

A. OVERALL EFFECTIVENESS OF NCCAA

1. What is the primary purpose of NCCAA? How should we measure our effectiveness?

- When we come in to AA the whole thing is our group and we are not aware of AA as a whole. Our purpose is to show members that AA is large and exists outside the group. It is worldwide.
- Confused about this—it used to be about 12th Step Service-but now it seems to be about speaker meetings and dances.
- Measure effectiveness using multiple choice attendance questionnaires (like PRAASA)
- To carry the message of unity to all the groups in Northern California. Measure effectiveness through attendance figures and willingness of groups to participate.
- It is a service conference that gives you a great overview of service and we get an idea of what all the difference services do and how it affects us as individuals. To measure the effectiveness would be to look at how many new members are attending.
- There are many different aspects of service, it establishes friends and contacts through CA. I question the effectiveness because of attendance. I am glad we are getting more inclusive.
- I was very active in NCCAA. Communication is second to none. Any organization that does not have organization, the recovery seems to be slow.
- There is a lot of information here to learn and take back to our groups to encourage participation.
- Confused about this-it used to be about 12th Step service –but now it seems to be about speaker meetings and dances.
- We have become separate. We don't bring new people in. There seems to be ignorance about NCCAA in the fellowship. We need to continue education. There is so much activity in AA, if we get more people involved there is a lot of energy, we carry the message to a broader part of the program. By getting new members here, we can get them excited.
- This is my first conference and I am glad to be here.
- I remember the Monterey conference. It was over and above what AA is. I learned that AA was bigger than I thought. I'm not sure how you increase the attendance, but that is the answer.
- The purpose is the celebration of recovery and service and passing the message. The last 3 conferences I have participated as a reader and I am going back and spreading the message out there. People are amazed what AA is. I like the participation of Al-Anon and Young People.
- Just to be able to carry the message while in service is amazing. The effectiveness is shown by attendance and finances. NCCAA needs to spread the word and that is our job as Delegates.

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- The effectiveness of NCCAA business decisions have only to do with NCCAA. The answer to what we do is that we have great speakers. The business of NCCAA does not affect my group.
- We have lost what our primary purpose is and we have not come up with another since we changed. If our purpose is to show all of the service, we can do better with our panels. Our effectiveness is shown by money. People have not come to the conventions. The economy is part of this. Our venues are too expensive.
- First time here. I don't know what primary purpose is. I'm here to find out.
- My sobriety date is 2.5 years. My sobriety has a lot to do with attending NCCAA conferences. For me, primary purpose is to spread the word of sobriety through AA regionally. To hear the message and carry the message. To hear the message and pass it on in other settings which may be more local. To my sponsees or my sponsor.
- My first conference was 1987. I was 18. My sponsor brought me for my 1 year birthday. I never experienced anything of this magnitude. This was scary. I was not a people person. He said there were young people's speakers. I didn't understand it. The speaker sobered up at 19 and was 47. The purpose was identification, to meet people. I was in awe that my home group in Manteca maybe 50 members. This conference was 3600 people. I wasn't a dancer but I watched. The draw was the General Chairperson, the way she walked around and got people excited. This is my 80th NCCAA conference. Since then, it's a great place for newcomers to experience any services in AA. We get speakers you would never normally hear. The biggest thing is probably the fellowship. I don't go to San Mateo and San Carlos.
- This is my 3rd NCCAA. I was 30 days sober at the first one. My sponsor strongly suggested going. I was sober for 10 years in 1993. I never heard of NCCAA in that period. This current sponsor is very active in the next level above the groups. It's still the same primary purpose as the groups. Here, you get to see that it's bigger than just your little group. We're everywhere. You get a bigger picture. It's a great way to become a part of service. In my home group you hear about H&I. But it's the same spiel. Here you get to hear a new face on it. I know every time I go to an NCCAA I see the same people. It's the fellowship. Continual sobriety happens.
- I have never paid attention to NCCAA. It wasn't until we had a service panel and they gave us a room when I started getting involved in NCCAA. To pass on the message and to do service panels. To meet people that can be your friends down the line.
- I can't remember my first NCCAA exactly. The purpose is to carry the message. I like what Steve had to say about fellowship. NCCAA has provided a different spin on the services being provided. A panel on Safety in AA was really excellent. I think we get a lot of opportunity to look at issues like that.
- I'm not sure I'm qualified to answer that. I'll pass.
- I measure effectiveness with my own sobriety. NCCAA opened up the bigger AA message. I'm on the Steering Committee. I know we look at Finances. Attendance. Ability to get the message out. Flyers, Website. I take it as a personal responsibility to be an ambassador for NCCAA.

