



Al-Anon Family Groups
Help and hope for families and friends of alcoholics

Colorado Delegate's 2021 WSC Report at the Summer Assembly

Delegate's Colorado Area Activities & Notes

I'm excited to be working with you on the following Area committees!

- ▶ Excess Funds "Area Projects"
- ▶ AMIAS Training Development
- ▶ Policy and Procedures
- ▶ Website II
- ▶ Finance Committee

Very Important to Note!

- ▶ Please signup for "In the Loop" for the latest news from WSO!
- ▶ Make sure you have a Forum Subscription for the latest Shares from our Members!
- ▶ Please check out the updated and improved www.Al-Anon.org WSO website!

Please share with your groups the emails I sent on May 28th concerning WSO's recent suggested Guidance on Transitioning from Virtual Meetings back to F2F, or Hybrid, Permanent Virtual, or both a F2F & Virtual Meeting.

Please continue to send all your new Group's Location and Virtual Contact information to both Edward (records@al-anon-co.org) and Dave (website@al-anon-co.org).

And Please follow and like Al-Anon on your various social media sites: Facebook, LinkedIn, Twitter, Instagram, and YouTube!

The 2021 WSC was held virtually. Unlike the shortened 2020 WSC, with unity, courage, and perseverance, we worked over 5 days on many items and topics! We were grateful to have had a very full Conference!



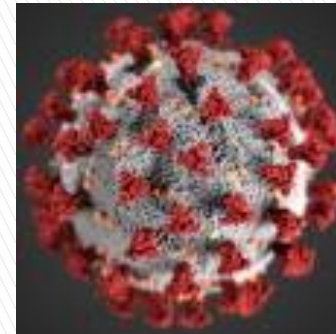
Well...What exactly happened?

Why Does The Conference Meet?

“The World Service Conference makes the group conscience available and effective for all Al-Anon. It is the practical means by which the group conscience can speak; it is the *voice of world Al-Anon* and the guarantee that our world services shall continue to carry on under all conditions.

“The Conference protects Al-Anon and Alateen against a service breakdown; it makes for unity and enables our fellowship to act as a whole upon important matters. This makes it the principal guarantor of Al-Anon and Alateen’s harmony and survival.”

2018-2021 Al-Anon/Alateen Service Manual (Ver.2), “World Service Handbook” section pages 160 and 161



Moving Forward with
UNITY, COURAGE, and PERSEVERANCE

Allons de l'avant avec
UNITÉ, COURAGE et PERSÉVÉRANCE

Avancemos con
UNIDAD, VALOR y PERSEVERANCIA

Second Hybrid WSC!

- + Sharing Area Highlights
- + 5 days of Virtual
- + 3 weeks AFG Connects Discussions

April 20 – April 24, 2021

“Thank God that so many of our service leaders, at all levels of service, are blessed with the attributes of tolerance, responsibility, flexibility, and vision.”

Our 2021 WSC Theme

- *Moving Forward with **UNITY, COURAGE, and PERSEVERANCE***
- *Avancemos con **UNIDAD, VALOR y PERSEVERANCIA***

The members of our 2021 World Service Conference approved the historic creation of a new Area for our all our 449+ registered Permeant Electronic Groups!

This is a big deal, it is inclusive, and has been many years in the works! Now our Permeant Electronic Groups will now be represented at the WSC with their own Delegate and Area!



2021 World Service Conference



On Sunday April 11th,
we began the “2021
WSC”, it was Al-Anon’s
2nd Virtual WSC!

- Sunday Afternoon we Shared Area Highlights
- Five days of 2021 WSC by WebEx Virtual Meetings
- And then 4 more weeks of 2021 WSC related discussions on “2021 WSC AFG Connects”

Spirituality at Conference

“What I felt was the Spirit all around us, encouraging us to have difficult conversations, and being ok with the conversation.

What I saw and witnessed was Love in action, I saw very dedicated people who love the program like I do.

I saw a group of over 100 people, reason things out and everyone was heard, and still unanimity was reached with acceptance.”



Virtual 2021 WSC with a Full Agenda!

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Monday Apr. 12th

10 am–7 pm

9–10 am Al-Anon Meeting

- Conference Procedures
- Opening Speaker
- Pinning of Panel 60 and 61 Delegates
- Introductions
- Opening Message
- Consensus on Guidelines
- 2020 Auditors Report
- Policy–Bequests
- P59 Sharing Ourselves
- Mega Issue P1– How to Get and Retain More Trustees
- Trustee Share: Being of Service
- Reaching and Unifying Large & Rural Regions Report
- P59 Sharing Ourselves
- Literature–Motion discussion– Just for Tonight Alateen
- Unanswered Questions on AFG Connects–48 hrs.

Tuesday Apr. 13th

10:30 am – 7:15 pm

- [Electronic Meetings WG– Motion discussion]
- [Trustee–Being of Service to AFG Inc.]
- Policy– Alateen Preamble– Motion discussion
- P59– Sharing Ourselves
- Regional Committee on Trustees Selection work group
- CAI–Diversity Today in Al-Anon
- International Convention
- 70th Anniversary
- Interpretation at WSC
- Trustee–how to become Board Officers
- Policy: Service Manual Housekeeping
- Dilemma of the Alcoholic Marriage
- Longitudinal Study
- Unanswered Questions on AFG Connects–48 hrs.

7:15–8:15 pm [Al-Anon Meeting]

Wednesday Apr. 14th

10:30 am – 7:30 pm

9:30–10:30 am Al-Anon Meeting

- Virtual Stepping–Stones Visit
- P59 Sharing Ourselves
- Motions and Voting
- 2021 Finance
- Committee Report
- Mega Issue Part 2
- Regional Committee on Trustee Selections
- WSO Annual Report
- Trustee Share: Have you thought about serving?
- Conference Committee on Trustees (CCT)
- Nominating Committee Report
- Trustee at Large Affirmation
- Regional Trustee Affirmation
- Board Officer Affirmation
- Unanswered Questions on AFG Connects– 48 hours

Thursday Apr. 15th

9:30 am – 7:30 pm

- Motions and Votes
- Task Force: Using the Concepts in Personal Recovery
- Time to Talk Topic Selection
- Road Trip! You and Your Board Connect
- P59 Sharing Ourselves
- Trustee Share– ECRPM Oversight and Management of Real Property
- Task Force: Conflict Resolution
- Thought Force: Dreaming Big– Envisioning our Future
- Delegate CAI Breakout Sessions
- Policy– Wording of the Warranties (12 Concepts descriptive text)
- P59–Sharing Ourselves
- TEAM Replacement
- CAI Discussions–Pros and Cons of holding Discussions outside of WSC

7:30–8:30 Al-Anon Meeting

Friday Apr. 16th

10:30 am – 7:30 pm

9:30–10:30 am Al-Anon Meeting

- Time to Talk Breakout Sessions
- Literature: New Intro for ODAT
- Motions and Votes
- Mega Issue–Part 3
- Trustee Share: Executive Committee– Oversight of WSO
- Final Summation
- Closing of 2021 WSC
- Annual Open Board of Trustees Meetings
- Spiritual Speakers (Anu B. P59 and Mary V. P60)
- Presentation of Certificates of Appreciation to Outgoing WSC Members
- Panel 59 Entertainment

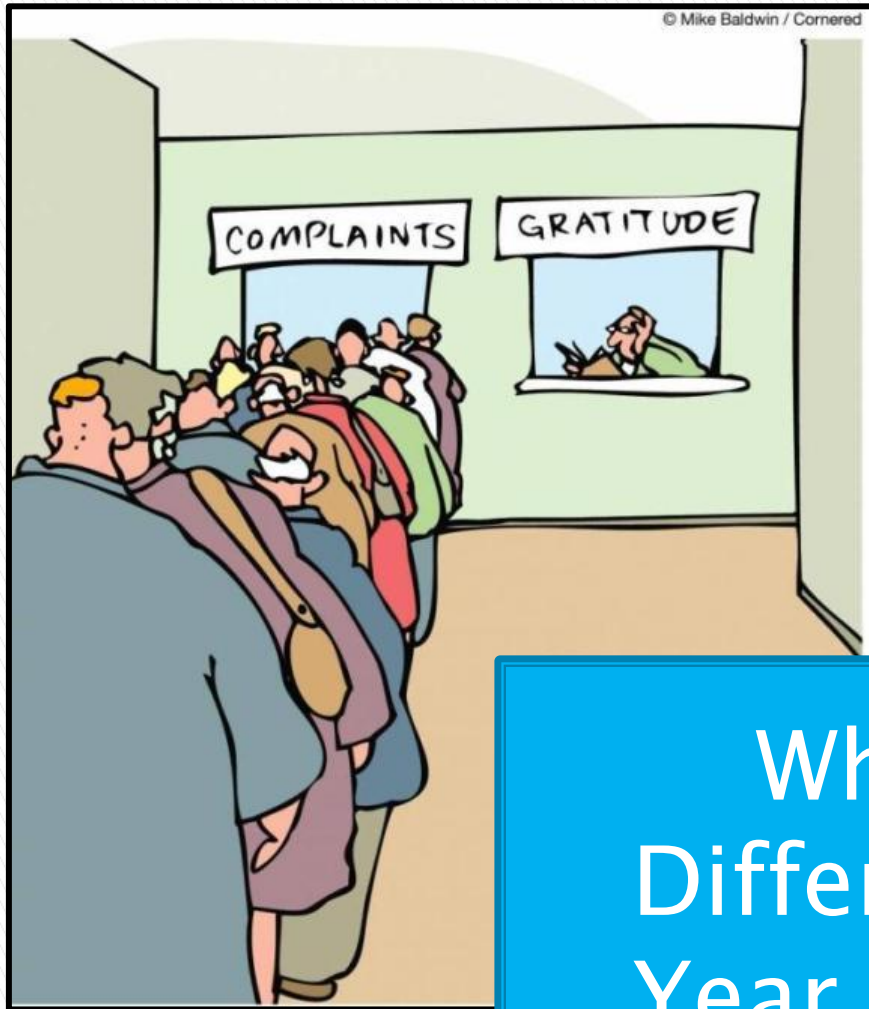
Web-Ex Virtual Meeting Agenda

2020 WSC



2021 WSC

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What a
Difference a
Year Makes!

Top Items Accomplished at the 2021 WSC

Approved Motions:

- ▶ Permeant Electronic Groups will become AFGs and a New Non-Geographical Area!
- ▶ The “2021 Members Survey” will contain a Longitudinal Study for research-validated Recovery effectiveness!
- ▶ Real-time Interpretation at all WSCs
- ▶ Dilemma of the Alcoholic Marriage- new introduction
- ▶ New Digital Welcome Newcomer! Packet (eK-10)
- ▶ New Alateen-Preamble
- ▶ New “Alateen Just for Tonight” BM
- ▶ ODAT- New Introduction
- ▶ Service Manual “Housekeeping Changes” by WSO
- ▶ 2020 WSO Annual Report
- ▶ 2020 Audit
- ▶ 2021 Budget
- ▶ 2021 Finance Report

Discussions:

- ▶ Finding & Keeping Trustees
- ▶ Young Members- Diversity and Growth
- ▶ Relevancy of Links of Service
- ▶ Newcomers in Virtual World
- ▶ Group Inventories-Virtually
- ▶ Hybrid Meetings Experiences
- ▶ Returning to Face-2-Face AFGs

Thought or Task Forces:

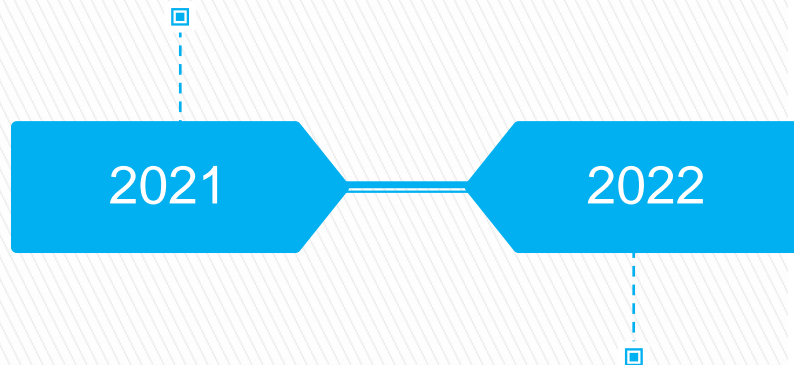
- ▶ Dreaming Big
- ▶ Concepts in Personal Recovery
- ▶ Conflict Resolution
- ▶ Real-time Interpretation at WSCs
- ▶ Future Strategies for Areas to Think Big
- ▶ Concepts-Scavenger Hunt Game

