
2022 Summer Assembly Delegate's Report

JULY 23, 2022





Updates & Announcements . . .

Service Manual

- **Groups at Work** is available for order
- **2022-2025 Service Manual** is available electronically [and is downloadable]
- **Print** will be out later this year [formerly, this Summer but delayed due to supply chain issues]
- **Already working on Spanish version v2**



Some exciting news!

Our Regional Trustee, Cindy M will be visiting for our November Assembly.

- *Cindy is on the Board and is also the Treasurer*
- *Drop me a line . . . What might you like her to share with us?*
 - *Role of a Trustee?*
 - *Road to being a Trustee?*

Save the Date!

Road Show! You and Your Board Connect

Cleveland, Ohio - Saturday, October 29th

- Trip to Dr. Bob's house in Akron on Sunday, October 30th
- Come join us!

Save the Date! 2023 Al-Anon International

- Albuquerque, NM
- June 29 – July 2, 2023
- Registration opens
November 1, 2022
- Room bookings available
after registration



2022 World Service Conference
Theme

***Enhancing Our Recovery through
Abundance, Unity, and
Understanding***

7

- Point of gratitude
- Love gifts in the back - please take some - chocolate didn't make it back
- Thank you for all the love and support you have given me in this role.
- I will publish all of my notes with the presentation.

2022 World Service Conference Business

Welcome to the continuation of the 62-year conversation . . .

- *Global Electronic Area (GEA)*
- *Policy Updates*
- *Alateen Recertifications*
- *Financials*
- *Chosen Agenda Items*
- *Mega Issue*

World Service Conference 2022 Motions

Seven motions (all CARRIED):

1. Motion to Admit the Global Electronic Area (GEA)
2. Seating Motion
3. 2021 Audit Report
4. 2022 Finance Committee Report
5. WSC Charter Housekeeping
6. 2021 Annual Report
7. Social Media Policy Changes

2022 World Service Conference Global Electronic Area (GEA)

- The original request to form an Area came from the Groups via Electronic Meeting Work Group (EMWG) formed in 2018 after discussion at WSC open Policy committee meeting in 2017
- After EMWG presentation at 2021 WSC, motion was passed to recognize electronic groups as AI-Anon Family Groups
- January 2022 - 249 Electronic Group Representatives were registered to attend the election Assembly
- The Delegate was elected and the request to join WSC were made by the established deadline for the 2022 Conference using the process established in the Service Manual.
- The 2022 WSC voting members voted to seat the GEA Delegate with voice and vote.
- Area 68 was added to the WSC.

10

Global Electronic Area (GEA):

At Spring Assembly, I committed to come back to Colorado with more information about the Global Electronic Area, including how the idea of the Area came to pass.

- How was it decided to create a Global Electronic Area?
- Electronic Meeting Work Group (EMWG) originally formed in 2018 based on 2017 WSC Open Policy Committee Meeting (2018 WSO Annual Report).
 - The Work Group was charged with exploring ways to reach out to electronic meetings and finding ways to allow them to fully participate in the fellowship.
 - At the 2018 WSC, the EMWG shared in it's presentation that it is to review existing archival material about the topic so that it can determine how to improve the WSO's understanding of electronic meetings' needs and wants, and how the WSO can help the members in these meetings achieve AI-Anon's primary purpose.
 - Through EMWG members' regular attendance at CMA meetings hosted by the WSO – it had become aware of the strong desire of these meetings to be a part of the service structure, to provide the opportunity for its members to share their voices through the groups and an elected Delegate.
- 2021 WSC:

- 2021 WSC passed a motion to recognize electronic groups as Al-Anon Family Groups
- 2021 WSC also included motions to amend the Policy Digest and World Service Handbook that paved the way for the newly recognized electronic Al-Anon groups to form their own Area, elect a delegate and petition the WSC to become part of a service structure.
- First Motion of the 2022 Conference was to seat the GEA Delegate with voice and vote. Many questions and comments from various Delegates.
- Process:
 - Creating the Global Area did adhere to the Service Manual, including the established timeline to prepare for WSC
 - Followed the Area Procedures for Joining the Conference on pages 169-170 of 2022-2025 SM
 - Temporary Chairman p 148
 - WSO had to return to language in the Handbook from 1990s to confirm how Areas joined the Conference where language was omitted from Handbook; found in archives
 - Contemplate the interim steps such as the selection of a Designated Chairperson prior to election of a Temporary Chairperson
 - Started w the CMA community
 - CMAs were invited to form a Task Force to work w WSO to elect a CMA as Temporary Chairperson to communicate with the groups about formation of the new Area.
 - Then began the election process –
 - Creating an ad hoc means of capturing GR information since the current WSO technology had not been designed to support GRs for the electronic meetings.
 - encouraging meetings to spread the word about the upcoming Area Officer election Assembly
 - The Delegate was elected and the request to join WSC were made by the deadline for the 2022 Conference.
 - In Summary: the GEA got a lot of help from WSO.

