No 8. What, if any, service position(s) have you held?

---

---

---

9. May we contact you for follow-up? If so, what is your preferred method of contact? (email, phone, or text)

---

contact here also. (email, phone, or text)

---

---

10.If you want more information about Area,  
please leave your preferred method of

---

## July 2023 Area Workshop

### Ad Hoc for Area FUNction

Update on Current Findings...

### Preamble Excerpt

"In the course of its deliberations, the Area 41 Assembly shall be ever mindful of the ideals expressed in the Twelve Traditions, the Twelve Concepts, and The A.A. Service Manual and shall strive to maintain an exemplary role in Nebraska A.A. Unity. "

How can we do this better?

### What Have We Been Finding Out?

### Participation

Fact: Participation has been dropping at the Area Assembly over the years.

Fact: Many of you have expressed things that you wish were different about Area. Many Areas do many different things.

Searching for a Solution: We've been looking at what works and doesn't work in other Areas...and we've been getting your feedback.

### Observed Best Practices

In addition to getting your feedback from our member surveys, we have also stumbled upon a trusted servant who has studied what works and doesn't work in Area Assemblies. There is a powerpoint full of information that has been put together from more than 20 different Areas.

If want a copy of this powerpoint, please reach out to a member of this Ad-hoc committee or email [area41nebraska@gmail.com](mailto:area41nebraska@gmail.com)

### 2+2 or 3+1 = 4

Many Areas do not have 4 business meetings per year. They have one or two. Those assemblies (with business meetings) might be a couple of days and then the other assemblies might only be one day and full of workshops, committee meetings, and other things that might help GSR's, DCM's, & Committee Chairs with their positions.

The magic number is 4. Are we a 4+1 (+ Reunion)?

What changes could be made in how, where, and when we meet to better equip and serve AA in Nebraska (for example: the number of meetings held, type, location, length of meetings, format, schedule, etc.)?

### In Successful Areas....

At least 60%+ agenda should be: workshops, meetings of service committees, sharing sessions, what's on your mind sharing sessions, meal times and breaks, Ask-It-Basket, or Assembly Planning Sessions

Less than 40% of agenda should be: Business Session, Reports, Or anything else that is administrative, or seems bureaucratic

Orientations & Workshops with YOU driving the topics. Training that will help you in your service role & improve your experience.

### Successful Areas Also....

Share that appointments of Committee Chairs has been shown to help avoid "politicking" and increase participation and rotation. How would appointments of Committee Chairs would lead to better service leadership?

Have clear district lines with districts not being too large or too small. Is your district too large or small to hold regular District meetings and fill service positions?

Model the conference committee structure & assign DCM's to committees. (We already do that!)

Have long lunch & dinner breaks.

## Successful Areas Also....

Have Discussion & Sharing Sessions

Have Weekend Assemblies- Less But Longer?

Maintain regular contact throughout the Area structure.

Consistently make available information on "How the Area Operates" and how we use Robert's Rules & other items of business.

Well attended (33%+ of GSR's attending Area).

## Change

A lot of groups can't afford Area 4 times/year. What barriers affect your Group or Districts ability to attract and send trusted servants to Area?

A lot of groups don't know when Area is or why they should participate.

Are we giving you the best tools: workshops to help in positions, information on procedure practices such as our Handbook, Past Actions, Robert's Rules, How the Area Operates, etc.?

With your help,  
we, Area 41,  
can find a way  
to do better.

Will you please discuss this  
with other members and  
share what we talked about  
today with your groups?

Use Your  
Notecards:

- Give us your suggestion/input
- Take something from this powerpoint back to your group and District.

## July 2024 Area Workshop

### Would You Rather?

Meet as an Area...?

A) twice a year for business, once for a service participation day, and once for the Reunion \*

Or

B) twice a year for business, twice for service participation days, and once for the Reunion \*

\* this assumes the current iteration of 4-corners workshops; they could change, but so can anything