Reports & Talks:

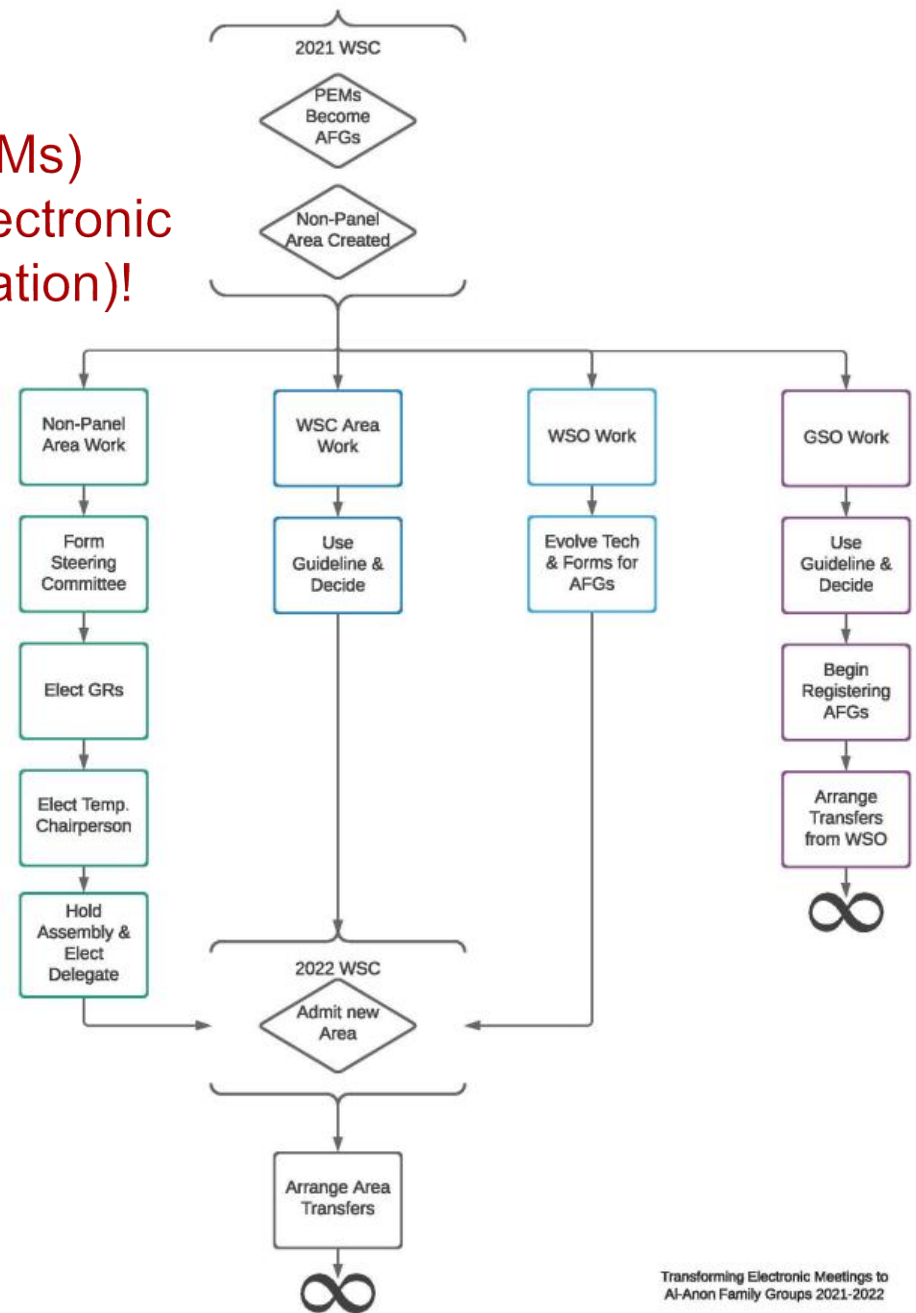
- ▶ Road Trip
- ▶ International Coord. Committee
- ▶ Trustee Sharings
- ▶ Outgoing Delegate's Talks

2021 WSC Approved Registered Permanent Electronic Meetings (PEMs) becoming AFGs as part of a new Electronic Meetings Area (no geographical location)!

The 2021 WSC approved making registered Permanent Electronic Meetings into regular AFG meetings, each with a GR!



The 2021 WSC to approve the creation of a new Electronic Meetings AREA at the 2022 WSC, with an elected Delegate to the WSC!



How could PEMs Becoming AFGs affect the CO Area?

- ▶ WSO suggests that each Area internally discuss and decide, if they want to accept into their Area, the new location-less Electronic AFGs that ask to join their Area.
 - WSO has a suggested Guidance on how an Area might decide this.
 - There are many considerations.
- ▶ This can not happen until after the Electronic Area is created.
- ▶ The soonest time would be after the new proposed area has completed their work and the 2022 WSC approves its creation.
- ▶ It is not known if any of the new Electronic Groups in the new Electronic Area will be interested in asking the CO Area if they could join it.
- ▶ WSO has said that no decisions are immediately necessary for Areas to make.
- ▶ If a new Electronic Group wants to move into the CO Area and the CO Area does not have policies/procedures in place, the Electronic Group will need to wait until the CO Area is ready.
- ▶ CO Area needs to decide what to do and when to start!

New 2021 Al-Anon Members Survey

- ▶ Your participation is needed to provide data-supported information to mental health professionals so that they might consider referring their clients to Al-Anon for support!
- ▶ New Longitudinal Study does that!
 - This approach allow WSO to determine the long-term effectiveness of Al-Anon to help the Friends and Family members of the Alcoholic to get healthier!
 - Developed by researchers
 - Survey asks if you want to opt-in
 - Participates will be re-contacted, by email, once a year for next 4 years, until 2026.
- ▶ Opened on June 16th and will Close on July 27th!
- ▶ Only 15 minutes of your time to contribute your input!
- ▶ **Please Participate...it is the key to harmony!**
 - ▶ One done every 3 years since 1984
 - ▶ For all Al-Anon Members 18+ years
 - ▶ In English, Spanish, & French
 - ▶ Helps our Trustees and WSO to improve Al-Anon!

Survey is found at www.al-anon.org or by direct link

English : www.al-anon.org/membershipsurvey

Spanish: www.al-anon.org/encuestamiembros

Approved new CAL and new Online Store

“Alateen Just for Tonight” Bookmark

- ▶ Requested from Alateens, based on Al-Anon “Just for Tonight” BM, and all contributions will be from Alateens.

Dilemma of the Alcoholic Marriage (B-4)

- ▶ Rather than discontinue the outdated book, we are adding a new Preface to provide an historical perspective
- ▶ Develop a Booklet made up of “gems” from the original book and possibly with new material added.

One Day At a Time (B-6)

- ▶ A new Preface will be created to provide historical perspective and to emphasize the timeless nature of Al-Anon’s spiritual principles it contains.

Electronic Newcomer eK-10

- ▶ Cost is between \$1.40 and \$1.99 and can individually gift it to a newcomer.
- ▶ Available in English, Spanish, and French

Online Store Updated

- ▶ Mobile friendly: you can place an order from your phone, tablet or mobile device
- ▶ New categories: Newcomer, Parent/Grandparent, History, Al-Anon Essentials
- ▶ Quick order option

Conference Approved Al-Anon Literature

Updated Alateen Preamble:

Alateen, part of Al-Anon Family Groups, is for young people who have been affected by alcoholism in a family member or friend. We help each other by sharing our experience, strength, and hope.

We believe alcoholism is a family disease affecting everyone emotionally and sometimes physically. Although we cannot change or control the alcoholics in our lives, we can detach from their problems while continuing to love them.

In Alateen we focus on our own program rather than outside issues such as religion, politics, social media, or other Twelve Step programs. There are no dues for membership. Alateen is self-supporting through its own voluntary contributions. Alateen has one purpose: to help young people affected by someone else's drinking. We are careful to protect each other's anonymity as well that of all Al-Anon and A.A. members.

By applying the Twelve Steps to ourselves, we begin to recover from the effects of the family disease of alcoholism mentally, emotionally, and spiritually. This allows us to encourage our alcoholic relatives and friends, and to give hope to other teens.

Spirituality at Conference

“I saw us bringing goodwill, a willingness to listen with an open mind, a respectful courtesy, curiosity, courage, and a deep burning desire to bring our personal best to help Al-Anon! It is no longer work, it is the blessing, beauty, and the power of putting love into action!”





Al-Anon 2020 Financials



Despite the pandemic, WSO had Better than expected Financial Results in 2020!

Thanks to the increased donations from Al-Anon members!

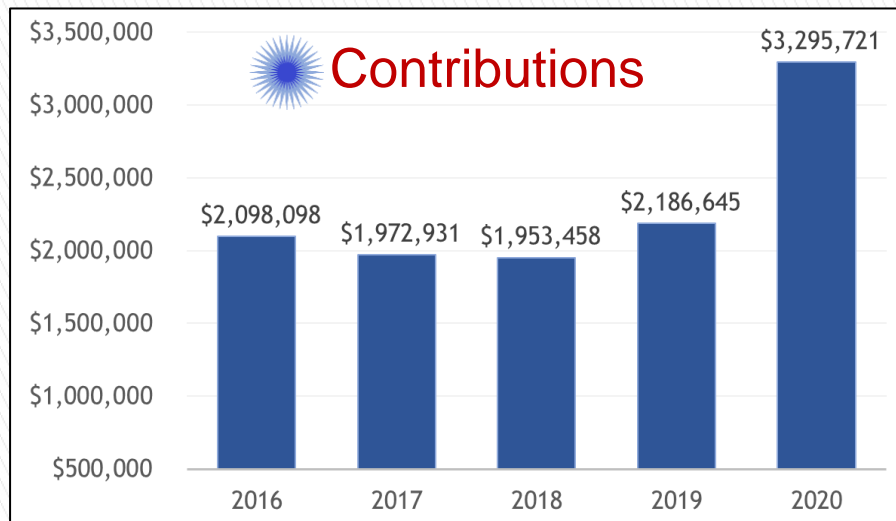
However, total revenue was lower than in 2019 and expenses were cut on Program and Administrative Services

Overall: WSO cut back on some Programs and Admin

Revenue Decreased by \$0.73 MM and Expenses Decreased by \$0.62 MM

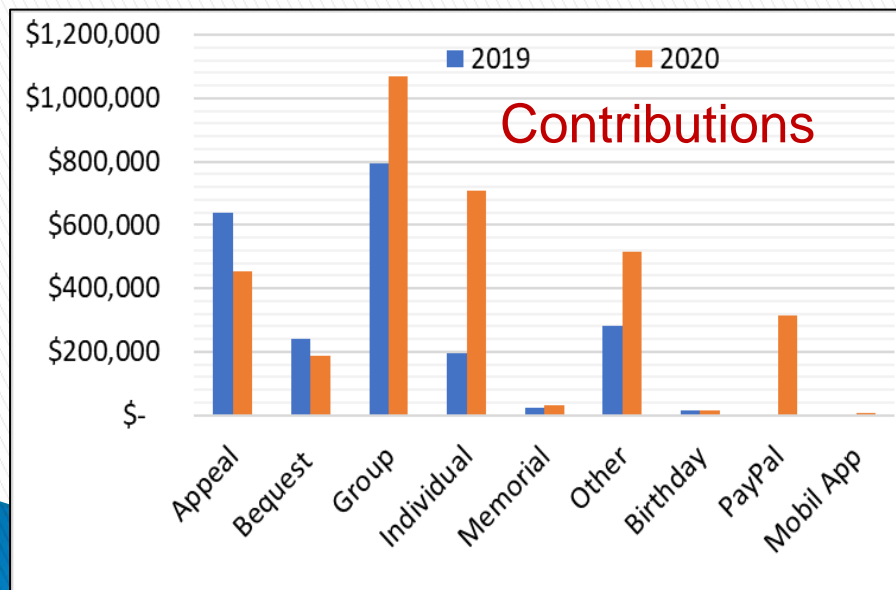
General Fund					
Revenue		2020	2019	\$ Change	% Change
Gross profit from literature sales	\$	1,846,493	\$ 2,914,246	(1,067,753)	-37%
Contributions		3,295,721	2,186,645	1,109,076	51%
Magazine sales		291,963	275,061	16,902	6%
Subscription income		4,662	-	4,662	0%
Noncash contributions		88,805	34,702	54,103	156%
Investment income		364,585	1,212,659	(848,074)	-70%
	\$	5,892,229	\$ 6,623,313	(731,084)	-11%
Expenses					
Program Services	\$	2,649,544	\$ 3,021,604	(372,060)	-12%
Literature distribution services		865,903	838,661	27,242	3%
General administrative services		1,405,253	1,680,292	(275,039)	-16%
	\$	4,920,700	\$ 5,540,557	(619,857)	-11%
Change in net assets		\$ 971,529	\$ 1,082,756	(111,227)	-10%