2022 World Service Conference Global Electronic Area (GEA)

My Takeaway:

- Tradition One: Unity
- Tradition Five: Primary Purpose
- Concept One: The ultimate responsibility and authority for Al-Anon world services belongs to the Al-Anon groups.

11

- Tradition One:
 - Before pandemic, there were less than 1/3 of the groups that exist now.
 - The Electronic Groups were only supported by a small team at WSO that did not grow during pandemic. The WSO team was incredibly responsive, but the job was huge.
 - Our common welfare comes first
 - Many Voices One Journey details the early days of Al-Anon when all the groups were doing different things and Lois started writing letters to begin the conversation of getting the groups better aligned.
 - There are many stories of electronic groups out there doing different things that challenge our Legacies and affect Al-Anon as a whole.
 - Protect Al-Anon as a whole
- Tradition Five: Our primary purpose – to help families of Alcoholics, including newcomers! We must make it simple to find us, which is hard to do that in two separate locations at once – hence the conversation about meetings in multiple locations.
- Concept One: The group conscience was clear – The majority voted to support moving forward remembering that our founders didn't have it all figured out in the beginning either.

- Finally, GEA still has a LOT of work to do and could benefit from the same support structure we all enjoy.

2022 World Service Conference Electronic Meetings – The Long and Short of It

- Hybrid Meetings (meeting online AND in person together)
 - No Change
 - In fact, WSO has made changes to their database and web search to accommodate hybrid meetings better.
- Temporary Online Meetings (some have gone back in person & some remain online in a separate meeting)
 - WSO encourages the temporary online portion of the meeting to register separately
 - Select either the new Global Electronic Meeting OR a Geographic Area to join
 - WSO is not forcing solutions . . .

12

- WSO not forcing a solution; however . . .
 - If a meeting is reported as 'not meeting' WSO will reach out and mark a meeting inactive. AGRC can speak more to that process
 - Hard to meet our Fifth Tradition if newcomers can't find us.
 - Let's talk about Colorado's Next Steps.

2022 World Service Conference Electronic Groups - Next Steps for Colorado

1. **Decide *if* Colorado wants electronic groups or not –**
 - **UPDATE: Spring AWSC voted to send this matter to Assembly for vote.**
2. **Decide *how* the groups will fit into the links of service**

13

- IF:
 - Delegate tells WSO we will accept electronic meetings and that we have a process to do so.
 - If a meeting is already in the GEA and wants to move to Colorado, both GEA and Colorado co-petition to make the change.
 - The meeting will be flagged as part of Colorado Area like any other meeting in Colorado
- HOW:
 - Colorado Area can decide how we would like to layer in electronic groups.
 - AFG Connects has much discussion on this and guideline changes in other Areas



2022 World Service Conference Chosen Agenda Items

2022 World Service Conference Chosen Agenda Items (CAI)

- **Each Area could submit up to 2 agenda items**
- **54 total agenda Items submitted**
- **Each Area voted for their top 18**
- **Down selected to 3 based on vote**
 - **One selected**
 - **Voted on second from remaining 2 at Conference**

2022 World Service Conference Chosen Agenda Items (CAI) – From Colorado

CAI1:

Inclusive Language: Avoiding expressions/words considered to exclude groups of people is a key topic especially to younger members.

Discussion:

As our fellowship's average age continues to rise and our group counts continue to shrink:

- What are the advantages, disadvantages & challenges of polling our groups about revising our CAL up to and including our Legacies for updates to gender neutral / inclusive language?
- How might we prepare to amend the language in our Legacies as an act of good faith allowing the conscience of our fellowship to come forward?

CAI2:

Modeling Spiritual Principles: How do we work together in a spirit of cooperation in order to be a model of spiritual principles in the rest of the fellowship?

Rationale:

In today's ever changing world, as leaders within our fellowship, how do we model and provide the resources to our membership to fully embrace and utilize the spiritual principles contained in our Legacies when experiencing conflict?

