

## Colorado Area Winter 2025 Assembly **\*\*Draft\*\*** Minutes

**November 21 – 23, 2025, Cripple Creek, CO**

**OPENING / PURPOSE / WELCOME:** Chair Linda C. welcomed all members in person and on Zoom. She opened the meeting with the Serenity Prayer. Margarita C., GR, read the 12 Steps in Spanish. Donna D., GR, read the 12 Traditions. Allie M., GR, read the 12 Concepts and Warranties. Linda spoke about the Warranties and encouraged us to read up on them since they are the spirit of the Traditions.

Good morning and welcome to our 2025 Winter-November Assembly. I'm Linda C., your Colorado Area Chairperson. The purpose of the Assembly from page 160 in the Service Manual is this:

- To ensure adequate interchange of information and ideas about service activities, not only in the immediate Area but where worldwide Al-Anon is concerned.
- This is the 'Budget Assembly'. Our Alternate Delegate will be presenting the 2026 budget for your consideration and approval. You will also be participating in thoughtful conversations around thought/task forces, helping to move our Area forward.
- This Assembly is for GR's, elected officers, elected coordinators and trusted servants. It is also open to any Al-Anon member. Every Al-Anon/Alateen member has a voice at this assembly.
- GRs who are Al-Anon/Alateen members are the only ones who can vote at an Assembly. Please make sure you have signed in at the registration table and have your voting chip. Each group gets one vote.
- Please remember that active AA members do not represent Al-Anon groups as GRs or vote at this Assembly.
- As a reminder: To protect anonymity, only audio recording by our secretary for minute taking purposes is appropriate at Area functions.
- If you are a new GR, please stand-Welcome! Know that everyone around you is a resource for you and don't be shy if you have a question. Please make sure the Records coordinator (Brice) has your contact information.

Welcome to our Past Delegates in attendance this weekend.

Please stand if you are able when I call your name.

Chesley M., Panel 29  
Nancy B., Panel 32  
Michelle M., Panel 35 (not present)  
Dennis G., Panel 38  
Tom B., Panel 47  
Teri M., Panel 50  
Debbe P., Panel 52/Texas  
Marilyn B., Panel 53  
Eloy M., Panel 56 (not present)  
Marcia M., Panel 58/ California South  
Rick G., Panel 59  
Kari O., Panel 62 (on Zoom)

Thank you all for your service and carrying our organization forward in Colorado. It is an honor to have you here. These Past-Delegates are great resources amidst us. Feel free to talk with them today.

**HOST ANNOUNCEMENTS:** Rich L., DR 16, made announcements.

**ASSEMBLY ETIQUETTE & PRINCIPLES:** Colleen D., DR20, read the power point presentation with the members participation. She is also the State Convention Chair and she's looking for a committee for the convention. All meetings are in Zoom so please sign up or consider to be a part. State convention is Aug 21-23 in CO Springs at the Antlers Hotel.

**ROLL CALL:** Judy R., Secretary, introduced the Area Coordinators and Area Officers and had them acknowledge their presence. Be sure to sign-in on the green ledger, as we will be using this as the official record of the voting members of this Assembly. There are 15 Districts who have sent GRs here today. 51 groups are represented with 49 GRs and 2 Alt-GRs. **See Addendum #1.** There were 31 GRs on Zoom. **See Addendum #1A.**

**APPROVAL OF THE MINUTES:** Corrections to the Summer 2025 minutes: Sheila A., GR, page 19, 5<sup>th</sup> bullet, Edward questioned 2/3 majority for the election of the Secretary. Page 18, discussion about hybrid assembly should be added to old business. Marcia M., Al-Anon spelling needs to be fixed. This was done by Linda C. Capitalization of Steps and Warranties since this is how it is in the Service Manual.

Motion to approve the minutes as amended of the Summer 2025 Assembly was made by Donna D, GR, and seconded by Karen G.GR. The motion passed by majority of GRs with 3 abstentions.