2020 produced record Contributions

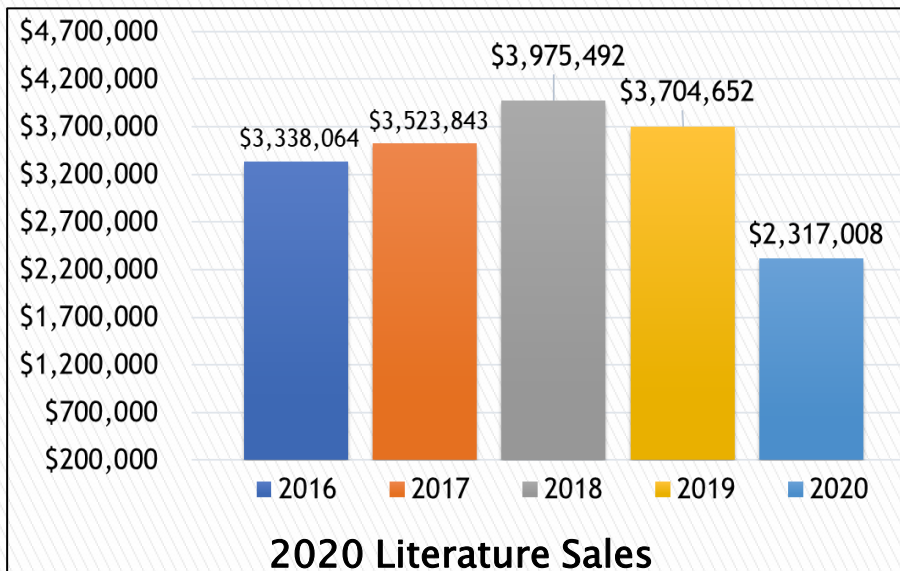


Contributions up by \$1.11 MM!

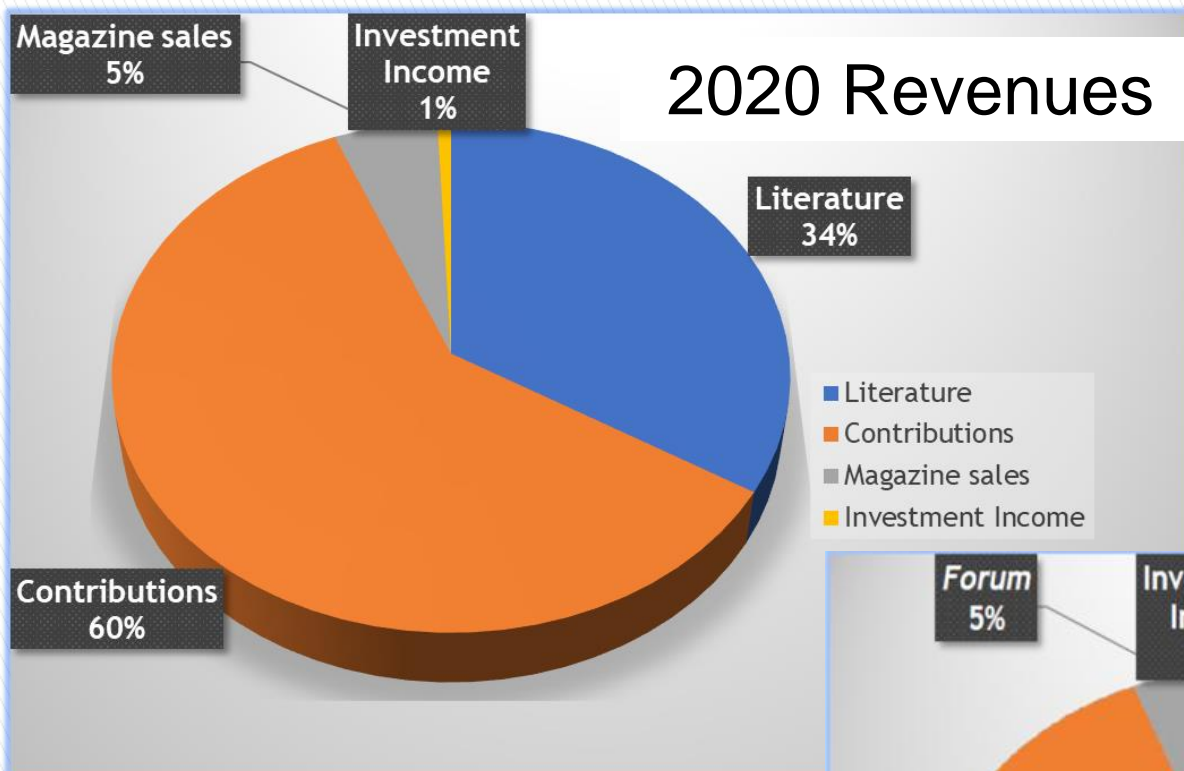
- Individuals & PayPal up by \$0.82 MM
- Groups up by \$0.27 MM
- Other (Areas) up by \$0.23 MM
- Appeal down by (\$0.18 MM)
- Bequests down by (\$0.05 MM)



Literature Sales down by (\$1.39 MM)!

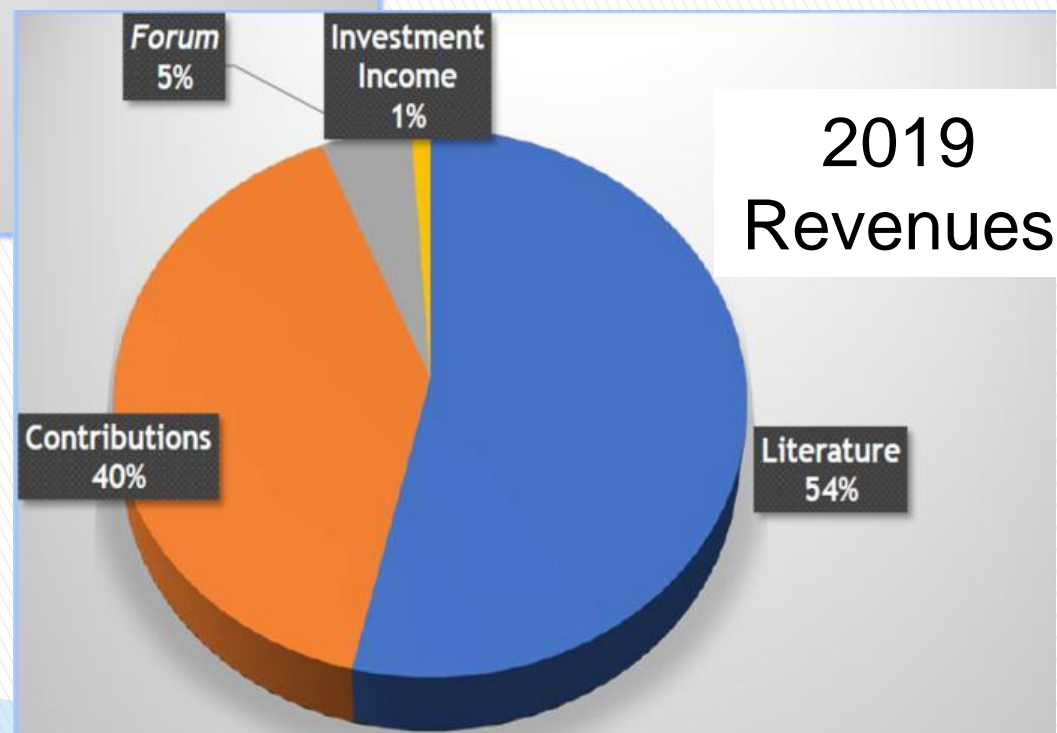


Major shift in source of 2020 Revenues!



First time since 1954 that Contribution Revenue exceeded Literature Revenue!

Contributions went from 40% to 60%!
Literature Sales went from 54% to 34%!



2020 Expenses decreased by \$0.62 MM

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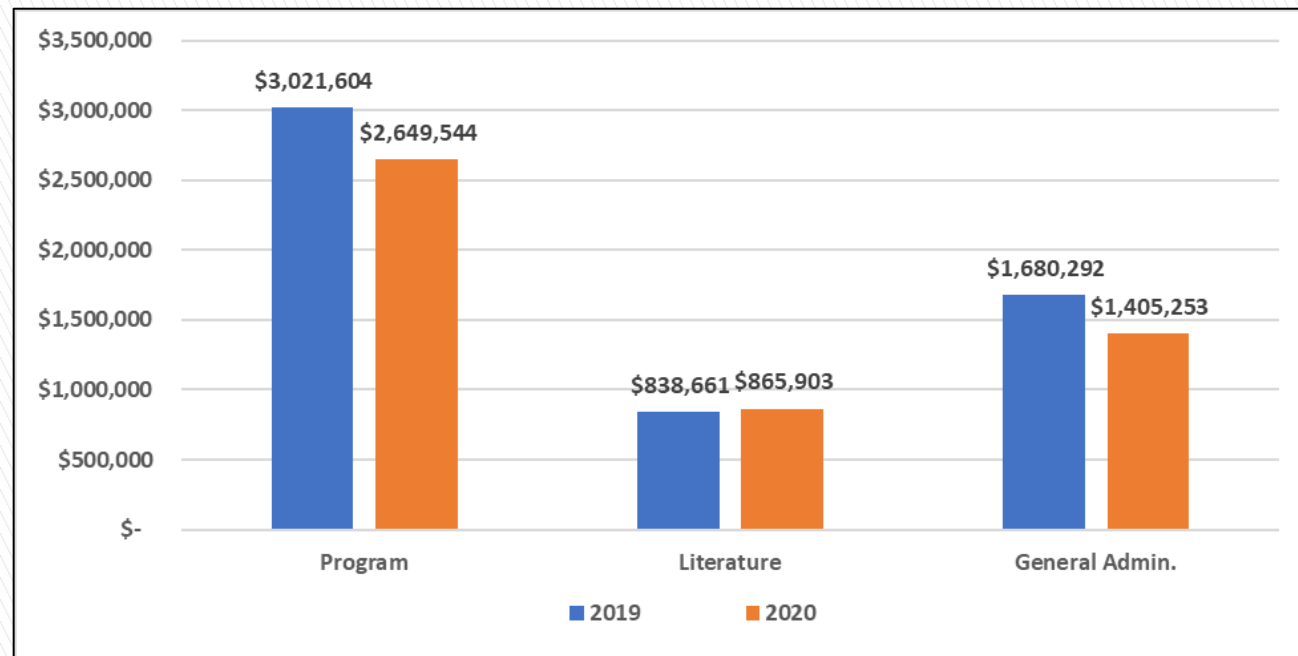
Expenses dropped by \$619,857, causing some loss in services!