- Takes us into our first workshop on CAI2.

Workshop – Spiritual Principles in our Legacies

- Introduction - 10 minutes
- Groups - 5 minutes
- Identify the Spiritual Principles in the Legacies assigned to the group - 30 min or so
- Report back to the Assembly - 15 minutes

17

One of the Chosen Agenda Items Colorado submitted was CAI2:

Modeling Spiritual Principles: How do we work together in a spirit of cooperation in order to be a model of spiritual principles in the rest of the fellowship?

Rationale:

In today's ever changing world, as leaders within our fellowship, how do we model and provide the resources to our membership to fully embrace and utilize the spiritual principles contained in our Legacies when experiencing conflict?



Lunch Break . . .

2022 World Service Conference Policy & Charter Updates

World Service Conference Charter Update

- Housekeeping Updates drafted by Conference Leadership Team (CLT) to support creation of Global Electronic Area (GEA)
- Board Responsible for the Charter, but WSC votes on recommended changes
- Updates:
 - Revising 2.c. Composition to clarify the World Service Conference Structure rather than United States and Canada
 - Revising subtitle and content of – “5. State and Provincial Assemblies: Purpose of” to “6. Assemblies: Composition of”
 - Clarity to 5. a. adding in a leading clause “In each Area within the WSC Structure . . . ”
 - Composition – Cleanup of language to include non-Geographic Areas (Section 6.a)
 - Clarify world service Conference Structure rather than “each state and province” and removing “in a central location”
 - Clarify the World Service Conference rather than United States and Canada

20

- This was largely cleanup of language to include GEA
- Removed “geographic” words
- Reflection: Seemed like a lot more than “housekeeping” to me, but a Delegate confirmed that the 2021 WSC had asked WSO/BOT to clean up any remaining “geographic” language as needed - and that’s what was done.

Social Media Policy Updates

- Policy Digest changes proposed by Public Outreach in Relation to Social Media Task Force
- Further modifications made as a result of WSC member feedback
- Key changes:
 - AFG encouraged to adhere to Legacies when using Social Media given the global reach
 - Confirming that the WSC “has granted the WSO sole responsibility for creating public outreach messages with national and international reach.”
 - GSOs and national structures can create blogs, profiles or social media pages for public outreach relevant to the membership they serve; ensure consistency with public outreach messages created by WSO
 - Groups do not create social media pages. Groups are encouraged to support Service Arms and Entities’ public outreach efforts.

21

Service Arms = (Areas & Districts)

Service Entities = (AISs/Intergroups)

- Largely around ‘who’ has responsibility for creating public outreach materials

Open Policy Committee Meeting

Topic: Group Name Selection

- Chosen Agenda Item submitted by another Area
- Raised questions to Policy Committee about Group Naming / Registration -> Global Electronic Meeting registration in Geographic Areas

22

- Insightful to see the process of group name selection review
- Encourage spiritual naming convention related to the program
- Example given: “Women Who Run with Wolves” which is a book, non CAL

2022 World Service Conference Alateen Recertification

2022 World Service Conference Alateen Recertification - Colorado

- All Areas recertified by the June 15, 2022 recertification date – Thank you!
- Hearing that Alateen meetings are closing for lack of AMIAS; also getting notifications of new Alateen meetings.
- If the deadline is missed:
 - Submit the Area Safety & Behavioral Requirements (ASBR) for review by local counsel (4-6w)
 - Send ASBRs for WSO approval (4-6w)
 - Train all AMIAS according to Area process
 - Complete NEW background checks (unless legally current)
 - Open/reopen Alateen Meetings

24

- Alateen Recertifications
 - Colorado –
 - Made the 2022 recertification date
 - Hearing that Alateen meetings are closing for lack of AMIAS; also getting notifications of new Alateen meetings.
 - If the deadline is missed:
 - Submit the ASBR for review by local counsel (4-6w)
 - Send ASBRs for WSO approval (4-6w)
 - Train all AMIAS according to Area process
 - Complete NEW background checks (unless legally current)
 - Open/reopen Alateen Meetings

2022 World Service Conference Alateen Recertification

Long Certification process timeline beginning in 2002 with WSC Delegates identified Alateen safety as a high priority

