



International Conference of Young People in Alcoholics Anonymous
P. O. BOX 22987, DENVER, CO 80222
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ICYPAA Advisory Council Board of Directors Quarterly Business Meeting Agenda

February 21, 2021 @ 12:00 PM PDT / 1:00 PM MDT / 2:00 PM CDT / 3:00 PM EDT

- Opening @ 2:01PM CST
- Roll Call: Phillip, MK, Rachel, Mo, James H, Jared, Spencer, Shannon, Chris B, Tamara, Katie E, Kelsey, Tyler, Joe, James M, and Katie B
 - a. Listen only: Portia
- Review & approval of minutes from November 15th, 2020 Quarterly Business Meeting
 - a. Unapproved November Minutes
 - **James H motions to suspend the reading of the minutes and approve as written.**
 - **Motion seconded**
 - **All in favor - motion passes unanimously**
- Reports
 - a. Chair Report (Phillip)
 - b. Co-Chair Report (Mary Kate)
 - c. Treasurer Report (Mo)
 - Jared - I was wondering if HC is on track to be able to afford the conference in August? Is this something we're concerned about?
 - Mo - I don't know where they're at compared to other years. They've been at this amount for quite awhile. Around \$30k. If they were to host in August, in the next 5 months, they would need a drastic increase in registrations and would need to push merch really hard. I saw some minutes from the HC Finance Subcommittee and they said they are budgeting \$130k for this conference so they're \$100k under at the moment. Are they on track? I don't know.
 - Phillip - I would just add to that, for Feb of a HC - they're at 998 registrations so in terms of tally, they're ahead. In Boston, they blew it out on pre registrations, which I view as a great thing and Josh pointed out that the problem is those pre registrations were at their lowest rate. Again, that's what makes this question about whether or not to host this year so difficult- we don't know what we're going to get. The idea with the conference is that it is self supporting through registrations. If we say we're doing it, there's a good chance that people come in droves. Usually you see this huge jump in the month or two prior to the



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conference where we see this bump. That's a roundabout way of saying, yes they're ahead on registrations but if they don't get any more we have to have a serious conversation about what it looks like. We wouldn't be able to afford our normal AV set up, etc. Great question.

- d. Secretary Report (Rachel)
 - e. Hotel & AV Report (Mary Kate)
 - f. Bid Development Report (Mo)
 - g. General Service Report (Tyler)
 - h. Finance Report (Kelsey)
 - i. Tech Report (Jared)
 - j. Archivist Report (David)
 - Phillip - What's the scoop on creating him a new user for the website?
 - Jared - It's all tied into the same issue, which is the main issue that the web dev is working on - making sure all the different logins (frontend and back end) are working the way we want them to. He's been at work on that, currently.
 - a. Accessibility Ad Hoc (James)
 - b. Structure Ad Hoc (Chris)
- New Business

Discussion Points

- a. Discussion Point A - Accessibility (Reg Form)
 - Clarifying questions:
 - Phillip - There are essentially three topics here that they're seeking input on. The check box - to be contacted by the



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accessibilities chair, add preferred pronouns, and then the sentence at the end confirming that by registering for ICYPAA you are agree to the ICYPAA NDAH policy.

- Shannon - I'm confused on adding the preferred pronouns on the registration form. I'm totally for preferred pronouns and embracing but I'm on the registration form on the website right now and it doesn't ask for gender or anything like that currently so I wonder if we're creating, like what's the point of adding that?
- James H - I think it's 2 things; I think it's good information to capture in case anyone wants to print anything; nametags, any kind of printed material, etc. The other thing is that I think it sends the right kind of signal that we are aware of gender continuum issues and are supportive of people with nonbinary gender expressions - that we are open to people's preferred pronouns. I think it's both functional in the sense that if anything were to be printed and it does serve an important signaling purpose.
- Joe - Quick question, I'm curious about the pronoun one. I think data is helpful for a HC to know. Was there a discussion brought up about race, ethnicity, language preference, etc. or as it just about gender?
- Tamara - We did not because I think we were more worried about printing and none of that stuff would be printed. We just wanted to make sure that if it's getting printed off on a nametag that that information would come up. Those other conversations weren't happening because the intent wasn't to collect data per se. Like what would the host committee do with that? Maybe they'll change their paneling? But that wasn't our discussion - to collect data. It was more about if they decided to print it out.
- Discussion:
- Chris B - Appreciate you guys bringing this discussion point. I think on the first point - I think it could be valuable to add a check box or refine the checkboxes that are available. I think what would be important to me is that we actually use it. I think there is a lot of data that we do collect that we don't use as fully



