



# MARCH 23, 2024 ASSEMBLY

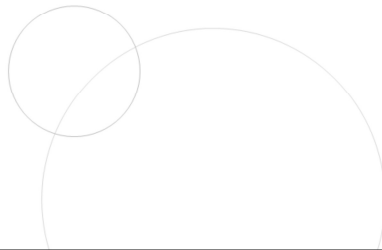
KARI OLIVER  
COLORADO DELEGATE, PANEL 62



## Role of the Delegate

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- What is the role of the Delegate?



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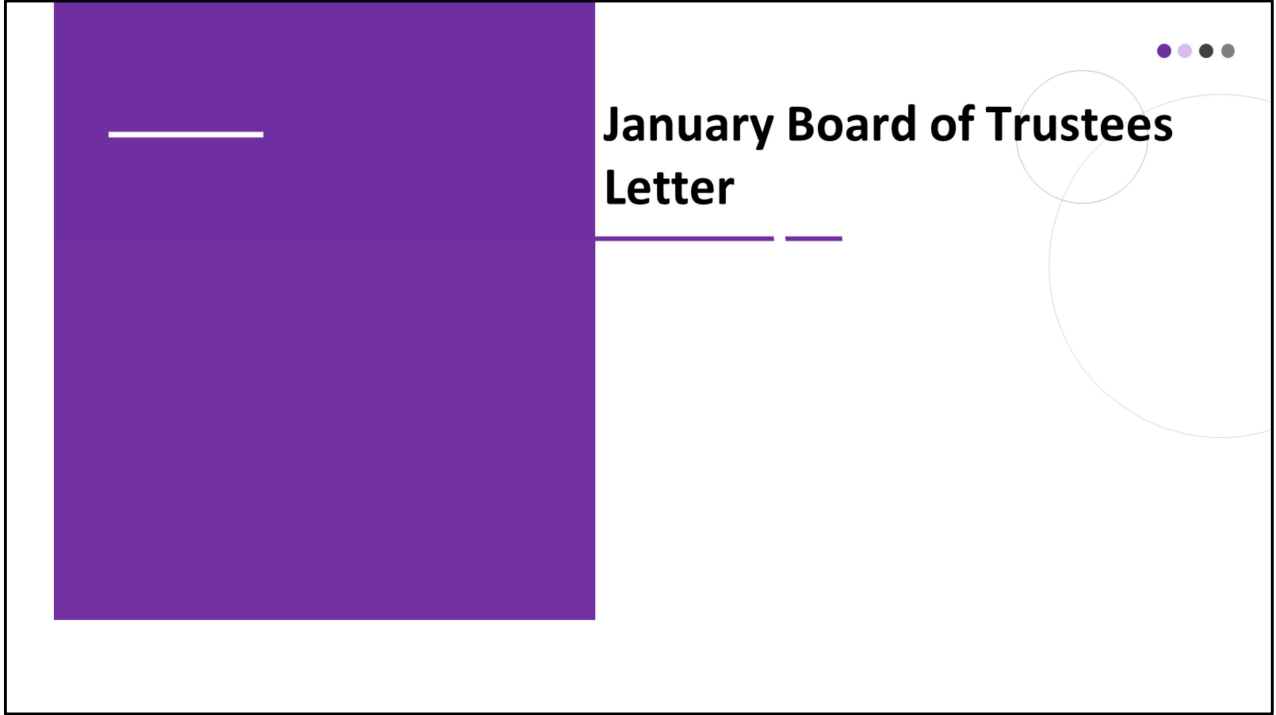
First things First . . . What is the role of the Delegate?

Service Manual p.75:

- An Al-Anon/Alateen member elected at the Area Assembly to represent all the groups in his or her Area at the annual World Service Conference.
- The Delegate is the primary communication link between the groups and the World Service Office (WSO).

Said differently, the Colorado Delegate is Colorado's GR at the group conscience of all of the Areas that are part of the World Service Conference. There are 68 of them, now including the Global Electronic Area.

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## Finances: WSO as of December 2023

- Increased literature sales: \$3,217,630
- Increased contributions: \$2,916,399
- Improved investments
- Net increase in assets of \$1,077,619 vs the original budgeted \$64,770

An increase in the reserve fund of \$1,089,173 due to favorable market conditions. This will also be the first time in a while that there will be a new deposit into the reserve fund in many years.

	YTD Actuals	YTD Budget
Revenue		
Literature Sales – Net	\$3,217,630	\$2,768,930
Contributions	\$2,916,399	\$2,532,900
Other income	\$768,824	\$558,600
Total Revenue	\$6,902,853	\$5,860,430
Total Expenses	\$5,825,234	\$5,795,664
Net Increase	\$1,077,619	\$64,770

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I asked a question about the status of our Ample Reserve of my assigned Trustee on the COB Letter call, which was answered on AFG Connects by our Treasurer.

The question was:

I know in previous years that our ample reserve has not been fully funded up to the desired amount of one year's expenses but has hovered in the range of 8 to 9 months. I was wondering how our ample reserve stands today with the material revenue surplus in 2023.

I understand that the Reserve Fund ebbs and flows by investment performance and by the 4% annual transfer unless the Board approves transfers otherwise.