- 2003 Board approved Alateen Motion (p. 232 of 2022-2025 Al-Anon/Alateen Service Manual) – Minimum Safety & Behavioral Requirements
- Original deadline June 30, 2005
- 2018, extended to June 15
- June 2019, extended grace to areas missing deadline
- June 2020, deadline extended to August 15 due to pandemic
- June 2021, 11 Areas miss deadline

Widespread Impact – 98 meetings inactivated

25

- Alateen Recertifications
 - Long Certification process timeline beginning in 2002 with WSC Delegates identified Alateen safety as a high priority
 - 2003 Board approved Alateen Motion (p. 232 of 2022-2025 Al-Anon/Alateen Service Manual) – Minimum Safety & Behavioral Requirements
 - Original deadline June 30, 2005
 - 2018, extended to June 15
 - June 2019, extended grace to areas missing deadline
 - June 2020, deadline extended to August 15 due to pandemic
 - June 2021, 11 Areas miss deadline
 - Widespread Impacts
 - 98 groups inactivated
 - Broke WSO's heart to inactivate the meetings, but how many times can we extend the deadline?
 - Feedback to WSO from teens – Do they feel seen?
 - Feedback wo WSO from other Al-Anons – How do we treat each other? There are people on the other end of the phone calls and emails.



2022 World Service Conference Finance Reports

2022 World Service Conference Financials

2021 –

- Actuals came in \$160,000 favorable to budget

2022 –

- Increased budget includes full headcount; currently 4 to 5 resources short
- Currently nearly 70% of full year net negative income through 3/31/22.

AL-ANON FAMILY GROUP HEADQUARTERS, INC.

2022 OPERATING BUDGET

	2022 Preliminary Budget	2021 Revised Budget	YTD Audited Actual
Total Estimated Revenue	5,460,061	5,100,135	5,173,609
Total Expense	5,813,175	5,333,888	5,249,675
Net increase(decrease) from Operations	(353,114)	(233,753)	(76,066)

- In 2021:
 - Revised budget was passed
 - Surpluses were donated to WSO which helped greatly reduce the deficit.

2022 World Service Conference Financials - Group Services

100% of Groups are using services, but only 52% of groups contributed in 2021.

Services include (but not limited to):

- Group registration & meeting database maintenance
- Reading CAL at meetings
- Calling WSO to find a meeting
- Using Mobile App for a Zoom meeting
- PSAs playing on TV stations

***These services apply whether a group is online or geographically based.

28

2022 World Service Conference Financials - Budget Shortfall - What is the REAL cost?

- **Staff is running 4 headcount short of full.**
- **In addition to day jobs:**
 - **Delivered the mobile app**
 - **Longitudinal study**
 - **Increased Presence on Youtube**
 - **Group Services for electronic group surge**

2022 Strategic Projects:

- **New Literature / New Newcomer Content**
- **Enable Electronic Payments from AFGs**
- **Others**

29

- Staff is incredibly responsive, but workload is not sustainable at current staffing levels
- Donations/Literature sales needed to maintain operations

2022 World Service Conference Financials - What is the cost to support each group?

\$283.33/group/year -> **\$23.61/month -> Electronic or geographic!**

If all registered groups (13,841) in 2021 contributed the cost per group of \$283.33 that would equal \$3,921,571 in contributions!

If all the groups that contributed in 2021 (7,179) contributed the cost per group of \$283.33, that would equal \$2,032,590 in contributions, which is 71 percent of our goal!

Reminder: Bills come in monthly even if revenue doesn't . . .

30

2022 World Service Conference Finances – Sustainability

- Encourage Contributions
- Consider Spiritual Principles
- Support Literature Distribution Centers / Literature & Forum Sales
- Create a budget . . .

31

- Encourage Contributions
 - Consider accepting electronic contributions
 - Encourage the links of service to contribute electronically
 - Encourage members to set up sustaining contributions (b'day, bequeath, monthly)
 - Use Tradition Seven in financial discussions
 - Discuss the benefits we have received from being part of a worldwide fellowship
- Consider ways in which our personal recovery is enhanced when we make direct contributions to the WSO and service arms. Consider Spiritual Principles
 - Discuss the spiritual principles that enhance abundant thinking with regard to financial matters
 - Have spiritually based conversations when talking about finances with our families, groups, District and Area
 - Study the Al-Anon Legacies which guide us in addressing our fears of financial insecurity and assure us we will always have enough
 - Apply the spiritual principles found in our Legacies to make financial challenges manageable
 - Take regular inventories at all service levels to inspire abundant thinking.
- Support LDC

