

## AI-GENERATED SUMMARY OF GSB FAQ DOCUMENT

This document provides a detailed overview of recent events, decisions, and concerns related to the governance and leadership of the General Service Board, including the resignation of Linda Chezem, discussions during the January Board Weekend, and processes for board member removal and succession.

### **Board Member Removal and Resignation**

- Under New York law, trustees can be removed with or without cause; the bylaws require a  $\frac{3}{4}$  majority vote for removal. Linda Chezem offered to resign after trustees raised concerns about her conduct, and her resignation was accepted unanimously following a discussion that involved her leaving the room during the meeting.

### **January 29th Trustees' Planning and Sharing Session**

- The agenda included a reprise of oversight, focusing on trust and communication among staff and the three boards. Trustees shared personal experiences regarding leadership concerns, including issues with the Board Chair's leadership, policy adherence, and professionalism. The Board Chair responded and offered to resign, which was accepted by a  $\frac{3}{4}$  majority vote, with the session ending late at night. The session was emotionally charged but respectful, with no threats or intimidation, though some trustees felt an informed group conscience was compromised due to lack of prior notice and process.

### **Concerns and Their Impact**

- Trustees expressed concerns about operating independently of policies, micromanagement, and unprofessional remarks, which undermined effective governance and trust. These issues prompted discussions about the Board Chair's role and the importance of maintaining accountability and adherence to AA principles. No formal written record of these deliberations exists; the group conscience was ultimately reflected in a public statement from the General Service Board.

### **Efforts to Address Concerns**

- Several trustees had previously raised issues directly with the Board Chair, but these were not resolved. Some trustees offered help, which was declined. Resignations, including that of Josh E., were motivated by dissatisfaction with process and decision-making, and some past trustees and delegates actively engaged current members, sometimes through unofficial channels, which has caused division.

## **Protection and Accountability**

- Raising concerns in good faith is protected under the Code of Conduct and Concepts V and IX, which emphasize safeguarding trustees from retaliation. Retaliation or removal of trustees for voicing concerns would violate these principles. The previous Board Chair publicly named trustees who raised concerns, which is viewed as retaliation.

## **Discussions on Leadership and Process** Interesting takeaway from FAQ

- No threats or demands were made to force resignation; concerns about financial oversight and governance were expressed, notably by the Treasurer, who resigned due to interference with budget processes. Some trustees considered resignation as a form of protest but prioritized addressing issues over stepping down.

## **Trust and Communication Challenges**

- Since Linda Chezem's resignation, trust and communication have been strained, partly due to secret social media communications and delayed official messaging, which fostered misinformation and division. The Board recognizes the need for clearer, more direct communication with conference members.

## **Future Leadership and Processes**

- A Policy Review Committee was established to improve complaint and review procedures. The Trustees Nominating Committee was tasked with expediting the search for a new Chair, following a structured process involving interviews and selection by the full Board, with onboarding managed through emeriti. The Board aims to present a new Chair after the 73rd General Service Conference, emphasizing stability and unity.

## **Current Board Functioning and Conference Role**

- Despite disunity, the Board continues its work, with ongoing preparations for the Conference. The Board seeks input from conference members on improving communication and service. Caution is advised against targeting individual trustees with accusations, as events reflect collective governance decisions, and retaliation against trustees raising concerns is contrary to AA principles.