- Effectiveness measured with Attendance – do we keep coming back? Economics. I got involved in 1987. We didn't have Unity Days, Springfests back in the day. There are more options for people so they have to choose. I feel a commitment and a dedication.
- Early on I was sober 20 some days before my first Conference. I've been a Conference junkie. I see people I only know from Conferences. I think the best measuring stick would be returns.
- Sobriety countdown – how many newbies we have. My sponsor had me coming at 30 days. Now I have 3 sponsees that come. NCC was brought about when there wasn't Intergrroup. Most of the time we hold service positions in our own home groups. It's another place to get a point of view.
- Asking and doing survey.
- Use multiple-choice questionnaires like PRAASA.

2. Are three conferences per year the right number of Conferences for NCCAA? If not, how many?

- I think two are enough: one fall and one spring due to all the unity day picnics during the summer, and holiday, area and YPAA conferences in Winter. Simplicity, vacations and school,
- It is necessary to have three to keep us more informed in NCCAA
- 2 conferences: February and November due to low involvement with groups and attendance
- Two per year seems more appropriate
- Why three, how about one.
- 3 we need to conserve in order to maintain 3-the advantage being there would be more places would be available throughout area to hold conferences.
- Question to present attendees: How many would you attend?
- 30-7 in favor of 2 conferences per year
- Have at least 2 conferences per year: one in the coastal counties and the other in the inland counties. Three is fine: one in the north (Redding, Red Bluff, Eureka), one in the middle (Sacramento, Stockton, Marysville), and one in the south (Fresno, Monterey).
- If 2 conferences -should be 6 months apart for time.

3. How are we working and communicating with other Service entities in Alcoholics Anonymous? Are we a unifying service entity?

- There has been more communication in the last year. We try to communicate with General Service, H&I. Been reaching out more, inviting other entities, liaison with the Spanish community and Young People. Is it the responsibility of the host committee to reach out to Intergrroups? Sometimes that doesn't happen. Is that a lack of understanding?

- It's (communication) changing. It was less effective a few years back. We are trying but we are not reaching enough people.
- Our reaching out is now in the Hand Book! Alanon, Spanish, Young People and hearing impaired. People still ask what is NCCAA?
- No, no one outside of the Steering Committee seems understands the NCCAA's Intergroup roots or how it seeks to unify the various service entities.
- Can we make NCCAA more attractive? Are we encouraging people to try service?
- As a DCMC, I visit all my groups or at least I try. The meetings where people know about NCCAA are the meetings that have a GSR. General Service can help with spreading the news. All the service entities are here.
- We need more group delegates that know how to explain what NCCAA is
- There has been improvement with communicating between the difference service entities so we don't schedule events on the same dates. Let's keep that up!
- There are still people at Conference planning committee who say "Why is NCCAA still here?" Well we carry the message and involve all the service entities. This could be a place where some one new in sobriety can find out about it all.
- I like the workshops, and I like the reports from the General Service Conference. I'm glad that H&I participates, but we need participation from Bridging the Gap, Public Information, Cooperation with the Professional Community, the Intergroups, and whatever else.

4. As a part of NCCAA, how is the Hospitals and Institutions Committee responsible to NCCAA as a whole? Is this working?

- "Long and mutual benefit", funded by AA as a whole. "Not a part of of entity of any other body." H&I is grateful to have a time slot at the Conference. Inspiring to hear the voice.
- H&I always grateful for the rooms of AA and literature. Recognize H&I as its own entity
- H&I is nothing more than a service entity. Don't know if this is working.
- Feel the two are a partnership.
- H&I came from NCCAA however it should have no ongoing responsibility to the NCCAA Conferences
- Got a good understanding this morning, better understanding having heard.
- Opportunity for all service bodies to come together. A little more creativity in the workshops and panels, to help others to understand.
- H&I made me want to get involved in it, started to get involved. It started with NCCAA.
- NCCAA was encouraged to group together while H&I was starting up. The two grew together from the start. The two have been linked because of this close association.
- I love H&I. I would lot to see more bodies to get together (CNIA, H&I, PI, etc.) no position greater than another.

B. CONFERENCE PROGRAMS

1. Are three day conferences programs the right amount of time? If not, how long should they be? What draws attendees? Are they coming back?