- Encourage groups to purchase a variety of literature from their local LDC
- Explain the importance of purchasing literature through local LDCs or AFG, Inc. Emphasize the need to be self-supporting and sustainable for the future.
- Use the entire CAL library in meetings, workshops and personal recovery
- Get a Forum Subscription for \$11/year!
 - CO has 462 Forum Subscriptions/467 Copies
 - CO has ~230 Groups.
 - We have a lot more members than that . . .
 - What if we all got a personal subscription?
 - Share all forms of CAL with newcomers
- Create a budget:
 - Incorporate Tradition Seven and Warranty One when discussing finances
 - Inspire abundant thinking within all service levels when creating a budget
 - Consider including public outreach and a prudent reserve when developing budgets for groups and/or Districts
 - Provide regular and transparent financial reports.

Create a Budget

Incorporate Tradition Seven and Warranty One when discussing finances.

Inspire abundant thinking within all service levels when creating a budget.

Consider including public outreach and a prudent reserve when developing budgets for groups and/or Districts.

Provide regular and transparent financial reports.

Support Literature Distribution Centers (LDCs)

Reach out through AFG Connects to establish an LDC in your Area.

Encourage groups to purchase a variety of literature from their local LDC. See catalogue S-15 and order form S-16.

Explain the importance of purchasing literature through local LDCs or AFG, Inc.; emphasize the need to be self-supporting and sustainable for the future.

Create a more consistent, uniform, and professional presence for the delivery of online literature services.

Use the entire Conference Approved Literature (CAL) library in meetings, workshops, and personal recovery.

Share all formats of CAL with newcomers.

Strategies for a Sustainable Future...

Encourage Contributions

Consider accepting electronic contributions.

Encourage the links of service to contribute electronically.

Encourage members to set up sustaining contributions.

Use Tradition Seven in financial discussions.

Discuss the benefits we have received from being part of a worldwide fellowship.

Consider ways in which our personal recovery is enhanced when we make direct contributions to the WSO and service arms including the Area, Districts, and the local AIS/LDCs.

Consider Spiritual Principles

Discuss the spiritual principles that enhance abundant thinking with regard to financial matters.

Have spiritually-based conversations when talking about finances with our families, groups, District and Area.

Study the Al-Anon Legacies which guide us in addressing our fears of financial insecurity and assure us we will always have enough.

Apply the spiritual principles found in our Legacies to make financial challenges manageable.

Take regular inventories at all service levels to inspire abundant thinking.

32

2022 World Service Conference Finances - What if we budget differently?

What if we budget differently? ->

**→ What does the chair I'm sitting in
cost?**

****** This budget may differ by group
depending on attendance.**

	Month	Week
WSO	\$ 23.61	\$ 5.45
Area	\$ 7.95	\$ 1.84
District	\$ 6.32	\$ 1.46
AIS	\$ 5.00	\$ 1.15
Meeting	\$ 93.75	\$ 21.65
TOTAL per Group		\$ 31.55
Average Members/Week		10
My weekly chair cost:		\$ 3.16

*** Sample budget**

33

- Equalized Expense:
 - Like WSC, some Areas pay the full expense, some pay the equalized expense and some pay less?
 - Tradition 7 – What other ideas do we have to be fully self-supporting?



2022 World Service Conference Chosen Agenda Items

2022 World Service Conference Chosen Agenda Items (CAI)

- **Each Area could submit up to 2 agenda items**
- **54 total agenda Items submitted**
- **Each Area voted for their top 18**
- **Down selected to 3 based on vote**
 - **One selected**
 - **Voted on second from remaining 2 at Conference**

2022 World Service Conference Chosen Agenda Items (CAI) - Selected

CAI1:

4. Helping Members Recognize that Service Participation is Vital to Personal Recovery and to the Future Availability of Al-Anon to Family and Friends of Alcoholics

- Historically, many members attend Al-Anon meetings for relief, rather than recovery, not recognizing that service is an integral component of this program. Two years of limited access to seeing service in action presents us with a unique opportunity to re-emphasize the necessity of participating in service for healthy personal recovery and to provide for the long term stability of Al-Anon Family Groups as an organization. How can we see Concept 9 come to life?