Program Services – activities that fulfill the purpose of our mission:

- Public Outreach
- AFG Records
- International Services
- Group Services
- Literature
- Conference
- Digital Strategy

General Administration: Activities that contribute to the overall operations of the organization:

- Finance & Operations
- Administration
- Events & Projects
- Legal



	2019	2020	Change	
Program	\$ 3,021,604	\$ 2,649,544	\$(372,060)	
Literature	\$ 838,661	\$ 865,903	\$ 27,242	
General Admin.	\$ 1,680,292	\$ 1,405,253	\$(275,039)	
			\$(619,857)	Total

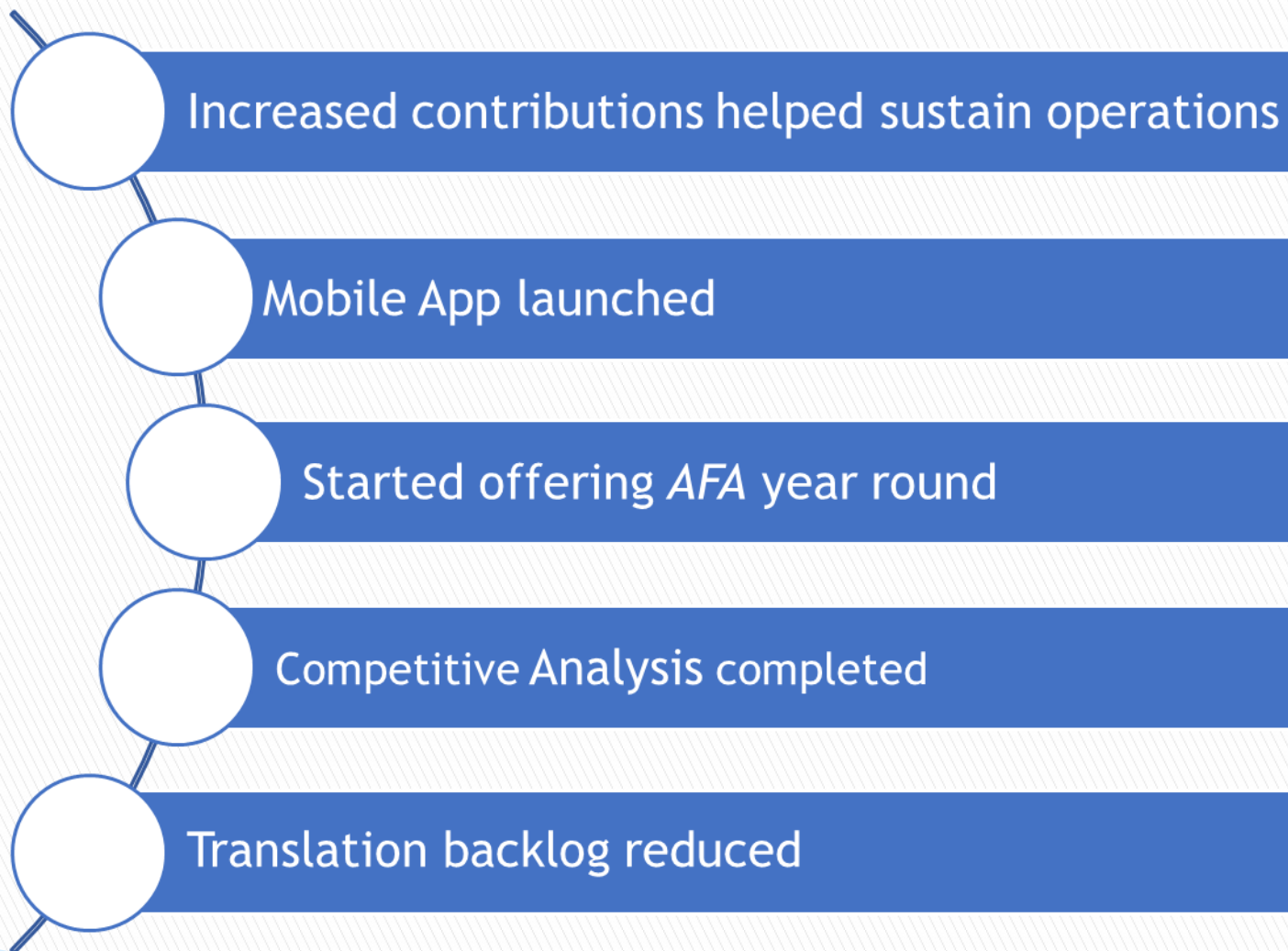
Programs - Cost Reductions

- Projects delayed
- 2020 Virtual WSC- Project Approval delays
- Less people to do the work!

Administration - Cost Reductions

- Travel Ban- Cost Savings
- Virtual WSC- Cost Savings
- Savings from Lay-offs and Retirements
- Open Positions not filled!

2020 Accomplishments



Approved 2021 Budget

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REVENUES

EXPENSES

Budgeted = \$5,391,510 Budgeted = (\$5,465,290)

NET DEFICIT

Planned deficit (\$73,780)

- WSO fully Staffed & Open Positions Filled
- Merit and Cost-of-Living increases
- Expect partial recovery in Literature Sales
- Expect partial decrease in Contributions
- Launch *Welcome, Newcomer!* (eK-10)

2021 Projects

Trilingual online store redesign for enhanced user experience

2021 Zonal Meetings

2022-2025 Al-Anon/Alateen Service Manual

2021 Membership Survey

Mobile App—Alateen Feasibility Evaluation

We are on track, as of Q1 2021

AL-ANON FAMILY GROUP HEADQUARTERS, INC. 2021 OPERATING BUDGET

	2021 Budget	2020 Actual
<u>Estimated Revenue</u>		
Literature Sales less cost of printing	1,924,400	1,846,492
Contributions	2,882,110	3,295,720
Magazine sales	295,000	291,963
Subscription income	38,400	4,662
Investment Income/Transfer from Reserve Fund	251,600	38,633
Total Estimated Revenue	5,391,510	5,477,470
<u>Operating Expenses</u>		
Salaries	3,292,220	2,977,188
Payroll Taxes	246,770	215,355
Employee Benefits	453,390	428,355
Total Labor Costs	3,992,380	3,620,898
Building Occupancy	278,500	272,702
Packing & Shipping (Net)	(45,000)	(46,412)
Postage	186,050	157,665
Telephone (Phone & Internet)	51,100	50,442
Stationery & Office Supplies	51,900	43,880
Office Services & Expenses	270,000	236,449
Repairs & Maintenance	13,070	11,709
Travel & Meetings	102,090	25,991
Direct Conference Costs (Net)	9,750	8,616
Conference Interpretation	11,250	5,000
Legal & Audit	71,800	76,970
Printing	148,600	167,508
Canadian Office	1,820	1,780
General services meeting	-	-
In-Office Volunteers	100	10
Membership Survey	1,000	-
PSA Campaign	91,000	103,097
Bank and Credit Card Fees	117,000	112,237
Miscellaneous	11,880	7,549
Postretirement Health Benefits	65,000	69,690
Total Operating Expense	5,429,290	4,925,781
Depreciation (Exc. Bldg.)	36,000	42,500
Total Expense	5,465,290	4,968,281
Net increase (decrease) from Operations	(73,780)	509,189

Strategic Plan Initiatives (with Budget Impact)

- ▶ Strategy: LinkedIn advertising to raise awareness
- ▶ Invest in targeted campaigns that can potentially reach mental health and addiction professionals on LinkedIn
 - Note: Professionals who support the families and friends of alcoholics are grouped under “addiction” professionals.
- ▶ Budget Impact: Advertising campaign developed
- ▶ Estimated: \$12,000

2021 Budget Comments



Contributions are still needed to maintain consistent revenue in 2021



Literature sales are projected to remain below historical levels



Majority of projects require labor resources not necessarily capital



Will monitor budget and adjust in July as needed

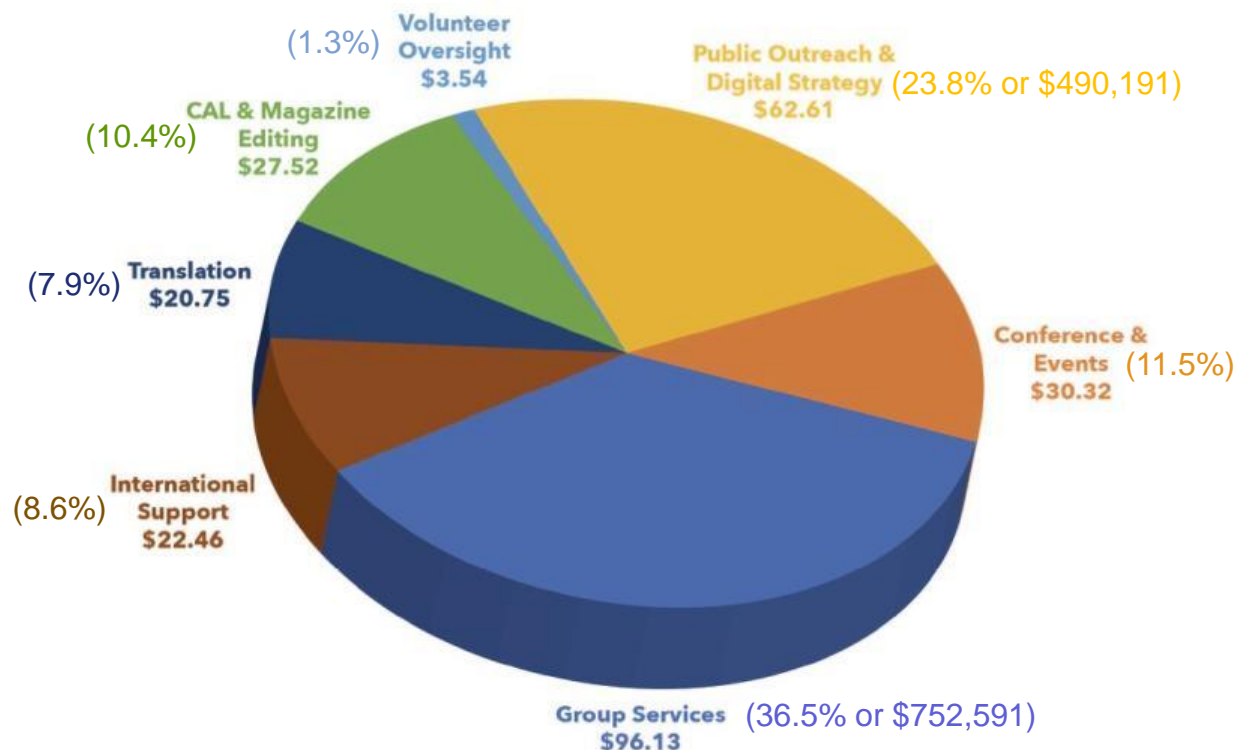
As of Q1 2021, we are on track!

2020 WSC Cost of Services and Donations per Group

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Cost of WSO Services Allocated across WSC Registered Groups

Cost of Services Per Group \$263.33



	Total # of USA & Canadian AFGs
2017	14,749
2018	14,551
2019	14,429
2020	14,042

Down 4.8% since 2017!

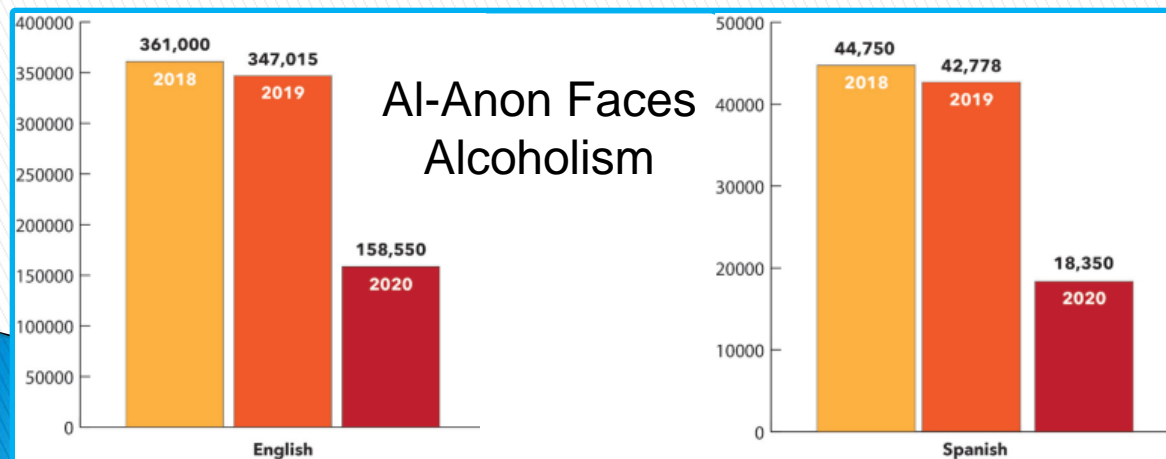
US & Canada Totals	2020	2019	Colorado Groups	2020	2019
% Groups Donating	58.7%	64.5%	% Groups Donating	70.0 %	66.8 %
Ave. Group Donation	\$175	\$153	Ave. Group Donation	\$170	\$134
Cost / Group	\$263	\$304	Cost / Group	\$263	\$304

2020 WSO Annual Report- Literature-

What is the status of the New Daily Reader

- ▶ Status of our New Daily Reader (working title)
 - In 2020, a total 1,887-member sharings were evaluated by the Associate Director of Literature and the 14 Literature Committee members. After intense work, a first draft was created and evaluated, and hundreds of opinions sent back to the writer/editor to create a near final draft.
 - In the first half of 2021, the near draft was sent to the Literature Committee for the beginning of its CAL approval.
 - Once the book undergoes the rest of the CAL process, it will be introduced in July 2023 at the Al-Anon International Convention.
 - The goal is to provide a helpful source of recovery to all Al-Anon members for years to come!