- I think three days is right. People work, 2 nights in not too expensive. One of the things that is missing is sponsorship in the rooms are not encouraging their people to come. It has to do with getting people here for the first time and they will continue to come.
- My sponsor encouraged me to come and I encourage mine to. Enthusiasm encourages attendance. I think people coming back has to do with getting the word out and enthusiasm.
- Financially maybe we should look at the third day. For some reason I stopped coming. I think if we participated and represent AA as a whole, people will be encouraged to attend.
- I agree that the sponsors are not encouraging people to come. As a whole AA is doing well compared to other programs. If we can keep love and service in mind we will be ok. Finances will be taken care of. If we want to encourage attendance we need new comers.
- One conference is enough.
- 2 Day- Friday/Saturday programs, the NCCAA has "lost" its purpose/definition of existence
- Attendance has to do with who is speaking. Maybe we should look at the finances to see if three days is too long. Attendance can be increased by sponsors bringing people.
- I think we should be looking at a two day conference. Fridays have very low attendance. When we only have two days we would be focused on the message. To get people a little bit more high profile in the area of the conference would increase attendance. Two days is enough to take care of our business. We would have to work on the schedule some to make this work. When there is dead time and nothing is going on people leave.
- Two days is enough. When we bring new people here they can't afford to come and pay the expenses involved. Maybe we could help the host committee get the word out in the area where the conference is. Getting the word out in the local area would help with attendance. Maybe we need to help more getting the word out on a local level.
- I think two days is enough. There is too much dead time with three days.
- I like the three days. I like down time. There are things going on right now that I can't attend. If I am driving 2-4 hours to get here, I want three days. I think for attendance we need to get speakers that carry the message. Newcomers will come back if we carry the message.
- Three days is good. There is so much to do. Attendance can be helped if the Delegates can educate the fellowship about what NCCAA is. Once here they will come back. I see people coming back. Fairgrounds are not where NCCAA needs to be. If we can get the attendance up we can afford to keep the venues we have been using.

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- In Lodi no one could hear, it was cold and in the middle of the month. At the first of the month people have more money. When you push out the date people will not attend.
- I heard someone share about a conference and I wanted to attend the next one. I got to the next one and only left to eat. We have become speaker orientated. We maybe need to support the panels. Friday nights are always the 2nd highest attended, Saturday night the most. Sunday is always the lowest. At the local level the flyers could be taken to the groups to encourage attendance. People are not coming back because our attendance is down.
- At my first conference we had food, newcomers where fed. We did it by potluck. Timing is a key. It does depend on when you do it. As a whole we are better than we use to be.
- Parks are good for one day conferences, not three day conferences.
- They are fine as they are, but if not, at least from 9 am on Saturday through about early afternoon on Sunday. What draws attendees are the out of town speakers, especially if they are “celebrities” in AA. At the fall 2014 conference, members of my home group stayed away; they “go to any length” to attend the Spring Fling.
- 3 days are fine. I don’t think they need to be longer. It’s difficult to get half day Fridays off. What draws attendees is coming the first time and getting hooked.
- Length of time is fine. What draws attendees is location. If it was real far away or convenient or it was a place I wanted to visit. Having other activities like movies. A lot are coming back.
- 3 day conferences are the right amount of time. But it’s hard to get off work. I think a 2 day conference is perfect. I learned about NCCAA a few weeks ago so I don’t know what draws attendees. I’ve never heard about NCCAA at the meeting level. I get hooked on these things. I love business meetings, inventory and the fellowship.
- I think a 3 day conference is perfect. Attendance is always a little more sparse than Saturday or Sunday. To make it shorter would make it seem like not worth making the trip. What draws attendees - this is like a mini-vacation from life. In my early sobriety there was a man with a van who loaded it up with people. Everybody slept in one room. It was the fellowship that brought us back.
- 3 day conference is perfect. We’d lose something by shortening it. We get people coming back. But our older members pass away. Or they’re not able to physically get here. We’re not getting to all the groups. We need the delegates to go to the delegates. Attendance is less than half what it used to be. We had 5500 in Monterey.
- 3 days is perfect. I like how the majority is on Saturday. I like how we expanded the program so there is less dead time. What draws attendees is hearing people’s experience at the conference. Seeing the All Services panel. People get the impression you have your butt in a chair and are listening to this conference. I’ve been to my first Al-Anon meeting as a result of this conference. I got to hear about Alateen. I see the same people. I see the same core of people. I notice people not coming to the Conference. I think they’re missing out. They’re only getting part of the program. People aren’t jumping on the website to hear about the program but they do listen to us. I got drafted into County Chair. I haven’t seen a giant amount of spirit of rotation. I heard

they're looking for readers for San Ramon. I think finding some other way for speakers to attend.

- I've been involved in service but I've never heard about this group. It wasn't until I went to Auburn and heard my service sponsor that I found out about it. I'm here with my service sponsor otherwise I wouldn't be here. I did miss the Young People's speaker this morning. Young people in our county have nothing. They have to go down to Sacramento. I'm a huge advocate of young people. It's hard for a guy my age to impress a young person to stay. Whether you can do it in 2 days or three days I don't know. Some people are here from Area 07.
- 3 days is perfectly fine. What draws attendees – San Ramon had a La Viña workshop. We had six or eight attendees. The following year we doubled it. This year I got 16 guys to go. If you take back and tell your home group something you like that they are probably interested in, that will bring them in. Find what your group likes and bring them in.
- What draws attendees? There are 4 or 5 groups in this room. Each has 10-15 attendees. One group has 35 due to translation. Some groups have perhaps been neglected in NCCAA. Maybe we need to reach out to more diverse sections of AA.

