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# 2023 Winter Assembly Delegate's Report

November 18, 2023



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



**WSC** 63rd Annual  
World Service Conference 2023

1

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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

2

The Role of the Delegate, and why I'm standing up here 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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## 2023 World Service Conference

Conference Summaries are delayed:

- Late November online
- Printed version mid January

3

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## Bids for 2028 International Convention Site

Bid packages due January 16, 2024

Colorado not planning to submit a bid:

- Colorado Area has submitted 4 times, selected 0
- International just held in Southwest Region
- Material effort with unlikely selection

4

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## Board Meetings

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## Chairperson of the Board Letter Presentation

- Finance Update
- July Board Meeting
- Conference Leadership Team Update
- Policy Committee Update

6

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## Chairperson of the Board Letter Presentation Finance Update

- June 2023 contributions exceed budgeted by 8%
- Literature sales were down 1%, however this does not include Literature sales at the 2023 International Convention
- 2023 Revised Budget shows a net income of \$64,770 for 2023

7

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Revenue	2023 Revised Budget	Preliminary 2023 Budget	6/30/2023 Actual
Literature Sales	3,504,970	3,504,970	1,946,902
Less cost of goods sold	(736,040)	(736,040)	(565,783)
Contributions	2,532,900	2,532,900	1,407,775
Magazine Sales	235,000	235,000	132,830
Subscription Income	48,000	48,000	26,394
Investment Income	50,000	50,000	14,871
Fund Transfers	225,600	225,600	112,800
Other - Currency Adjustment			(14,041)
<b>Total Cash Revenue</b>	<b>5,860,430</b>	<b>5,860,430</b>	<b>3,061,748</b>
Noncash Contributions			91,901
<b>Total Revenue</b>	<b>5,860,430</b>	<b>5,860,430</b>	<b>3,153,649</b>

8

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Expenses	2023 Revised Budget	Preliminary 2023 Budget	6/30/2023 Actual
Salaries	3,222,620	3,297,810	1,557,819
Benefits	495,680	514,320	218,239
Payroll Taxes	243,080	248,400	126,724
Occupancy	285,690	285,690	162,605
Packing & Shipping	(65,000)	(45,000)	(49,447)
Postage	173,430	173,430	77,341
Telephone	53,800	53,800	26,686
Stationary & Supplies	40,620	39,620	18,445
Technology	318,664	322,630	145,134
HR/Training/Consulting	54,880	53,060	21,190
Repairs	19,080	19,080	9,045

9

- Salaries: Three significant positions opened in April which was not budgeted. Currently, two positions are still vacant that are working on to be filled. Budget includes these positions.
- Packing & Shipping: Increased to reflect the increase in shipping more literature.
- Technology: Slight decrease as some computer purchases have been capitalized instead of expensed due to the increase in cost of laptops.
- HR/Training/Consulting: Slight change to reflect additional training for JavaScript and SQL for Brand Communications.

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Expenses	2023 Revised Budget	Preliminary 2023 Budget	6/30/2023 Actual
Travel & Meetings	184,890	168,900	41,748
Conference Costs	128,630	128,630	45,433
Professional Fees	93,000	93,000	50,739
Printing	149,460	132,420	85,626
Canadian Office	2,030	2,030	966
General services meeting	-	-	359
PSA Campaign	91,980	91,980	60,000
Bank & Credit Card Fees	131,000	111,000	60,551
Misc.	14,630	14,630	3,778
Retiree Health benefits	65,000	65,000	29,761
Depreciation	92,500	90,000	44,283
<b>Total Cash Expenses</b>	<b>5,795,664</b>	<b>5,860,430</b>	<b>2,737,025</b>
<b>Noncash Expenses</b>			<b>91,901</b>
<b>Total Expenses</b>	<b>5,795,644</b>	<b>5,860,430</b>	<b>2,828,926</b>
<b>Revenue over Expenses</b>	<b>64,770</b>	<b>-</b>	<b>324,723</b>

10

- Travel & Meetings: Increased cost for Executive Director (ED) to attend European Zonal Meeting and additional conference event added for the AD-Community Awareness.
- Printing: Increased to reflect additional printings required for AFA magazine.
- Bank & Credit Card Fees: Increased to reflect the fees incurred for increase in literature sales.
- Depreciation: Slight increase to reflect increase in depreciation from additional laptops added.