2020 WSO Annual Report- Literature Sales



2020 WSO Annual Report- Public Outreach and Digital Strategy

Public Service Announcements (PSAs)

- now being distributed in digital formats only by a third party
- plays have been greatly increased
- members no longer need to approach stations.

New Posters for use by Areas & Districts

- High demand “Trapped in a Bottle” posters have been created and licensed
- Areas and Districts can now update these posters with their contact information without WSO approval.

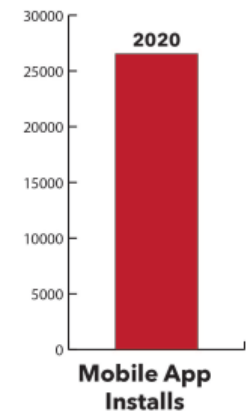
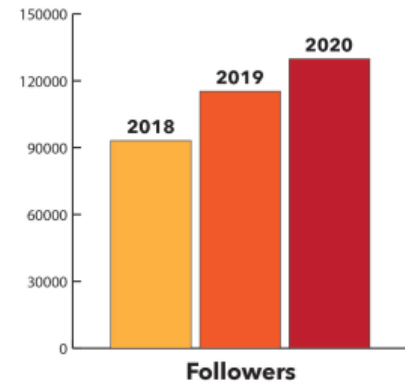
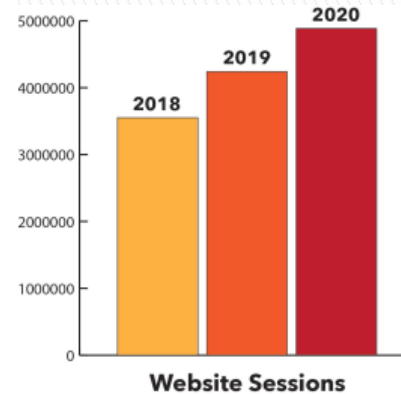
Outreach to the Professionals

- New outreach effort with WSO and on Area through “LinkedIn” to directly reach Addiction and Mental Health Professionals.

Competitive Analysis Project

- Al-Anon has evaluated “competitors” to learn from other recovery programs how they are attracting a younger, more diverse audience.

Digital Strategy Connections



2020 WSO Annual Report

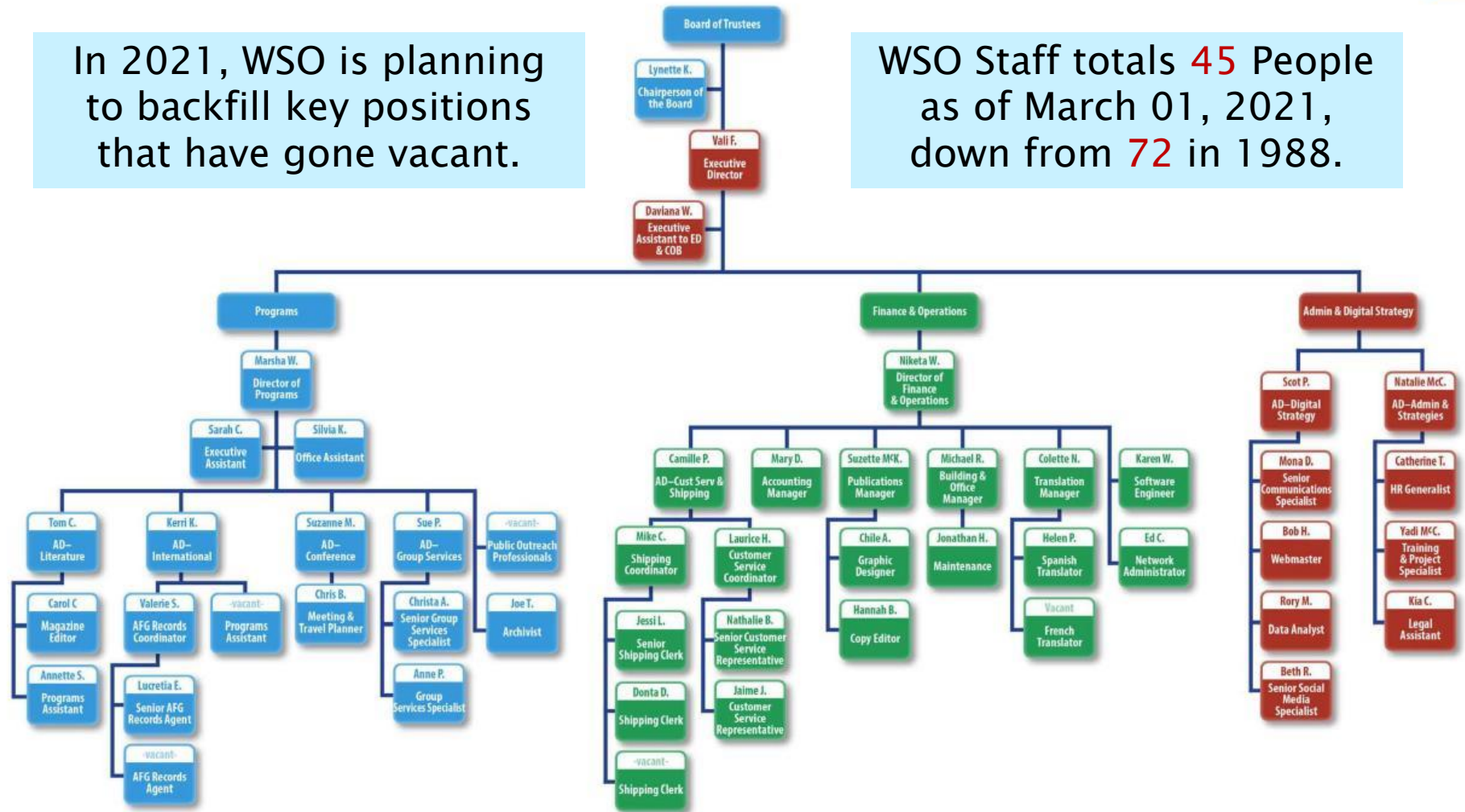
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World Service Office Organization Chart - March 01, 2021



In 2021, WSO is planning to backfill key positions that have gone vacant.

WSO Staff totals **45** People as of March 01, 2021, down from **72** in 1988.



Confidential - Property of Al-Anon Family Group Headquarters, Inc.

2020 WSO Annual Report

2021 Plans for the AFG Inc.- Envisioned Future

- ▶ WSO will be very busy in 2021- Operations:
 - Back fill the departed and retired Staff members
 - Carry out the normal Group Support Operations for the year
 - Finish carry-over work from 2020, including the AFG Mobile App
 - Implementation the 2021 Member Survey and Development of the *2022-2025 Service Manual*
- ▶ WSO's Strategic Objectives for 2021
 - Increase the number of professionals referring clients to Al-Anon.
 - Use information gained in the recently completed **Competitive Analysis** regarding how other similar organizations **reduce the effects of Bias**, to develop our own Strategies to assist AFG, Inc. in addressing similar issues.
 - Evaluate what the barriers are for other AFG international structures to begin attending the World Service Conference.

2020 WSO Annual Report

Considerations for Planning the 2022 Strategic Objectives

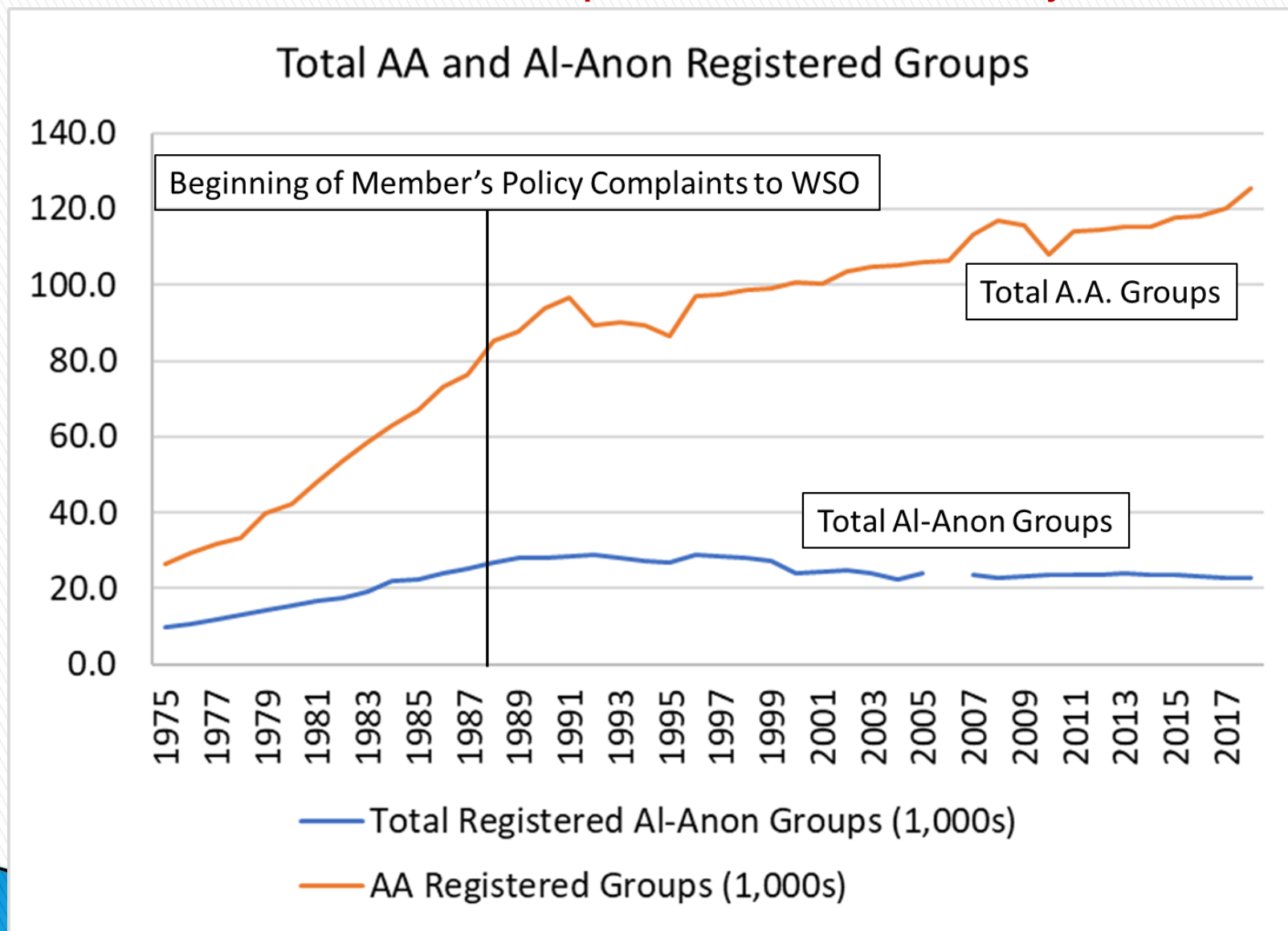
▶ Current Factors:

- Shifting demographics, Evolving technology, Multiple cultures and generations, Transformations in how members and the public receive information, and New digital competencies

▶ Developing Trends:

