2023 Summer Assembly Delegate's Report

JULY 8, 2023

LOVE, LAUGH, AND GROW TOGETHER
AIMER, RIRE ET GRANDIR ENSEMBLE
AMAR, REÍR Y CRECER JUNTOS

WSC 63rd Annual
World Service Conference 2023

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Role of the Delegate

2022-2025 Service Manual (p-24/27)

- In General
- At the World Service Conference
- In the Area

The Role of the Delegate, and why I'm standing up here for 2 hours today . . .

In General - p 150
- To bring the Area's viewpoint on matters affecting the entire fellowship of the Conference and to return with a broader perspective of Al-Anon as a whole.
- To be the bridge of understanding that links the groups in the Area with world Al-Anon to help them continue to function in unity
- To be the servant of Al-Anon as a whole

At the World Service Conference
- To acquire a clear and comprehensive picture of our worldwide fellowship to bring back to the groups in the Area
- To bring issues of concern to him, and the Area, to the attention of the Conference, either through the Conference Leadership Team or directly from the floor in an open Conference session

In the Area – p 152
- To give his Conference report to the Area World Service Committee and GRs to carry back to their groups.
- To meet with the Area World Service Committee often to learn and evaluate the groups' reaction to his report and to hear their ideas on other pertinent matters.
- To get and report a cross section of groups' ideas and opinions through the DRs and

GRs, if between Conferences the WSO needs overall group opinion on some urgent matter
- To serve as a contact for public inquiries within his Area if the Coordinator is unavailable
- To send items to be considered for the Conference agenda to the WSO
- To submit to the WSO no later than August 15 of the regional election year, either the Regional Trustee (RT) résumé or notification that the Area does not have a candidate

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The theme of the 2023 World Service Conference was Love, Laugh and Grow Together. And boy did we!

- 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.

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Agenda

Welcome to the continuation of the 63-year conversation . . .

- *Financial*
- *Policy Updates*
- *Copyright & Trademark*
- *Groups - Geographic & Electronic*
- *Alateen Electronic Groups*
- *Diversity, Equity & Inclusion Workshop*
- *Al-Anon as a Whole . . . ICC Report*
- *Chosen Agenda Items*

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Motions

Six motions (all CARRIED):

1. Seating Motion

2. 2022 Audit Report

3. 2023 Finance Committee Report

4. Conceptual Approval to Develop a Comprehensive piece on sponsorship and service sponsorship using personal stories from Al-Anon members.

5. Amend the text of the "Conventions and Other Events" : "Workshops" and "Conventions and Other Events" : "Announcing Events" portions of the "Policy Digest" 91-92 of the 2022-2025 Al-Anon/Alateen Service Manual v2

6. 2022 Annual Report

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2023 World Service Conference

Financials

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2022 Annual Audit

2022
Annual Audit

- Independent Auditors' Report (page one)
- Forvis, LLP audit firm
- Audit conducted January 16-21, 2023
- Issued a *clean* opinion
- Highest opinion given

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What is an Audit

- Examination of financial reports by someone independent from the organization
- Auditors ask formal questions of Staff and Audit Committee members
- Review accounting and financial records—for example: check stubs, invoices, timecards, receipts, and bank accounts
- Obtain written confirmation of accounts by banks
- Test internal controls

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2022 Audited Financial Statements

Statement of Financial Position	• Displays our financial position on December 31, 2022
Statement of Activities	• Reports our revenues and expenses for the year
Statement of Functional Expense	• Displays the areas of expenses for the organization
Statement of Cash Flows	• Reports our sources of cash inflows and outflows

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2022 Statements of Financial Position (page 3)

	2022	2021
Cash and cash equivalents	$2,873,968	$2,987,857
Accounts receivable	99,876	118,940
Inventories of books and other literature	502,684	355,164
Deferred charges and deposits	340,306	191,603
Investments	7,283,942	8,410,894
Property and equipment, net	1,372,487	1,491,709
Intangible assets, net	225,043	227,107
Right-of-use assets	59,611	
Total assets	$12,757,917	$13,783,274

Note Inventory – Book inventories are rising again
Note Deferred charges and deposits - related to the International and other events

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2022 Statements of Financial Position (page 3)

	2022	2021
Accounts payable and accrued expenses	$361,451	$360,400
Accrued postretirement health benefits	615,231	755,356
Unearned subscription income	188,624	197,350
Unearned mobile app income	25,944	16,125
Unearned convention and conference income	599,362	168,036
Operating lease liability	59,611	-
Total liabilities	1,850,253	1,497,267
Net assets	10,907,664	12,286,007
Total liabilities and net assets	$12,757,917	$13,783,274

12   11

Note Unearned income:

Subscriptions - Can't take the income until the service is delivered. For example, we prepay for the Forum and for the mobile app.

Convention & Conference Income - Can't take the income until the event takes place. Two big events in 2023 - WSC and The International Convention.
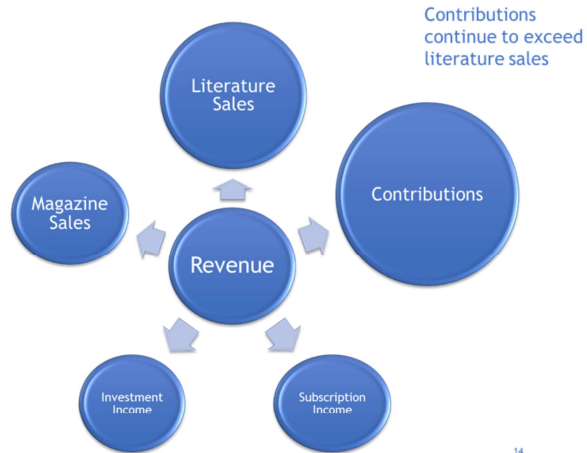
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2022 Statements of Activities (page 4)

Revenue		2022		2021	$ Change	% Change
Gross profit from literature sales	$	2,099,846	$	1,906,751	193,095	10%
Contributions		3,337,918		2,623,242	714,676	27%
Magazine sales		247,368		238,040	9,328	4%
Subscription income		48,174		33,328	14,846	45%
Noncash contributions		125,939		136,555	(10,616)	-8%
Investment income		(1,647,728)		2,062,376	(3,710,104)	-180%
	$	4,211,517	$	7,000,292	(2,788,775)	-40%
Expenses						
Program Services	$	3,333,424	$	2,752,049	581,375	21%
Literature distribution services		904,405		922,257	(17,852)	-2%
General adminstrative services		1,352,031		1,540,509	(188,478)	-12%
	$	5,589,860	$	5,214,815	375,045	7%
Change in net assets	$	(1,378,343)	$	1,785,477	407,134	23%

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Sources of Revenue - 2022

Literature Sales

Magazine Sales

Revenue

Contributions

Investment Income

Subscription Income

Contributions continue to exceed literature sales

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Contributions remain the single largest source of revenue, followed by literature sales and magazine sales.

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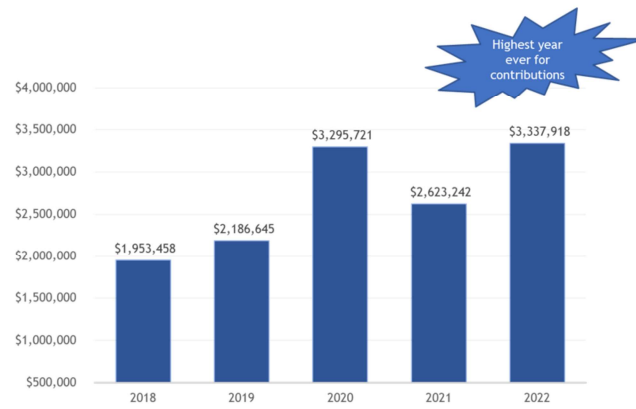Literature sales rose again in 2022 as COVID shortages began to wane.

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Contributions - Year over Year

Year	Contributions
2018	$1,953,458
2019	$2,186,645
2020	$3,295,721
2021	$2,623,242
2022	$3,337,918

Highest year ever for contributions
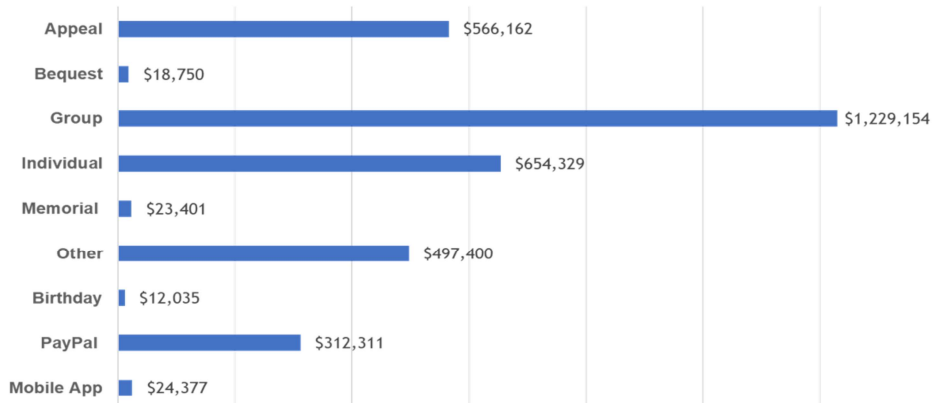
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2022 was the highest year ever for contributions thanks to the appeal letter.

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Contributions - 2022

The largest source of contributions in 2022 is from the groups, followed by Individual contributions.