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## Chairperson of the Board Letter Presentation Finance Update

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11

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## Chairperson of the Board Letter Presentation Finance Update - September

Year to Date (YTD) September 2023		
	YTD Actuals	YTD Budget
<b>Revenue</b>		
Literature Sales—net	\$2,446,827	\$2,061,443
Contributions	\$2,061,822	\$1,816,976
Other income	\$523,105	\$418,950
<b>Total Revenue</b>	<b>\$5,031,754</b>	<b>\$4,297,368</b>
<b>Total Expenses</b>		
	\$4,299,432	\$4,346,748
<b>Net Increase/(Decrease)</b>	<b>\$732,322</b>	<b>(\$49,380)</b>

12

Some good news:

- YTD Actuals are very favorable to the YTD Budget.
- What this means:
  - *It was in 2010 that the BOT approved the yearly 4% transfer.*
  - *It is calculated on the average of the fair value of the Reserve Fund for the 36 months prior to the budget preparation.*
  - So what happens every year when the budget is prepared it includes the 4% transfer from our reserve fund (EOY 2022 = \$6.3M; EOY 2021 = \$7.6M; EOY 2020 = #? => 4% = ~\$275,000).
  - 2023 has been so far such a great year that it is anticipated that 4% can be transferred back to the reserve fund.
  - Its been many years since there has been a surplus at the end of the year and there has even been a couple of years that special appeal was made to the membership.

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## Colorado Group Contributions to WSO 1/1/2023 - 6/30/2023

**\$14,315.73**

**# Groups in Colorado: 231**

**Average contribution per group: \$61.97**

13

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## Road Trip 2023

- Road Trip hosted by California South on October 28, 2023.
- 113 pre-registered participants.
- Board has agreed to a trial for hybrid Road Trip next year instead of this year due to the International Convention.

14

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## 2023 International Convention Highlights

- 8015 units of A Little Time for Myself – A Collection of Al-Anon Personal Experiences (B-34) were purchased in English, 584 in Spanish, and 29 in French. Total sales of \$152,421!
- Registration totals: 3,387 Al-Anon, 42 Alateen, 293 AA and 54 guests for a total of 3,776 in person. 741 watched virtually.
- A new record set at 4,517 registrants. Plus 7 professionals attended.
- WSO offered 127 Al-Anon members to attend virtually at registration rates which were discounted to represent the equivalent rate in local currency.
- Due to hotel problems as well as illnesses, WSO is providing a replay for virtual participants as well as those who paid and cancelled because they were unable to attend. This is not open to everyone.

15

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## Envisioned Future Work Group (EFWG)

- Discussion entitled “How Attractive are We?”
- The Board continued to discuss Diversity, Equity, and Inclusion, trying to gain insight into Trustees as individuals and their biases. The focus was on the actions: read, listen, watch, notice, connect, and engage. The board is committed to continue the conversations.

16

- Discussion entitled “How Attractive are We?”
  - First step in discussion is: Define “we.”
  - EFWG left the term intentionally vague.
  - Board discussion evolved to focus on the attractiveness of the Board itself.
- The board continued to discuss Diversity, Equity and Inclusion.
  - The Board brought in a former Trustee and expert in the field.
  - The consultant emphasized that the Board is always continuing to work individually, but now the Board is also working at the group level, which is promising and hopeful.
  - She emphasized that efforts to start at the organizational level are often unsuccessful.
  - There was cohesiveness in our efforts to become more inclusive, and this process will continue in a dedicated manner.
  - As the meeting closed, one Trustee shared how spiritual this session was, and each Board member agreed.

