

GA RESTRUCTURING - COMMITTEE REPORT

Board of Trustees
Cleveland, Ohio – May 7, 2023

After committee approval in Cherry Hill, the committee was launched on 6/18/22 with the creation of a group chat through WhatsApp being the best modality for everyone's ability to stay connected for committee efforts. The members were unrestricted in their use and various postings on this platform.

As is the case with many committees, there was a 'Shake out' period at the beginning. Volunteers who were non-responsive were removed. However, there were some who understood that they didn't have the skill sets to accomplish the tasks and resigned.

Resignations brought us down to a committee of 9, which was the core of our efforts. One recent resignation has reduced the committee to 8.

The mission statement agreed to unanimously by the committee members and later approved by the BOT in Cancun was:

Review the current structure of the corporation and Fellowship of Gamblers Anonymous. To research and recommend a possible plan to restructure all related entities.

A very detailed explanation of what is involved in a restructuring effort is as follows:

Restructuring a 501c3 organization means making significant changes to the organization's structure, mission, programs, or operations. This could involve merging with another organization, spinning off a separate entity or program, changing the leadership structure or board composition, or altering the focus and goals of the organization. The purpose of restructuring a 501c3 company is usually to improve efficiency, effectiveness, and sustainability, and to ensure that the organization is better aligned with its core mission and goals. It can also enable the organization to adapt to changing circumstances and seize new opportunities for growth and impact. However, it can be a challenging process that requires careful planning, communication, and stakeholder engagement. Source: AI Chat

Mission statement discussions included thoughts regarding:

- 1) - Review the current structure of the Corporation and Fellowship of Gamblers Anonymous,
- 2) - Research and recommend a plan to restructure the current 2 major entities, utilizing all tools available, including but not limited to the:
 - a) – State of incorporation with focus on financial, legal, and compliance benefits
 - b) – Domicile location
 - c) – Potential new entities, including international substructures
 - d) – Organizational mapping
 - e) – Management structure
 - f) – Employment structure

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The committee meetings started with a 1-hour Zoom meeting on the 2nd Wednesday of each month and was more recently expanded to 1.5 hours to deal with more comprehensive work submitted by all the members. The meetings were well attended.

The chronology of how the committee has been progressing is as follows based on meeting agendas, individual subject research, and discussion subject matter:

1. What is good and bad about GA

This was a brief listing by all the committee members to get an overall feel of the GA universe. It was used to get ideas of where the committee should be directing its efforts.

2. Researched and reviewed corporate structure of other Fellowships

This involved getting the organizational charts and main functions from GA, AA, and NA. The idea was to see where GA was deficient and possibilities of mirroring the strengths of these other Fellowships.

3. Did a detailed S.W.O.T. (strengths, weaknesses, opportunities, and threats) analysis of GA

This exercise was the most revealing and was to act as a launching point for the committee with its charge of restructuring GA.

Strengths – focused on the good aspects of GA and all its component parts and how to make them better for the Fellowship and members.

Weaknesses – this part of the SWOT analysis proved to be challenging at times, with some members struggling to zero in on the apparent and noteworthy issues with GA. Although many issues were brought up, there was a need to prioritize stages of restructuring for agreement at a later period of the meetings.

Opportunities – This segment of the analysis held the most promise, with the ability of members to zero in on the weaknesses and launch into many ways of how to grow the Fellowship.

Threats – This part turned out to be a bit more challenging for the committee and it was based upon the simple concept of how factors and situations were chewing away at the foundation of GA and how not fixing, changing and/or restructuring was the serious soft spot in any ideas of the Fellowship being a sustaining entity.

This exercise was the most rewarding because it got all the members to really dig into the problems GA needed to address. It was the first real step toward a recommended restructuring plan.

4. Discussion of Pros and Cons of the current structure of GA

This was supposed to be the initial framework of the restructuring efforts to be forthcoming.

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5. Suggestions on previously mentioned ideas

In this segment, it became apparent that some of the members were less interested in restructuring and more inclined to change some of the problems in a more passive manner.

6. Detailed plans on restructuring and how to implement the changes.

This most recent assignment revealed a distinct aversion to restructuring and showed that various members did not follow instructions previously issued by the Committee Chair on restructuring efforts.

As of Tuesday, April 11, 2023, further committee meetings, tasks and operations were suspended until further notice.

David M. - Area 12, NJ
Committee Chair