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Investment Income

- Due to market conditions during the year, the organization experienced a loss of $1,647,728

- Overall market in 2022 was volatile

- Al-Anon continues to be invested in conservative, mature, and healthy equities and bonds

- A new investment manager, Davenport Investments was added in 2022

- Finance Committee meets with fund managers at Merrill Lynch, Davenport, and Beck Mack & Oliver twice a year

- No organization is immune to market conditions

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2023 Budget - Revenue

	Preliminary 2023 Budget	2022 Revised Budget	2022 YTD Audited Actual
Revenue			
Literature Sales	3,504,970	2,729,380	2,725,035
Less cost of goods sold	(736,040)	(573,170)	(625,189)
Contributions	2,532,900	2,917,980	3,337,919
Magazine Sales	235,000	235,000	247,368
Subscription Income	48,000	46,000	48,174
Investment Income	50,000	40,000	(89,844)
Fund Transfers	225,600	225,600	-
Other-currency adjustment			(83,899)
Total cash revenue	5,860,430	5,620,790	5,559,564
Noncash contributions			125,939
Total Revenue	5,860,430	5,620,790	5,685,503

- 2022 completed $65K favorable to budget for revenue.
- 2023 expecting higher literature sales / lower contributions - shows a $240K net revenue increase vs 2023

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2023 Budget - Expenses (1/2)

Expenses	Preliminary 2023 Budget	2022 Revised Budget	2022 YTD Audited Actual
Salaries	3,297,810	3,303,810	3,224,387
Benefits	514,320	482,660	469,362
Payroll Taxes	248,400	244,240	259,062
Occupancy	285,690	260,030	258,624
Packing & Shipping	(45,000)	(5,000)	(57,680)
Postage	173,430	204,890	158,620
Telephone	53,800	53,100	53,212
Stationary & Supplies	39,620	43,500	40,611
Technology	322,630	309,450	288,648
HR/Training/Consulting	53,060	60,310	48,859
Repairs	19,080	17,070	14,171
Travel & meetings	168,900	189,310	155,993
Conference Costs	128,630	112,850	113,002

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2023 Budget - Expenses (2/2)

Expenses	Preliminary 2023 Budget	2022 Revised Budget	2022 YTD Audited Actual
Professional fees	93,000	86,250	85,387
Printing	132,420	135,260	124,003
Canadian Office	2,030	2,030	1,897
General services meeting	-	71,480	47,395
PSA Campaign	91,980	110,000	87,810
Bank & Credit Card fees	111,000	111,000	108,610
Miscellanious	14,630	18,280	16,934
Retiree Health benefits	65,000	58,000	19,427
Depreciation	90,000	85,000	85,712
Noncash expenses			125,939
Total Expenses	5,860,430	5,953,520	5,729,985
Revenue over Expenses	-	(332,730)	(44,482)

- 2023 reflects a balanced budget
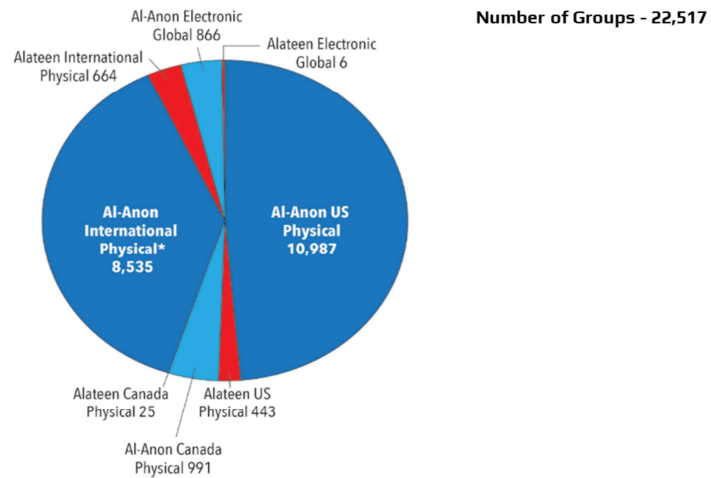
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Practicing our Seventh Tradition

Key Takeaways:
- $321.25 - Cost per group - electronic, geographic, hybrid
- Only send a special appeal when needed, no crying wolf
- Groups contributing up to 61% from 52%. Result of special appeal.
- Banking fees, credit card fees up w International and more book sales.

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2022 Worldwide Al-Anon Family Groups Statistics

Number of Groups - 22,517

Al-Anon Electronic Global 866
Alateen Electronic Global 6
Alateen International Physical 664
Al-Anon International Physical* 8,535
Al-Anon US Physical 10,987
Alateen Canada Physical 25
Alateen US Physical 443
Al-Anon Canada Physical 991

- A group is a group - Electronic / Geographic / Hybrid. The cost to support a group is the same.

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Financials - What is the cost to support each group?

Cost of Services Per Group $321.25

$30.29
$11.46
$19.37
$54.62
$27.62
$14.12
$43.22
$120.55

- Volunteer Oversight
- Brand Communications
- Community Awareness
- Conference & Events
- Group Services
- International Support
- Translation
- CAL & Magazine Editing

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- A group is a group - Electronic / Geographic / Hybrid. The cost to support a group is the same.

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Financials - Group Services

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.

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Finances – Sustainability

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

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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		26

- 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?

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2023 World Service Conference

Policy & Charter

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Policy & Charter Updates

- What announcements to share in meetings / what not to share & what WSO posts on its calendars
- Service Manual Section: Conventions and Other Events : Announcing Events
  - pages 91-92 of the 2022-2025 Al-Anon/Alateen Service Manual v2
- Simplified language for clarity
- Created two subsections:
  - At Meetings
  - At the WSO

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We often hear in meetings questions about what events are ok and not ok to share in meetings. Updates to the Service Manual pages 91-92 clarify the language around events to share at meetings and what WSO shares on its calendars. Please open Service Manuals to page 91.

At Meetings
Members often wonder if a particular event is appropriate to announce. The following should be considered when deciding what to announce at meetings:

- "hosted by or connected to the WSO, an Area, District, Al-Anon Information Service (AIS)/Intergroup or one or more Al-Anon or Alateen groups can be" announced at meetings.
- Removed: Areas, Districts, and AISs often plan program-related activities for fun and fellowship, to encourage participation in service and sometimes fundraising. These gatherings unite groups within the District and neighboring Districts and often improve the health of the groups and lead to the growth of Al-Anon and Alateen as a whole. These events can be announced at Al-Anon meetings and communicated in our publications.
- Added "through one of its service arms or a registered group" before in an A.A. event with speakers or workshops, these events may be announced at meetings, in our newsletters, and on our websites.

Added a new section - <u>At the WSO</u>

The WSO posts on its calendars:

• Al-Anon events hosted by the WSO or Al-Anon service arms.

• Only A.A. events with Al Anon participation through its Al Anon service arms. A representative of the Al Anon service arm brings that event to the attention of the WSO for potential posting.

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Service Manual Edits

An amends from WSO . . .

In the 2022-2025 v2 version of the Service Manual the word God was italicized in steps 3 and 11 on p 13. WSO researched and could not find out how the change was made. There was no intent to make the word God more or less important than any other word in the step. The electronic version has been changed and future print will be changed.

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2023 World Service Conference

Copyright & Trademark

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Copyright & Trademark

You may be asking yourself, "What are the ways in which disrespecting copyright can harm Al-Anon? Are the impacts only legal?" The answer is that, in fact, there are several traditional implications to violating copyright as well as harm that extends beyond just the obvious.

•If a trademarked Al-Anon name or logo is used by those associated with outside interests, such as events not linked to the service structure, this use can violate Tradition Ten by implying outside affiliation and, potentially, inadvertently drawing Al-Anon into public controversy.

•When members or groups create social media content that includes the Al-Anon name or symbols, they can give the appearance of acting on behalf of Al-Anon as a whole. This violates Tradition Four, affecting Al-Anon as a whole by connecting our program to an individual or organization and, in the case of social media, our principle of anonymity described in Tradition Twelve if an individual's membership is revealed.

•Violations of copyright costs Al-Anon resources, both human and financial, as the WSO and other service structures around the world must work to protect our copyright. Whenever a violation of copyright comes to the attention of the Board of Trustees, it is the responsibility of the Board, through its duly appointed representative, to notify the

violator. This is necessary in order to avoid invalidation of the copyright. This effort diverts the WSO Staff and trusted servants from our primary purpose.

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Copyright & Trademark

Also…

The consistency of the Al-Anon message and program can be harmed when Al-Anon's copyrighted materials are reproduced incorrectly, which happens frequently, albeit unintentionally, if members copy and paste from or retype copyrighted CAL incorrectly.

On a larger scale, Al-Anon can be harmed financially by unauthorized third-party entities reproducing and selling CAL without permission.

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Copyright & Trademark

▶ Reproducing Conference Approved Literature

▶ Using the Al-Anon Logo or Name on Social Media Pages or Websites

▶ Modifying the Al-Anon or Alateen Logo

Now that you understand some of the impacts of violating copyright, you likely want to know what the most common violations of copyright are so you can inform members in your Areas, District, groups, and international structures about what to avoid.

One of the most common violations reported to the WSO is the unauthorized reproduction of CAL both on the internet and beyond, including:

Posting the content of CAL on the internet. For example, groups meeting electronically may want to ensure everyone attending is able to read the daily reading being shared during the meeting. Some service arms will post CAL or service tools in full on their pages to attract newcomers.

Photocopying or scanning CAL. An example of this occurs when a member innocently copies pages of CAL to use at their home group when they lead a meeting.