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## International Coordination Committee (ICC)

- Literature reprints & translation
- Zonal meetings

18

- Literature reprints & translation:
  - On page 211 of the 2022-2025 Al-Anon/Alateen Service Manual (P-24/27) v2, it states the ICC “also considers first-time requests for permission to reprint Conference Approved Literature (CAL) outside the WSC Structure.”
  - The more CAL is reprinted internationally, the more support we are giving members throughout our fellowship. This committee is excited to report that there are four more countries who have the ability to translate and print CAL in their language. That is a big step forward for all of us.
  - The following motions were approved by the Board:
    - Bulgaria granted permission for first-time translation and printing CAL in Bulgarian
    - Romania granted permission for first-time translation and printing CAL in Romanian
    - Thailand granted permission for first-time translation and printing CAL in Thai
    - Paraguay granted permission to reprint CAL
- The ICC participated in various Zonal meetings:
  - The European Zonal meeting was held in September in France.

- eighteen structures attended as well as three ICC Members
- In October, In October, the South American Zonal meeting was virtual and hosted by Argentina.
- The November meeting will be held in Honduras with two ICC members participating in person
- Each Zonal meeting has an impact on the WSC structure and on the Trustees and Staff members who participate, whether attending virtually or in person.
- The 2024 IAGSM's theme is "Nurturing Communication, Cooperation, and Connection Worldwide." This event will be held in Virginia Beach.

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## Alateen Feasibility Update

- A motion was passed to identify the next steps for a project to create an Electronic Alateen Safety & Behavioral Requirement (EASBR) for Areas within the WSC Structure and an intentional EASBR for international structures.

18

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## 2025 World Service Conference History - 2022 WSC

- Topic of whether or not to keep Stepping Stones on the WSC agenda every 3 years
- Postponed after the Stepping Stones visit

19

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## 2025 World Service Conference History - 2023 WSC

- Discussion should WSC continue going to Stepping Stones every 3 years
- Lively discussion with substantial unanimity on the value of going and the spiritual nature of the visit – NO MOTION / NO VOTE
- Topics included:
  - Abundance;
  - Maintaining our connection to where we started,
  - Unifying AI-Anon as a whole
  - Incentive to serve
  - Purpose of AI-Anon

20

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## 2025 World Service Conference History - 2023 WSC (cont'd)

- Five Delegates submitted a KBDM requesting discussion on Delegate participation on the Conference Leadership Team (CLT) as it relates to agenda input
- KBDM will be on the 2024 WSC Agenda – stay tuned!

21

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## 2025 World Service Conference Stepping Stones Visit

- The board letter incorrectly stated “Delegates want to be more involved in WSC and are talented at organizing.”
- The Board removed the Stepping Stones visit from the 2025 WSC Agenda on a three-year trial basis citing “fiscal responsibility”
- The Board will find a hotel within driving distance of Stepping Stones
- A “Delegate Team” will organize the Stepping Stones visit
- Each Area will be responsible for the cost if the Delegate wants to go Stepping Stones. It will not be part of the equalized expense.

22

- Fiscal Responsibility:
  - Having a WSC in New York is substantially more costly than having WSC in Virginia Beach
  - Costs of a New York WSC could be lowered substantially if travel time to Stepping Stones could be increased. (Hotels further from New York are less expensive).
  - Visiting Stepping Stones before or after WSC would afford longer travel times and increase time on the Conference agenda for Discussions and connections.
  - 4 day conference vs 5 day conference. Our 4 day conference started at 8 am and ended around 9 pm.