CAI2:

16.Rebuilding Alateen Meetings after the Pandemic and Alateen's 5th Tradition

- Alateen attendance decreased dramatically during the pandemic. The absence of seasoned members creates a void for new members who are lacking recovery experience. How can we support Alateen as it rebuilds after the pandemic in keeping with Alateen's 5th Tradition? Each Alateen Group has but one purpose: to help other teenagers of alcoholics. We do this by practicing the Twelve Steps of AA ourselves and by encouraging and understanding the members of our immediate families.

36

- CAI2 - Alateen Meetings – An interesting point was made:
 - To get Alateen going again, Al-Anon meetings need to return to in person.
- CAI1 will takes us into the our next workshop on “Barriers to Service.”
 - Colorado struggled to fill all service positions
 - Many other Areas had the same issue as do our Trustees



2022 World Service Conference Service Participation

World Service Conference 2022 Trustees

- Number of Trustee positions
 - 9 At Large
 - 9 Regional
- Number of Open Trustee Positions
 - 3 At large
 - 2 Regional – US NW; US SE
- Regional vs At-Large (Advantages / Disadvantages – Board Chosen Agenda Item)
- Attracting Trustee Candidates
- Current status of Southwest Region (SWR) Trustee Nominations

38

- Only difference is nominating process
- Only 1 resume submitted for SWR Trustee nominating for 2022

2022 World Service Conference Mega Issue

- What is a Mega Issue?

Board of Trustees selected Agenda Item for which we have a couple of breakout sessions

1. Will a skills-based description for the Trustee role, with corresponding skills-based criteria on the Trustee resume, address the specific barriers identified at the 2021 Conference?
2. What are the pros and cons the fellowship might express about taking a skills-based approach to help identify qualified Trustee candidates?
3. When your Area needs volunteers with specific skills, how does it go about finding a member with, or helping interested members to develop those skills?

39

World Service Conference 2022 Mega Issue

Three (3) questions:

- Do you believe providing a skills-based description for the Trustee role, with corresponding skills-based criteria on the Trustee resume will address the specific barriers identified at the 2021 Conference:
 - What a trustee does
 - Chair conference
 - Non-profit board experience
 - Financial background
- What are the pros and cons the fellowship might express about taking a skills-based approach to help identify qualified Trustee candidates
- When your Area needs volunteers with specific skills, how does it go about finding a member with or helping interested members to develop those skills?

40

2022 World Service Conference Encouraging Service Participation Task Force

Framing

- Common theme in Al-Anon worldwide is involving members in service.
- Various reasons why members feel they can't do service
- Members appear to be increasingly resistant to serving and asking others to serve.

41

2022 World Service Conference Encouraging Service Participation Task Force

Charge

Develop an action plan for one or more of the following ideas that Areas, Districts, or groups can use to encourage service participation.

- 1) Service inventory to focus on service needs and opportunities
- 2) How to break down service positions into smaller responsibilities (shared leadership)
- 3) Create teams to assist District or Area Coordinators
- 4) Use of technology to save time and expand the ability for members to participate in new service positions.

42

2022 World Service Conference Encouraging Service Participation Task Force

Suggested Uses

- Ask members involved/interested in service to take an inventory.
- Members review the inventory with a Sponsor/Service Sponsor.
- Discuss the findings in groups, Districts, or Areas
- Workshops

43

Workshop – Service Inventory

- Introduction - 10 mins
- Groups - 5 mins
- Review Service Inventory Worksheets - 20 mins or so
- Share a personal thought from your brief inventory - 10 mins
 - One thing you didn't know before the inventory
 - One question you didn't want to answer

44



2022 World Service Conference Reflections

2022 World Service Conference Reflections

- *Thank you!*
- *High highs, and low lows*
- *The importance of Southwest Regional Delegates Meeting (SWRDM)*
- *The spiritual principles in action*
- *My favorite part . . .*

46

- Thank you for all of the cards, emails, texts!
- High Highs/Low Lows
 - One of the first pieces of business was a vote. I opened with a minority opinion my first time at the microphone, and the tension was palpable. As a trusted servant, I voted my conscience. The motion carried and I was in the minority – and they *KNEW*.
 - I didn't like not being liked . . . Until . . .
 - Several people came to me on our field trip to Stepping Stones and thanked me for my question and for being so brave to ask it. The answer to my question gave them information they did not previously have.
 - Still, my fear crept in, and I began to lose my voice, until . . . The Hawaii Area Delegate reminded me that my voice was needed, put out her hand and said "give me the fear right now." Then she opened her hand and threw my fear away.
 - Later in the week, we had the daily session of "unanswered questions." I got up and asked a question about what information I could take back to my Area regarding finances and about what services would be adversely affected with the revenue shortfall [what are we going to have to stop doing]. The Chair of the Executive Committee and the Executive Director both thanked me for my

question because it gave them a chance to talk about the hard work their team is doing to provide for AI-Anon.

