

Proposal for H&I Re-Structure for 2022 Manual Revisions

The following suggestions to restructure the NorCal H&I Committee reflect changing technologies and an attempt to create a more democratic committee. This proposal will be submitted as new business at the January 2022 Steering Committee meeting and the February 2022 General Committee meeting for discussion and a possible motion to adopt. If the motion passes by a simple majority, it would be forwarded to the May/June round of meetings, where it would require substantial unanimity (2/3 vote) to become policy.

Per the A.A. upside down triangle and Concept I, ultimate authority for our service committees lies in the collective conscience of our whole fellowship. Per Concept II, that authority is delegated to our committee through the election of H&I Group representatives, who, along with the area volunteers, comprise the local H&I Area Committees; these committees elect their Area Chairs. Under our current structure, the Area Chairs then elect Regional Chairs, who represent them with participation and voting rights on the Steering Committee.

Recommendations:

1. Add Area Chairs to the Steering Committee, giving them the full rights of decision (voting) and participation, thus shifting the balance in the Steering Committee more toward elected members and more closely reflecting the spiritual intent of our Traditions and Concepts. This would increase the Steering Committee to approximately 100 members.
2. Conduct quarterly Steering Committee meetings via Zoom. One of the benefits of holding virtual meetings vs. in-person has been the ability to participate. We've had members from as far north as Crescent City and as far south as Tulare county attending the same meetings – something we hadn't experienced in the past due to geographical distance.
3. Conduct One Annual General Meeting in person. Due to savings incurred by conducting virtual Steering Committee meetings, and reducing General Committee meetings from three to one, the majority of our current travel budget (\$7,500), plus the \$3,500 allocated to meeting rental, could be devoted to a single, centrally-located Annual Meeting lasting two days. Per the existing guidelines, all Steering Committee members (including Area Chairs) would be reimbursed for travel, lodging & meals according to the existing per diem allowances. We could include some of the functions of the defunct H&I Conference by having an outside professional speaker, as well as a traditional Saturday night H&I speaker, and even a Saturday night banquet.
4. Voting Rights - At Steering Committee meetings, as in General Service, anyone can attend for transparency but only Steering Committee members vote.

ORG STRUCTURE



PROPOSED STEERING COMMITTEE COMPOSITION (~101 MEMBERS):

AREA CHAIRS (40), REGIONAL CHAIRS (16), COMMITTEE CHAIRS (17),
MAJOR INSTITUTIONS COORDINATORS (25), SPONSORSHIP SERVICE COORDINATORS (3)