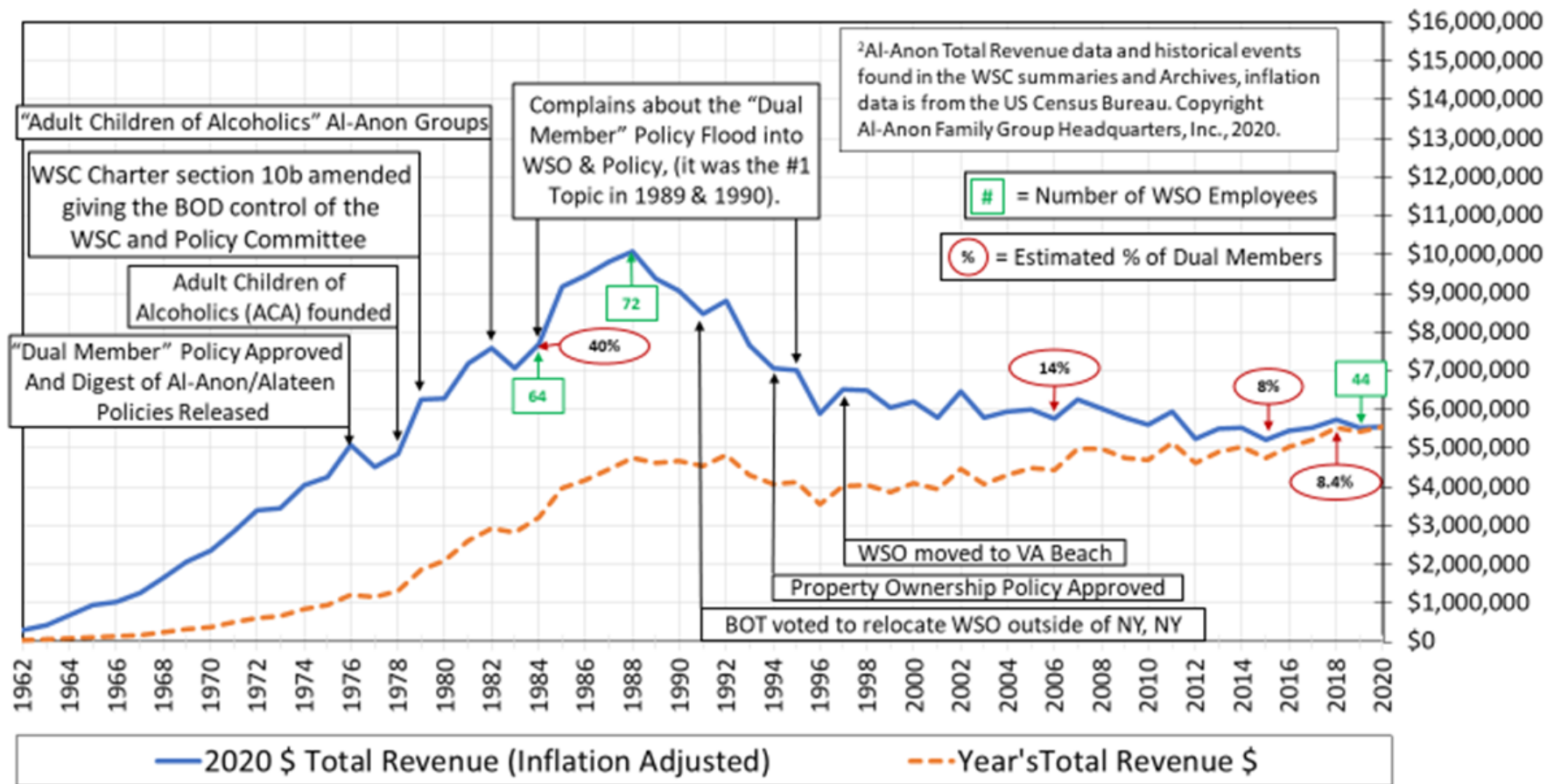
- Reduction in Face-to-Face meetings, Growth in International meetings, Increased participation from Spanish-and French-speaking members in electronic meetings, Continued development of the Al-Anon mobile app, AFG Inc's continuing financial dependence on sale of literature, the long-term effects of the COVID-19 pandemic, how to reduce the effects of **Bias**, and others.

Since 1988, the total # of AFGs have Decreased by 19%, while the Total # of AA Groups have Increased by 27%.



Since 1988, WSO has lower revenue, fewer staff members. And Al-Anon has fewer dual members & total # of Groups.

Al-Anon Headquarters Inc.-Total Revenue in Constant 2020 Dollars (inflation corrected) and Yearly Dollars (not inflation corrected)²



Delegates are now discussing why this is happening!

What to expect in 2021:



If our 2021 Donations meet the budget for 2021 then:

- ▶ Backfill empty **key WSO Positions** to catch up on delayed WSO projects
- ▶ Make Permeant Electronic Groups into registered AFGs
- ▶ Continued work on the new Al-Anon **Daily Reader**
- ▶ Continuing the expansion **of Al-Anon's Online Presence**
- ▶ Membership Survey, with **Longitudinal Study** to provide evidence-based research on Al-Anon's effectiveness

Continuing to Pursue Our Strategic Goals

STRATEGIC PLAN

CORE PURPOSE

Helping families and friends of alcoholics find hope and encouragement to live joyful, serene lives.

MISSION STATEMENT

Al-Anon Family Group Headquarters, Inc. is a spiritually based organization that helps the families and friends of alcoholics connect and support each other through meetings, information, and shared experiences.

CORE VALUES

- **Spiritually based:** adhering to our Legacies
- **Honest:** treating all equally, with integrity and respect
- **Transparent:** sharing process, content, and information
- **Self-supporting:** refusing outside funding

ENVISIONED FUTURE (2024-2029)

- AFG, Inc. is a global organization with technology-based operations that support the delivery of on-demand, barrier-free access to the program, information, meetings, and Sponsors.
- The research-validated effectiveness of the Al-Anon/Alateen program in addressing the family disease of alcoholism is recognized by professionals, schools, and religious leaders. Their recommendations to this program increase membership and expand its outreach.
- Society as a whole benefits from reduced health care costs, lower levels of incarceration, and increased graduation rates.
- Families and friends of alcoholics benefit from greater connectedness to support, no matter their location or language.

GOALS (2022-2024)

- **Goal: Members**
AFG, Inc. provides universal access to tools for recovery from the family disease of alcoholism.
- **Goal: Public**
Both the public and professionals recognize alcoholism as a family disease, and Al-Anon as the universally available, effective, and sustainable resource for those affected.
- **Goal: Organization**
AFG, Inc. has one global structure, increasing access to knowledge, resources, and the program.

Member Strategies

- Expand Technology
 - Improve **mobile app** to increase access to recovery for all generations
- Enhance Trilingual Communication
 - Hire freelance **translators** to help reduce backlog of CAL materials to be translated

Public Strategies

- Competitive Analysis
 - Application of discovered **differentiating characteristics** to improve Al-Anon.
- New Outreach to Professions
 - Using **LinkedIn**
 - New cost-effective approach
- Address Trademark & Copyright Violations
 - Protect Al-Anon's name and CAL on the internet in the form of social media and web sites

Virtual Visit to Bill and Lois's Historic Home, Stepping Stones



Stepping Stones Bill and Lois Wilson's Home

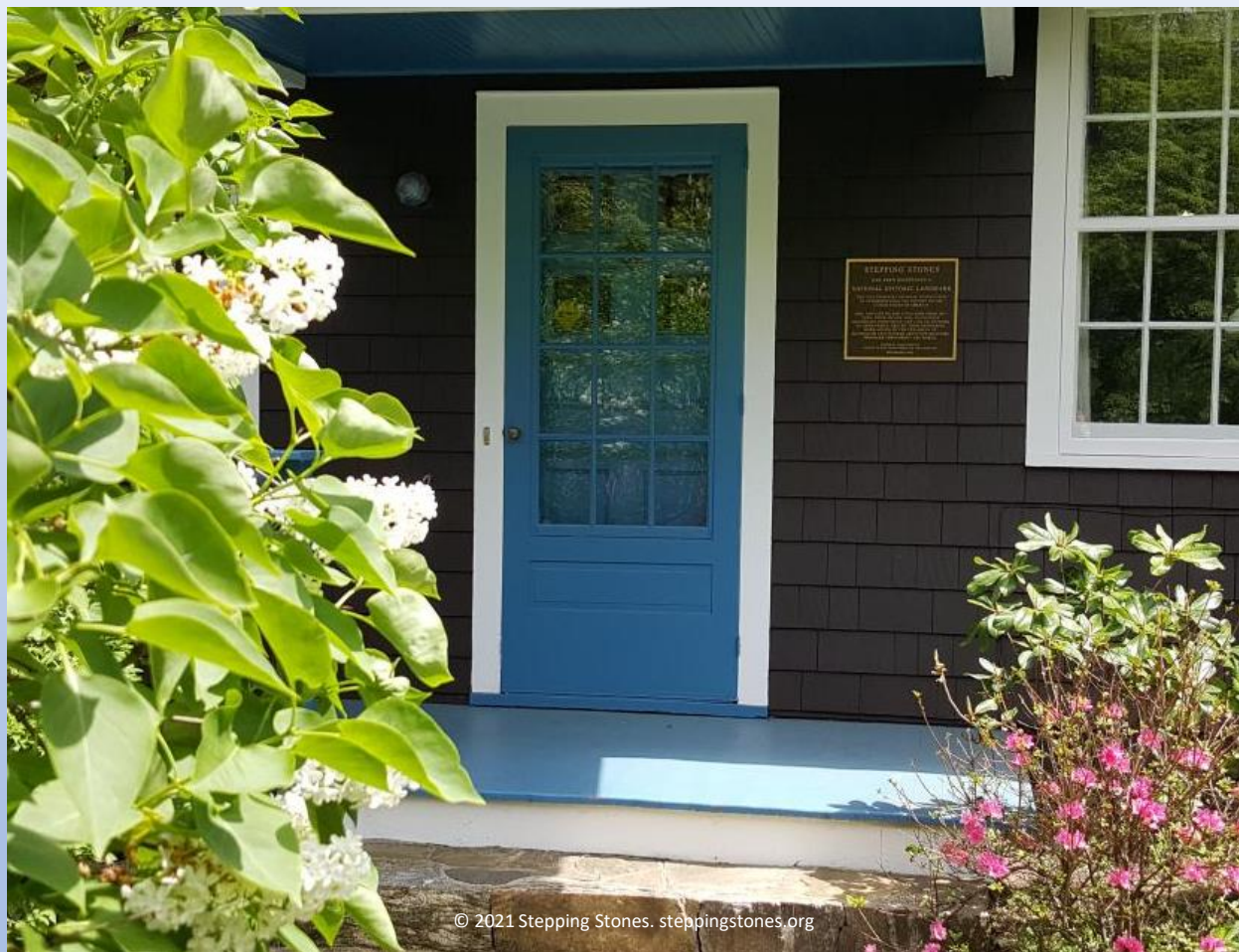


Stepping Stones Historic Home of Bill & Lois Wilson

Katonah, NY

Lois's Home
1941 to 1988

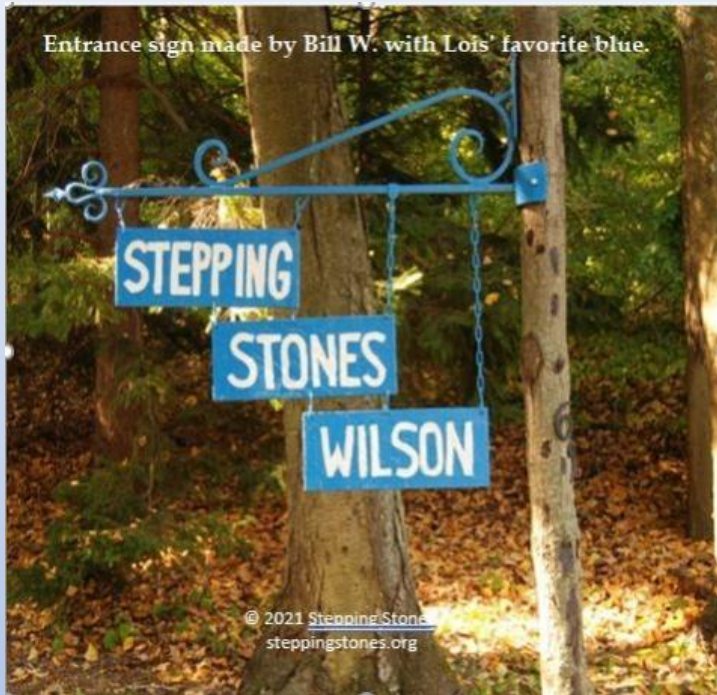
Founding Location of
Al-Anon Family
Groups