With 2023 budgeted revenue just under \$5.9M and actual revenue just over \$6.9M, am I understanding correctly that there is no plan to direct any of the \$1M net surplus revenue to the Reserve Fund? Or, is it perhaps not necessary to direct surplus net revenue to the Reserve Fund because with the over +\$1M in positive rate of return on investments, the Reserve Fund is now fully funded?

If not necessary to transfer any of the surplus revenue to the Reserve Fund, what plans do we have for that surplus?

No answer yet . . . stay tuned . . .

**However – this is not an incitement to stop sending donations to WSO because they have too much money. WSO has a long list of projects they are working on (which I will cover shortly), all requiring funds. WSO is also short staffed. We do not want to hamstring WSO, but I think it’s important to understand how that windfall will be used. Just like we did here in Colorado with our surplus.**

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## Some projects being worked on...

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The 2024 WSO Projects Landscape includes the following:

- eBooks globally
  - Next Generation Group Records
  - Online Store Version 2.0
  - Electronic Alateen Planning & Validation
  - CAL Globally
  - GEMS Booklet
  - A.A.2025 International Convention in Vancouver
  - Al-Anon 2028 International Convention Site Selection
  - Revamping the Trustee Application
- In addition to the 2024 projects, the WSO Staff continue to provide their time and resources to the services listed on the back of each appeal letter.

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## Nominating

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- Changes to Nominating
- The Board approved the Nominating Committee recommendations as follows:
  - Revise and replace the current Trustee Role Description effective immediately
  - Begin using the revised Trustee Application for the 2024 nominating process, which commences August 16, 2024
  - Hold Regional Committee on Trustees Chairperson and Co-Chairperson elections during the time frame of the WSC

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The Nominating Committee was extremely busy this year. For the first time, all work to prepare for Trustee and Executive Committee interviews, plus the technology assignment, was completed by the Nominating Committee.

This approach allowed these trusted servants to develop specific questions related to each candidate's resume, which in turn better informed the Board during the interview process as to the skills and qualifications each candidate could bring to the Board. All interviews were conducted virtually in January.

In addition to this work, the Nominating Committee completed their work to develop three recommendations

to update the Trustee nominating process. The first two recommendations concluded significant efforts that began after the 2022 WSC to address Area Delegate concerns about the lack of clarity in the Trustee application process. The third resulted from the evaluation of an experimental effort to improve the Regional Committee on Trustees election process that had not worked as well as estimated. The Board approved the Nominating Committee recommendations as follows:

- Revise and replace the current Trustee Role Description effective immediately

- Begin using the revised Trustee Application for the 2024 nominating process, which commences August 16, 2024
- Hold Regional Committee on Trustees Chairperson and Co-Chairperson elections during the time frame of the WSC

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## Nominating

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The list of nominees to be presented to the World Service Conference (WSC) for traditional approval are:

- Regional Trustee:
  - Debbie P., Canada Central, second three-year term
  - Cindy H., Canada West, first three-year term
  - Craig M., US Northwest, first year of a two-year term
- Trustee at Large:
  - David B. first three-year term
  - Kathi M., second three-year term
  - Marco R., remaining two years of a first three-year term
  - Phil G., remaining year of a first three-year term
  - Rachelle C., first three-year term
- Board Officers:
  - Kathi M., Chairperson of the Board, first one-year term
  - Diane B., Vice Chairperson, first one-year term
  - Ann Marie Z., Treasurer, second one-year term

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## Nominating

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Following traditional approval, the Board may elect the nominees at the Annual Meeting following the WSC.

The following resumes will be presented to all World Service Conference members for their information.

- Executive Committee:
  - Carol M., third one-year term
  - Jeff F., second one-year term
  - Angela A., first one-year term
- Chairperson of the Executive Committee:
  - Carol M., first one-year term
- Executive Committee for Real Property Management (ECRPM):
  - Lori H., three-year term
- Chairperson of the Executive Committee for Real Property Management (ECRPM):
  - Sue C., second one-year term

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## Policy

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### Several items working:

- Registering Multiple Meetings Thought Force
- Choosing a Group Name Task Force
- Letters from Members: Discussed a Concern raised by an Al-Anon member regarding a former AA member who served as a Delegate
- Discussion regarding Minors Not Allowed in

The purpose of the update sent each quarter by the Policy Committee Chairperson is to report progress and provide information on the following:

- Registering Multiple Meetings Thought Force: The Thought Force brought forward recommendations, based on the information they gathered, that did not support having a numerical limit on the number of meetings a group may have. It did recommend the “Registration of Groups” section on page 85 of the 2022-2025 Al-Anon/Alateen Service Manual (P24/27) v2 for anyone who would benefit from information and guidance when registering a group. The Policy Committee will take this recommendation forward.
- Choosing a Group Name Task Force: The Policy Committee had a discussion regarding the recommendation of the Task Force and approved the revised policy for “Choosing a Group’s Name,” found on pages 85 and 86 of the Service Manual. The revised section will be presented for discussion and approval at the 2024 World Service Conference (WSC).
- Letters from Members: We discussed a concern raised by an Al-Anon member regarding a former A.A. member who had served as a Delegate. We gathered information and background on this topic and will continue discussing it in a future Policy meeting.
- Discussion: Minors not allowed in Al-Anon meetings: The Policy Committee discussed this topic at its October 2023 meeting. Discussion at the January meeting was deferred pending further information.