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## 2025 World Service Conference Stepping Stones Visit - Delegate Response

- Sent a letter to the Chairperson of the Board
- Key tenets:
  - Stepping Stones is more than just a junket or a boondoggle
  - Requested the KBDM used by the Board
  - Board exercised Ultimate Authority rather than Delegated Authority
  - Board overstepped Warranties Three, Four & Five
  - Lack of Abundance
  - Unintended Consequences
  - Requested the Board to set aside / reconsider the decision & bring to vote
- Chair committed to share my letter at October Board meeting
- Importance of the experience:
  - More than just a visit to a significant part of our history
  - Spiritual experience, where our beginnings as an organization and a fellowship become alive and relevant to my role as a Delegate.
  - Common experience
  - Separates them from our history and significance of how our fellowship was founded and the importance of how the membership is responsible for our common welfare (survival).
  - Limited in my knowledge of how important our survival is as an organization
- Unintended Consequences:
  - The equalized expense fund helps level the overall expenses for the Areas.
  - Placing the burden of the additional expenses on to some Areas may not be an option, leaving the Delegates themselves to cover the additional expense.
  - The unintended consequence of this change may be limiting the benefit of visiting Stepping Stones to only the Delegates and other

- Conference members who have the means, making the event **exclusive** rather than *inclusive*?
- In Colorado, we say that "how we treat each other in the course of doing business is more important than any outcome." The spiritual principles of Humility, Abundance, Harmony, Participation, Trust and Unity -- among others -- are paramount in our Service and in this matter, have not been honored "in all our affairs."

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## 2025 World Service Conference Stepping Stones Visit - Colorado Response

To continue participation in this important tradition, request that Colorado:

- Reduce budget to include equalized versus full expense to ensure Colorado Ample Reserve is fully funded
- Either:
  - Create a line in 2025 budget for Delegate to participate in Stepping Stones visit; or
  - Consider allocating Ample Reserve, if necessary

24

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## November Board Letter - CLT Update

- Re-confirmed that the KBDM will be on the 2024 Conference Agenda
- Chosen Agenda Item (CAI) selection process will again include the process of Delegates consolidating topics!

25

- Two Delegates will be invited to participate in an ad-hoc task force to combine CAIs. Delegates will reach out to Conference members when necessary for further understanding about what is being suggested. This was raised in our KBDM, and was a way that Delegates participated in Conference Agenda setting.

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## 2025 World Service Conference Stepping Stones Visit - Delegate's Notes

29

- The action is punitive.
- Tradition 2 says that "there is but one authority-- a loving God as He may express Himself in our group conscience. Our leaders are but trusted servants-- they do not govern."
  - The Board exercised Ultimate Authority in making this change, citing "fiscal responsibility." The budget is now balanced and for 2023 is expecting a surplus. Why now make that change? Where is the spiritual principle of Abundance that the BOT spoke of at the 2023 WSC?
- Concept 12 says "In all proceedings the World Service Conference of AI-Anon shall observe the spirit of the Traditions":
  - Warranty 3 says "that all decisions be reached by discussion, vote and wherever possible by unanimity."

We had the discussion at WSC. Of the Delegates that spoke, the Delegates were overwhelmingly in favor of keeping the activity as part of WSC. This decision does not appear to have the substantial unanimity of the WSC; however, there was no vote to confirm either way.

- Warranty Four says "that no Conference action ever be personally punitive or an incitement to public controversy.

By taking the activity out of the Conference Agenda and having it either before or after WSC, it can become, in the eyes of an Area, a fellowship event and thereby making the additional expense (extra hotel, meals, travel to/From Stepping Stones, others) uncovered by the Area. If not covered, and the Delegate cannot afford to attend, is that not personally punitive? Is that not also punitive to the smaller Areas that may not have funds to send their Delegate? It is such decisions that limit participation in service to only those who can afford to carry the cost of service. That also limits the voices participating in service. The spiritual principles of Participation and Unity are affected.

- Warranty Five says "that though the Conference serves AI-Anon it shall never perform any act of government, and that like the fellowship of AI-Anon Family Groups which it serves, it shall always remain democratic in thought and action."

This process appears to have been an act of government and was undemocratic. The BOT had direct feedback from the Delegates and made a completely different decision. The Delegates were led to believe that their input mattered but were then completely ignored. This is a material breach of the spiritual principle of Trust. Will the trip to WSO go the same way? If not, why not?

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## 2025 World Service Conference Literature Committee

The Just for Tonight Alateen Bookmark (M-82) is available, as of September 1, 2023 for \$0.25 in English, Spanish and French.