**OFFICER'S REPORTS:**

**SECRETARY REPORT:** Judy R. - Officers and GRs, please submit your reports to my basket or via email.

**TREASURER REPORT:** Janice Z. - Reminder: at the bottom of the 2nd page of the report, remind groups where to send donations. Put in the Memo Group name and WSO I.D. #

Officers/Event Chairs/ expense reports are up here: submit within 30 days to treasurer email, including copies of receipts. Expense reports are available online and on the table.

The report shows the balance in all accounts. 1st bank is our primary account. We have exceeded the donation amount by groups. Thank you. We encourage further 7th tradition donations. Basket is the little travel black baggie being passed around. **See - Addendum #2**

**DELEGATE REPORT:** TMF will give his report later today.

**CHAIR REPORT:** Linda C. gave her report.

I welcome you all to this last Assembly of the year. Once again, I am struck with the dedication and willingness of all our Trusted Servants to make Al-Anon succeed and grow. The Al-Anon family is big and certainly the healthiest family that one could wish for and be part of. I learn so much from each of you. I learn from my mistakes. I learn how to make amends and course correct so maybe I don't make the same mistakes over and over. I learn kindness, consideration, collaboration, trust, and responsibility. As an observer of my service over the years, I continue to learn right responsibility and the thin lines between control, guidance, and autonomy. It's amazing to think of where I came from and how far I've come to be healthier— mentally, emotionally, and spiritually, because of Al-Anon. It should go without saying, however, that I also have a long way to go, it's constant learning.

Because we gather and share with each other in thoughtful and caring ways, we are able to build trust, unity and ultimately to heal with time and effort. One of the things I realize is important in Al-Anon, is the safety factor. This is something I've come to know and trust that is part of the foundation in Al-Anon.

Let's remember our principles of Al-Anon as we do the business of Al-Anon this weekend. This is one of the times we get to practice all that we have learned in our program. I look forward to hearing from all of you this weekend. If you do not get a chance at the mic, it's not your thing, or you think of something later, please contact me. There are also feedback slips of paper to voice your point of view and give back to me for consideration and possibly to put in the minutes to share with all.

The Agenda has been a very flexible document in the making for this Assembly. There may be some additions and changes along the way through it. Thank you for letting me be your Chair.

**ALT-DELEGATE REPORT:** Grete M. presented a Power Point **See - Addendum #3**

*Pam:* Where does the projection of the surplus show?

*Grete:* It is independent of the budget she has. It shows at the end, once spent, at the end of year money spent, not budgeted for.

*Rick G., Past Delegate:* Did anyone ask to have projects funded by the ample reserves? *Grete:* No. *Rick:* You can do that.

*Margarita:* Shout out to every district for donations. Thanks to that, we have money for special projects.

*Hazel* from Castle Rock, Tuesday: Please put the last slide up. Grete did.

*Donna* from D 16 High Noon: Are slides available online to access?

*Grete*: Yes, and the report will be part of the minutes as well.

*Donna*: Is there a public service policy? Can we do that in the Area? Do all our GRs here? We could maybe use the funds for that. Another conversation.

*Zoom question: Tom*, GR: Earlier this year, we went through the Finance Committee for additional funds. Going forward, what is the process of getting additional funds from prudent reserve?

*Grete*: If you know there is a project coming for the coming year, it is preferred to put it in the budget. Mid-year? Bring it to the Finance Committee to add to the budget.

*Linda*: 2 different things: if the purchase is over the line-item budget, there is a certain % you can go over - 2%. If you want a special project, there is a form to give to the Finance Committee as a proposal. The form for submission is on the website. Project criteria has to be fulfilled.

*Debbe*: Past Delegate panel 52: I propose this is a convoluted process. Sending all the money to the WSO may not be in our interest. I suggest the Finance and Policy committee come together and have Grete re-present in March. Can there be a different proposal for the group? Further discussion in March.

*Rick G.*: Past Delegate: He was part of the committee that reached out to counselors: project cost was \$4,500, approved and spent and executed. Projects can be submitted and approved. The assembly approved the process.

*Tom B.*, Past Delegate, Panel 47: \$21,000 is an enormous amount of money. We are a spiritually based program. God will provide the resources. About 5 years ago, we came up with a process of how to get rid of excess funds. It took 3 years, 7 years ago, to spend the excess. I am in full support of sending excess to WSO to avoid the grueling process.