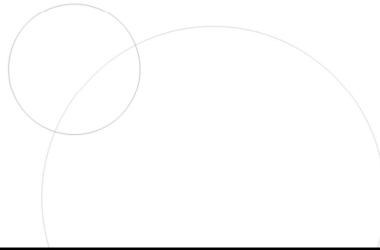
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## Road Trip 2024

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Road Trip! You and Your Board Connect event will be held in Columbia, South Carolina on October 26, 2024.



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The 2024 Road Trip! You and Your Board Connect event will be held in Columbia, South Carolina on October 26, 2024. The planning has already begun. The Road Trip! Work Group recommended some exciting revisions to the agenda, which the Board approved, and is currently working on a Welcome Committee Guideline. Please tell all your Al-Anon/Alateen friends to join us in fellowship to meet the Board of Trustees and the Executive Committee members for a day-long event full of surprises, fun, and more knowledge about our links of service.

And there's more! The Board approved a motion to begin a three-year trial to offer interpretation when it is requested by the Area and supported by local Area interpreters. Criteria specified in the motion included: paying fair, standard rates for local interpreters; having access to Area interpretation equipment (transmitters at a minimum); ensuring overall costs are minimal enough to maintain an affordable registration fee; having Spanish- or French-speaking meetings registered in the Area; and considering translation support from the Area as being helpful to WSO Staff.

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## New Literature....

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Given conceptual approval by the 2021 World Service Conference, ***Healing within Our Alcoholic Relationships-A Collection of Insights from Our Shared Journey (P-95)*** is a 48-page booklet that provides brief but powerful messages of timeless wisdom.

It's perfect for newcomers as well as anyone who may need to "Keep It Simple" and get back to basics. Currently being designed and translated, it will be available this Fall in English, French, and Spanish for \$4.00 US.

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## 2022-2025 Al-Anon/Alateen Service Manual v3

The *2022-2025 Al-Anon/Alateen Service Manual (P-24/27) v3* is available electronically in English, French, and Spanish!

In addition, for those members who have a printed copy of v2, we have posted replacement pages in all three languages to download, print, and trim to fit in your *Service Manual*.

<https://al-anon.org/for-members/members-resources/manuals-and-guidelines/>

The changes include a housekeeping edit to the "Channel for Arriving at Policies" to reflect the accurate composition of the Policy Committee; updating the Announcing Events Policy text per a 2023 Conference motion; a housekeeping change to "Electronic Communication Outside of Al-Anon" to replace "social networking sites" with "social media posts"; and a housekeeping edit to the Concept Eight descriptive text to reflect a 2021 Bylaws change.

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A banner for the World Service Conference 2024. It features a purple vertical bar on the left with a white horizontal line. The main text is on the right, including the title, theme in three languages, and dates. There are decorative elements like a purple horizontal line and a graphic of overlapping circles in the top right.

# World Service Conference 2024

The 2024 World Service Conference theme is:

Our Path toward Grace, Unity, and Understanding  
Nuestro camino hacia la gracia, la unidad y la comprensión  
Notre cheminement vers la grâce, l'unité et la compréhension

April 18, 2024 – April 21, 2024

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## Agenda Being Developed

- Discussion of including Delegates on the CLT (Conference Leadership Team that sets the conference agenda).
- A Chosen Agenda Item titled “It Works if You Work It,” discussing the program benefits identified in a dissertation based on the 2018 Al-Anon Family Groups Membership Survey data that was shared by a PhD candidate at the July Board meeting.
- A strategic topic discussion about holding the World Service Conference in New York to facilitate Conference member visits to Stepping Stones beyond the 2025 one-year trial.
- A Policy Committee-facilitated discussion on the question, “Is the gendered language in the Steps and Traditions in alignment with Al-Anon’s Legacies?”

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For Delegates on the CLT, if you remember, that is the KBDM that was submitted last year at Conference by myself and 4 other SWR Delegates. At the time, the WSC voted not to amend the current agenda, but enough Delegates showed support for the topic that the item is confirmed on this years Conference agenda.

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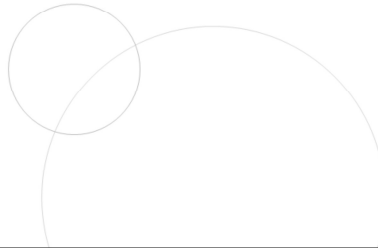




## Chosen Agenda Item

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- Each area can submit 2 Chosen Agenda Items (CAI). The topics should be able to merit an in-depth discussion that could benefit AI-Anon groups and members worldwide. This year all topics will be reviewed so the repeat or similar items will be grouped together.
- All voting Conference members vote on all the submissions. The two topics receiving the most votes will be discussed at conference for a minimum of 45 minutes.
- Chosen Agenda Items will be grouped by related topic by a newly-formed Task Force comprised of the Conference Chair and Co-Chair (Trustees) and three Delegates.



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So, what changes have we seen since 2023 WSC? For 2024 WSC:

### CAI Task Force

As discussed in the 2023 Delegate Participation Framing Document submitted during WSC, the CLT has established a CAI Task Force to combine like/similar Chosen Agenda Item topics. In previous years, we have had over 50 CAIs resulting in voting on our top third. This new process will combine CAIs into topics as was done previously by the Agenda Committee, which folded into the Admissions/Handbook Committee in 1989, which was then disbanded in 2009. The Task Force has already had our first two meetings!