2. Are speakers being selected who are knowledgeable in the Three Legacies of A.A.? Are we seeking diversity? How?

- There is never a Spanish speaker and there seems to be no translation
- I hope so. Define "diversity" as far as NCCAA is concerned. I hope that speakers who know about the AA entities and who have experience in the various services opportunities are selected to be speakers.
- No translation-Hispanic community cannot attend unless radio provided. There should be a main Spanish speaker Saturday night-several agreed.
- Diversity: we are already here (Spanish group in Fresno) we able to listen to all diverse groups-black, nationalities, etc.
- Reach out and asking members from different communities.
- NCCAA seems to be choosing circuit speakers who do not speak to the 3 Legacies. Service Speakers are on Saturday and Sunday at 9 am "not" primetime.
- All meetings or main meetings? Radios are used for translation, we should have them supplied for all meetings and panels
- To look for more diversity-we need to get the word out to groups better-committee can be formed to formulate a plan for Spanish speakers, and providing radios.
- Spanish community can submit a Spanish speaker to the NCCAA speaker committee. If Spanish Speaker provider, are we able to allow it, there seems to be lack of translation, but we can employ translator.
- At least one group formed a council on Spanish involvement, but wasn't developed.
- Spanish community in fear or not informed maybe that's why Spanish speaking participation is low, it is necessary for US to be more involved.

- No Spanish CDs for sale, is there a way to get the current translated? Dave L has cd's in Spanish, needs translator to assist with sales. It was confirmed that anyone can order Spanish cd's. boxes avail, willing to bring
- Participation is for those willing, no current NCCAA officers are bi-lingual, so where are Hispanics available to do service?
- 3 legacies are not being stated in main speakers-no story as to how they got involved in service

3. Are panels covering relevant topics? Are panelists knowledgeable on their topics? How can we do better?

- The panel I heard about ACCESS and what is being done for those with disabilities was something that I never heard about before.
- I find the panels dry although the one on anonymity and social media was interesting.
- I have not attended one. They appear to be relevant.
- My sponsor made me attend the panel. Some panels are more relevant than others. It's all interesting.
- My first panel was today. It was interesting.
- I enjoy the panels. This is where I learn about AA. I have learned about Correction Correspondence here. It's a good way to carry the message For my sobriety, the panels are important.
- Panels themselves are fine-but seem to be "minor" characters in the NCCAA program
- I watched a girl from my home group who was not a delegate for NCCAA come back and tell about what she learned here. She was enthusiastic. It was fun to watch her.
- Topics are relevant. I often wonder how much time the speakers take preparing and researching their topics. Work with the various service entities to select the speakers, if not already doing so.

4. Are we using technology effectively? Following the 11th Tradition?

- I think they are.
- As times change we change with the times. Square is a new thought/idea.
- No. The *Good News* should be available on-line. Improvement definitely needed there. Only NCCAA can answer why the average AA member should attend the NCCAA conference? Let's hear it.
- We can probably improve our use of the technology we have.
- Current panel may be able to add to our effectiveness of technology. New ideas e.g. paperless. Takes time and effort. What about those without the ability to use the technology?
- I see progress here.
- It is very hard to find the NCCAA electronically
- I don't use technology much but see that we are moving forward.
- I need to improve technologically, falling behind. Not able to use what is offered.
- We are protecting anonymity while using the technology.

- There seems to be wasted costs in flyers.
- We have always been careful to protect one's anonymity.
- It doesn't stop people from using their sponsors for help in tapping into the technology.
- We can't stop what is making it out there in social media.

C. FINANCE

1. Are we good stewards of the money we collect for registration and Seventh Traditions?

- I heard this morning that we are getting much more open about finances. That has not always happened. We are taking steps to make this happen. The last two conferences had shortcomings.
- I have to trust the treasurer and the chair to be sure they know what's going on.
- I think the open policy is good. The reports are good and up to date. Overall I think we are good stewards.
- There is a closed loop of Steering Committee members and past chairs that seem to "closed" to input from others—poorly negotiated contracts in Modesto
- We need to have different models for smaller conferences and larger conferences. Maybe when we use bigger areas it works better. We can't compare large cities to smaller. We are going to struggle in smaller areas. They can't make the goals that are expected. They are being transparent with the monies.
- The open book policies are great. The current servants are up front. They are open to answer questions.
- Even with last panel and not having a treasurer the panel stepped up and kept on top of it and still had the open book policy.
- Even if it is an open book policy we are responsible to keep on top of it.
- Don't know. I wish the registration would cover all the costs, for collecting the 7th Tradition can be disruptive.
- I have nothing to comment.
- The group carefully discusses anything that might have a monetary impact. We were discussing the 70th commemorative. We have good stewardship of the Traditions and the monies. I'm impressed with the care. I came in when we had a situation with the outgoing Treasurer. It was corrected though.
- We've had some wonderful officers and incredible treasurers. There was a problem a couple years ago and we took care of it immediately. Our mileage is very ... you get your bang for your buck. Officers get in the car together. Sometimes we do the same with the rooms. We've really tried to keep the registration low for all. But we've been priced out. We need attendance. We had no rooms here. We all need to be stewards not just the committee.
- The current committee is far more open than previous committees have been. It used to be more secretive. It's my opinion that those books should be open to anyone who

wants to see them. The scholarships. I paid somebody's way. I thought about it. I'm only paying for people to get into the dance because they can go into the meetings so I stopped doing it.