Re: *Debbe's* proposal: Not getting rid of money in March - we may amend Area Guidelines to reflect disbursement.

*Linda*: Time to move on. Can the members on Zoom put their questions in chat? Yes.

**AREA BANNER & ASK-IT-BASKET:** Linda C. explained about the traveling banner quilt.

*Marilyn B.*, Past Delegate, Panel 53 explained the Ask-It-Basket.

During this weekend, you may have some questions arise. Your question might be specifically about the Business Meeting on Saturday morning or maybe a general question about the Assembly weekend. You are encouraged to discuss it with a friend and look for the answer in your service manual. If you still need clarification, you are invited to write your question on the Ask-It-Basket form that is in your folder and put it in the Ask-it-Basket box.

Or perhaps you came to Assembly with a specific question from your home group. Again, discuss it with a friend, if possible, look for the answer in your service manual, and if you decide you need more clarification, fill out the form.

A submission not in the form of a question will not be responded to. If you have a comment to make, please use your evaluation form.

On Saturday evening, all questions in the box will be read and distributed by me to the appropriate member. This could be an Officer, Coordinator, or a Past Delegate.

All answers are arrived at by using many resources including our Service Manual, past motions and minutes of the Colorado Area, Conference Approved Literature, the World Service Office website, and the past experiences and knowledge of those answering the question.

The questions and their answers will be read from the podium on Sunday morning during the Ask-It-Basket response time. If your submission is stated clearly, is legible and is respectful, it will be answered to the best of our ability.

After each question and response has been read, we will then allow a brief time at the floor mic for others to offer any further suggestions or clarification. This time is not intended to debate the question or the answer, but to allow the experiences of everyone present to add to the quality of the response.

The questions and answers will then be included in the minutes of the Assembly weekend and posted on our Colorado Al-Anon website. This gives everyone an opportunity to review them at a later date.

If you have any questions concerning the purpose of the Ask-it-Basket and how it works, you can ask any Past Delegate or any Area Officer.

## **COORDINATORS REPORTS:**

*Sue W. – Butterfly (AWSC Report)*

I wanted to mention I have copies of The Butterfly and La Mariposa printed up. They are at the registration desk. Tomorrow I will be passing around a sign up to receive these via email because it is very costly to print newsletters. I realize this last one was very thick compared to previous ones but it's still very costly. I'm hoping that by passing around a sign up for email that people would choose to get them electronically and I will not be printing many going forward. I had a request that La Mariposa be printed because they weren't getting it through their DR so many of them wanted it but didn't know how to get it. The reason I printed the English is because I printed the Spanish.

*Adrian B. – IT/Media (AWSC Report)*

My message for the AWSC is that the new microphones for the AWSC are occasionally working.

*Brice H – Records Coordinator* shared his report.

Colorado Area Group Records Coordinator (AGRC), Panel 65, Cell: 720-366-9359, records@al-anon-co.org

Area Group Records Report – Winter 2025

Willard and I still meet regularly to put out the monthly reports. Willard is more of a supporting role at this point as I have been able to take over almost all aspects of this position. Occasionally I do get an inquiry that is beyond what I know and so I do need to reach out to Willard for some extra guidance. Overall things are coming along nicely, and the group changes are getting done in a timely manner. The WSO has also been very helpful in resolving issues that come up. I want to thank everyone for their time and patience during the transition. If anyone has any questions, please feel free to email or call and I will get back to you as soon as possible.

Thanks.