Stepping Stones Foundation

Founded by Lois in 1979

- Separate from AFG due to 12 Traditions
- In the **Spirit of Cooperation** offers tours & virtual tours and events
- Keeps Up the Tradition of the A.A .and A.F.G. Delegate visits & Lois' Family Groups Annual Picnic
- Fosters public understanding of alcoholism & inspires recovery



Virtual Event, News & Volunteer Announcement Email / Mail Sign Up Via

Email office@steppingstones.org

Website <https://www.steppingstones.org/>

Preserving a Legacy



© 2021 Stepping Stones. steppingstones.org

What Stepping Stones Preserves

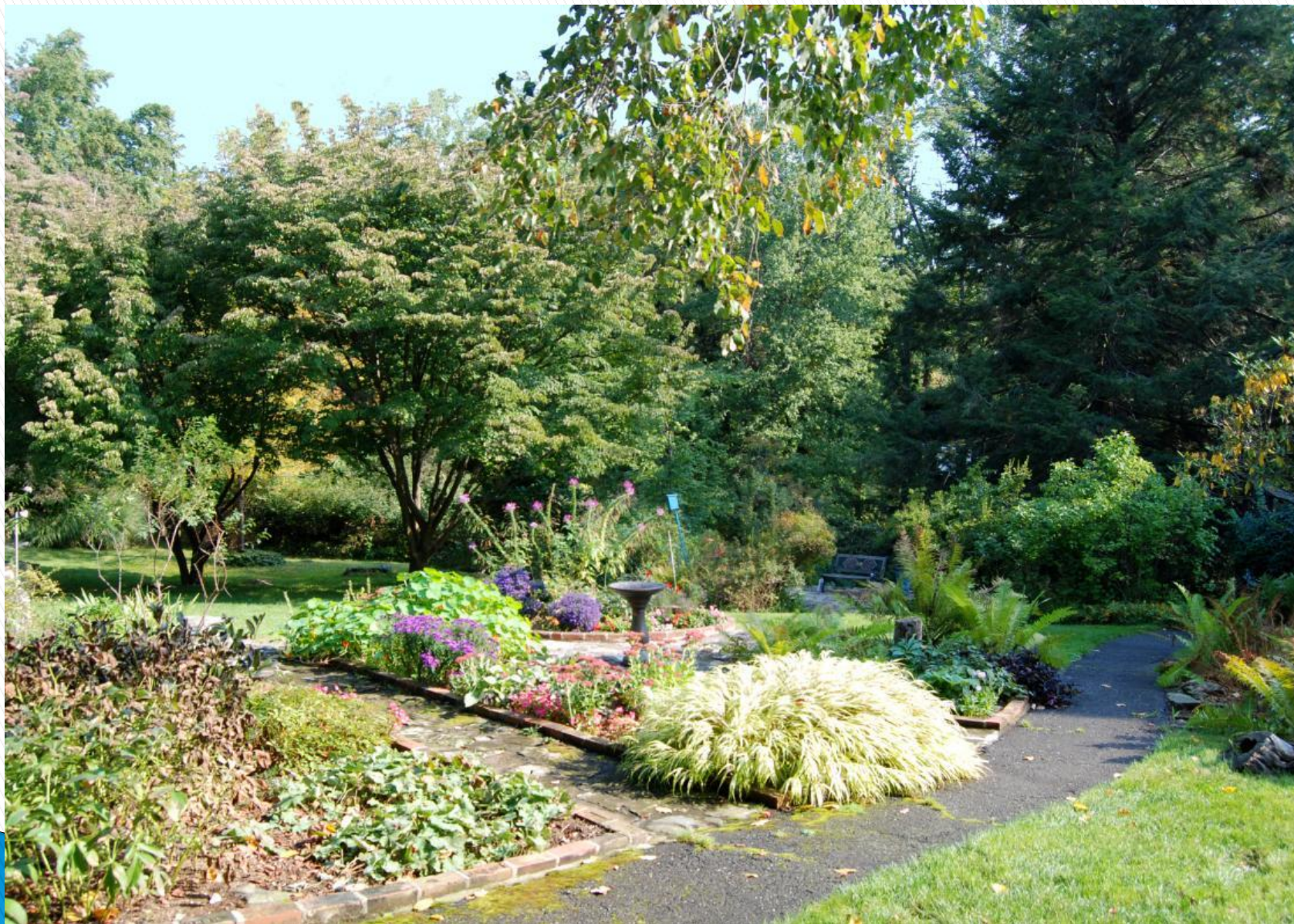
- **100,000 original documents**
- **Early A.A. and Early A.F.G. Manuscripts**
 - **Biographical Material**
 - **7,500 Photographs**
- **10,000 original objects, including memorabilia**
 - **6 Structures**
- **8.17 Acres of Grounds & Gardens**
- **Any Wilson-Related Material it Collects**

Stepping Stones Remote Volunteering

100+ Remote Volunteers are Needed for the Online Archive & More.

Email to Learn More: office@steppingstones.org

Stepping Stones: Lois Loved to Garden!



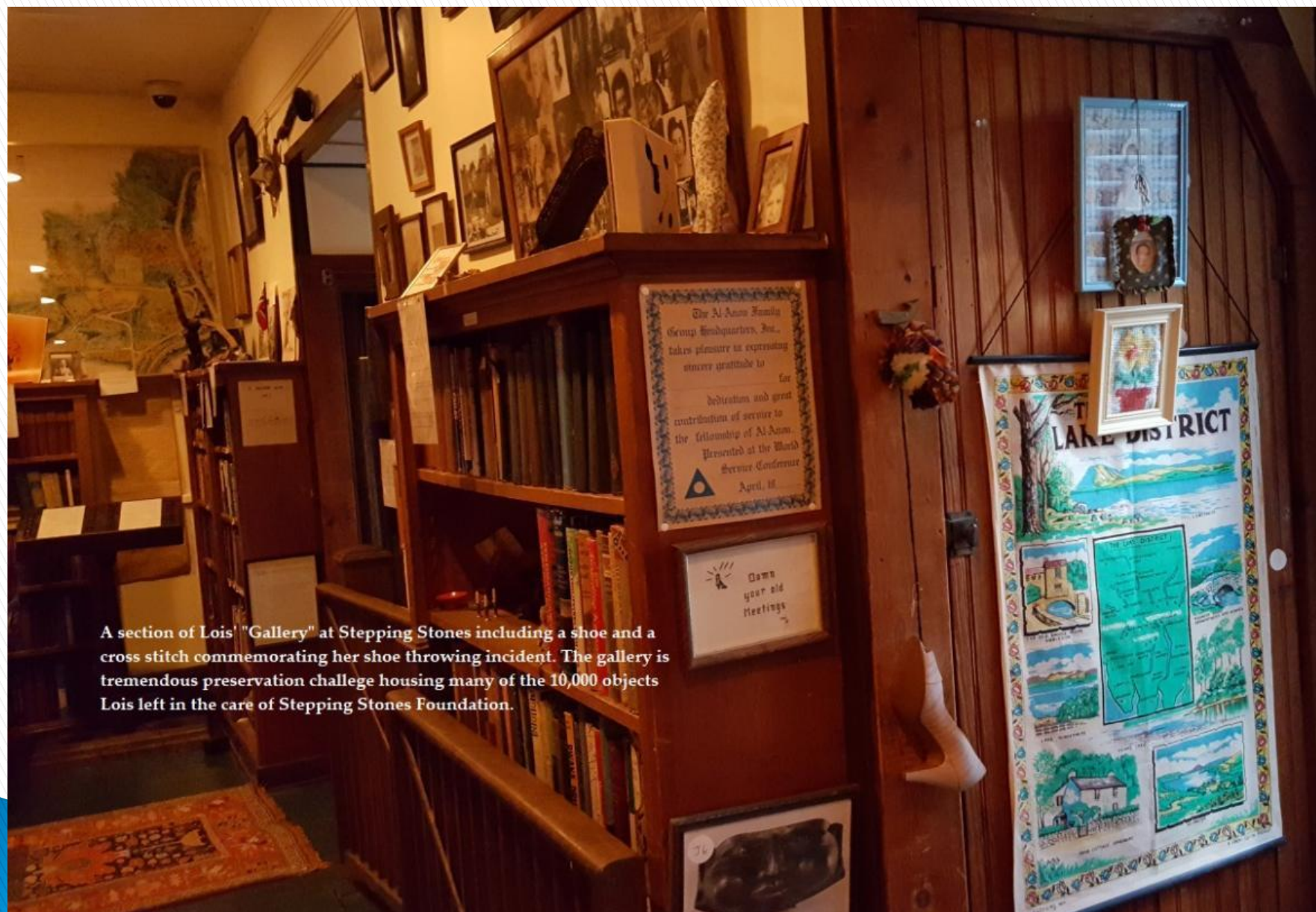
Stepping Stones: Lois Loved to Garden!



Stepping Stones: Lois Loved to Garden!



Stepping Stones: What's it like inside?



A section of Lois' "Gallery" at Stepping Stones including a shoe and a cross stitch commemorating her shoe throwing incident. The gallery is tremendous preservation challenge housing many of the 10,000 objects Lois left in the care of Stepping Stones Foundation.

Stepping Stones: What's it like inside?



Stepping Stones: What's it like inside?



This kitchen shelf at Stepping Stones shows that Lois' was ready for the 40 or so people who would drop by for coffee on a Saturday.

(Image courtesy Stepping Stones. All Rights Reserved.)

Stepping Stones: What's it like inside?



**Lois' Desk at Stepping Stones
where AFG was founded.
Courtesy Stepping Stones. All Rights Reserved.**

Stepping Stones: What's it like inside?





Bill W., 1895-1971
Lois W., 1891-1988

Copyright Stepping Stones. All Rights Reserved.

VIRTUAL
70th Annual
Stepping Stones
Lois Family Groups Picnic
Saturday, June 5, 2021
1 p.m. EST
Free

- Picnic Highlights:**
- Alateen, Al-Anon & A.A. Speakers
 - Global Premiere of a Play Based on the Wilsons' letters from our archive.



Register at
www.steppingstones.org

2021 WSC Major Takeaways

- My main personal takeaway is the Joy of Service that was so evident during the Conference.
- Gratitude for my participation in this WSC
- A heart full of love for Al-Anon around the globe
- Confirmation that everyone, from the newcomer to the BOT member is equally important
- Pride in being a part of adding 500 new AFGs to our service structure
- Joy in the attendance of our international friends and the continuation of translation
- Conflict resolution, concepts, and Big Dreaming tools
- Dates, time frames, and details of the Longitudinal Study, Survey, and 70th anniversary party
- The reports and praise of our WSC trusted servants
- Getting to meet the Trustees, Delegates, WSO members and everybody else.
- Our concern for Diversity in the fellowship was expressed with candidness, courtesy and respect.

Looking Forward



“New Daily Reader”
(working title) will be
released (in all three
languages) in **July 2023** at
the **Al-Anon International
Convention** in
Albuquerque, New Mexico!

I'll be there, and I'm
looking forward to seeing
you all there!



2023 Al-Anon International Convention with A.A. Participation

June 29 – July 2, 2023

A vibrant sunset scene with numerous colorful hot air balloons floating over a mountain range. The sky is a warm orange and yellow, and the mountains in the background are silhouetted against the light. The foreground shows the tops of trees with some autumn-colored foliage.

**June 29 – July 2, 2023
in Albuquerque!**

Why don't YOU become CO's next Delegate?

What are the Prerequisites?