27

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## 2025 World Service Conference Nominating Committee

- Current Executive Committee for Real Property Management (ECRPM) Chairperson was unable to finish the term.
- Sue C was appointed to serve as Chair and Liz D to serve on the ECRPM through the end of the current term ending April 2024.
- Sue C was an existing At Large Member of ECRPM and Liz D previously served on ECRPM.

28

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## 2025 World Service Conference What Professionals need to know about AFGs

- The Board listened to guest speaker presenting their Ph.D dissertation topic, titled “Does It Work If Your Work It? The Therapeutic Elements of Al-anon Participation”.
- Research relied on the 2018 Al-Anon Membership Survey.
- Discussions included the longevity in Al-Anon as a key component to better mental health.
- Also a model of Effective Al-Anon Participation:
  1. Attending Meetings
  2. Spiritually Motivated
  3. Working with a Sponsor
  4. Engaging in Service
  5. Serving as a Sponsor
- The Board hopes this will all be covered at the 2028 Al-Anon International Convention.

29

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## 2025 World Service Conference Policy Committee Update

Policy statements are interpretation of our basic guides:

- The Twelve Traditions and Twelve Concepts of Service.
- They help clarify how a Tradition or Concept might apply to a new or confusing situation that arises in Al-Anon or Alateen.
- Changes and additions to the Policy Digest are made only as our circumstances and growth require, since anticipating and including every specific situation would be impossible.

30

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## 2025 World Service Conference Policy Committee Update - cont'd

- Choosing a Group Name Task Force
- There was a discussion “Is the gendered language in the Steps and Traditions in alignment with AI-Anon’s Legacies?”
- ICC - Minors not allowed in AI-Anon Meetings discussion (this is not for the WSO-serviced areas, only International Structures)

35

- Choosing a Group Name Task Force:
  - facilitated a Policy Committee Discussion on the draft they presented for an update to the Service Manual.
  - Policy Committee will continue this conversation at future meetings until consensus is achieved.
  - In October, the Committee discussed suggested edits and revisions provided input to proposed edits to the “Choosing a Group Name” session of the “Digest of AIAnon and Alateen Policies” section of the 2022-2025 AI-Anon/Alateen Service Manual (P-24/27) v2 (pages 85-86).
  - This Task Force will continue its work at the January 2024 Policy Committee meeting.
- There was a discussion “Is the gendered language in the Steps and Traditions in alignment with AI-Anon’s Legacies?”
  - Fellowship has been discussing similar questions for many years.
  - Committee looked at the question through the eyes of our Legacies and the spiritual principles that are woven within them.
  - Engaging in this conversation does not alter the boundaries established in the AI-Anon World Service Conference Charter.
  - Discussion continued at the October meeting.

- Minors not Allowed in Al-Anon Meetings Discussion
  - The WSO was informed by an international structure that its Board of Trustees had voted not to allow minors under 18 to attend Al-Anon meetings on the basis of professional guidance.
  - International structures commit to honoring the Al-Anon Twelve Traditions and the policies contained in Policy Digest and approved by the senior Conference for Al-Anon Family Groups, the World Service Conference.
  - The decision led to the topic being brought to the Policy Committee for discussion at its October meeting.
  - The Policy Committee had an enlightening and thoughtful discussion regarding this decision.
  - The Policy Committee was asked to look at it through our Traditions, Concepts, and policy statements and in the context of legal requirements applicable in the structure.
  - As the conversation concluded, the Committee asked WSO Staff to obtain additional information to support continued discussion on the topic at the January 2024 Policy Committee meeting

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## 2025 World Service Conference Conference Leadership Team (CLT)

- CLT: Responsibility to prepare a World Service Conference (WSC) agenda that facilitates the active voice and effective group conscience of our fellowship.
- 2024 WSC: Thursday, April 18, 2024 through Sunday, April 21, 2024
- Second year of the 4 day conference versus 5 days. Further discussion on how the 4 day conference trial
- SouthWest Region Thought Force KBDM regarding having Delegates on the CLT for more participation in agenda-setting will be on the Agenda!