*Colleen D., 2026 State Convention Chair, Area 5 – Colorado*

Winter Assembly, Sat. Nov 21, 2025

Announcing:

2026 State Convention

August 21-23, 2026

“Sufficient Substitute: Release from Care, Boredom, and Worry”

The Antlers Hotel

4 South Cascade Avenue

Colorado Springs, CO 80903

REGISTRATION FLYER ATTACHED

Strength: (current)

- Attending AA State Convention Planning Committee meetings on Zoom
- Registered for event
- Obtained accommodations and travel for the event
- Developed Al-Anon Planning Committee structure with job descriptions using Guideline 7
- Announce event at Winter Assembly
- Provide event and registration flyers at Winter Assembly
- Call for Sub-Committee Chairs and members at Winter Assembly

Hope: (future)

- Committee members are from different Districts in our Area
- Hold monthly Committee meetings on Zoom
- Create some excitement and participation in our Area
- Obtain guest speakers from our Area
- Develop a program based on the theme
- Increase the number of event registrations

*Joleen H - Spanish Coordinator*

I am researching purchasing a small scanner for translating any handouts instead of needing to take a photo of them to transfer to Google Translate.

In loving service,  
Joleen H

*Sheila A - Website Coordinator Report*

The website coordinator position primarily entails updating events and pages on the Colorado Area Al-Anon website in a timely manner and pruning obsolete information. A separate but equally important responsibility is to serve as the administrator for the Colorado Area Gmail accounts ensuring members of the AWSC have appropriate access.

According to the Colorado Area Website Coordinator Position Description "No changes to the basic structure of the website will be made without prior approval of the Area however, such approval is not required for routine updates." I have made a few tweaks and additions to the website based on informal interactions with Al-Anon members, requests from AWSC members, insight from AFG connects, and suggestions from the Website Thought Force. The Website Thought Force is charged with determining if our Colorado Area website meets our current and immediate future needs. I anticipate, at its conclusion in March 2026, I will have a clearer picture of my role as your website coordinator.

Minor changes to <https://al-anon-co.org/>

- "Upcoming Events" are current
- Alateen meeting info is located on the Teenagers page
- Renamed "Groups" dropdown menu to "Group Resources"
- Renamed "Personnel" to "Area Resources"
- Added a Group Representatives page (with a quote from pg 59 of the service manual) and linked it under the Group Resources and Area Resources dropdown menus. Previously similar information was "hidden" on the Area Resources, Coordinators, GR Connections page
- AWSC meeting information is found on the AWSC page (under Area Resources) and not the Assemblies page

With the approval of the AWSC, I would like to:

1. purge email accounts that have not been accessed in the past year
2. place District meetings on our Area calendar with time, place, and electronic access details if appropriate.
3. Initiate a conversation about whether it's necessary and/or desirable to continue to list Colorado Area electronic and hybrid meetings on our website since the information is on the WSO's meeting finder.
4. Initiate a conversation about creating an ongoing website committee.

Please, if you notice something on the website isn't working as it should, email me at

[website@al-anon-co.org](mailto:website@al-anon-co.org) You won't be pestering me!

I'm grateful to be of service to Al-Anon and our Colorado Area.

Sheila A, Panel 65 - Website Coordinator

*Julie R., Colorado Literature/Forum Coordinator, Panel 65, literature@al-anon-co.org*

First off, I want to thank Linda, Colorado Area Chair, for addressing some concerns I had as Literature Coordinator. She included the minutes from 3/2023. I now understand why the host District for an Assembly invites the Literature Distribution Center to Assembly. There is a lot of planning and coordination to our Assemblies.

This comes from our minutes in 3/2023:

3/2023

Motion: Amended motion on selling CAL at Area events

I move that motion be amended as follows:

1. The Colorado Area allow non-Area related Literature Distribution Centers (LDC) located within Colorado to sell conference approved literature at Area event at the LDCs discretion.
2. An LDC that is registered with the World Service Office (WSO) should be the seller.

3. The Area event host or host District for an Assembly may invite the closest LDC first. If they are unable to serve, invite the next closest, etc.
4. The LDC will be responsible for staffing their booth.
5. The location of the booth depends on space available.
6. The LDC may be asked to carry liability insurance as required by the meeting venue.

At the Literature Quarterly meeting with Carol Cowan, Associate Director-Literature, World Service Office Staff, there was a discussion regarding audiobooks and future plans to produce more. At this time there are not any plans to produce more audiobooks.

However, the following are available in electronic format.

Six Conference Approved Literature books are available in electronic format and can be purchased from various eBook vendors. Direct links to them can be found at Al-Anon’s Online Bookstore.