### Which one? A or B?

A	2+1+1	B	2+2+1
• JANUARY - One Day Service Meeting	• JANUARY - One Day Service Meeting	• JANUARY - One Day Service Meeting	• JANUARY - One Day Service Meeting
◦ No - Business	◦ No - Business	◦ No - Business	◦ No - Business
◦ Yes - Committees, Workshops	◦ Yes - Committees, Workshops	◦ Yes - Committees, Workshops	◦ Yes - Committees, Workshops
• APRIL BUSINESS ASSEMBLY	• APRIL BUSINESS ASSEMBLY	• APRIL BUSINESS ASSEMBLY	• APRIL BUSINESS ASSEMBLY
◦ Yes - Business, Committees, Workshops, GSC Agenda	◦ Yes - Business, Committees, Workshops, GSC Agenda	◦ Yes - Business, Committees, Workshops, GSC Agenda	◦ Yes - Business, Committees, Workshops, GSC Agenda
◦ Sat-Sun or Fri-Sun	◦ Sat-Sun or Fri-Sun	◦ Sat-Sun or Fri-Sun	◦ Sat-Sun or Fri-Sun
• JUNE - Reunion	• JUNE - Reunion	• JUNE - Reunion	• JUNE - Reunion
• OCTOBER BUSINESS ASSEMBLY	• OCTOBER BUSINESS ASSEMBLY	• JULY - One Day Service Meeting	• OCTOBER BUSINESS ASSEMBLY
◦ Yes - Business, Committees, Workshops, Elections/Inventory	◦ Yes - Business, Committees, Workshops, Elections/Inventory	◦ Yes - Business, Committees, Workshops, Elections/Inventory	◦ Yes - Business, Committees, Workshops, Elections/Inventory
◦ Sat-Sun or Fri-Sun	◦ Sat-Sun or Fri-Sun	◦ Sat-Sun or Fri-Sun	◦ Sat-Sun or Fri-Sun

### Now that we have a sense of the room...

Or do we?

They could both be right or both be wrong, so Bill was right when he said, "If an idea looks like a good bet, we try it on — experimentally when that is possible." in Concept 9. I know that sounds made up just for this slide, but it's not.

Let's say that we have decided which one we like better.

A or B.

Now imagine it rotates.  
Now which one do you like better?

Not like... in space.

Don't worry, we'll explain.

Which one would rotate?

A

2+1+1

\* same as A, except January meeting rotates around the Area

JANUARY - One Day Service Meeting

No - Business

Yes - Committees, Workshops

APRIL BUSINESS ASSEMBLY

Yes - Business, Committees, Workshops, GSC Agenda

Sat-Sun or Fri-Sun

JUNE - Reunion

OCTOBER BUSINESS ASSEMBLY

Yes - Business, Committees, Workshops, Elections/Inventory

Sat-Sun or Fri-Sun

How do you feel about rotating 1-2 of the yearly assemblies around the Area ?

Physically.  
Geographically.

Which one would rotate?

B

2+2+1

\* same as B, except January & July meeting rotate around the Area

JANUARY - One Day Service Meeting

No - Business

Yes - Committees, Workshops

APRIL BUSINESS ASSEMBLY

Yes - Business, Committees, Workshops, GSC Agenda

Sat-Sun or Fri-Sun

JUNE - Reunion

JULY - One Day Service Meeting

OCTOBER BUSINESS ASSEMBLY

Yes - Business, Committees, Workshops, Elections/Inventory

Sat-Sun or Fri-Sun

# COMMITTEES

Would you rather be randomly assigned to two different committees at Area (1 for Function & 1 for Primary Purpose; or randomly assigned to only one, (like now) but any one of them (& you might get to explore a previously unknown love of financial spreadsheets or grapevine apps & pamphlets ?

1 or 2 ?

Function	Conf Comm
<div><div>Agenda</div><div>Finance</div><div>Report &amp; Charter</div><div>Tech</div></div>	<div><div>Archives</div><div>CPCPI</div><div>Corrections</div><div>Grapevine</div><div>Literature</div><div>TAARC</div></div>

## Committees!!!

- What do you think about adding committees like: Policy - to help balance the heavy load of Report & Charter?
- 
- What do you think about secondary or voluntary committees for Translation (Spanish) or Documentation (keeping information updated)?
- 
- What are your committee suggestions? What do you wish committees did differently?

## Area Committee Meeting / GSR Workshop

Would you rather have separate DCM&Chair/GSR workshops, as we do now, or would you rather have 2-3 simultaneous topical workshops at each Area for trusted servants to choose from? Why?

## We've heard you, but help us out here...

Sat Business - this could be easily done as a voting item & then it would become a passed past action i.e. darn near required spiritually, but can cause trouble if we need to do something else.

Longer Lunch - It seems as if this was probs helpful, but we shouldn't try to make an agenda item....but how will we stop this from getting cut? Speaking from experience, the first thing I'm going to cut is extra eating time...just like meditation, shhhhh...

More Workshop - more or better or quality not quantity, etc. Short is good and sharing is good. How do we get that on "the books"?

## The point of it is...

We need to find a balanced way of having agenda items passed that let trusted servants clearly know what YOU, "the body" wants them to do (that is what the agenda items & past actions are for)...but we also need to allow our trusted servants, especially the Area Chair, the Right of Decision when it comes to agenda matters - as sometimes things come up, and they might need to tinker.