Unauthorized production and sale of CAL. Some individual or organization, in fact, has done this with the daily reader, One Day at a Time in Al-Anon (B-16), by posting an ebook for sale on Amazon.

Retyping CAL.

Another common violation is the use of Al-Anon or Alateen logos or the Al-Anon or Alateen name on social media pages and websites when announcing a service or fellowship recovery event.

Less frequent, but still relatively common, is the alteration or modification of the Al-Anon or Alateen logo in any way. Typically, we see this when conventions or other entities not linked to the service arm create their own version of the Al-Anon logo, often including a design or words in the logo to represent their unique event.

Of course, while these actions generally do represent violations, in keeping with Al-Anon's primary purpose of sharing the message of hope with those still suffering from the family disease, there are some unusual circumstances when these actions may be permitted by the WSO.

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Common Violations (1/2)

▶ One of the most common violations reported to the WSO is the unauthorized reproduction of CAL both on the internet and beyond, including:

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- Unauthorized production and sale of CAL. Some individual or organization, in fact, has done this with the daily reader, *One Day at a Time in Al-Anon* (B-16), by posting an ebook for sale on Amazon.

- Retyping CAL.

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Common Violations (2/2)

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Permission to Use

Traditional
- Al-Anon name & logo
  - Group and registered service arm event flyers
  - Registered service arm websites and social media pages
- Al-Anon Guidelines
  - Photocopies created by members, groups, and service arms

Al-Anon Guidelines

Explicit
- Excerpts from CAL
  - Members, groups, and registered service arms may reprint limited excerpts with approval.
- CAL in meetings
  - Groups may photocopy or post CAL readings for the duration of the meeting only.

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- Recognizing the need to attract members to our meetings and groups in order to fulfill Al-Anon's primary purpose, some traditional permission is granted to Al-Anon Family Groups and their registered service arms. For example,
- Groups may use the Al-Anon or Alateen logo on group event flyers.
- WSC Structure service arms, which consist of Areas, Districts, Al-Anon Information Services, and Intergroups, may use the Al-Anon or Alateen logo or the Al-Anon or Alateen name on:
  - Social media pages
  - Websites
  - Guidelines

- Additionally, all registered Service Arms, groups, and members may download, print, photocopy, and publish Al-Anon Guidelines, as these represent the experience, strength, and hope of our members and groups in undertaking Al-Anon service responsibilities.

- The WSO also offers explicit permission in certain cases to use trademarked and copyrighted materials:
- The WSO provides permission to those members, groups, and registered service arms which request permission to reprint limited excerpts of Conference Approved

Literature using the reprint permission form available on al-anon.org.
- In the last few years, the WSO has rolled out new group registration and update forms that include explicit permission to use CAL during meetings. This permission applies to both in-person and electronic groups. It allows for the printing or posting of only the portion of CAL feasible to be shared and discussed during one meeting. When registering, groups agree not to permanently post materials but instead to remove them immediately following the meeting, in the case of a post; or ask members to return the material for shredding at the end of the meeting, in the case of photocopies. (Specifics can be found by reviewing the New Al-Anon Group Registration Form available on al-anon.org)

[Note for presenter only in case of questions]
New Al-Anon Group Registration Form:
- "By registering as an Al-Anon Family Group with Al-Anon Family Group Headquarters, Inc. (AFG, Inc.), a group is granted permission to use the Al-Anon trademarked name and logo without modification for the purposes of Public Outreach as well as AFG, Inc. copyrighted materials for the sole purpose of conducting its meetings. Al-Anon copyrighted materials are limited to:
- Suggested Welcome, Suggested Closing, Suggested Preambles to the Twelve Steps, the Twelve Steps, Twelve Traditions, and Twelve Concepts of Service as they are found in the current version of the Al-Anon/Alateen Service Manual (P-24/27), without alteration or modification.
- Conference Approved Literature (CAL) screenshots or printouts, when accompanied by copyright acknowledgment and limited in scope to content possible to be shared and discussed during one meeting.
- This permission is granted for as long as the group continues to hold meetings; remains in compliance with AFG, Inc. intellectual property policies and instructions; refrains from distributing or posting permanently, in a public forum, copyrighted materials; and remains an Active registered group with AFG, Inc. These materials may not be modified and permission to use these materials may not be transferred to anyone without prior written approval. The group shall not use the materials in any way that could damage the reputation and goodwill that has been established in the material."

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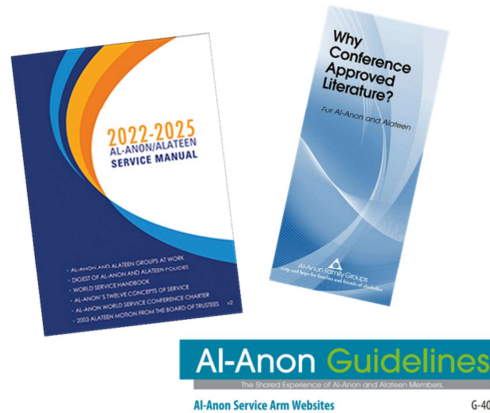
- Well, that was a lot of information in a very short period of time. Members may find other WSO resources helpful when seeking guidance in determining whether a certain action is a copyright or trademark violation.

- The 2022-2025 Al-Anon/Alateen Service Manual (P-24/27) v2 includes, as part of the "Digest of Al-Anon and Alateen Policies," information on:
  - Copyrights (page 116)
  - Logos/Symbols (page 117)
  - Authorization to Publish and Reprint (page 117)
  - Social Media (pages 127-128)
  - The pamphlet Why Conference Approved Literature? (P-35) includes a "Respecting Copyrights" section on page five.
  - Page two of the Al-Anon Guideline Al-Anon Service Arm Websites (G-40) contains a list under the heading "Some content is not suitable for posting on service arm websites," which outlines specific copyright violations.

- Members may also be interested in viewing the "Protect Al-Anon's Name" section of the 2021 World Service Office Annual Report, available on pages 103-104 of the 2022 World Service Conference Summary (P-46).

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2023 World Service Conference

Geographic & Electronic Meetings

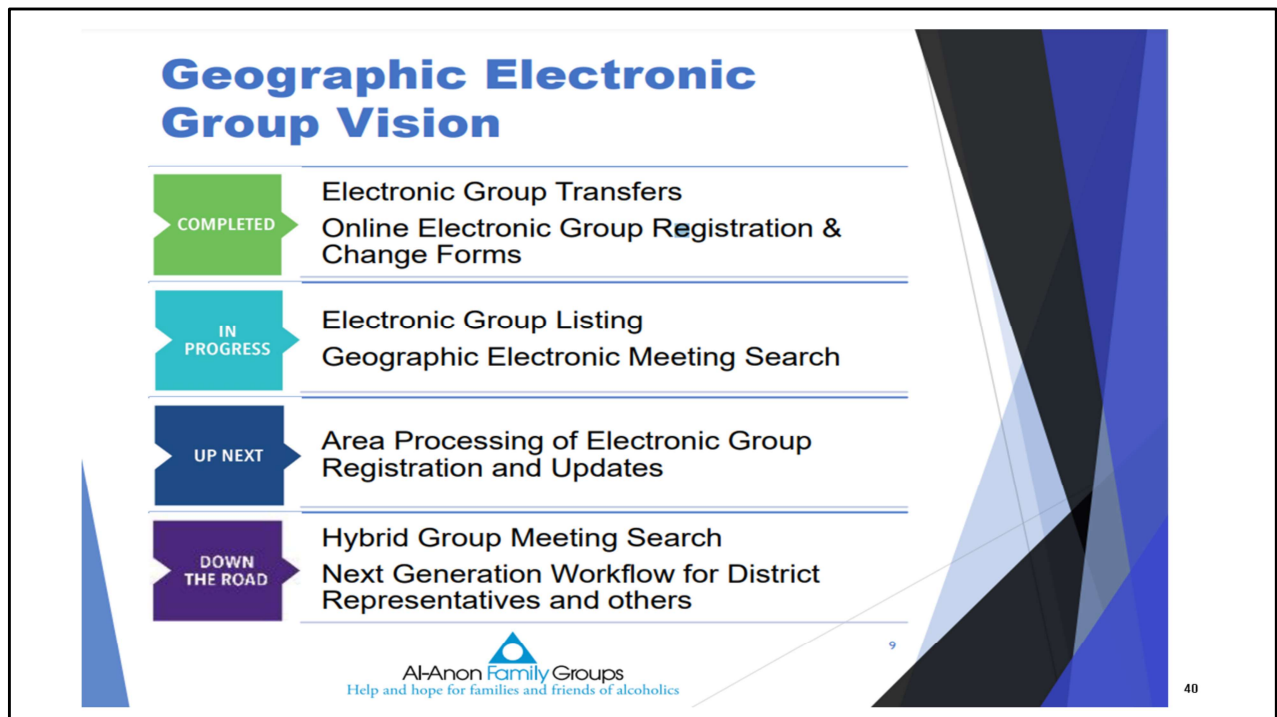<< CLICK >>

There are two types of Meetings:

1. Geographic
2. Electronic

Phasing out *Temporary* Electronic Groups . . .

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- Once an Area makes the decision on whether to include Electronic Groups or not, the Electronic Groups can begin to decide which area they want to join.
- From WSO:
  - As mentioned at Conference, a high priority item is to publish electronic groups in geographical Areas on the Geographic Meeting Search. We are excited to announce that we have completed testing of the updated Geographic Search and are planning rollout shortly. This process will only take a few weeks!! So, stay tuned, as we will inform you as soon as it goes live! We know there are some groups waiting patiently for this information, and we appreciate their patience.
  - Once this goes live, if your Area is currently accepting electronic groups, it will be time to get connected with groups in your Area who are still temporarily meeting electronically. These groups will have six to 12 months from the new Geographic Meeting Search rollout to decide whether they are returning to meeting in-person or making a permanent change to meeting electronically.