- *Opening Our Hearts, Transforming Our Losses (eA-29, eB-29)*
- *Hope for Today (eB-27)*
- *Courage to Change: One Day at a Time in Al-Anon II (eA-16, eB-16)*
- *How Al-Anon Works for Families & Friends of Alcoholics (eA-22, eB-22)*
- *Having Had a Spiritual Awakening... (eB-25)*
- *Alateen—Hope for Children of Alcoholics (eB-3)*

Also available in eBook format:

- *The Forum, Al-Anon’s recovery magazine*
- *Welcome Newcomer! (eK-10)*

As Forum Coordinator, I would still like to do a Forum writing workshop for any District that invites me.

Your experience, strength and hope sharings are always welcomed. Sharing how Al-Anon has helped you recover from the effects of someone else’s drinking is; Service in Action; Write about how any of our Legacies; Twelve Steps, Twelve Traditions or Twelve Concepts have aided in your recovery. You can also choose which publication you would like your sharing to appear.

Guidelines for each of the below are on the Al-Anon.org website.

- *The Forum (F-1)*
- *Alateen*
- *CAL Corner*
- *Al-Anon Faces Alcoholism (AFA)*
- *Sponsorship and Service Sponsorship*
- *Finances in Recovery*
- *Photographs for Al-Anon publications*

Our Colorado Forum Subscriptions have not changed.

Country	State/Province	Group		Other		Total	
		Subscriptions	Copies	Subscriptions	Copies	Subscriptions	Copies
	CO	43	51	353	362	396	413

Jason B, DASC Liaison

Hello AWSC/Assembly,

The Denver Area Service Center (DASC) serves Districts 7-15, 21, and 25 and the Al-Anon groups within these districts. This is 44% of the Districts in Colorado Area.

Recovery Through the ARTS

Friday, December 5, 2025, 5:30 PM 8:00 PM

University Park United Methodist Church

Join us for music, art, food, poetry and fellowship as we share how our art interacts with our recovery. Silent Auction of art, craft and baked goods created by fellow Al-Anon members, live music and poetry readings, bake sale and treats prepared by our Al-Anon community, and taco bar and refreshments provided.

We welcome donations of art, craft and treats created by you, our Al-Anon community, for our silent auction. Please

prepare a paragraph sharing how your creating impacts your recovery (up to 5 pieces accepted per artist). Please contact the office: [cal@denverasc.org](mailto:cal@denverasc.org)

Musicians, singers, poets etc.: we invite you to share your art by performing and briefly sharing how your art interacts with your recovery in Al-Anon. Please contact our Chair: [chair@denverasc.org](mailto:chair@denverasc.org)

As of November 18, we had 27,577 website visits this year. Of those visits, the top three pages visited were:

1. Find a meeting (13,308)
2. Home page (7,079)
3. Events (1,307)

Year to date, the Service Center is operating in the red, with a net loss of \$2,063. Participation in our Recovery through the Arts event and 4th quarter contributions from groups will help us close the gap! Alateen startup funds: We still have about \$500 uncommitted to support new groups and groups who've only used part of their \$300.

We have an additional office staff member, Bonnie M, and we still have opportunities for volunteers in the office! Please email [cal@denverasc.org](mailto:cal@denverasc.org) for details!

Board Updates: Grateful all seats are currently filled!

Chair-- Kevin S.

Co-Chair --- Scott F.

Treasurer -- Craig B.

Secretary -- David

Liaison - YOU

Member at Large-- Christal S.

We always need and appreciate our volunteers. Intergroup Service Representatives (ISRs) are elected from groups to attend our monthly Service Committee meetings. These meetings are held on Zoom, run 1 1/2 hours, and help us better serve our membership and as a way for groups to stay connected to events and happenings in the Colorado Area. This is especially important for any of our Districts lacking a GR. This is a great opportunity for members dipping their toes into service or more experienced members wanting to keep our links of service connected. We also need folks to help out in our office. Could anyone here help staff our office one Saturday a month? Please see me or Marcia at the back to learn more.

Thank you.