IF TIME

?

Speakers? Would you want speakers at any of these events? Fri night?

How has having guests outside the Area visit been this rotation?

Should a GSR workshop chair be elected "in workshop" at the end of the rotation, or should it be open voting on the floor, or selected by Area chair, or selected by Area Committee?

What can we do to create more unity at the Area?

---

### FUNction Ad Hoc Questions Jan 2024

1. Many Areas do more education & less business than us. Could we do less business and more workshops to learn principles and train GSRs and DCMs? Why? (committee meetings could still occur)
  - a. Can we accomplish our work with 2 voting business meetings/year? Why or why not?
  - b. Can we accomplish our work with 3 voting business meetings/year? Why or why not?
2. Do you see a use for a one or two day non-business assembly? Why or why not?
3. What would be an advantage, other than unity, to traveling around the Area for a non-business Assembly? If Area was in your neck of the woods, would more people show up? Why or why not?
  - a. What is your understanding of the intent of a 4-Corners workshop? Do you think it is serving this purpose?
4. *"Good leadership cannot function well in a poorly designed structure. Good leadership can be here today and gone tomorrow. Furnishing our service structure with able and willing workers has to be a continuous activity. It is therefore a problem that in its very nature cannot be permanently solved. We must continuously find the right people for our many service tasks."* (Concept 9) **It will continuously be difficult & we must continuously FIND the right people.**

Do the Traditions & Concepts provide enough checks and balances for the Area Chair to appoint the committee chair and service positions from a pool of interested candidates, nominations, and other suitable candidates? Why or why not?

More questions? ☐ ☐ See agenda items assigned to committee in the Newsletter.

☐ ☐ **2022-04-02 005 (cc), 2022-04-02 005 (a1) - 2022-04-02 005 (f)**



---

## Ad Hoc FUNction Breakouts: Jan 11, 2025 @ 3:15-4:00pm

Group 1 - Business vs Workshops

---

Group 2 - Shorter vs Longer

Assemblies

---

Group 3 - Rotating Assemblies vs 4-Corners Workshops

---

Group 4 - Appointed vs Elected Committee Chairs

---

Group Roles: Each group will have a pre-assigned Moderator (to guide discussion & ensure the group stays on topic) & Note-Taker (to record the group's responses and discussion points).

**Guidelines:** to respect unity, participation, right of decision, minority voice, helps to "inform" the group, etc.

- Each person has 1 or 2 minutes; timer may or may not be used....both dependent on moderator
- Discussion will go around the room in rotating order, or call on hands raised...dependent on moderator
- No clapping or booing...we are open to all ideas
- More questions? ☐☐ See agenda items assigned to committee in the Newsletter on page 5++ that will be up for vote at the next Area. Our conversation today may help inform any changes in those items being moved to vote.

Each group will begin discussing the inventory question corresponding to their group number (e.g., Group 1 starts with Question 1, Group 2 with Question 2, etc.). If you finish, go to the next question. If your question takes the whole time, that is fine too.

## FUNction Ad Hoc Questions Jan 2024 (In Newsletter p8-9)

1. Many Areas do more education & less business than us. Could we do less business and more workshops to learn principles and train GSRs and DCMs? Why?  
(committee meetings could still occur)
  - a. Can we accomplish our work with 2 voting business meetings/year? Why or why not?
  - b. Can we accomplish our work with 3 voting business meetings/year? Why or why not?
2. Do you see a use for a one or two day non-business assembly? Why or why not?
3. What would be an advantage, other than unity, to traveling around the Area for a non-business Assembly? If Area was in your neck of the woods, would more people show up? Why or why not?
  - a. What is your understanding of the intent of a 4-Corners workshop? Do you think it is serving this purpose?
4. *"Good leadership cannot function well in a poorly designed structure. Good leadership can be here today and gone tomorrow. Furnishing our service structure with able and willing workers has to be a continuous activity. It is therefore a problem that in its very nature cannot be permanently solved. We must continuously find the right people for our many service tasks."* (Concept 9) **It will continuously be difficult & we must continuously FIND the right people.**

Do the Traditions & Concepts provide enough checks and balances for the Area Chair to appoint the committee chair and service positions from a pool of interested candidates, nominations, and other suitable candidates? Why or why not?