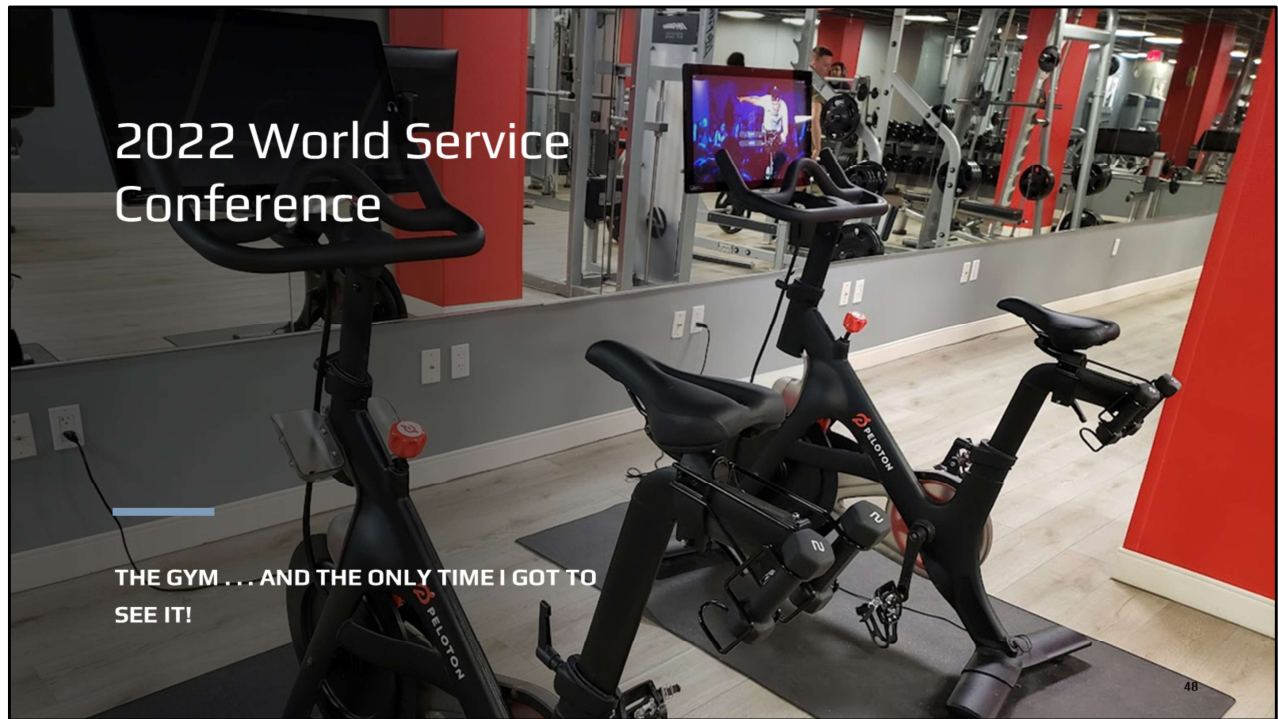
- So – that microphone is scary, **but we need your voice**. Your question or comment may also be in someone else's mind.
- The importance of SWRDM
 - I felt prepared for WSC. I knew to be organized, thorough in my preparation and what to expect in the various WSC processes & procedures.
 - The reason I could talk to the Hawaii Area Delegate – I knew her from SWRDM, and 9 other people in the room. Incredibly comforting and supportive.
- The spiritual principles
 - Easy from behind a screen or on a telephone to forget there's a human on the other end of that call or email
 - How do we treat each other with love, patience, tolerance, kindness?
 - How do we bring abundance, unity and understanding into our daily lives?
- My Favorite Part – “Unanswered Questions”. Each night we had a 30-to-45-minute session of Unanswered Questions – anything you wanted to ask from the Conference to date. Questions must start with who, what, where, when, why, how. There were doosies! But people were open, honest, vulnerable, shared minority opinions and asked hard questions. I got a glimpse of a lot of others' Higher Powers, and it was awesome.



2022 World Service Conference

47

Mentor - Lori F – Panel 61 - PA





Stepping Stones

STEPPING STONES









Thank you!