32

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## 2025 World Service Conference Chosen Agenda Items (CAI)

- Chosen Agenda Items (CAI) are due by Sunday, March 3, 2024
- Resurrected (last time was in 2019) process for Delegates to participate
- Start thinking about what you might light the WSC to discuss!
- Email ideas to me at [Delegate@AI-Anon-CO.org](mailto:Delegate@AI-Anon-CO.org)

33

- Invite Conference members to submit up to two Chosen Agenda Items (CAI) beginning in November 2023 and ending in March 2024, which allows outgoing as well as incoming Delegates to submit topics.
- Create a task force that includes the Conference Chairperson, Conference Co-Chairperson, and two Delegates to combine like/similar CAI topics.
- Provide the voting results for all CAIs when announcing the two CAI topics that received the most votes.
- Discuss two CAIs for 45 minutes each in the General Session.

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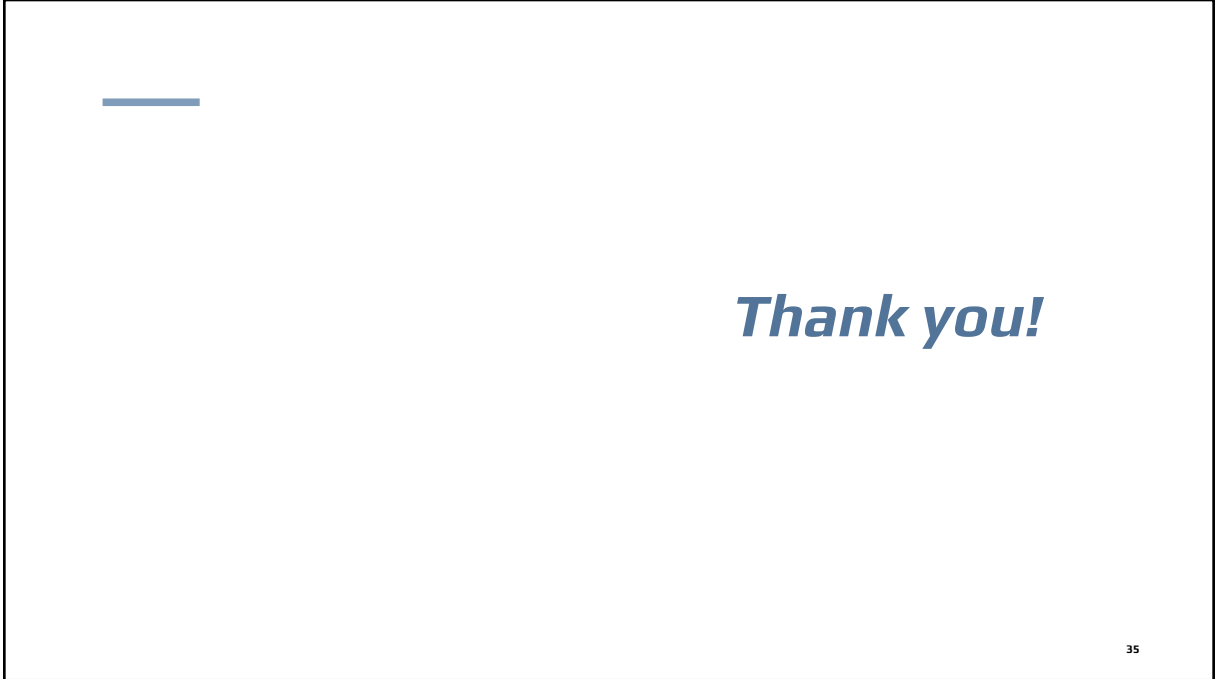
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**SWRDM 2024**  
**Preparing for WSC 2025**

**Friday, March 8 through Sunday morning, March 10, 2024**  
**Hilton Orange County/Costa Mesa**  
**3050 Bristol St., Costa Mesa, CA 92626**

34

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