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as we could. I think that one sounds fine. Preferred pronouns - I wouldn't support just because I don't see us printing out name tags right now and one of the principles is data collection minimization. The third suggestion to add the sign off for the NDAH makes sense.

- Jared - Thank you guys for bringing this stuff up. I think that we absolutely should add the checkbox for Accessibility to contact. I think that's a great move forward. In terms of the pronouns, I would feel stronger about it if the printing part was more common. I reflect what Chris said, we minimize the data that we take. The reality is that if people are writing their name tags then they're going to be writing that. I love the last item there and people need to be more aware of it.
- Mo - I'm a member of the Accessibility Ad Hoc so I'm just going to listen.
- Tyler - I'm in the same boat as Mo. I'm in favor of potentially all three, but like Mo said I'd like to hear what everyone else has to say as well.
- James M - I'm for all three of these. Check to be contacted by the Accessibility Committee I think is brilliant. Preferred pronouns on the registration, even if that data isn't collected and we don't do anything with it, to parrot what James said, it does bring it to the forefront to attendees when they are looking at the registration and policy change comes from social change.
- James H - I'm on the committee and I just appreciate the feedback from everyone. If we felt like any of these were absolute had to happen we would have brought a motion but we are seeking guidance. The feedback is really helpful.
- Katie E - I like all three points. I really like the Accessibility Chair aspect of it. I think it would be great if we actually used it as well. Again, the pronouns, I don't think it would be used for printing because it's very expensive but I do like the aspect of it being brought to the forefront of people's minds. I think it brings up a lot of different things about what is on our registration form. The last one I think should be done, I don't know why it isn't already.



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- Katie R - Yeah I love the check box about being contacted by the Accessibility Chair. I also like the acceptance of the NDAH policy. I don't feel super strongly about the preferred pronouns. I guess if it was being used for data more, I don't know, I don't feel super strongly. Like other people have said I don't know if printing is a huge thing but I like the other two.
- Joe - One and three I fully like and support. The second one, the printing thing I don't think would be a good cause for this. It doesn't really matter either way for me. I do think it's a nice thing to bring forward. I like the data behind it, especially if it were optional. I think it could be helpful to track our progress as an organization and to help plan future ICYPAA's and make sure that things are more inclusive. I think we could open this up to a lot more information to track our progress.
- Kelsey - Thank you to the Ad Hoc for bringing this. You guys have been doing a lot of great work and I appreciate it. The check box for the Accessibility Chair is great and would help streamline a lot, instead of just typing something random into a box. The pronouns, I love the idea behind it, I do agree with what everyone has said about it. The checkbox for the NDAH policy is great and if possible we should put a link to the NDAH policy where that checkbox is also.
- Rachel - I agree a lot with what has been said. I am absolutely for having the option for the Accessibility Chair reach out to people should they choose to say yes. I'm totally down for pronouns but I do echo what has been said about the printing thing because it is expensive. I do think it's a good way to show progress within our organization. I definitely agree with having the checkbox and like Kelsey said have a little link to the NDAH - it's super simple and easy.
- MK - I think I'm okay with all of these. My feedback on the first one is that sometimes the Accessibility Chair gets filled later in the year so we might need to assign a HC member to make it more general. Pronouns - I don't think there's any data purposes for those because pronouns are just the pronouns you use, it's not going to help us track anything. As long as people can opt



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out, go ahead and put it on there. Third point, I want to say that we did this at the Chicago conference and we caught a lot of shit from people; AC, attendees. I'm glad it's going to become an accepted practice and I absolutely agree with Kelsey, if they are agreeing to it then there should be a link to it.