- Are there distributions here to General Service or does it stick with NCCAA? It mostly stays. We have a prudent reserve of \$30,000. Anything above goes to General Service. That hasn't happened in 11 years.
- I don't think financing more officers will break the bank but I don't think it's something we can support as a group. Maybe it's time to raise the registration some. The fee is pretty nominal for a lot of the conferences that I attend. Maybe we need to raise it more. Finances are hard but I think they're handled really well.
- I don't know about the finances of NCCAA. I think we follow the Traditions and we're doing something right. For registration I would be willing to spend more. \$15 is not much. I would be willing to spend more. I was kind of shocked that two CD sets were \$85 but I'm willing to do that.
- I think you do a really good job watching your money. I don't think you charge enough.

2. Are we self supporting in all we do?

- Question asked by attendee: Where do funds come from? it was answered by secretary: registrations/SALES OF RAFFLE
- Spanish women brought food for women, not funded by NCCAA, inner circle trying to get participation. They saw a flyer and decided to come
- Have Spanish liaisons for groups = no visibility
- Need more attraction of the event, need for each community to have ease of payment. Such as square, online etc.
- Pass 7th tradition each meeting (continue).
- Raise registration to \$20
- What is "all we do"?
- Donation sites available for those wishing to contribute more, square, web, etc.

3. What is an adequate Prudent Reserve?

- 3x's the amount it takes to run a conference
- In my home group we do 2 months operating expenses. What are NCCAA's?
- We had gotten so low a few years back after a couple of conference that exceeded the budget badly so that's why it's at \$30,000.
- Unexpected expenses is why we need it.
- Enough to cover expenses that are always the same.
- I would like to know what we have now
- At least 10% of NCCAA's conference expenses.
- They are averaging \$14,500 per conference so \$30,000 should be enough
- If they have never met the prudent reserve, maybe they don't need that much.
- There is often a time when you hope this conference does well so you can do the next conference.

- Is there a savings account in addition to the checking? We don't have one so it's not adequate.
- I have questions about how the money is reported. Is this amount necessary? How do we know?
- Can we separate the prudent reserve from the operating expenses.

4. Are we keeping accurate records and complying with all legal reporting requirements?

- Problems with Treasury, lack of oversight, tighter protocol, make sure we are paying taxes on time.
- Don't know.
- It is not being addressed. We get reports, but much is left out.
- Items have not been talked about specifically.
- Taxes Due can be noted on the financial reports.
- Better methods, open to audits and better procedures.
- A list of duties for each of the positions.
- Review of duties for all the officers, perhaps having the officers who are rotating out review and suggest changes to the duties of the position.
- There may be a need for a Finance Committee to better informed.
- Renewal of the Non-profit, resale, sales taxes, all needs to be considered

D. NCCAA OFFICERS, STEERING COMMITTEE and DELEGATES

1. Does the current role of the Steering Committee address the needs of NCCAA? If not, how would you change it?

- I think they are doing a great job this panel. They are all doing the best they can.
- I love that we are expanding. I think it is going in a great direction.
- We have survived for 75 years, we will be around for a long time.
- I think for the last 8 years this is the best steering committee we have had. The current group is very open. Things have been brought out into the open and discussed. Decisions are not being made at the steering committee level. They are being discussed by the fellowship.
- I've been in General Service for 4-5 years. I heard the NCCAA liaison for the Area. I heard the NCCAA Chairperson give a report. That drew me to come. If you go and go that effort will show in the Conference.
- Has NCCAA ever had a survey to ask people to attend what they want in their conferences? We could do it by email or have a survey monkey to find out what they would like.