### Mentor/Mentee Pairing Task Force

The CLT also created a Mentor/Mentee Pairing Task Force consisting of two or three Panel 62 Delegates to pair Panel 64 Delegates with a mentor based on those willing to volunteer. Another way Delegates can be more involved in WSC planning.

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## Chosen Agenda Item Submission #1

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- Topic: Concept Ten: "Service responsibility is balanced by carefully defined service authority."
- Rationale: How do we balance service authority and service responsibility? When out of balance, what spiritual principles can we use to bring us back into equilibrium? In World Service, how do we balance the Concepts with the Charter?

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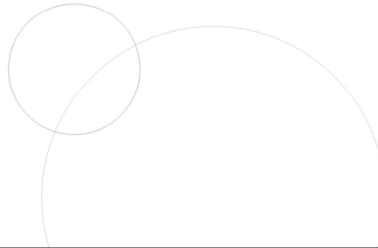
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## Chosen Agenda Item Submission #2

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- Topic: Concept Nine: What spiritual principles help define good personal leadership?
- Rationale: Bill's essay on leadership in the Service Manual (p. 200) describes good personal leadership well. How can I participate and be part of the solution when leadership ceases to function well?



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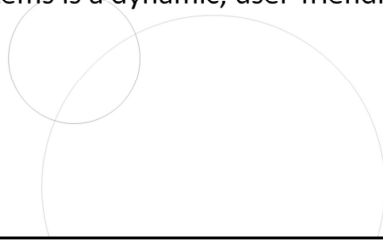
## Past Chosen Agenda Items

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If you want to view past Agenda Items, WSO has updated the Index of Chosen Agenda Items on the website!

Hover over the "Members" tab, then hover over "World Service Conference," then click on "Chosen Agenda Items."

The Index of Chosen Agenda Items is a dynamic, user-friendly resource for all of our members.



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## LETTERS AND NOTES SENT TO THE BOARD AND WSC – STEPPING STONES – LETTER TO CHAIR OF THE BOARD

I have put some thought into the decision of the BOT to take the Stepping Stones visit out of the Conference Agenda on a trial basis, and I offer the following:

I would like to recognize all the hard work that goes into planning a visit to Stepping Stones for the Delegates and other members of the World Service Conference. I would also like to acknowledge that I am fully aware that this visit requires additional planning and expenses.

The Stepping Stones visit has always been more than just a visit to a significant part of our history. In my heart and soul, the visit to Stepping Stones is a spiritual experience, where our beginnings as an organization and a fellowship become alive and relevant to my role as a Delegate. The visit is something we get to do together that brings the common experience to everything we do as Delegates. To discontinue this experience for current and future members of the WSC 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). Without this experience I would be limited in my knowledge of how important our survival is as an organization.

I realize that the trip to Stepping Stones and our visit to the World Service Office are traditional in nature, and can be viewed apart from the work of the Conference. When we were welcomed at both Stepping Stones and the World Service Office my heart became full to experience firsthand that I am part of something greater than just me, my home group, and the Conference.

I am excited to see the forward movement that the Board and Conference Leadership Team is taking to allow the Delegates to be more involved in the conference planning process. However, I would like to note that the Delegate's KBDM request was "to help decide what will be on the agenda at the World Service Conference (WSC)", not "Delegates want to be more involved in WSC and are talented at organizing" as stated in the July COB Letter. As written, that COB Letter statement sounds cheeky and punitive.

As part of the shared leadership process, I believe the Board exercised Ultimate Authority citing "fiscal responsibility." With the 2023 WSO budget now balanced and with a positive forecast for 2024, this decision appears to conflict with our Spiritual Principle of Abundance. I went back to our Conference Charter and Warranties Three, Four and Five jumped out at me. In the spirit of honoring these Warranties, has the Board overstepped its level of authority by eliminating the Stepping Stones trip for a three year trial basis? Further, I wonder if there will be a subsequent change to our WSO visit since that is also a material expense and time out of the already shortened conference agenda?

There are some significant items that need to be discussed both at the Conference level and at individual Area levels. 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?

As I am sure that the Board put considerable thought into this, I am interested in the KBDM process that the Board used to come to this decision. There are so many items that I feel remain open as part of the Board's decision. If possible, could this be shared with Conference members in order for members such as myself and others to fully understand the process used by the Board in its decision making process?

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." Could the decision of the Board be set aside until the Conference can fully discuss both the financial and spiritual impact this would have on our future as an organization? With that in mind, I respectfully request that this matter be added to the 2024 WSC Agenda for discussion and vote.

Kari Oliver - Panel 62, Colorado Area

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Prior to the October Board of Trustees meeting, I sent a letter to the Chair of the Board about keeping Stepping Stones in the Conference agenda.

It says:

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## LETTERS AND NOTES SENT TO THE BOARD AND WSC STEPPING STONES – AFG CONNECTS – LETTER #1

At the 2023 WSC, we discussed the topic of keeping the Stepping Stones visit as a part of WSC once per panel. The preponderance of Delegates who spoke on the topic were in favor of keeping the Stepping Stones visit as a part of WSC. After Conference, a BOT letter was published including the plan to take the Stepping Stones visit out of the WSC Agenda beginning in 2025 on a trial basis. The BOT decided that the visit could take place before or after WSC and the Delegates would plan it with some support from WSO. The WSC location selected would be favorable to visiting Stepping Stones.

In October, I sent a letter to the Chairperson of the Board outlining my concerns with the BOT decision. The letter has also been shared with the Southwest Region for their feedback. For context, I am sharing it here.