- Shannon - Thanks so much for all this information. I love the bit about being contacted by the Accessibility Chair - I echo MK, we really need to make sure that we don't drop the ball on that. Maybe stress to HC how important it is. Love the last one. The second one is, maybe I'm having a hard time understanding the purpose. I don't think we're doing it for data collection because I don't see how that would adjust anything that we're currently doing. I see the social inclination of why we're doing it and I would love to see it as not perceived as something we are collecting data on. When I think of AA, we are anonymous, so when I'm presented with checkboxes it makes me think there are some additional requirements that need to be done.
- Spencer - I don't have anything really to add to the discussion. I think all three items are incredible and I appreciate all the hard work you guys have done.
- Tamara - Just to clarify that the last item on the NDAH Policy is not a check box. It's not asking people to check, it just says that by registering you are adhering to this. So I don't think it's the same as the issues we had in Chicago. They aren't saying whether they agree or not - if they don't they just don't register. We did talk a lot about putting a checkbox there and we were thinking about the legal implications there and so we just wanted it to be a statement. For the preferred pronouns, I definitely get the not printing thing. I think the thought behind was yes people do make their own name tags and have the opportunity to put their pronouns on that but are people going to feel comfortable with that? I think that by having it on the registration form it makes people more aware and I think that for me, it might make me more aware when I'm making my own registration name tag for me to do it.



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- Phillip - So that is one complete round of discussion. James, how do you feel about that?
- James H - Yeah, thanks I think we got what we need.

7 MINUTE BREAK AT 2:58PM CST

b. Discussion Point B - Accessibility (Systemic Racism)

- Clarifying questions:
 - None
- Discussion:
 - Jared - I appreciate you guys' continuing commitment to looking at this. I'm happy to see it hasn't fizzled out. As a person of color, one of the few on the committee, I think that I take an interest in this. My interest has been that ICYPAA is by and large a reflection of AA as a whole in a number of ways. I think the AA community looks at us to take next steps; for things like tech, and to some degree so do young people's meetings. So my question is, what is our deeper role as AC. Is it to set the standard and pave the way? What is our function? I think that's the question we really need to answer.
 - Mo - I am a member of this Ad Hoc and I'm looking forward to hearing the feedback from my fellow council members.
 - Tyler - I am too, like Mo. Just want to hear what the rest of the council has to say.
 - James M - The last time we talked about this in our quarterly meeting we talked about coming back to AC with a list of things we could possibly change. I'm not sure if anything really came of that. I just don't know how comfortable saying, "Yes we are committed to making all of these changes" without knowing what those changes are. Changes, if they need to be made, or changes we can make as an AC, I think those need to be thrown off the wall in a quarterly instead of saying, these things have to change.
 - James H - Just looking forward to everyone's feedback. Just clarifying we're trying to get some guidance on which way to go. We're at a fork right. We can go deep or we can go shallow and



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we don't feel comfortable going deep without some level of commitment up front. We also don't want to be taking a bunch of recommendations from five white people on how to increase the accessibility of the BIPOC community.

- Katie E - I really appreciate this discussion point. Yeah I think it's hard to commit to something when we don't know what it is but I think it's worth going deep and figuring it out. You know you said "taking suggestions from five white people" and I think it's worth it to see. To Jared's point, we do set the tone for the AA community and personally, my area has been talking about this for the past couple of years and we're in the same situation where it's like, "Where do we go with this?". I think as ICYPAA, maybe if we started a lot of change could come with it.
- Katie R - I think that this is a very important topic. I would say that I would have a hard time committing to something without knowing what it is. I feel like as long as the changes would coincide with the principles of the program then I would be fine with that. I appreciate all the work you have done around this.
- Joe - I'm open to changes that we can make. I think that exploring those changes is the only way to do it. I should have asked a clarifying question - are we talking about BIPOC communities in AA or outside of AA to get direction? In any event we should explain our process and how change would work so there's not expectations there. I would think that showing the willingness to have these conversations, I don't know. I'm confused I guess.
- Kelsey - Thank you again for bringing this up. It's a really important topic and a tough topic at the same time. I agree with a lot of what has been said - making that commitment without knowing what it would be. As a member of this committee I can say that I'm open to listening to anything that you guys bring to the table, backing you with digging deeper into it, and supporting the conversation with making any changes that we can in order to pave the way. I really think that ICYPAA has the ability to do that. I'm committed to listening to you, learning about it, and backing you to dig deeper.