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- This is a small group of the “same” people. NCCAA should be driven by the Intergruops not the past chairs.
- I’m really glad we’re doing this inventory. I feel like we’re trying to address the needs of NCCAA. I feel like NCCAA is trying to reinvent itself to a certain extent while maintaining a connection to that history. We’ve been open to new committees in AA. ASL Interpretation is great. I think it’s about communication and the current NCCAA Chairperson is a good communicator. The Steering Committee has a lot of holes. I think we’re trying to look at filling those holes. Creating something that will attract younger groups. We may have to let go of what we’ve gotten used to. I’m happy to be part of it. I think we’re trying to address the needs of NCCAA and AA as a whole.
- I loved what was said about the committee reinventing itself. The number one way I see is the openness of the committee allowing everyone to know what they want to know. In AA we tend to speak in acronyms. I’m the NCCAA Delegate for my group and when I speak about it I say Northern California Council of Alcoholics Anonymous. Some people don’t know what that means.
- The committee needs to define what it does, then publicize it, especially on the NCCAA website.
- I’ve watched a lot over the years. The biggest thing that has bugged me for the last 5-6 years is people saying it’s the same old stuff at every Conference. The H&I and General Service people are all the same. Why would I go from San Mateo to Auburn to hear the same stuff I just heard. I told myself if I was Chair I would change that. I picked the current Secretaries because they’re in the Traditions, Concepts, they love AA and they think outside the box. I’ve gotten trusted servants that are masters. I ask people to be of service and let them their do their thing. I don’t make any decisions on my own. I shoot it to my service sponsor, the steering committee and the delegates to get feedback.
- The steering committee is about addressing the needs. Best practices, what we can do better. I just wish there was more participation. It’s only as good as the participation. Having something to do while I’m at the Conference helps. Encouraging participation gets people involved. Scholarship and sponsorship helps. We sponsor in blocks. I spent some time in Tuolumne County but I don’t see people here. The NCCAA Chair job is giant. It about us. Let’s talk at our home groups about what we got at the Conference. I learned a lot at the movie viewing last night.
- I’d like the NCCAA Chair to come to El Dorado County and work to change the representation. General Service of any kind in our county is tough. There are two fellowships with a lot of people and single meetings all around the county. Hi-Flyers puts out a lot of people in General Service. Motherlode not so much. The rest not at all. I’m retired with a limited income. For me to come down here is tough. But that’s my priority. AA is my priority. If you have no representation we have the facilities.

2. Is the selection/election process for Officers and Steering Committee Members effective and impartial/fair? How would you change it?

- Attendee asked what is the process-explained-is that fair? Not fair: How is the word passed-for elections of chair and treasurer, elections should be announced in programs and website.
- Fair-we (delegates) choose the chair and treasurer, they choose their own secretaries.
- There is a need to inform on voting procedures- how do we do that in San Ramon? The Delegate minutes indicate when the voting takes place, but not to general public in program. Anyone can show up to participate, but not vote unless a delegate.
- How do we get that information out?
- Should be handled at the Business Meetings only not the Steering Committee meetings
- Don't know. Ensure that they come from throughout Northern California.
- The suggested sobriety is 2 years to be delegate, but unknown for officers
- How is Intergroup involved in communication with NCCAA?
- Spanish community involved with Intergroup, if NCCAA communicated with English and Spanish Intergroups – participation would be increased
- Question asked to group-Does anyone see NCCAA at their Intergroup. No one had Intergroup experience or saw NCCAA communication.
- Anyone from any home group can attend, if we want to participate we have to attend.
- YPAA chair registers new delegates, once your home group elects you. Suggested requirement is 2 years of sobriety
- Groups/districts must have liaisons to NCCAA

3. What more could be done to insure the NCCAA Officers and Steering Committee remains transparent and thorough in their reporting to the Fellowship?

- I think they are doing an awesome job.
- Attending the conference as much as possible. All the conference. As a delegate I need to report back to my group
- As an officer, I feel the transparency is to be available to the fellowship to answer questions. Let me see if I can show you where to find the information.
- One of the challenges is that people don't know what is happening behind the scene. You need to participate in the structure to see how it is done. Maybe we could have a panel on how NCCAA works.
- The delegates could share more information with the fellowship about how NCCAA works
- Our group delegate didn't know how to answer questions to our fellowship
- Responsibilities are in the Blue Book and on the website for delegates and host committees

- Use the Business meeting to do the Elections. Motions and Elections- not in the steering committee meetings.
- If we took better notes and set it on the literature table in our home groups it might help
- Attending the steering meeting is transparent. It is all about accountability. There could be more information about finances based on the questions that were asked here today
- Am I doing my part and bringing back the information to my group? There can be more done to educate the delegates about their responsibilities.
- When I first tried to be a delegate years ago, I felt dropped. I feel the current NCCAA Chairperson has carried me through learning what the delegate job is. I am more comfortable.
- Be available for General Service and intergroup meetings. Be available to the membership, making presentations at multi-meeting fellowships.

4. Reflecting on Concept Eleven, does the Steering Committee exercise serious care in having the best possible assistance in carrying out their duties? How can this process be improved?

- Better review of qualifications, people selecting servants without qualifications themselves. Use current Committee Members who help choose new servants.
- Find someone willing and help train the new person in doing the position.
- Good idea to have training.
- Am I qualified to do this job? We don't always give time to reflect on the position. Be informed.
- Like the idea of each position having a co-chair
- I don't know how the Steering Committee does this, I'm sure that they can improve the ways things are done.
- Better inform the body of the duties through workshops, presentations, requests for qualified people.
- How do we find more qualified people?
- In addition to the three conferences, the Steering Committee needs to show the good that NCCAA is doing.
- Sponsor encourage me to come
- The groups do not know what NCCAA does and that they represent the group.