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2023 World Service Conference

Alateen Electronic Meetings

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Alateen Electronic Meetings - Feasibility

The Scope – Evaluate the implications of and gain agreement on a cohesive approach for expanding online Alateen meetings (not including Alateen events) availability through the Al-Anon Family Groups Mobile App and potentially other platforms.

The Anticipated Outcome – Make online platform(s) available for all Alateen members who wish to participate while ensuring the safety of Alateen and Al-Anon Members Involved in Alateen Service members.

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Conceptual Solution (still in discussion)

- A different set of minimum safety requirements appropriate for the global nature of electronic meetings involving minors. Electronic Alateen Safety and Behavioral Requirements (Global EASBR).
- Alateen groups meeting electronically could be recognized as Al-Anon Family Groups.
- WSC Areas and International Structures would have the autonomy to decide if they wanted to host Electronic Alateen Groups.
- Electronic Alateen Groups could be connected to their service structure with vote and voice.

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What are physical vs electronic meeting current realities?

Physical Meetings	Mobile App Meetings
• Area Alateen Safety & Behavior Requirements • Defined by Areas	• Area Alateen Safety & Behavioral Requirements • Supported & administered by WSO • Hosted by Areas

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Within the WSC Structure, physical Alateen meetings are supported by processes created by Areas, guided by the 2003 Alateen Motion from the Board of Trustees, the Alateen policy, and local legal requirements. Each Area has its own process to train and certify Al-Anon Members Involved in Alateen Service and to determine how many certified Al-Anon Members Involved in Alateen Service are required to be in attendance in order for the Alateen group to hold its meeting. These unique processes and requirements are captured in each Area's Alateen Safety & Behavioral Requirements.

The only electronic Alateen meetings in the WSC Structure are the six Al-Anon Family Groups Mobile App electronic Alateen meeting pilots. The Mobile App meetings are hosted by certified Al-Anon Members Involved in Alateen Service from Areas in the World Service Conference Structure, and one meeting is hosted by Poland, which trains their Al-Anon Members Involved in Alateen Service in accordance with the 2003 Alateen Motion and their local processes. Unlike with the physical meetings, WSO Staff provide training sessions and host quarterly meetings for the Al-Anon Members Involved In Alateen Service supporting these meetings. The WSO also requires a minimum of two Al-Anon Members Involved in Alateen Service be present to host the electronic Alateen meetings held on this platform, although three are recommended to ensure Alateen safety given the complexities of

the Mobile App platform and navigation.

Last year we introduced the international structure pilot projects. These pilot projects introduced a new perspective on how *electronic* Alateen meetings might be overseen as its exploration continued into realm of legal implications.

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What requirements might be necessary?

The convergence of insights gained from the Project Team's first two explorations placed us in a good position to explore the third question from the refueling station, which is:

Are the minimum requirements from the 2003 Alateen Motion from the Board of Trustees sufficient for ensuring the safety of Alateens and Al-Anon Members Involved in Alateen Service participating in electronic meetings?

In addition, the Team realized it was necessary to evaluate another question in parallel, as it relates directly to the feasibility of global acceptance of higher minimums:

How stringent can the minimum requirements be to support Alateen safety while encouraging adoption?

In order to do so, the Project Team requested help from you! We identified 20 Areas within the WSC Structure that had the most stringent requirements. We reached out

to a subset of these Areas to gather additional information that may not have originally been provided in the Alateen Safety and Behavioral Requirements review, such as required criminal background checks, mandated reporting, additional training, etc. Thank you to all Areas who answered the request and provided information.

We also reached out to our international partners who were conducting trials of electronic Alateen meetings. We invited their insights and experiences through a series of questions similar to what was asked of WSC Area trusted servants. This led us to recognize that legal requirements globally were much more stringent than even the most stringent Area within the WSC Structure. While mandatory reporting was a consistent theme within the WSC Structure Areas, international structure minimums, for instance, included parental consent for all participation by minors in an electronic meeting.

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Global Electronic Alateen Safety and Behavioral Requirements Process Minimums

▶ Certified Al-Anon Members Involved in Alateen Service serving electronic Alateen groups (AMIAS-E):

  ▶ Are mandated reporters
  ▶ Pass background checks verifying they have not been convicted of a felony or charged with child abuse or other inappropriate sexual behavior

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Based on Project Team research, the following represents a potential minimum set of requirements for any Area within the WSC Structure or Al-Anon service structure (recognized General Service Offices) hosting electronic Alateen groups. All suggested requirements below represent "the WHAT" and not "the HOW" and are in keeping with the 2003 Alateen Motion from the Board of Trustees, found on page 232 of the Service Manual, and the policy for Alateen, beginning on page 93.

Certified Al-Anon Members involved in Alateen Service serving electronic Alateen groups (AMIAS-E) will be mandated reporters. We recognize each state may not require mandated reporting. However, mandated reporting will be a minimum to support the global nature of electronic Alateen groups. By definition, a mandated reporter is an individual who holds a professional background that requires him or her to report to the appropriate agency cases of child abuse that he or she has reasonable cause to suspect. Some states in the United States require anyone who works with young people to be a mandated reporter.

Al-Anon Member Involved in Alateen Service-E must pass a background check that verifies they have not been convicted of a felony or charged with child abuse or any other inappropriate sexual behavior.

These minimums apply only to the AMIAS-E who wishes to support electronic Alateen groups, because there is heightened risk and concern relating to teens participating online. We recognize it's much easier to impersonate someone online than it is in person. These additional requirements will aid in ensuring the teens have a safe place to recover.

Next, let's review the Global Alateen Participation Minimums for Alateen participants.

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Global Electronic Alateen Participation Minimums

- 🎤 Teen pre-interview
- 🪪 AMIAS-E pre-interview facilitation
- Proof of age, photo ID, email, and emergency contact information collection
- 👤 Verified attendee list maintenance
- Teen ID to list confirmation before entry

The Project Team is very grateful and appreciative the feedback from the international structures that participated in the Pilot Project. The Team quickly realized that laws internationally were much more stringent than many in the World Service Conference Structure. On occasion, we were shocked at how stringent the laws were and couldn't imagine those laws being accepted by Areas within the WSC Structure. However, we processed and evaluated the information shared. Over time, we discovered what we believe to be a thoughtful balance of minimums for implementing secure meeting protocols.

Listed below are the Global Electronic Alateen Participation Minimums:

- Teens would need to participate in the pre-interview process for each meeting they'd like to attend.
- The pre-interview would be conducted by certified Al-Anon Members Involved in Alateen Service-Electronic assigned to serve that group.
- A list would be created and maintained by the Al-Anon Members Involved in Alateen Service-Electronic for each group to verify the pre-interview has taken place and information is listed.
- Teens would show their photo ID as they ask to be admitted to each group, which would be verified by the Al-Anon Members Involved in Alateen

Service-Electronic. This verification would not be shared with the Alateen group members.

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Global Electronic Meeting Management Minimums

Meeting links are not be published on public-facing websites.

Only group name, meeting day, time, and group email may be displayed.

Two Sponsors are required for the meeting to take place.

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To protect the teens, links to electronic Alateen group meetings would not be listed on public-facing websites. Areas and international structures will have the autonomy and responsibility to develop a process to distribute the link to the teens.

The meeting information to be displayed would be limited to the group name, meeting day and time, and group email. Tradition Eleven gives specific guidance about maintaining personal anonymity at the public level. The "Digest of Al-Anon and Alateen Policies" elaborates on this further by stating, "On any website accessible to the public, whether an Al-Anon site or not, full names, phone numbers or other identifying information are not posted, if they are identified as belonging to an Al-Anon/Alateen member." To be consistent with the Tradition, the group email would need to protect member anonymity.

The minimums would require that each electronic Alateen group have at least two Alateen Group Sponsors at every meeting: one Group Sponsor to guide and the other to monitor the meeting.

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WSC Structure: Implementing Electronic Alateen Safety and Behavioral Requirements (EASBR)

Process to support electronic Al-Anon groups

Establish an EASBR

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Implementation for WSC Areas starts with establishing:

A process to support Al-Anon groups meeting electronically
Electronic Alateen Safety and Behavioral Requirements that meet the minimum requirements outlined by the 2003 Alateen Motion from the Board of Trustees, the policy for Alateen, and the Global Electronic Alateen Safety and Behavioral Requirements minimums

The World Service Office will continue to consult with local counsel to understand and implement any relevant international child welfare online participation laws in their Electronic Alateen Safety and Behavioral Requirements.

What about international structures? International structures that are recognized as a General Service Office of a national structure that choose to opt-in will agree to support the Global Electronic Alateen Safety and Behavioral Requirements. Alateen members who reside in countries supported by evolving structures or by a registered Al-Anon Information Service Office are encouraged to participate in Electronic Alateen Groups in structures that meet the requirements to host electronic Alateen groups.

Isn't that exciting news? With the establishment of Global Electronic Alateen Safety and Behavioral Requirements minimums, teens around the world will be able to attend Alateen meetings electronically across international borders. If an Alateen member attends a meeting outside the WSC Structure, they will need to adhere to any additional requirements of the hosting structure. An example of these requirements could be parental permission.