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- Rachel - I definitely support the idea that as a group of white people we cannot make the recommendations on how to best reach BIPOC communities, that's not my experience so who am I to make suggestions. I should have asked a clarifying question - I absolutely support digging deeper, I want to get recommendations - the blanket "we're going to do whatever they say" is a hard buy in. I maybe worded that wrong but I want you guys to get all the information and present it to us so that we can make a decision. Instead of saying "oh here's a blank check" - does that make sense? Definitely support digging deeper.
- MK - I know this is an interesting topic to discuss. We are mostly white on AC and solely white on that subcommittee and I committed, I would vote in favor. I personally think it's time to bring in a professional and pay a person of color to do this for us. I don't think we should, stakeholders I'm assuming are attendees, and I don't think we should ask them to do that. I don't think we need to put the onus on them to tell us how to fix it. I think we should pay someone to do this by getting quotes. I know we're kind of tight this year but the inventory and attraction rather than promotion - we're talking about systemic racism and that solution isn't sustainable. It's time to get someone in here to do it.
- Shannon - I am super in support of the spirit of this motion but I echo a lot of what other people are saying. I would like to know specifically that means from a financial perspective, time, energy, etc. Would love to hear more and I'm super excited about it.
- Spencer - I feel comfortable seeking out some answers. If that needs to come from outside of AC who might be experienced in all of this then so be it. I am comfortable with us taking the feedback and addressing this within our community. I think this is super cool. I am thankful, thanks.
- Tamara - I'm also on this committee. Thank you guys for the feedback on this. I just want to clarify again that I don't think we are asking anyone to commit. We are saying that if we did the



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work and if this is something that was thought about would you be willing to take on talking about and implementing some of the action items. We were just worried about it, like when you talk to someone about their trauma and you ask them about their trauma and how to help them but don't do anything to help. We were just worried that if we opened up this conversation, if there were suggestions on how to do something, would people be willing to do that? We just wanted to know if there was a willingness to follow through.

- Chris B - I would absolutely be willing to listen to those recommendations and implement them if I felt like it fit within the traditions. For me, I'm more interested in how we can create a culture here that's more inclusive and how we can outreach to BiPOC communities. Less so about systemic racism within ICYPAA or AA and tackling that. I would love to get more concrete on how we can be better.
- Phillip - How are you feeling about that round of discussion?
- James H - I think it's enough for us to go back and talk. Can I take a minute to clarify a couple things? First and foremost we didn't bring a motion because we didn't want to say, everyone vote and decide that whatever this process comes up with you're going to agree to and if it reads that way it was probably a communications error on our part. The challenge for us is that we are very concerned about inviting people into a conversation with the intent to make our community more accessible and open to them, bringing them into the conversation, then the 14 white people saying, "Thank you for talking to us but we aren't going to implement anything". We think that would be more damaging to open up that conversation. So that's why we were just trying to gage the commitment of the AC. I think we have enough that among the members of the committee we can go and have a discussion about how our conversation read here. I appreciate everyone's feedback and the members of this subcommittee are doing really good work trying to understand it and not just putting on some window dressing, wiping our



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hands, and walking away from it.

c. Discussion Point C - Structure (Max Years)

- Clarifying questions:
 - Rachel - Can you elaborate on what you mean when you say, “Enables the most qualified OC”?
 - Chris B - I think these just were things we were talking about so they aren’t to sort of guide in one direction or the other. If we were to move away from allowing people in their fifth year to stand for another two years would we decrease the pool of people who would stand for positions and would we have council members with less experience on AC so maybe “qualified” maybe adds a little bit of an edge to it but maybe “years of experience” or the sheer number of candidates available, would that impact the OC in some kind of way. Does that help?
 - Rachel - Uh, sure.
 - Mo - I’m interested in, so regarding altering the approach to the years, did yall talk about alterations and if so, can you elaborate on what was discussed?
 - Chris B - We talked about things like; would you cap at a set number of years? So say at six years, which would mean that OC term could potentially be cut in half which would mean doing an election off cycle. We talked about capping at 5 years. I can’t recall anyone else talking about anything else on the ad hoc in the proposals that were floated.
 - James H - Yeah Chris I think that the thing that was talked about was years and the other thing that was talked about was capping years to allow someone to stand in their fourth year with a one year extension but not allowing someone to stand in their fifth year with a two year extension.
 - Joe - We talked about giving members the opportunity to stand for a position twice but not a third time which is currently what happens with the fifth year members that can stand.
 - Chris - Yeah it's interesting because an earlier version of the bylaws actually state that you couldn’t stand in your first year



