Steering Committee Response to Greater Transparency Request

Overview:

X Factah's home members requested to send $1.00 as the contribution last month and requested a note to be added: (NOTE- It was that time for our quarterly contributions)

"The lack of transparency around the decision has been disappointing, particularly regarding the use of a volunteer role that appears to include compensation through conference participation. This situation raises concerns about established labor practices and organizational providers. The X-factah group believes decisions of this nature could benefit from greater openness and engagement with the fellowship so that governing authority can effectively reflect and represent the voices of those it serves. "

OIG Response:

OIG Officers regret that brevity arising out of limited time at the end of the meeting may have contributed to the perception of a lack of transparency or miscommunication and misunderstanding, and the Steering Committee hopes now to correct the record, more fully explain the situation, our reasoning, and decisions made.

Background:

Our former Central Office Manager (COM) gave a two week notice via text message the evening of August 7th, which expired August 21st.

Attempts to retain her as voices suggested during the August 12th OIG Business Meeting did not succeed.

The separation was amicable and she continues to assist OIG Officers in addressing issues as officers have volunteered collectively to maintain the Central Office during a season filled with the challenges of an office relocation.

This time period was not without officer challenges - a long scheduled overseas trip, a scheduled major surgery with extended recovery time, first grandchild birth on the mainland, and illness of children made the timing particularly inopportune. Another consideration was applicant vetting in the midst of an upcoming office move which at the last minute had one-week pre-move challenges of its own.

***Vacancy Action**:*

OIG Officers met together via Zoom on SU 2026.08.09 and took action. Following announcement at the OIG Business Meeting on WE 2026.08.12, we posted a vacancy notice online, printed the job description updated in January 2026 that is currently in effect, made announcements at meetings, and actively recruited candidates with the applicable skills

needed recommended within and by the fellowship.

Panel 75 Steering Committee officers are committed to finding and securing the best pool of candidates from which to select the person entrusted with the day-to-day operations of the Oahu Central Office.

This is not an easy task given the limitations the OIG Body has placed on supporting adequate salary, hours, and benefits despite the ever increasing skill set desired for current operations in 2026 and beyond.

The truth is OIG has for many years benefited from the professional skills and experience freely contributed by AA members. OIG officers recognize, as did Bill W and Dr Bob, that service and 12th step work comes in a variety of ways. Freely given contributions from AA members upon which AA relies is commonplace in AA, whether in finances, assets, time, energy, effort, experience, or specialized professional skill.

The OIG ByLaws in section III. G. states: The Steering Committee may authorize the hiring of special workers as it may find necessary.
May, not must or shall, is the key.

Labor Law Due Diligence:

When a suggested candidate revealed she would consider applying, but for the present time for personal reasons wished to do so only as a volunteer, OIG officers got busier.

Prior to our decision, we reviewed OIG archival history, sought the input of service sponsors, researched applicable federal & state law, and sought the advice and counsel of no fewer than three attorneys prior to meeting together as a committee, and the Chair again a second time following the decision.

One attorney specializes in nonprofit and foundation work. A second specializes in labor law. When voices from the OIG Body were raised, the Chair again confirmed their advice.

The result: This decision conforms to labor law, both Federal and State, and does not violate AA principles.

When the steering committee met together in Executive Session on TH 2026.09.03 to consider actions going forward, with all information available to us, the decision was made to confirm

with Cat her willingness to volunteer on an interim basis through year end, acknowledging the ultimate hiring decision could result in the selection of another applicant. She still wished to serve as a volunteer only.

Additional Panel Considerations:

At this point, an additional consideration was identified, solidifying our decision:

> *Appointing an interim would allow current Panel 75 officers to confer with Panel 77 officers as to permanent placement, and allow full unbiased consideration of ALL candidates without regard to personal interaction histories.*

The next consideration concerned the use of Panel 75 funds budgeted for payroll, as we do not accumulate funds for no stated purpose.

> *In the past OIG has attended, with other Intergroups and Central Offices across the country, the ICOAA Seminar to consider the issues unique to providing services locally for AA, often in an environment challenged with a lack of being fully self-supporting.*
>
> *Inside this environment we share with each other, borrowing from each other solutions that minimize problems thereby maximizing outcomes.*
>
> *The seminar is only held annually in November.*
>
> *As attending the ICOAA Seminar is the last priority of spending for OIG, our attendance has been infrequent.*
>
> *The absence of payroll from October thru December would allow attendance in November, returning a report that assists us with the challenges facing OIG.*
>
> *On FR 2026.09.04 our Interim COM was approached as to her willingness to attend and bring back an informational report of significant value to OIG going forward.*
>
> *Cat was willing to extend her volunteerism and take on the extra time and energy to attend.*
>
> *Just as out-of-pocket expenses incurred to attend Area 17 are an OIG business expense and not expected to be personally borne by attendees, out-of-pocket expenses (airfare, lodging, ground transit and meals) would of course be paid by OIG.*
>
> *On FR 2026.09.04 following confirmation of willingness of the Interim COM, the Steering Committee voted to send to the November ICOAA Seminar the interim COM as well as an OIG officer of Cat's choosing.*

The Treasurer, who along with the assistance of other officers kept the office running since August 21st, was chosen.

Cat based this decision on the ability to spend time en route reviewing OIG documents & Central Office procedures, as well as the website and QuickBooks accounts.

Review of the QuickBooks training library, acquired by Beverly at her personal expense, via use of the laptop and recorder, also acquired by Beverly at her sole expense to facilitate her service to OIG as Treasurer and Secretary, are also planned.

Attendance of the ICOAA Seminar decision was secondary, related to the availability of excess funds the COM vacancy created.

Hopefully the information provided here without time constraint will provide the information required for a full understanding by the body.

This item will be on the agenda of the October 14th OIG Business meeting to answer any further inquiries and officers are committed to address group concerns at any group conscience to which we may be invited.