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WSC Structure: Laying the Tracks

Autonomy: Does your Area want to host electronic Alateen groups?

Gain groups' approval to implement Global EASBR without modification.

Submit Area ASBR including Global EASBR to WSO.

Establish process for implementation, including:

- Facilitating training for AMIAS-E
- Ensuring AMIAS-E meet Global EASBR requirements
- Reporting AMIAS- E status and validating and reporting all electronic Alateen groups registered to their Area have certified AMIAS-E Group Sponsors during the Annual Alateen Certification and Recertification Process

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The WSC Areas have the autonomy to decide if they would like to host electronic Alateen groups. Areas wishing to host electronic Alateen groups will need to gain their groups' approval to implement the Global EASBR without modification. Once completed, Areas would submit their Area ASBR, including Global EASBR, to the WSO for certification. The certification will be reviewed
prior to registering Electronic Alateen Groups. Areas need to establish a process for implementing the Global EASBR. Areas will have the autonomy to define how they implement the process.

The Area process needs to include:

Facilitating training of AMIAS-E using additional training modules created by the WSO for EASBR implementation and certification.
Ensuring AMIAS-E who are sponsoring Electronic Alateen Groups meet Global EASBR requirements.
Reporting on AMIAS-E status during the Annual Alateen Certification or Recertification process.
Validating and reporting all Electronic Alateen Groups registered to their Area have certified AMIAS-E Group Sponsors during the Annual Alateen Certification or Recertification process.

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The WSO will be watching for signals from WSC Structure lawmakers that relevant legislation has evolved. As previously mentioned, the Children's Online Privacy Act (COPPA) or any other proposed bill or law may change. If these changes necessitate changes to the Global Electronic Alateen Safety and Behavioral Requirements, the WSO would notify the Areas and international structures to anticipate changes. At the same time, national structures would need to be listening for direction from their national governance bodies for relevant changes which might affect their own Electronic Alateen Safety and Behavioral Requirements. This is particularly important because teens will be able to cross international borders.

All national structures, including the WSC, will need to modify their Electronic Alateen Safety and Behavioral Requirements to implement and abide by new and updated laws at the time of enactment.

And so, the journey continues …

There was feedback from the International Structures also, but we will leave it here for today . . .

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2023 World Service Conference

The Worldwide Fellowship of Al-Anon & Alateen

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International Coordination Committee (ICC)

Purpose: The ICC is an advisory committee to the Board

Reviews activities of WSO as they relate to groups, individuals, and service arms outside the WSC Structure

Coordinates IAGSM

Provides guidance to groups worldwide

See page 206, *2022-2025 Al-Anon/Alateen Service Manual* (P-24/27) version two (2)

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What is the ICC?

As an advisory committee, the ICC makes recommendations to the Board about issues that affect Al-Anon worldwide, such as translation and reprint policies and visits to and communication with evolving structures. The International Al-Anon General Service Meeting (IAGSM) is a major responsibility for WSO. We coordinate the IAGSM and participate in other international service meetings. The Committee reviews Al-Anon activities and policies relating to individuals, groups, and service arms outside the World Service Conference (WSC) Structure. The ICC meets at least three times a year, but really much more than that.

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International Coordination Committee (ICC) Members

Kathi Maggio— Chairperson	Diane Bass — Co-Chairperson	Tanya Jisa - Associate Director— International
Lynette Kautz— COB / IAGSM Delegate	Sarah Smith— Director of Programs	Debbie Pangborn— IAGSM Delegate
	Vali Fayen— Executive Director	Allison Grimes— Programs Projects Specialist

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There are currently eight members of the ICC.

The ICC contains two IAGSM Delegates, one from the US and one from Canada. The Committee contains a mix of Volunteers and Staff. Each has a voice, and all but Allison have a vote, but we have different roles and responsibilities.

•Chair and Co-Chair work closely with the Associate Director—International to plan and facilitate Committee meetings.
•Debbie and Lynette are Trustees serving as Delegates to the biennial IAGSM, which we will tell you more about in a minute.
•Vali, Sarah, and Tanya are Staff members who communicate regularly and provide support to international structures and their trusted servants.
•And finally, Allison contributes her expertise in organizing logistics and surveys.

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Team North

- Norway
- Latvia
- Lithuania
- The Netherlands

Due to Covid, it has been a long time since the WSO has been able to visit the International Structures. So, we sent two teams:
Team North, which visited Norway, Latvia, Lithuania & The Netherlands. And Team East which visited Turkey, Bulgaria, Hungary & Switzerland.

Norway's GSO has been experiencing many challenges the past several years: financial concerns and getting members to volunteer. We answered questions related to sponsorship, how to welcome newcomers to electronic meetings, getting members involved in service, ideas for public outreach, and workshops that would help their members learn about the Twelve Concepts. Our Team asked the members to present what sorts of services they would like to continue providing to Al-Anon members in Norway, since their GSO had disbanded. From the services they mentioned, such as providing literature, it sounded to us like forming an Al-Anon Information Service would fill their needs, and we made the suggestion. They were grateful that forming an AIS was an option for them, because they did not want to lose Al-Anon in Norway. At a dinner the next evening, several members volunteered when asked who might be interested.

In Latvia, 30 members attended the meeting from across Latvia plus 2 members from the Latvian AA Board of Trustees. Even a member from Belarus. The

questions were about how to form an Al-Anon Information Service (AIS), requirements for starting Alateen, ideas for public outreach, cooperating with A.A., personal and service sponsorship, and the steps necessary to begin producing Conference Approved Literature (CAL) in Latvia. The Latvian Al-Anon members have no literature in their language and are just starting the process of translating CAL. How blessed are we to have access to all Al-Anon Literature?

In Lithuania, 3 members attended. Lithuania has translated several pieces of CAL.

Al-Anon Netherlands has been having challenges for several years. The group was welcomed by the members of the Al-Anon Netherlands Board and enjoyed lunch with them. More arrived after lunch for a total of about 12 or 13 members in person and six or seven members online. An Al-Anon member from America graciously provided translation from English to Dutch and Dutch to English.

The first session of the meeting was devoted to talking about service, as the Netherlands is challenged to get members willing to serve at all levels. The discussion topics related to rotation of service, term limits for volunteers, accountability of members holding service positions, and handling disruptive members during business meetings.

The second session was devoted to sponsorship. We answered some great questions surrounding personal and service sponsorship and discussed the idea of a "country" Sponsor—reaching out to other countries for experience, strength, and hope. We shared on public outreach and the difference between attraction and promotion. We learned about some challenges the Netherlands has with different translations of literature and differing opinions on which translation the groups should use.

A third session answered remaining questions.

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In Turkey, the first day began with hospitality and personal Al-Anon stories. The second day the group received an updated agenda with an entire session devoted to Tradition Six—particularly about cooperating with Alcoholics Anonymous. We answered the prepared questions as well as questions from the floor. Some questions were similar to the topics we hear at home—rotation of leadership, getting members involved in service, and how to keep newcomers coming back. But the question I hear over and over again in my head is: "How do we put ourselves first in a male dominated society?" It really brought home to me how very lucky we are where we live. When we got to the segment on Tradition Six, we held an open forum with questions the audience had prepared to understand what it means to cooperate with Alcoholics Anonymous.

In Bulgaria, the group attended a recovery meeting the first day. The second day, they met in person with representatives from every single group in the country in a large room they had rented for the occasion. Each representative came equipped with a report regarding their group. They were so excited and happy to meet with us. These members were so willing, and some drove many hours to the 9 am meeting.
The representatives had formed a service committee to organize the visit and

agenda. We answered their questions, both those sent previously and others from the floor, which included service, newcomers, and Alateen.

Later that day, we attended a Public Outreach program arranged by the same service committee, and the three of us shared our Al-Anon stories. The service committee sent over 100 invitations to professionals and media, inviting them to this event. Members of both Al-Anon and A.A. as well as a local therapist attended.

In Hungary, the group was surprised by how many had found Al-Anon through psychologist and rehab program recommendations. They shared that many treatment programs make attendance of a spouse to Al Anon mandatory.

Retaining members was a huge topic! Team East provided copies of "Groups at Work" (P-24) and talked about the importance of working the Steps, studying the Traditions, and ensuring the meeting format is welcoming and encouraging to newcomers. Other topics included addressing the challenge of trusted servants not fulfilling their responsibilities, using social media to market, and starting Alateen. The Alateen discussion about legal responsibilities, whether the teens really wanted Alateen, and the electronic Alateen pilot meetings being facilitated by the WSO benefited enormously from being conducted in person.

First on the Switzerland itinerary was the privilege of meeting for coffee with Jeane, a pioneer of Al-Anon in Switzerland. Jeane shared that she had met Lois at the A.A. Convention with Al-Anon Participation in 1970 and had discussed with her about the German translation of CAL. Jeane, and the other members who joined us, shared their challenges obtaining new Al-Anon literature in German. German-speaking Switzerland is one of several international structures reliant upon another structure for CAL, because historically the WSO was only able to offer translation rights to one country for each language. Switzerland actually has two fully formed service structures. Both German- and French-speaking Switzerland Al-Anon groups are served by GSOs. We sat together, member-to-member, to answer the questions they had posed:

- seeking guidance on implementation and support of electronic groups, including how to practice the Seventh Tradition
- addressing a member's concern about having the word "God" in CAL; and
- offering encouragement to the GSO members we came to understand were facing burnout due to limited participation in service

My takeaway – how lucky we are. We may have some spirited conversations, but our structure is well-formed, we have literature, and a structure that is an inspiration around the world to the International Structures.