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which our bylaws currently don't state which would have solved the thing with only being able to stand twice but that is no longer the case.

- Tamara - From what I'm hearing about the proposal on the table, one is capped at six and the other one is that you can only run if you're in year four but not if you're in year five. Either way we're saying that no one should be staying on council for 7 years.
- Chris - We're not saying that at all. I think there's a contingent that the current system works just fine and another contingent that perhaps we should adjust the approach. I don't want to present this as a recommendation per se. It's just that we couldn't achieve substantial unanimity on Structure so this is just to get input from the broader group.
- Tamara - But the two propositions you brought to the group were that there would only be 6 years of service.
- Chris - One of them is that you could only serve 5 and that if you were in your fourth year you could stand but you could only serve one more year so we would have to hold elections. I think the most helpful input for us would be like the idea - what do you guys think about serving 6 or 7 years on council. Is that an issue or not?
- Discussion:
- Mo - Thank you to the Structure Committee on nerding out for all these docs. I would like to caution everyone on being reactive to our current circumstances. I guess after hearing some of the clarifying questions and answers I'm also concerned - from my perspective, if it's not broke why do we need to fix it and add more work? I've been on council for a number of years now and it seems like the 5 to 7 years has been working well. I think having council members willing to serve for 6 or 7 years provides great history and experience - that's my time.
- Tyler - Thanks to the SAH. I don't have a strong opinion either way. I am fine with the current situation as it is. The only other thing that would pop into my mind would be if you could make it equal between people serving on odd or even ICYPAA's - to cap it



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at 5, 6, or 7 for each year, not alternating but I don't have a strong opinion. I think the way we have it now is fine. If we have someone who wants to serve then they can.

- James M - Putting the cap at 5 makes sense to me but serving for 7 years, the only reason why I could think having one serve for 7 years is like a lack of numbers or a lack of experience. I kind of see both sides - you do prolong the experience and knowledge but on the other hand you are not allowing the rest of the body to have those experiences as well. The spirit of rotation seems like there are three opportunities to stand for an officer position - I'm not sure. It seems a little wonky to me right now.
- James H - My issue with the current system isn't necessarily about someone serving for 7 years, if someone wants to serve for 7 years, I used to think it was but I kind of changed my tune on that. My biggest issue with the current situation is an equity issue for current council members. So right now council members who come in an even number of years have the opportunity to stand three times and council members who come in on an odd number ICYPAA only have the opportunity to stand twice. Flip side of that the AC members who come in an even year have one year before their first shot at standing for OC however we have elected many after one year. I just feel like the current situation isn't equitable between the two classes of council members and there's just no way to make it equitable when our OC terms are two years and our AC terms are odd years.
- Katie E - I serve on the committee, I didn't have a huge opinion either way. Mo said everything that I kind of said during our meeting so I'm interested to hear what everyone else has to say.
- Katie R - I mean I personally I would want to serve for 7 years. I can see that being necessary if there wasn't people willing to stand or numbers were low but I also think it would be helpful *car beeping* if people don't have the knowledge of *car beeping* or make sure everyone is on the same page or set people up for success for future AC members in spirit or



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rotation. So that's all I really have.