---

### April 2024 Newsletter

The questions from our PowerPoint at the January workshop, that were requested to be printed in the newsletter, are as follows:

- 1. Area Preamble: "In the course of its deliberations, the Area 41 Assembly shall be ever mindful of the ideals expressed in the Twelve Traditions, the Twelve Concepts, and The A.A. Service Manual and shall strive to maintain an exemplary role in Nebraska A.A. Unity. " How can we do this better?
- 2. What changes could be made in how, where, and when we meet to better equip and serve AA in Nebraska (for example: the number of meetings held, type, location, length of meetings, format, schedule, etc.)?
- 3. Appointments of Committee Chairs have been shown to help avoid "politicking" and increase participation and rotation. How would appointments of Committee Chairs lead to better service leadership?
- 4. Is your district too large or small to hold regular District meetings and fill service positions?

- 5. A lot of groups can't afford Area 4 times/year. What barriers affect your Group or District's ability to attract and send trusted servants to Area?
- 6. Are we giving you the best tools: workshops to help in positions, information on procedure practices such as our Handbook, Past Actions, Robert's Rules, How the Area Operates, etc.?

---

Table with Big Board on different options of Area layouts at April 2024 Area, with this handout to take back to groups. Questions in in July Newsletter.

### Area 41 FUNction Ad Hoc 2024 Questions

- Some Areas meet 2/year for business (voting) & committee meetings and 2/year to have service workshops & committee meetings. Would doing something similar be beneficial to Area 41? Why or why not?
- How many times a year do you feel that it is necessary for a business assembly i.e. voting on agenda items? Why? (Some areas meet without business)
- Should the committees meet more often, less often, or the same amount of times as a business assembly? Why? Should they sometimes meet virtually?
- Would you rather meet at a hotel or "event space" (ie school gym, rec center)? Why? (Schools/gyms can be used for one day service or business assemblies)
- Does the idea of rotating some or all assemblies around the Area feel important to you? Why?
- Do you like the business meeting on Sunday or would you prefer Saturday? Why?
- What do you think is the most important and/or useful at Area? Why?
  - Speakers - telling their story
  - Service speakers - telling their story
  - Service speakers - sharing on service & various principles
  - Workshops - with sharing sessions
  - Workshops - without sharing sessions
  - \_\_\_\_\_
- Do you think we should have separate DCM&Chair/GSR workshops, as we do now, or do you think we should have 2-3 simultaneous workshops at each Area for trusted servants to choose from? Why?
- Do you think having elected or appointed committee chairs is better for servant leadership? How?
- Should Area 41 have monthly or quarterly zoom workshops? Why?
- \_\_\_\_\_? Contact: area41nebraska@gmail.com

## SECTION C — Supporting Materials and Examples

---

### Newsletter Pre-Announcement July 2024 (Oct Newsletter)

**“NOT-AN-AGENDA-ITEM: Watch this space!** The Area 41 FUNction Ad Hoc Committee will be coming out with some agenda items; we are pre-pre letting you know. Come talk to us at the workshop in October, or email us [area41nebraska@gmail.com](mailto:area41nebraska@gmail.com). Since April 2023, we have been actively polling the Area with surveys, questions, emails, etc. It has been brought to our attention that there are many barriers to participation in the Area 41 Assemblies. Our committee may eventually be making recommendations very soon that the Area voting body (business meeting) may choose to adopt or not. We are hoping that if we can improve some of our structural problems that cause us to waste a lot of time, that we will have more time for the things you like. i.e. if we did less business, could we do more engaging workshops on what a GSR or DCM do? **So, we are looking at possibly recommending changing the Area structure soon:** some people have said it's too expensive to send a GSR four times per year (current). What if two of those Area assemblies stopped having business, only met one day, and you were able to virtual in? What if all committees were available virtually? Or, what if there were only three area business meetings a year? If more groups could afford to send people, would we have more participation of our fellowship? What if one or two of our yearly Area meetings were able to rotate around the Area, in smaller towns because we were using gyms or whatnot? Other Areas are doing these things: less business, more workshops, sometimes rotating. There are a lot of other things being discussed, so if any of this interests you, please give us some feedback in October or via email, because we might make a recommendation soon.”

### Action Taken — Term Definitions

**Passed** — Approved by the Area

**Failed** — Did not receive the required vote

**Pulled** — Withdrawn by the committee

**Killed in Committee** — Not brought forward for Area action

**Submitted** — Sent to the Agenda Committee for consideration

### Closing Note

This supplemental document reflects representative examples of the work undertaken by the FUNction Ad Hoc Committee during the 2023–2025 rotation. Due to the volume of workshops, presentations, discussions, and exploratory efforts, not all materials are included here. Items contained in this document are preserved to support transparency, continuity, and future service efforts.