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For Perspective

TRANSLATION & REPRINT REQUESTS FOR
AL-ANON INTERNATIONALLY

India (Punjabi) 1
India (Marathi) 1   India (Tamil) 2
Ukraine 5   India (Bengali) 1
Turkey 3   India (Hindi) 2
Slovenia 2
Russia 1
Netherlands 3
Lithuania 3
Korea 1
Italy 2
Hungary 10
Greece 34

French 0
Spanish 12   English 11
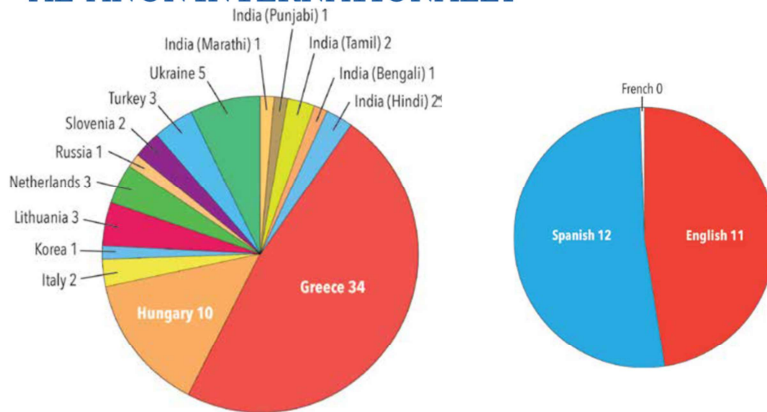
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TOP SELLING BOOKS - ENGLISH

Value	Title
48,889	How Al-Anon Works B-32
28,509	Courage to Change B-16
21,419	One Day at a Time in Al-Anon B-6
16,477	Hope for Today B-27
16,313	Al-Anon/Alateen Groups at Work P-24
13,565	Paths to Recovery–Al-Anon's Steps, Traditions and Concepts B-24
10,802	Blueprint for Progress: 4th Step Inventory P-91
10,722	Reaching for Personal Freedom P-92
7,956	Paths to Recovery P-93
6,119	Courage to Change B-17

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TOP SELLING BOOKS - SPANISH

Count	Title
1,128	Hope for Today SB-27
1,051	One Day at a Time in Al-Anon SB-6
1,042	Courage to Change SB-16
947	How Al-Anon Works SB-32
730	Opening our Hearts Transforming our Losses SB-29
608	Paths to Recovery–Al-Anon's Steps, Traditions and Concepts SB-24
545	Intimacy in Alcoholic Relationships A Collection of Al-Anon Personal Stories SB-33
521	From Survival to Recovery (SB-21)
482	The Dilemma of the Alcoholic Marriage SB-4
458	... In All Our Affairs: Making Crises Work for You SB-15

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CONFERENCE APPROVED LITERATURE VOLUME
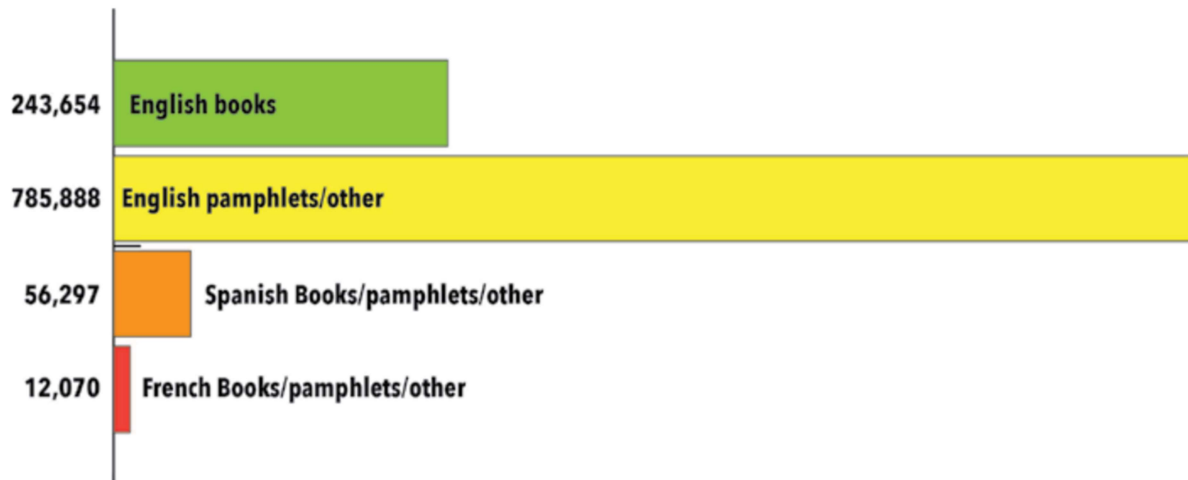
243,654	English books
785,888	English pamphlets/other
56,297	Spanish Books/pamphlets/other
12,070	French Books/pamphlets/other

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The Diversity, Equity and Inclusion (DEI) workshop was presented by a woman the Board of Trustees hired as an outside consultant. We have used outside consultants before – that's how we got KBDM – so not completely unfamiliar to our program. The intention was good. The Board of Trustees wanted the Conference to know what they had been working on. They purchased and read the leader's book and did the exercises within. Many Board members said that the experience was helpful.

My first, second and third impressions of the workshop were not good. The workshop was focused solely on race, and frustrated most of the people in the room. Many felt harmed by the experience. Personally, I hoped that the workshop would focus more widely and teach me something I don't know – like how to fix the problem.

But then it clicked. Like in a bad meeting, I prayed to hear something I could take away, and I did . . .

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Key Takeaways . . .

- There is no magic bullet
- It begins with me wanting to think differently
- Take my own inventory - maybe look at *my own* bias - and look at what *I* need to change
- It may take me outside my comfort zone
- Ask for help

What I learned:
- There is no magic bullet
- It begins with me wanting to think differently
- Take my own inventory - maybe look at my own bias - and look at what I need to change. For me, I had to look at my bias against Alcoholics. I now have many sober members of Alcoholics Anonymous in my circle.
- It may take me outside my comfort zone
- Ask for help

Sound familiar? That's our program in action.

My other thoughts:
- Many members of the room felt harmed by the presentation - not limited for reasons of race
- Can't just focus on race, gender and age. Diversity is so much more. Labels hurt - even "older, white women" is a label. The policy section of our Service Manual (P24/27, p 135) describes labels as dilution of the Al-Anon program.
- I saw our senior staff from WSO when I visited the WSO during Conference and at the International. They are incredibly diverse - Age, race, gender, sexual orientation and I'm sure others that may not be so visible.

- Our literature is already taking steps to be more diverse. See the new daily reader . . .

Finally:
- Alcoholism isn't picky - it affects all of us. We may look different, sound different, have different educational history and financial means, backgrounds, beliefs - but we have all been affected by the disease of alcoholism and our primary purpose is to help families and friends of alcoholics. Let's check in with our primary purpose and look at our contribution toward that.
- Perhaps a new way to think about Diversity -- the word Diversity is to divide. What if we focus on our similarities. What if we talk about "representation"?
- WSO and the Board of Trustees aren't going to solve this for us. Is this a top-down organization or bottom up?
- How do we make our own circle bigger, thereby making the circles of Al-Anon bigger?
- Our Declaration says "Let it begin with me . . . "

Now I will turn it over to Nancy for the next item on our agenda. See you this afternoon for the continuation of the report and a very interesting turn of events at Conference!

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DEI Discussion

2023 World Service Conference

Trustee Affirmations

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Trustees

- Trustee service commitment is 3 years, up to 2 terms
- Requirements to become a Trustee:
  - Composed of qualified members of Al-Anon groups - Service Manual p229
  - Board of Trustees - Duties, Role Description & Qualifications
- Concept 2 / Concept 6 / Concept 7 / Concept 8 / Concept 9
- BOT Composition:
  - Board of Trustees (BOT) Composition - Service Manual p173
  - 9 At Large
  - 9 Regional
  - Executive Director
  - Lois W & Anne B - Honorary Lifetime Members
- Number of Open Trustee Positions
  - 3 At large
  - 2 Regional – US NW; US SE

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- Does anyone know the qualifications to become a Trustee?
- Qualifications:
  a. Must be an active member of Al-Anon and have service experience beyond the group level such as a District Representative, Area Delegate, Assembly Officer or Coordinator, or AIS Liaison to the AWSC
  b. Must have ten years of continuous Al-Anon and/or Alateen membership (Alateen membership does count!)
  c. Must relinquish all Al-Anon service positions beyond the group level during term of service
  d. Must possess an understanding of the Twelve Traditions and the Twelve Concepts of Service
  e. Must possess a broad view of the policies of Al-Anon Family Groups
  f. Cannot be an Al-Anon member who has ever been a member of A.A.
  g. Delegates must wait until two (2) World Service Conferences have passed after their term ends before they can be considered for service in this capacity
  h. Must be eligible to become an Al-Anon Member Involved in Alateen Service (AMIAS)
  i. Regional Trustees must reside within the Region from which they are nominated and be selected by their Area process

- What Concepts speak directly to the role of the Trustee?
  a. Concept 2 - The Al-Anon Family Groups have delegated complete administrative and operational authority to their Conference and its service arms.
  b. Concept 6 - The Conference acknowledges the primary administrative responsibility of the Trustees
  c. Concept 7 - The Trustees have legal rights while the rights of the Conference are traditional
  d. Concept 8 - The Board of Trustees delegates full authority for routine management of Al-Anon Headquarters to is executive committees
  e. Concept 9 - Good personal leadership at all service levels is a necessity. In the field of world service the Board of Trustees assumes the primary leadership.
- If you are interested in submitting a resume for Trustee, the due date is August 15th. Please reach out to me or one of the current/former Trustees for more information on the role.