<<Letter to the BOT Stepping Stones Visit.pdf>>

In their feedback, Southwest Regional Past Delegates from 1994 detailed a conversation during WSC about agreeing to the move out of New York as long as the visit to Stepping Stones remained part of WSC once per panel.

That conversation is not documented in the 1994 Conference Summary and no transcription is available.

[https://al-anon.org/pdf/P46\\_1994\\_web.pdf](https://al-anon.org/pdf/P46_1994_web.pdf)

In the motions, Motion #12 (p.46) is described in the Conference Summary as a contract (p.26) between the BOT and the WSC. There is no mention of the Stepping Stones requirement. The Delegates who provided feedback said they didn't think they needed any vote because the conversation and commitment of WSO/WSC/Board/EC was enough.

One 1994 WSC Past Delegate shared "I also remember very clearly the verbal promise that every three years the Conference would be held in New York, and that all delegates would have the opportunity to visit Stepping Stones. A motion was not made for this as we felt that the trustees and executive committee would be true to their word. This is our history! It is the beginning of our Program. It is such a spiritual place."

Another 1994 WSC Past Delegate also reflected "I'm sorry I didn't contact WSO when I realized the promise we verbally made to Stepping Stones did not get in the motions or the minutes."

**I would ask that each Delegate consider reaching out to their Past Delegates (especially from the 1994 WSC) to weigh in with their experience, strength and hope around this conversation.**

In the 1994 Conference Summary, p26, on purchase of real property is the following quote:

"Some members reflected that Al-Anon's needs would be taken care of if we trust in our Higher Power. Members agreed that there is no wrong opinion on this topic and we need to focus on eliminating any disunity this decision may bring."

I believe we find ourselves there again today with the topic of the Stepping Stones visit.

While it has been 30 years since the 1994 WSC and much has changed, our Spiritual Principles have not. I agree that all of our Spiritual Principles are important, Prudence included. However, Abundance, Integrity and above all, Unity are as they always have been.

Karl Oliver  
Panel 62, Colorado Area

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A Task Force sent a letter to the Delegates about Beyond 2025, and there was discussion on AFG Connects. In a response to one Delegate conversation, I wrote the following:

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## LETTERS AND NOTES SENT TO THE BOARD AND WSC STEPPING STONES – AFG CONNECTS LETTER #2

Thank you for this thoughtful framing. I feel like I need more information before I approach the Colorado Area.

Firstly, the topic is "Beyond the 2025 World Service Conference." Therefore, 2025 is a done deal without any further discussion?

For each of the statistics given, I feel like we need more context to truly understand the information presented:

- The values given are not apples to apples, noting also that the net expense will never be \$0 unless perhaps held virtually or not at all.
- Additional Questions to better understand the above amounts:
  - How is the Equalized Expense calculated?
  - What expense elements are included?
  - Is translation/interpretation fully included in the Equalized Expense? If so, when was that change made?
  - In each of these years, were the WSC Equalized Expense contributions by the Areas enough to cover the Delegates cost to attend, or did WSO have to cover any shortfall, or was there a surplus? If so, how much?
  - How much of the cost of the trip to Stepping Stones is non-Delegate participation?

Year	Location	Net Conference Cost	Change
2015	VB		Stepping Stones travel from VB to NY after conference. •14 of 67 Delegates opted out of the Stepping Stones visit from Virginia Beach even though the cost was covered in the Equalized Expense. •In 2015, we still had a 5-day Conference.  Additional context would be helpful: •What was the additional time commitment to add Stepping Stones to the WSC 5-day Conference? •What were their reasons to opt out? •How many Delegates have attended/opted out of all other Stepping Stones visits?  << no historical financial data to compare >>
2016			
2017			
2018	NY	\$98,962	<< no historical financial data to compare >>
2019	VB	\$75,214	Added translation/interpretation. •Was translation/interpretation included in the Equalized Expense or was that paid by WSO out of the General Fund?
2020			
2021	Virtual		Virtual conference due to pandemic
2022	NY	\$110,708	•\$12k more than 2018. •What were the line items contributing to the increase over 2018? <ul style="list-style-type: none"> <li>○ What was the impact on travel cost of COVID where all travel expense increased?</li> <li>○ How much expense was added by translation?</li> <li>○ Other changes?</li> </ul>
2023	VB	\$45,333	Reduced from 5-day to 4-day conference
2024			

In response to that same Task Force information request, I wrote this:

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## LETTERS AND NOTES SENT TO THE BOARD AND WSC STEPPING STONES – AFG CONNECTS LETTER #2 CONT'D

With respect to the four questions for discussion at WSC:

- a. I don't have enough context to take these questions directly to the Colorado Area. They will quickly identify the missing context of the data provided. However, at the 2023 November Budget Assembly, Colorado has voted to reduce the 2024 WSC contribution from the Full cost to the Equalized Expense to ensure that the Ample Reserve in 2025 is sufficient to be able to send the Delegate to Stepping Stones. Of note, Colorado Area also has a Guideline to send Ample Reserve surplus to WSO after fiscal year end.
- b. What are the most important elements of the visit to maintain?
  - Said differently, what is unimportant and can be taken out?
- c. How might it be best to cover the additional cost of Stepping Stones and a New York Visit?
  - How has the spiritual principle of Abundance been included in the funding conversation?
  - No one has asked the WSC if we want to incur the additional expense for Stepping Stones, a decision was made to make a trial change without a vote.
  - For 2024 in Colorado, even after the Finance Committee and AWSC voted to keep the budget at a modest deficit (as is traditional in Colorado) the Assembly membership insisted that we increase budgeted funds for service reimbursement amounting to the largest budget deficit to date.
  - Colorado Area considers Past Delegate participation important enough that Colorado also added expense to support Past Delegates to attend the regional meetings. The Past Delegates bring our history and a wealth of experience, strength and hope. Stepping Stones is part of that history.
  - Is the Ample Reserve not enough to cover ~\$12,000 every three years?
- d. What ideas do you have for administratively making this happen? Do you want WSO to administer the process? Do you want Delegates to be involved?
  - If staffing is a concern, please give context to the under budget salary forecast for 2023. The membership approved a higher budget for salaries, but not all positions were filled and the forecast for 2023 was to finish favorable to the budget. Additional staffing was requested, and the membership acted abundantly.
  - Could the unused budget be put toward an event coordinator to coordinate the Stepping Stones visit?

Finally, in the sentence, "The Board of Trustees has the *right* . . ."

- a. Use of the word "right" is troubling. The Board of Trustees has the *delegated authority* of the Conference as provided in the Concepts.
- b. I am still challenged to understand how the BoT balances their responsibilities as delegated in the Concepts with the limits of the Charter?
  - i. Concept Seven notes that the Trustees have legal rights while the rights of the Conference are traditional. This is not a legal matter save the logistics contracts (which the Delegates cannot sign anyway), so the Stepping Stones visit would be traditional, which guides us to our Charter.
  - ii. Charter 3a says that "The Conference acts for Al-Anon in the perpetuation and guidance of its WSO services."
  - iii. Charter 4a "Two-thirds vote of Conference members in attendance is binding upon trustees and any related corporate service."

In Summary, my concern is that we don't have enough context in the information provided to have a meaningful conversation about Stepping Stones in 2025. We have requested the KBDM that went into making the decision for the trial. I would like to again request that we hold off on commencing the trial in 2025 until we have the data to have a generative conversation and can make an informed decision.

Kari Oliver  
Panel 62, Colorado Area

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The first question was:

- Do the groups in your Area believe it is important for their Delegate to visit Stepping Stones?
  - If yes, how do they see it helping their Area

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## LETTERS AND NOTES SENT TO THE BOARD AND WSC STEPPING STONES – AFG CONNECTS – WHAT WERE THE QUESTIONS?

As we begin the conversation, consider the spiritual principles of balance, responsibility, abundance, and prudence. Reflect as well on Traditions One, Five, Seven, and Ten; Concepts Two, Three, Six, and Seven; and Warranty Three. We will start the conversation with these questions:

- Do the groups in your Area believe it is important for their Delegate to visit Stepping Stones?
  - If yes, how do they see it helping their Area
- What are the most important elements of the visit to maintain?
- How might it be best to cover the additional cost of Stepping Stones and a New York visit?
- What ideas do you have for administratively making this happen? Do you want the WSO to administer the process? Do you want Delegates to be involved?

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So what were the questions we were asked?

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## More about Stepping Stones in 2025!!!

After the letter, there was more Delegate feedback and as a result, while there is no permanent decision at this time, the Board approved that the **Delegate costs associated with the Stepping Stones visit will be included in the 2025 WSC full cost and equalized expense** calculations. This relieves Areas of the need to choose whether or not to send their Delegate to Stepping Stones in 2025 based on financial considerations.

The 2025 World Service Conference will be held at the Marriott Hartford/Windsor Airport Hotel, 28 Day Hill Road, Windsor, CT 06095. **Delegates are scheduled to arrive April 23; Conference takes place April 24 – 27, 2025; and the Stepping Stones Visit will occur Monday, April 28.**

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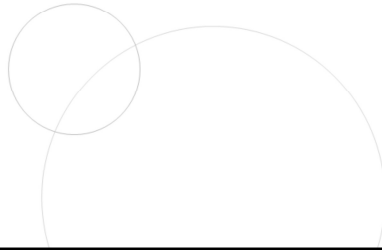
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## More about Stepping Stones in 2025!!!

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Stay tuned . . .



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## Love Gifts

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### Love gifts!

- Delegates can bring love gifts from their Area to share
- Limited to what we can carry with us (Kari can check 2 bags free, just sayin')
- 68 Delegates in WSC
- Mail to: email Kari for my home address at Delegate@Al-Anon-CO.org

### Mail!

- Mail (letters only please) can be sent to the Delegate (to arrive after April 15<sup>th</sup>) as follows:

Name (Hold for WSC 4/18 – 4/21, 2024)  
The Founders Inn and Spa  
5641 Indian River Rd.  
Virginia Beach, VA 23464

### Love gifts at Conference!

It is really special to get mail when at WSC and to have gifts to share.

Delegates love to share pins, pens, notes, candy, all kinds of love gifts with other Delegates during Conference. Most all of the pins on my lanyard were given to me by Delegates from various Areas, and they are all special to me.

It is a real pick-me-up during the long days. Like mail from home at summer camp!

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Firstly, thank you for supporting our Southwest Regional Delegate's Meeting. Thank you for sending me. Well, us. Meeting the current and past Delegates of the Southwest Region is pretty magical.