- Joe - With my experience bidding, dealing with Advisory for a long time, it was always harder to make the connection with people who were on AC longer because they had relationships with other bids longer and it would help the whole thing to have quicker turn over and more fresh faces with fresh ideas - to keep the turnover more regular than to have someone on council for 7 years, it seems excessive, it seems like a lot. As a bidder it seems like it was harder to build relationships with those people that were on for a longer period of time when we were bidding.
- Kelsey - Thank you guys for digging into this. I don't have a strong opinion either way. If someone wants to serve for 7 years I don't have a huge opinion about it. I think there's pros and cons of both. Experience and the spirit of rotation - things like that. For me this is coming up at a hard time during our current circumstance. I understand why it's coming up especially with the even years and odd years - with people not having the same opportunity to stand, 7 vs 6. I don't really have a huge strong opinion either. Sorry guys.
- Rachel - I am on this subcommittee but I missed the meeting where we discussed this particular thing. I'm excited to hear what everyone has to say about this. I do want to just remind everybody that I am the only extension member serving so just keep that in mind when you're talking about this kind of stuff. I do exist, my opinion is still valid, and I have a lot of really great experience that isn't stale and I don't have a hard time connecting with bidders. Just keep that stuff in mind.
- MK - When we first talked about this on Structure I felt kind of neutral and now I just don't feel neutral. I think it's up to people, if they want to stay on, if they have the energy and time to do that - like a Rachel. I think that we should trust people's understanding of their availability for something like this. I also think that it's hard to get an OC position your very first year without holding any other position. So I think honestly it's the more equitable approach to give people more viable opportunities to get on the OC if they chose to go that route. So



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- I don't think this needs to change because I think it works.
- Shannon - It's an interesting thought. Similar to MK I was neutral when reading this originally but the discussion has forced me more towards a "I kind of like how it is" and I think the reason for that is: this whole idea that we're not getting new blood in or that, I just feel like we're not trusting the group conscious in elections if that's the case, for what is best for ICYPAA. I also love that we are arguing on how long we can serve AA. I do have concerns with people only serving one year because of longevity and would that set us up for three year commitments elsewhere which would mess with the spirit of rotation. I also think it's important to have people who have served more than 5 years because of World that happens once every 5 years and we will be dealing with those individuals who have that experience. I think it's super important to have that longevity - that's the one thing about YPAA that I don't like is that we don't have this longevity like we do in general service.
 - Spencer - I don't have any issues with the 5 conferences and being able to serve an additional one or two. I don't really understand what the whole equity between council members means and I know that certain people can serve on OC for so long, but I was opposed to a shorter position length term on another AC that I was on and they did that, people served one year and people got to see what other positions were like and it ended up being cool because people go that experience to lead when otherwise they might not have.
 - Tamara - I also feel like, if it's broke don't fix it but after hearing a lot of what people are saying we have to remember that we have four OC positions and 15 AC members so is there an opportunity for someone to be on OC for four years does that allow the opportunity for change in the rotation. I was thinking about how to do that and maybe it's to alter elections, Chair and Secretary positions elected odd conferences and the other two positions elected even years. Or have other positions where the Co-chair after one year automatically rolls into the Chair. There's some thoughts behind that. I'm really fine with it either way.



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- Chris B - Really appreciate all the input. I think we can take this back and think it through. I think Tamara's suggestion is really interesting and I'd love to think about that. I will just say that my experience has been that the system is sort of genius in my eyes and I have really benefited from AC members who have extended past the 5 year term. If I think back to Lindsay, LAV, Talbot, and now Rachel - I don't know if I'll serve 7 years but I appreciate those who are willing to put in the time and effort to fulfill the duties of an OC position which are non-trivial. It's a lot of work and I appreciate their service and all of this discussion.
- Jarad - I had no idea I had so much to say. To the question, "Should we alter the approach to the years of service?" I don't think that "years" is the appropriate term because I think that seems like what is happening right now but these are different circumstances. Like Rachel said, it's not a lot of people, she's the only one right now who's doing that and that has been my experience so far - since I've been on council it's not like it's a huge host of people who are staying on for extra years. Those people who do were elected by us. I don't have any problem with people serving additional years. I think that some sort of change in terms of the spirit of rotation I think it might be in terms of service of the OC.
- Phillip - Feel good about that discussion point?
- Chris - Yup, feel good about it.

d. Discussion Point D - Structure (Years Verbiage)

- Clarifying questions:
 - None
- Discussion:
 - Tyler - Thank you Structure for bringing this up. I don't really have a strong opinion on this. I think it would be good to clarify, just looking at what's in the background, especially with the last segment about years and conferences. I think it should remain conferences even with what we've got going on, with the language, it should be consistent. I don't really have much more



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to add.