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Trustee Nominations

Regional Trustees:

	Cindy M., US Southwest	Second three-year term
	Diane B., US South Central	Second three-year term

Trustees at Large:

	Jeri W.	Second three-year term
	Jayme C.	First three-year term

Board Officers:

	Jeri W.	Chairperson of the Board
	Lynette K.	Vice Chairperson of the Board
	Ann Marie Z.	Treasurer

The Board of Trustees, in its legal capacity, elected the following:

Executive Committee:

	David B.	Third one-year term
	Carol M.	Second one-year term
	Norm W.	First one-year term

Chairperson of the Executive Committee:

	David B.	One-year term

At Large Member of the Executive Committee for Real Property Management:

	Richard S.	Three-year term

Chairperson of the Executive Committee for Real Property Management:

	Sandi C.	One-year term

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From the Southwest!
- Kathi M - Conference Leadership Chair
- Jayme C - Conference Leadership Co- Chair
- Norm W - Executive Committee
- Cindy M – Regional Trustee
- Sandi C - ECRPM

More . . . after the break!

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2023 World Service Conference

Chosen Agenda Items (CAI)

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Chosen Agenda Items (CAI)

- Each Area could submit up to 2 agenda items
- 57 total agenda Items submitted
- Each Area voted for their top 19
- 76 of 91 voting members responded
- Down selected to 2 based on vote

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Chosen Agenda Items (CAI) – From Colorado

CAI1:

Topic:

With waning service participation at all levels and critical to our survival, how does our increasing number of members of other 12 step programs become relevant to the diversity discussion?

Rationale:

With 30% of Al-Anon members being in other 12 step programs, including AA, what spiritual principles and benefits are we missing when we limit members' service opportunities? By limiting a member's opportunity to serve at all service levels are we stifling the spiritual principle of diversity?

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Chosen Agenda Items (CAI) - From Colorado

CAI2:

Topic: Based on the spirit of the WSC Charter and the Conference Goals, should the Delegates have a more active role in setting the Conference Agenda?

Rationale:

"The Conference is a vehicle by which Al Anon can express its views on policy and note deviations from Traditions." WSC Charter 3b. The purpose of the Conference is "To be the guardian of both Al Anon's world services and its Twelve Traditions" WSC Charter 1a. The Conference provides guidance to the WSO & BOT on services and as guardian of the Twelve Traditions. BOT Goal 2, & WSC Charter 1a and 3a.

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Chosen Agenda Item (CAI) - Voting Results

1. Open discussion on attracting members into Service. What works? What doesn't work? What are the barriers to service participation? - 53 votes
2. How can we better tap into our wealth of experience with our Past Delegates at the Area and Conference level? - 47 votes
3. Encouraging members to continue their Al-Anon journey by giving back in service and finding their gifts. - 46 votes
4. Encouraging and supporting service - 45 votes
5. Our fellowship needs to attract younger people to the halls of recovery - 44 votes
6. **Enhancing unity by allowing the groups a greater voice through their Delegate at WSC by having Delegates serve on the Conference Leadership Team (CLT) - 41 votes (tied for 6th)**

   Re-energizing membership "enthusiasm" to participate, i.e., attending meetings, serving, carrying the message, making Al-Anon a priority in their recovery.- 41 votes

   We request guidance on handling group members who do not adhere to Al-Anon principles, traditions, or concepts. - 41 votes

From Colorado: Waning service participation at all levels and critical to survival how does increase in members of other 12step programs become relevant to diversity? - 24 votes

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Chosen Agenda Items (CAI) - Selected

CAI1:

- **Open discussion on attracting members into Service. What works? What doesn't work? What are the barriers to service participation?**

It has become increasingly difficult to attract newer members into Service positions. We know we are a fellowship of attraction rather than promotion. What are some methods to use to attract others into Service? It is important because as our Service positions go unfilled, those serving become overwhelmed with the amount of work required.

CAI2:

- **How can we better tap into our wealth of experience with our Past Delegates at the Area and Conference level?**

We have a wealth of Al Anon knowledge, history, lore, and love that we have not yet found a way to cycle back into our service structure. The gap between Conference Service and the opportunity to apply to be a Trustee is the most precious time to have our Past Delegates in service in both our Area and Conference. Can we create both Area Coordinator and Conference Level Committee positions and assignments for our Past Delegates?
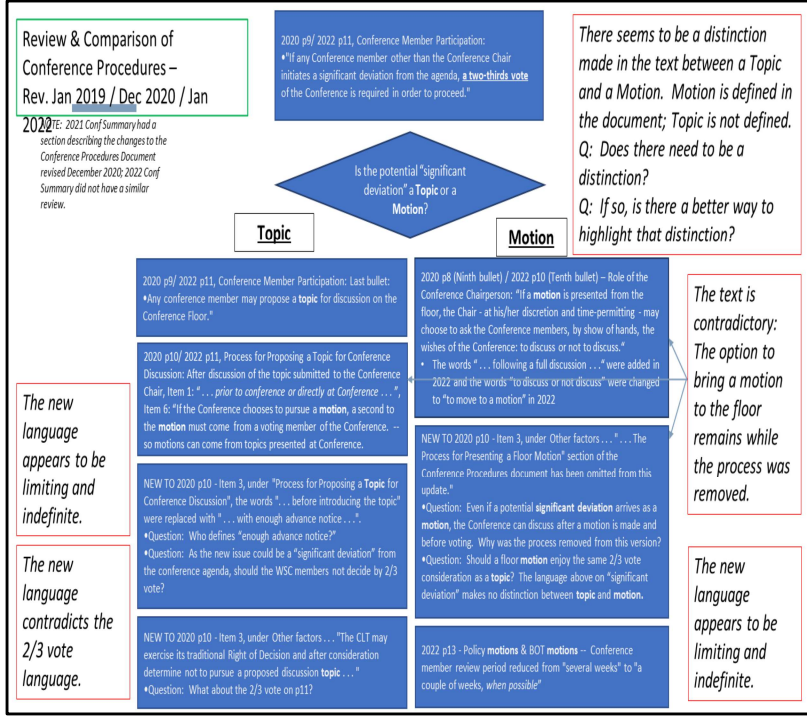
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Unanswered Questions . . .

What is "Unanswered Questions"?

Unanswered Questions is the last agenda item each day whereby Delegates can ask questions about anything covered in the WSC agenda during the conference. Some great conversations have come out of Unanswered Questions

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Review & Comparison of Conference Procedures – Rev. Jan 2019 / Dec 2020 / Jan 2022

NOTE: 2021 Conf Summary had a section describing the changes to the Conference Procedures Document revised December 2020; 2022 Conf Summary did not have a similar review.

2020 p9/ 2022 p11, Conference Member Participation:
• "If any Conference member other than the Conference Chair initiates a significant deviation from the agenda, **a two-thirds vote** of the Conference is required in order to proceed."

Is the potential "significant deviation" a **Topic** or a **Motion**?

Topic

Motion

There seems to be a distinction made in the text between a Topic and a Motion. Motion is defined in the document; Topic is not defined.
Q: Does there need to be a distinction?
Q: If so, is there a better way to highlight that distinction?

2020 p9/ 2022 p11, Conference Member Participation: Last bullet:
• Any conference member may propose a **topic** for discussion on the Conference Floor."

2020 p10/ 2022 p11, Process for Proposing a Topic for Conference Discussion: After discussion of the topic submitted to the Conference Chair, Item 1: " . . . *prior to conference or directly at Conference . . .*", Item 6: "If the Conference chooses to pursue a **motion**, a second to the **motion** must come from a voting member of the Conference. -- so motions can come from topics presented at Conference.

NEW TO 2020 p10 - Item 3, under "Process for Proposing a **Topic** for Conference Discussion", the words ". . . before introducing the topic" were replaced with " . . . with enough advance notice . . .".
• Question: Who defines "enough advance notice?"
• Question: As the new issue could be a "significant deviation" from the conference agenda, should the WSC members not decide by 2/3 vote?

NEW TO 2020 p10 - Item 3, under Other factors . . . "The CLT may exercise its traditional Right of Decision and after consideration determine not to pursue a proposed discussion **topic** . . ."
• Question: What about the 2/3 vote on p11?

2020 p8 (Ninth bullet) / 2022 p10 (Tenth bullet) – Role of the Conference Chairperson: "If a **motion** is presented from the floor, the Chair - at his/her discretion and time-permitting - may choose to ask the Conference members, by show of hands, the wishes of the Conference: to discuss or not to discuss."
• The words " . . . following a full discussion . . ." were added in 2022 and the words "to discuss or not discuss" were changed to "to move to a motion" in 2022

NEW TO 2020 p10 - Item 3, under Other factors . . . " . . . The Process for Presenting a Floor Motion" section of the Conference Procedures document has been omitted from this update."
• Question: Even if a potential **significant deviation** arrives as a **motion**, the Conference can discuss after a motion is made and before voting. Why was the process removed from this version?
• Question: Should a floor **motion** enjoy the same 2/3 vote consideration as a **topic**? The language above on "significant deviation" makes no distinction between **topic** and **motion**.

2022 p13 - Policy **motions** & BOT **motions** -- Conference member review period reduced from "several weeks" to "a couple of weeks, *when possible*"

The text is contradictory: The option to bring a motion to the floor remains while the process was removed.