Some regions are more of a social gathering. Not so in the Southwest. I think you will see that as we talk through the Agenda. We have hard conversations with a lot of experience, strength and hope in the room. I feel incredibly prepared for this year's WSC.

Thank you.

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## Agenda

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- Is SWRDM Self-Supporting?
- Finance & Banking Task Force
- Who Has Authority? Our Concepts & Our Charter
- Enhanced Delegate Participation Update
- Trustee Reports
- Chosen Agenda Item (CAI)
- Breakout Session
- SWRDM 2025

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## Is SWRDM Self-Supporting?

- What is SWRDM?
- What is the purpose of SWRDM?
- Who is the membership?
- How is SWRDM funded?
- Why the question of self-supporting?

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What does SWRDM stand for?

- SWRDM = Southwest Regional Delegate's Meeting

What is the purpose of SWRDM?

From our SWRDM Guidelines:

To bring together the Delegates of the Southwest Region preceding the World Service Conference each year to:

- (1) Welcome and support the new Delegates,
- (2) Provide current Delegates an opportunity to share Conference practices and procedures,
- (3) Keep past and current Delegates in the Southwest Region connected, involved and informed.
- (4) Receive a Report from the SWR Trustee

For those of you who were here last year, you will remember the “Delegate’s on the Conference Leadership Team KBDM” which was presented by five SWR Delegates at WSC. We tested the ‘topic from the floor’ flow chart that doesn’t flow and though our topic did not change last year’s WSC Agenda, it is on THIS year’s agenda! All of that came from the knowledge and support of SWRDM. If you don’t remember that, or would like more information, please reach out to me.

Who is the Membership?

- With voice and vote: all current and past Delegates of the Southwest Region, all current and past Trustees, and Past Delegates who have permanently moved into the Southwest Region provided that they are not voting members in another Region;
- With voice, but no vote: Current Area Chairs and Current Alternate Delegates;
- With Voice limited to the Breakout Sessions and Breakout Session Report-Backs: All other Al-Anon members attending

Also of note:

- The RDM’s are not within the AFG service structure, but they are mentioned in the Service Manual, and we do send excess funds to WSO.
- RDM’s are organized by members that have served as a Delegate for an Area within the Region.

How is SWRDM funded?

- Area fee \$250
- Badge fee \$20/person
- Room registration / food allowances negotiated to keep the costs as reasonable as possible and to help cover other costs not fully covered by Area and badge fees.
- Colorado budgets for our Delegate, Alternate Delegate, Immediate Past Delegate and Area Chair

Why did the question of SWRDM being self-supporting come up?

- Each SWRDM has a site chair, program chair and secretary. In many years, the elected positions were paid by the member themselves, not by SWRDM. Depending on where SWRDM is, that can be quite costly.
- We don’t want to limit service to only those who can afford it. If we do, the people with such means are the only ones making the decisions.
- A Thought Force was commissioned.
- More discussion to follow.

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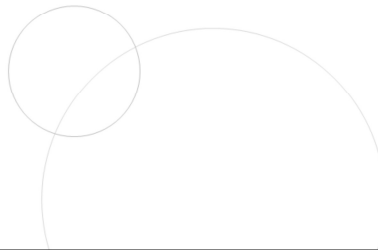




## Finance & Banking Task Force

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- Purpose
- Motions
- Results



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SWRDM launched a Finance & Banking Task Force for the purpose of providing guidance to SWRDM about these important issues.

- Today, SWRDM finance is managed in personal accounts and/or Area accounts and is challenging at best to manage and in some cases, can cause other issues.
- For instance, if I were site chair for SWRDM, the funds would likely go into my personal account and/or a separate account that I create. If something happens to me, that money will get locked up until my financial matters are settled. I would also sign big contracts with hotels and be personally responsible for those expenses.
- Bank accounts are challenging to get post 9-11.
- Seed money moves around from account to account. If SWRDM had a single account, only the signatures and mailing address would have to change. Electronic banking is also key to keep us location agnostic.

Motions:

- Southwest Regional Delegates Meeting be registered in the State of Colorado as a not-for-profit corporation and that the Bylaws as presented be adopted. Upon adoption of said Bylaws, the Executive Board shall file all necessary documents with the Colorado Secretary of State and establish any bank accounts necessary for the operation of

SWRDM.

- Elected a temporary board of directors for a period of one year from the Task Force, plus one. Future elections would be for a three-year term.
- The newly elected members of the Executive Board of SWRDM are tasked with establishing the election and voting process to be followed at the 2025 SWRDM for the election of an Executive Board as described in Article III of the newly adopted Bylaws of Southwest Regional Delegates Meeting, Inc., a Colorado not-for-profit corporation.

Why Colorado?

Colorado has the largest group of active Past Delegates and Trustees.

Board of Directors:

- President: Judy Philson, P28 Hawaii
- Secretary: Marcia Meyer, P58 California (S)
- Treasurer: Tom Blake, P47 Colorado
- At-Large #1: Karen Rimmel, P41 Arizona
- At-Large #2: Teri Manley, P50 Colorado

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## Chosen Agenda Item

**Topic:** How can Delegates bring forward topics of concern and have their voices heard before a decision is made?

**Rationale:** The ultimate responsibility and authority for Al-Anon World Service belongs to the Al-Anon groups who are represented by their Delegates. So hearing their voices before decisions are made is how Al-Anon works. Whether ensuring a trip to Stepping Stones for every panel or a Town Hall following every COB letter or a reliable Alateen Review Process that will no longer take over a year to return, assuring that the Delegates actively participate in decisions is crucial.