E. LEADERSHIP

1. Reflecting on Concept Nine, are the qualities of leadership, as identified in the leadership essay in the Service Manual, the qualities we should try to encourage in NCCAA Officers and Committee Members? If so, how successful are we in encouraging those qualities? If not, what changes should we consider?

- Are people aware that these positions are open to anyone making themselves available?

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- Concept 9 applies to all AA entities, including NCCAA. Consider improving outreach to the fellowship as a whole.
- We are not professionals but we can be held to a standard.
- More time to make decisions
- Election of competent leaders-not long term steering committee members
- Hope it's not a popularity contest
- We can't always find the right person for the position. We see examples of good leadership currently, though maybe controversial.
- We need to give them every opportunity to succeed in there position
- Trust our trusted servants.
- Better awareness of the Concepts. We do not have a well-informed body. We rush our elections.
- We should read the essay on Concept 9 to get a better understanding.
- We should encourage service sponsorship for the body and its servants.
- Our leaders are but trusted servants. The leaders that we have are doing a real good job. We need more support from the Fellowship as a whole. This is one alcoholic talking to another. Maybe talking about Archives.
- It seems like you guys are very successful.
- We've had great examples of NCCAA Chairpersons. We've had some that did a disservice to NCCAA. We've had people that wanted to raise their hand that didn't do the job. We've had times where we didn't have officers here because they treat it as a vacation. I believe you guys expect a lot of the Officers and we're supposed to suit up and show up. It's important that when someone asks me a question I support them and answer it. I don't think we have the best job descriptions. Only the Chair and Treasurer are elected. I asked people I appointed are you available for these dates for the next two years. If they weren't available, I moved on. I think there needs to be more defining.
- The leadership role in NCCAA is immense. It's important to support the leadership. There is research done. There is a huge communication responsibility. It's called trusted servant. I have 1000% trust in our Chairperson. I can't say that for a lot of other people. Leadership is providing direction. "Please tweak this. Please do that. The current NCCAA Chairperson is not always nice but he is honest.
- Some people take the job to get a spot on the resume and don't necessarily fulfill it. I think job descriptions are really necessary for any organization. We have to define responsibilities and give people authority to hold that. We get people to fill a spot and don't educate them on what they need to do to keep the spot. There should be well-defined responsibilities for each commitment. We're all responsible for choosing every leader. We're all responsible. We're responsible that some people will make themselves available. We're also responsible for choosing the people that are best able to do the job. I've seen a lot of instances where a lot of people haven't fulfilled it. We pick people that aren't qualified to do it. People in whatever room that is have a responsibility to pick the best person.
- It's up to the individual person to realize they're not qualified for that position. There has to be some control. We raise money for a barbecue and I spend it to the max. I've been involved in General Service for a long time but I know my limitations. I have

responsibilities now. I didn't show up to work on time. Now I show up. People that are trusted servants here do it all the time. I won't accept a job unless I can do it.

- If anybody has an opportunity to serve on a host committee that will be the most fun you've had in a long time.
- Comment:
- I enjoy that NCCAA did an inventory and I would like it to continue.
- I am so excited for this inventory. That is good leadership. I am being pushed to stretch in my commitment. I am so jazzed and I think this is coming from good leadership.
- I think opening up to other is going to help. They have always been a part of us.
- When General Service came about, this is where we first practiced. I think we have gotten away from that. Maybe Concept 9 should be read if you are going to make yourself available. I think that General Service is as much a part of this as any other service.
- I would like to see the term of Delegate go from 2 years to 3. By the end of the 2nd year, you are getting to know your job. By the 3rd year you know your job and can maybe bring someone in for the next year.
- I have sponsored men from all walks of life, we all do the same thing just different. Love and tolerance needs to be practiced. You don't have to be smart, just coincident.
- I like the idea of bring non-AA speakers.
- If the success of NCCAA is the host committees, I think the steering committee has done well. I think they are listening to the concerns.

2. How can we improve the methods of selecting effective leaders and nurturing leadership qualities in our trusted servants?

- Stress to vote for principles not personalities, many times votes are given to that person but not for service they have done.
- We and the delegate body should have knowledge in experience and recovery in each person up for election
- One member told story to illustrate leadership: We have one driver, one car, so only those able to come in his car attended, but knowing that made him make a Sacrifice his time to bring the willing participants=this breeds leadership
- We need to know and have a sense of commitment when we take our positions
- Sobriety requirement can be a hindrance-some take commitment with sobriety restriction met, but do not necessarily want to do the job as much as one person who doesn't meet sobriety requirement
- The spirit of rotation. Have 1 or 2 year service commitments that start January 1 and end on December 31. Look to the Intergroups, General Service, H&I, BTG, multi-meeting fellowships, etc., for good leaders.
- Go to groups and voice your opinion, new people do not know much, it is up to us to encourage participation in service.
- We must stay connected to home group, go meetings everyday
- We must also reach out to those more experienced, but it is ok if we do not know what we are doing.