The new language appears to be limiting and indefinite.

The new language appears to be limiting and indefinite.

The new language contradicts the 2/3 vote language.

Remember the non-flow flow chart from Spring Assembly?

This flow chart is a comparison of the three most recent publications of the Conference Procedures, specifically around how to submit an agenda item from the floor for consideration at WSC. We had many questions about both what changes were made to the document and why. Additionally, the document appears to contradict itself in several places and to narrow the gate by which an agenda items can be submitted.

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The Value in Unanswered Questions . . .

Three (3) things came out of the Thursday Unanswered Questions session:
1. Distribution of Redlined Conference Procedures
2. Distribution of CAI Voting Tallies
3. Clarification on Conference Procedure for Agenda Changes at WSC

1. Conference Procedures redlines will be published going forward
2. CAI Voting Totals will be published.
3. Clarification on Conference Procedure for Agenda Changes at WSC
   ○ Because the topic of "how are CAI down selections made" and the topic of the Conference Procedures were brought up earlier in the day, the door was open to ask questions, so I did.
      ■ Who defines "with enough advance notice" to propose a topic for conference discussion? page 11?
      ■ Why was the review period for policy motions wording changed from "several weeks" to "a couple of weeks, when possible?" page 13
      ■ Why is there a difference between Topic and Motion in the Conference Procedure versions related to consideration as a significant deviation from the agenda? Why does a topic get a 2/3 vote from conference as a significant deviation from agenda, only if the CLT doesn't exercise its Right of Decision not to discuss and the motion is left to the discretion of the chair? Why doesn't a floor motion enjoy the same 2/3 vote of the conference for consideration? page 11
      ■ How can we get detail in the form of a redline version on what changed between Conference Procedure versions when they are published to help

us better understand the changes?
- ○ The CLT chair said that "enough time" is effectively subjective. If we get a topic in from the floor on Friday morning -- that includes a full KBDM -- dialog before deliberation -- we have a much better shot of getting it on the agenda than if we submit on Sunday morning. A-HA!
- ○ If you remember, there was a Thought Force created at SWRDM to create the KBDM to send to WSC for the 2024 Agenda.
- ○ After a few conversations between the SWRDM Panel 61 and 62 Delegates and the Conference Chair, we realized that we had the material we needed for the KBDM.
- ○ We went back to our room and converted the SWRDM presentation into a formal agenda item / KBDM submission
    - ■ What was the KBDM?
        - ● Background and supporting conversation culminating in a request for a Thought Force on adding Delegate participation on the CLT.
        - ● Remember - Delegates used to participate on the:
            - ○ Agenda Committee - helping with CAI selection (after WSO answers questions answered by Service Manual, group into Topics for WSC voting)
            - ○ Handbook Committee - Handbook and conference procedures could use some help

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So what happened?

So, what happened?

Under I didn't see this coming . .

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First thing Friday morning, we submitted our KBDM both in print and electronically to the Conference chair.

Summary or Conclusion (after discussion): Having Delegates serve and actively participate on the Conference Leadership Team (CLT) encourages more conversation with the groups thus creating more awareness with all members. Through awareness and conversation, there is more inclusivity, connection, being part of Al-Anon as a whole.

Request for discussion made by:
Gene Thiel, Panel 62, Arizona
John McGourty, Panel 61, CA (N)
Tim Paulson, Panel 61, CA (S)
Kari Oliver, Panel 62, Colorado
Penni Sparks, Panel 61, Hawaii

On Friday night, the Conference chair made the announcement that two topics were requested for consideration to add to the agenda
    § FIVE Delegates respectfully submitted a KBDM/Agenda Topic for consideration which would be emailed out that night for review

§ More time requested for DEI conversation

The CLT determined that the Conference cannot be extended so vote in the morning on if we want to change the agenda and what would be removed.

Friday night, as the Conference Chair said, an email was sent out to all WSC participants with our KBDM attached and outlined the process we would follow in the morning as well as the potential time and current agenda impact – what might be removed from the agenda.

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So what happened?

Participation!
Collaboration!
Cooperation!

On Saturday morning, one of the first topics was the Agenda/KBDM Vote:

- The vote to amend the agenda did not pass; however half of the Delegates stood up.
  § In talking to members after:
    □ Most VERY interested in the KBDM
    □ Some just didn't want to change the agenda out of respect for the reports prepared
    □ Some didn't want to open us up to more DEI conversation
    □ Now what?
      ® WSO recognized that this is a topic that the Delegates want to discuss, so the Agenda Item/KBDM will be on the next CLT meeting agenda!
- Reflections/Lessons learned:
  § After it was over, the CLT chair and I hugged and tearfully thanked each other for such a beautiful process. We all learned something.
  § The work we did at SWRDM prepared us for that KBDM. When we ask why we participate in SWRDM -- Leadership training. What we prepared for SWRDM may change the entire conference
  § The process, though it's not streamlined and needs some attention to detail -- works.
  § Even though the process was challenging to follow, and definitely needs work, it also

prevents someone from coming to the microphone with an idea without much forethought and hijacking our conference!

§ We should have asked for a closed vote. The outcome may have been very different. Did you know we can do that here too?

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- Thank you for all of your support over the past year.
- I am grateful that you support our Area by supporting the Southwest Regional Delegates Meeting (SWRDM). I felt incredibly well prepared for Conference, and we were able to submit the KBDM a year earlier than we had planned. The Southwest is a strong and vibrant area.
- I am grateful to get to witness the spiritual principles in action in our Area:
    a. Trust - We can't be afraid of hard conversations
    b. Participation - Gotta be in the room to change it . . .
    c. Unity - Must be a primary focus - A whole new appreciation for Al-Anon as a whole . . .
    d. Love - How we treat each other in the course of doing our business is as important, if not more important, than the outcome

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2023 Visit to WSO

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"Welcome Home"

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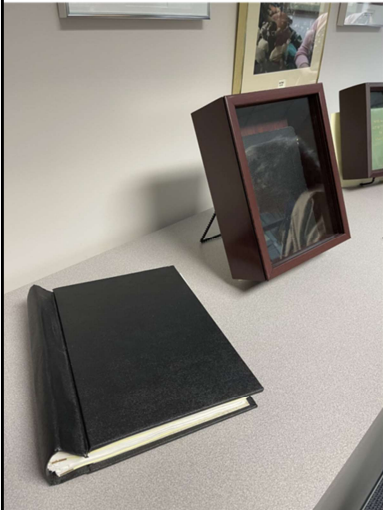# Panel 62

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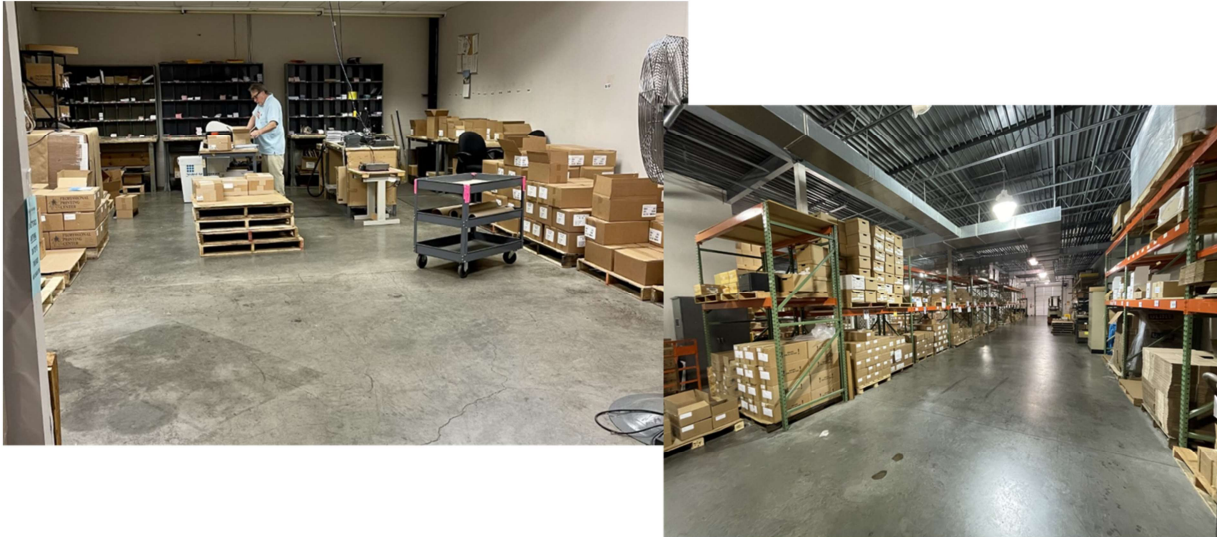
Lois' Pond

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The First Address Book for All of Al-Anon & The Shoe

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The Man that Mails ALL of the Books

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Stepping Stones Visits - Should We Continue the Tradition?

- Discussion has been taking place since 1999.
- Cost to hold Conference in the New York/Connecticut area is higher.
- Total expenses of Conference are partially paid through the Equalized Expense payments. Remaining Conference costs not covered by Equalized Expense are paid from WSO General Fund.
- Total costs approximately 2 to 2 ½ times more.

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Stepping Stones Visits - Discussion

- Doing virtual only.
- Delegates that have done both valued in person more.
- Our history is our foundation and we should not lose our foundation for those that come after us.
- Through abundance we can not only afford this spiritual journey to Stepping Stones but we can grow.
- Surveys were done as well as further writing by all of the WSC for further discussion.

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Thank you!

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