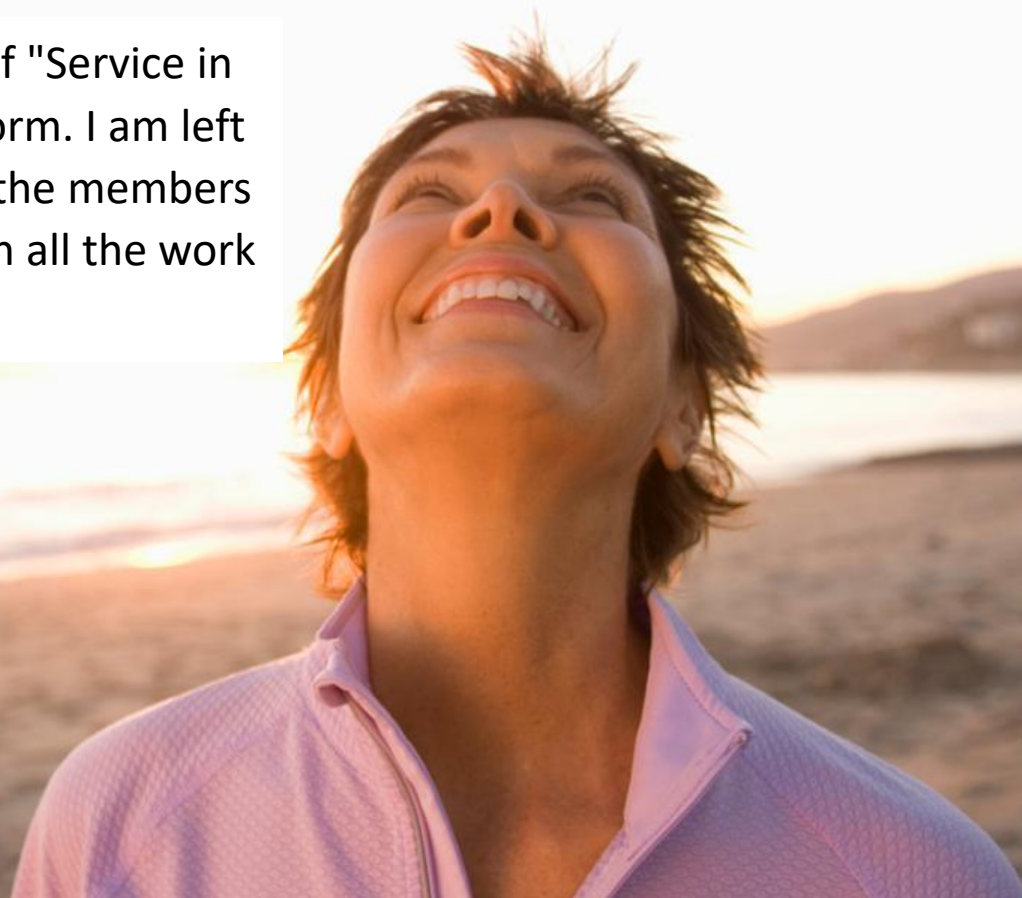
- Are you ready? Review the CO Delegate Description on the CO AI-Anon website. Read the Service Manual sections on Delegate.
- Do you have the time? What does your Higher Power say? What do you say? What does your Service Sponsor say? Is your family OK with it?
- Prepare a short statement on why you are qualified to be a good Delegate for the CO Area. It is to be read to the Assembly prior to the election.

What are the Benefits of being CO's Delegate?

- I got the opportunity to work closely with our beloved CO Area Officers and AWSC members!
- I learned the how and the why of our vast AI-Anon Worldwide Organization through the depths and weight of the Service Manual!
- I made the most beautiful new friends from across the USA, Canada!
- I got to know and love the amazing Delegates, Trustees, and members of the WSO of the World Service Conference! The WSC is the safest and most valuable place to be!
- I was tested and challenged, and I prevailed! I was loved and trusted, and I learned to do the same! My HP will be there with me, every step! And I and my program grew more than I ever imagined was possible!
- I was blessed in ways I never imagined even existed! And You will Be Too!

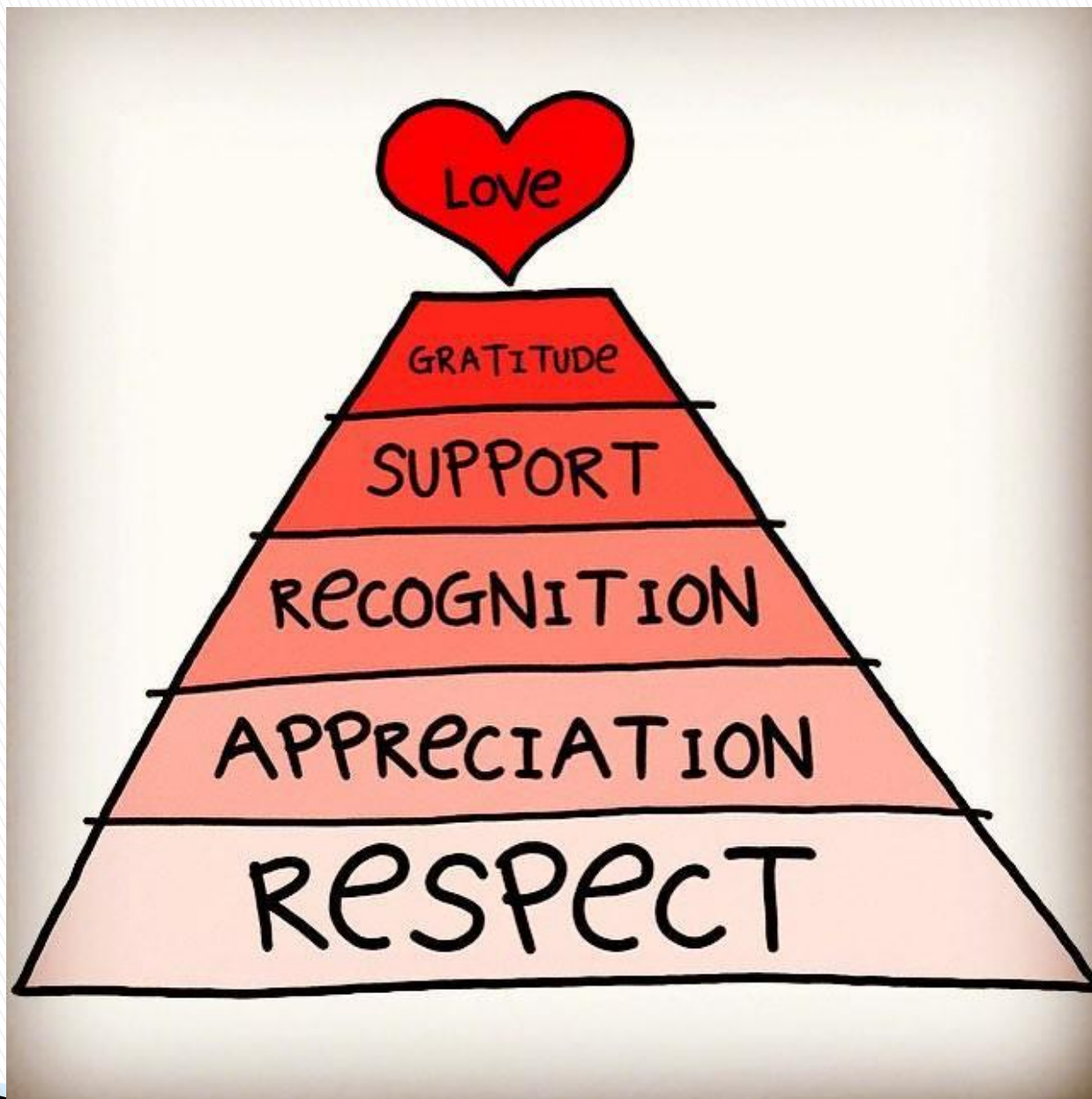
Most Spiritual thing I heard at Conference

“I have witnessed and been part of "Service in Action" at its highest and purest form. I am left with tremendous gratitude for all the members of the WSC and motivated to begin all the work that lays before me...”



Thank You for Your Time!
Are there any Questions or Comments?





What do Program Services Include?



Registers new groups



Supports international structures



Maintains and updates meeting locations



Produces new exciting literature



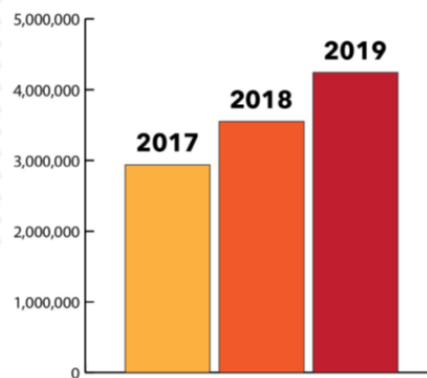
Prepares program and staffs the World Service Conference (WSC)



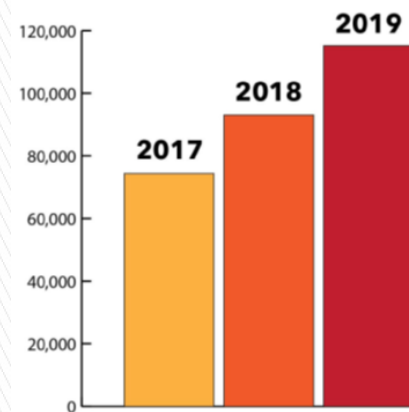
Maintains our website, enhances communications and develops PSAs



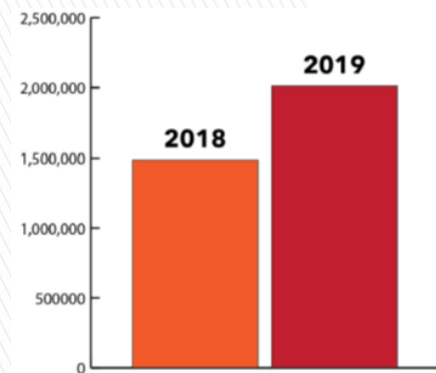
Attends professional conferences to share the AI-Anon message



Sessions



Followers

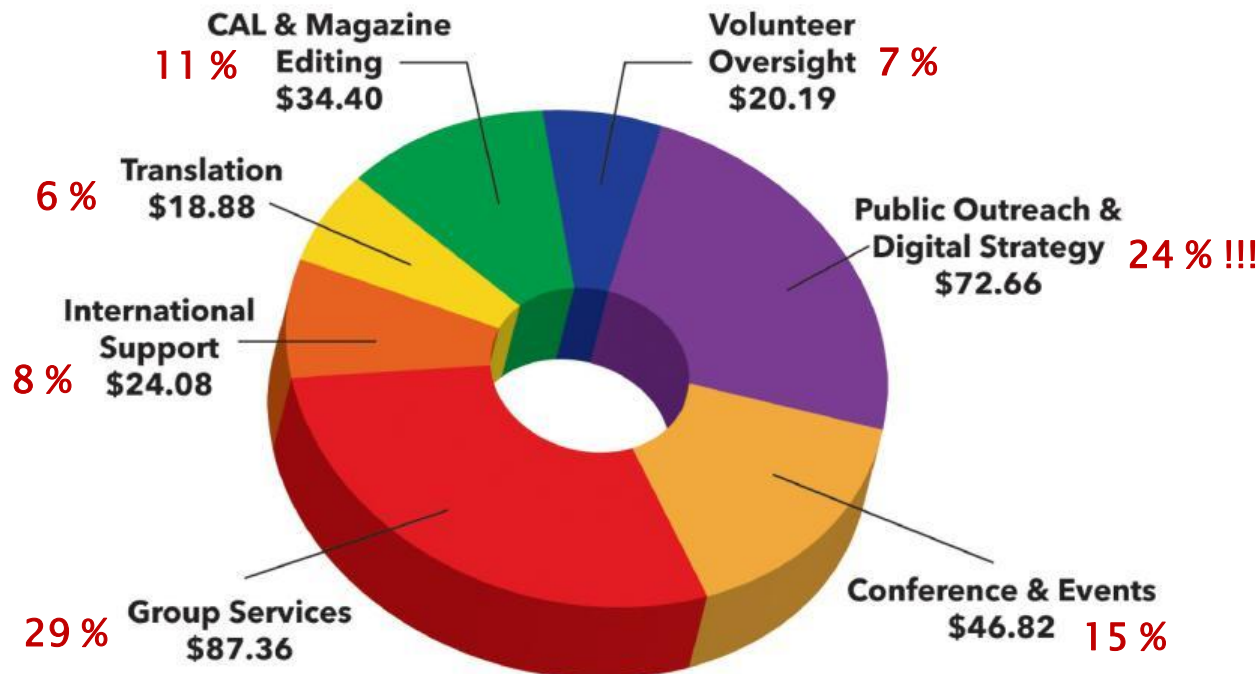


Meeting Searches



WSO Cost Per Group

Cost of WSO Services Allocated across WSC Registered Groups



US & Canada Totals	2019	2018
% Groups Donating	64.5%	64.1%
Ave. Group Donation	\$153	\$148
Cost / Group	\$304	\$292

Colorado Groups	2019	2018
% Groups Donating	66.8 %	67.1%
Ave. Group Donation	\$134	\$125
Cost / Group	\$304	\$292