- James M - Thinking about a conference year or a calendar year, really the only time this is going to come into play is if something drastic happens. I don't think it'll happen too often. I don't really have a strong opinion but I mean, gun to my head, I'd probably just say calendar year.
- James H - It's happened twice in the last 20 years which is a once a decade occurrence, which isn't that infrequent or that uncommon. My gut is that it's gotta be consistent but I think to myself you know you have to have a full council so it makes sense that it has to be conferences but subcommittee chairs and all that - I dunno. It could be calendar years. It's a challenging one and I don't really have a good answer on this. My guy is conference years but I don't know.
- Katie E - I don't have a strong opinion. Just want to hear what everyone else has to say. Thanks.
- Katie R - I don't really have a super strong opinion on this either way I feel like this is a very weird time and the reason this is being brought up but I don't feel strongly either way.
- Joe - My thoughts on this are to keep it simple which is to define years as conference to conference. Even outside of these particular circumstances it is fairly likely that there could be more than 365 days between conferences. Like if we have a conference in early November and then the next one is in September. We've never thought of it that way but that's technically accurate. I would just like to see that we define conference to conference as a year to keep it that simple.
- Kelsey - I kind of agree with what James H said. I want to streamline it to keep it conference year but I don't have a super strong opinion on chairing a subcommittee for two years or two conference years. Obviously subcommittee chairs changed this year even though we didn't have a conference and I think that's still fine. It's a tough one, I don't have a strong opinion either way.
- Rachel - I'm on this subcommittee so I'm interested in what everyone has to say.



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- MK - I'm back finally forming my opinion on things. When I see it in this delightful discussion point it seems that I just want it to be consistent and it should be conferences. It felt weird swapping out subcommittee chairs this year but keeping the OC. So me hearing what other people have said and seeing it written here it makes most sense to keep it in terms of conference year.
- Shannon - So as someone who was a Chair of a subcommittee for two years I was ready to rotate so I would have been kind of bummed, Tyler you're doing a great job, but I was ready to rotate. That's my main feedback. Potentially you could have people chairing for three years and maybe be over it by the end. I am probably not in favor of that solely for that reason.
- Spencer - I have a very strong opinion on this and that is that it should be uniform in conference years. I know there's a scenario about people potentially serving three years in a row but I think that if Jared was done chairing Tech and this thing got pushed another year then he could go to Phillip and be like, "Hey I'm done, do you mind" and he wouldn't mind. I think conference years would be best.
- Tamara - Thank you guys for looking at this. I too agree with its conference years. People would be able to decide to step aside if it's not what they want to do. I almost brought this up on the last thing; I think that it's important (I'm a proponent of conferences) that it is the same language throughout.
- Chris - I'm just listening so thanks.
- Jared - I appreciate you looking at this. Personally I don't know if using one term over everything works. Should certain things be conferences, like terms of a council member in general? Yes. In terms of subcommittees? I'm more in favor of things rotating every year or it being defined that way because its appointed so re-appoint each year. I think maybe there isn't a one size solution for this. It's a living breathing document and it reflects our experience so I think this is cool.
- Mo - I agree with a lot of what has been said. I do have a couple things; using the verbiage years would inhibit our spirit of rotation because we won't be bringing new council members on



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board and that's concerning. Conferences give council members a fuller experience of serving. During a full conference, specifically speaking to my experience, I believe I'll have more experience to pass along to future council members and future treasures by working with two different HC vs just the same HC for two years. I'm not trying to campaign, I'm happy to rotate if that's what the committee wants but I'm just trying to share that I think working with more people will give more experience.

- Phillip - Do you feel good about that discussion point?
- Chris - I feel super good about it.

7 MINUTE BREAK AT 4:01PM CST

MO AND MK RECUSING THEMSELVES FOR NDAH DISCUSSION

Motions

- e. Motion A - (NDAH)
 - *Discussion and voting removed for privacy*

- Announcements

a. Next quarterly business meeting will be held in May 2021

- Closing @ 4:25PM CST