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Some of the feedback from the SWRDM attendees:

- How do we have conversations? Delegates can give an AWSC/Assembly report after a WSO Town Hall on COB letter. To make an informed decision, I need to have the information. Progress over perfection.
- One thing to have a voice, another to be heard. Best practices on being heard.
- Trustees stated all eyes are on AFG Connects. That's one avenue Delegates can utilize to have their voices heard. Anyone can send an email with
- "Policy" topics to the WSO. Trustee calls with the Delegate. Generate topics among Delegate-Panel discussions.
- Sometimes bringing things forward works, sometimes it doesn't.
- Making myself available to fellowship and having their voices heard. Start CAI process in Area sooner than at the beginning of the year.
- Delegate has to listen. Everyone's issues are important. My job is to bring that topic forward. The Conference needs to listen also.
- Delegates could get together and do KBDM for a particular thing for future conferences since it's almost impossible to get in on the current agenda.
- Delegates in AA can bring floor motions in their Conference. I would like to see that. Currently Conference Agenda is so controlled and tight.
- At the end of my term, I finally was beginning to understand my role. And then all the sudden felt as if being "thrown away". How are we utilizing

- the voices of Past Delegates? Why is there not a slot on the CLT for someone to put in an application to be of service for “someone, a IPD who just got it”, who’s thinking what am I going to do with all this stuff?
- I felt I was picked several times and had things of value to share as a Delegate. AFG Connects is a very good forum. There’s a lot of competition– one voice of many--and when he had something to say definitely was heard.
- What decisions, matters of substance and who’s making the decisions? If some decision are made that affects Delegates is it taken to them or “expired” (past Delegates). Could bounce it off them and or to current Delegates before decision made.
- Add back the 5 th day to the Conference to have more time to discuss things. Being Area Chair placing things on Agenda that pleases 25% of people is a challenge. CLT could run the agenda by the Delegates and see if they liked it. Are we utilizing our time the best way here?
- Being heard before a decision is what I am focusing on. We found ways to be heard more now than in years prior. Big decisions made w/o KBDM.
- How are we modeling integrity, dialogue before deliberation? It may be slower, yet participation is the key to harmony.
- Don’t know how many “expired” people we have here. More Trustees who’ve served at Conference the better we will be. Send in an application after 2 WSC have passed.
- Send in application for WSO At Large Committees, ECPRM, EC, Trustee at Large and Regional Trustee. I submitted a letter to the Policy Chair and through the process clarity was added to the Service Manual. Alateen problems will also get you on the radar.

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## Handbook Change Suggestion

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Based on our discussion at the SWRDM, the CA(N) Delegate submitted a request to WSO to make a possible change to the Handbook to further clarify the definition of Region and further support the importance of the regional delegate meetings. I have made the following suggestion below or something like it highlighted in bold and underlined

Suggestion to the Terms used in AI-Anon Service:

pg 142 "Region A Geographic grouping of Areas. There are nine Regions in the World Service Conference Structure; six in the U.S. and three in Canada." **Some Regions hold a meeting prior to the WSC Conference to prepare Delegates for the WSC Conference.**

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## 2025 Site Selection

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### Selection of SWRDM 2025:

- Site Affirmation - Colorado!
- Site Chair - Kari O - CO
- Program Chair - John M - Past Delegate CA (N)
- Recording Secretary - Carolyn A - Past Delegate HI

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With the site selection of Colorado, and myself as the site chair, I will be reaching out to ask for your support in hosting the event, including registration, pre-event activities, etc.

SWRDM 2026 will likely be in Hawaii.

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## Breakout Session (Concept 10)

### Suggested Questions:

1. How do we balance service authority and service responsibility?
2. When out of balance, what spiritual principles can we use to bring us back into equilibrium?

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Read from Concept 9. Read from Concept 10.

We have had a lot of discussion (largely coming from the Southwest Region) about ultimate and delegated authority. We balance authority and responsibility.

Service Manual p 204 says: “ultimate authority should practically never be used in full, except in an emergency. That emergency usually arises when delegated authority has erred, when it must be reorganized because it is ineffective or because it constantly exceeds its defined scope and purpose.”

Just because I can, doesn't mean I should.

What Spiritual Principles do you year in Concept 10?

- Balance
- Trust
- Responsibility
- Accountability

We have pretty limited time this weekend. Would anyone be interested in a Leadership principles in Concept 9 / Concept 10 workshop on Zoom?

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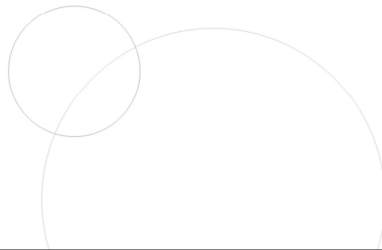




## Finally . . .

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- Elections - 2024



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At our Fall Assembly, the Delegate role is up for election. If you meet the requirements to stand for Delegate (Service Manual p. 156-157) and are interested in any way, please reach out to me to chat. I have learned so much from my experience as your Delegate – not all of it just about Al-Anon. Service is not just another thing I do. It's part of myrecovery from the family disease of alcoholism.

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THANK YOU!