- Rely more on the Intergroups (Modesto, Fresno, Delta, SF, Contra Costa, Alameda, Sonoma) Central Offices
- All this is good advice, but without participation it is meaningless
- The age of those involved is older, we need young leadership. "it has always been done that way" may not be effective. In electronic age younger persons are needed.
- We need to add more positions with less sobriety restrictions-to invoke a younger group to pick from this also allows for more to be involved.
- The art of being an NCCAA delegate or county chair has been lost, no information on how to be of service in NCCAA
- A good way to introduce Spanish districts to NCCAA is to bid to host a conference.
- Question to group- who has experience in hosting a conference? none replied
- Lack of information, need more bridges to more cities to inform what NCCAA is, we can do bigger things.
- 6 GSR's are in attendance from coastal CNCA 06, 1 from CNIA 07
- in San Ramon we have a workshop for La Viña the leadership for that is being selected this month in CNCA 06. GSR gives information but no one listens, cannot be a leader without a country.
- We brought anniversary to Santa Clara county, but people came from other areas. We can visit other groups and out reach to have NCCAA come to San Jose.
- Member told story about lack of knowledge of NCCAA and Spanish. He went to a meeting in the Redding area, stopped for gas, his gut told him to keep driving and he didn't stop until 3rd one, when he went to pay, cashier was member of AA, she was telling him the necessity for meeting in Redding, the cashier came from So. Cal, living in Redding 2 months, needed for more events

3. How well is the Third Legacy Procedure serving us? How could it be improved?

- The chair and the treasurer use the 3rd legacy. All others are appointed. (chair and treasurer are elected in opposite years)
- Elections are in March. I thought we would get the names before the election so I could take it back to my group
- 3rd Legacy is not fully used in this body, but the chairs of local conferences are they elected or is it the person who brings the bid? Co chair become the chair of the next conference a host committee has.
- I think we need more education about 3rd legacy
- It is not really 3rd legacy unless the vote is 2/3
- In General Service, 3rd legacy is magical
- No, process is not known, not followed and no encouragement to participate
- There are subtle differences in how CNCA and CNIA use the 3rd legacy. How can we learn from these differences?
- In my home group, we use 3rd legacy to elect everyone even the coffee maker. Watching people make themselves available made me want to make myself available

(NOT ASKED IN INVENTORY BUT VOLUNTEERED FROM PARTICIPANTS)

WHATS ON YOUR MIND:

- Someone asked: What are geographical boundaries- a member explained
- A participant was asked: what is farthest he traveled for NCCAA to Humboldt, CA, Shasta county one time, Tehama county 1 time, Butte county 4 times, Santa Rosa 4 times, San Joaquin 22 times
- Informational workshop for members who are not delegates might be a great idea.
- We asked what cities would like host: San Jose, Redding, Mt Shasta,
- A female Spanish attendee stated that when she talks about NCCAA most of the time, people do not know about NCCAA, she has to explain the whole thing.
- Hispanic groups have lack of NCCAA event participation. She became chairmen of women to lead support of this event. Many Spanish groups do not know about NCCAA, we need to get them involved more. Districts, GSRs, groups what it is and be able to invite them. The Hispanic community needs motivation and increase in interest.
- There was a Hispanic convention: those attended were Mexican, and South Americans. American still do not know, but when they do find out about NCCAA, they become interested.
- She was asked how she find out about NCCAA? women in AA are having Spanish speaking meeting just for them, by word of mouth, but one gal saw flyer.
- There is a Spanish liaison in CNCA 06-that is how some attended.
- Some knew about this event but it was not brought to life, not enough Spanish participation, afraid of no translation.
- Once we take flight, no stopping us
- Contests: chili or bake sales, or registration challenge
- What happened to get people here? one member is from Fresno he tried to get participation, but no one listened.
- NCCAA needs to pick a direction—is it a “rotating” Spring Fling with circuit speakers and a dance or two, or is it a moveable “Unity Day” type event that focuses on bringing the AA service entities—Intergroup, Gen. Services, H&I, Bridging the Gap, and PI/CPC together –it could be a conference for those interested in 12th Step Service outside the Home Group
- Chairman of Intergroup Hispanic community, invited to do Spanish marathon, but wanted to know how the people in attendance were motivated to attend? Most people in his community are not interested-events do not appeal to Spanish community
- Few women coordinated 3 times to come, examples and no day off so hard work is needed to get word out, go and visit groups-we now have 28 in attendance.
- These ladies are GSR's they got involved in H&I and took info to recovery houses and hospitals.
- Member commented: 32 yrs ago attended NCCAA-Spanish speakers had entire section to themselves, only 12 people today. many bay area groups attended, spread out fairly, now feels ashamed. What happened to the Spanish speakers?