**PRESENTATION AND DISCUSSION OF 2026 BUDGET: by Grete M, Alternate Delegate: [See - Addendum #4](#)**

Questions per category:

Assembly expenses:

*Jason Denver Area Service Center Liaison:* We will do our budget after this budget. One thing we are learning is literature from Assemblies, we are unable to cover our costs, reimbursement for some of our travel expenses would be appreciated so we can bring literature. Food for thought.

*Ann W. (Zoom):* I'm not sure if I'm in order: Back to discussion on surplus reserve. I am in a rural area. It would be great if our GRs could discuss the prudent reserve. I'd love a list of the last couple years of special projects. We are a small group and would like some more public outreach money.

*Grete:* The surplus and ample reserve was discussed several years ago - they are part of our guidelines. The GRs had to vote on that. I will have to double check all of my information. Not sure if groups are included in the special project - I'll get back to you.

*Rick, Past Delegate:* anyone can submit a request.

*Marilyn B., Past Delegate:* Was Jason requesting an amendment from this budget to allow for \$\$ for reimbursement. Was that indeed his request?

*Jason: DASC:* Do we want literature to be included in Assemblies? If yes, then we want to supplement our travel expenses.

*Grete:* It can be added if that is what this group wants. If we were to add anything like that it would be an unfunded travel expense. Does that make sense?

*Linda, Chair:* So, there is a point of clarification on that: We had a motion in the Area's history: Our literature coordinator was selling literature, then decided to not do that with the Area Literature Coordinator because of tax reasons, etc. There was a motion about this selling literature at Assembly. There was nothing in that motion about funding. We would have to look at that and perhaps amend that motion. There needs to be a process around that to include expenses for bringing literature. It would need to be presented to the assembly and voted on. Does that make sense? I've already talked to Jason, Denver Service Center, about reimbursing from their budget and it is not possible right now. GRs here need to approve that to have it as part of the budget.

The surplus form is under on our website: Under resources for members: Ample Reserves Special Funding form.

*Colleen, GR20:* Is it appropriate for a GR to make a motion?

*Linda, Chair:* It's not part of our guidelines. It was a motion. It doesn't have to be a part of two Assemblies. My thought, the finance committee would look at it as a thought force to deem appropriate travel expenses.

*Colleen, GR20:* Do I make a motion?

*Linda, Chair:* That's what I'm saying, it will be discussed in the Spring. I know the history and the motion for an LDC to sell at our assemblies.

*Grete:* Jason - can you send an email to the Finance Committee to get the ball rolling on our end?

*Richard, Zoom:* Curious looking at spreadsheet, I'm only seeing Assembly expenses.

*Grete:* More to come later.

*Tom B, Past Delegate Panel 47:* As far as reimbursement to the Service Center liaison, it is not a specific line item for the budget committee to approve. However, going forward, where could this be approved as an expense?

*Grete:* Unfunded travel expenses.

*Grete:* Are we ok with the number for Assemblies? Yes.

Coordinators section: Questions/Comments on that section?

*Brandy, Alateen co-coord., Zoom:* \$375 and we realize the amount for outreach is going to be more than that. Can we increase that to \$500? For the taskforce with Heather and Tom. We have more supplies that we need to pay for.

*Grete:* I understand. Any questions or comments?

Nodding around the room to approve that? Yes - increase granted, no opposition.

*Michelle, Panel 35 Past Delegate:* As far as the Alateen, what is this outreach project? Outreach to the District surrounding Denver? What are they planning on doing? What for?

*Brandy:* See report that briefly describes the type of outreach we are doing. We need to purchase pamphlets, flyers, make copies and put together packets for counselors, SRO's for onboarding. Tom, if available, anything else to add?

*Tom (Zoom):* The key is to eventually have a process where we can penetrate all school districts in CO. Adams County we have met with 53 counselors from the schools. We put together packets. We have a lot of positive feedback. In 2009, I was part of Public Outreach and our goal then was to get into the schools. Once we develop the process, we can put it out to other areas in CO. We were short of materials for the turnout. Brochures, copies.

*Grete:* Thank you, Tom.

*Judy from D.14:* This is really needed and the increase should happen. She discussed how Alateens come and go - small growth.

*Vicky, DR 3:* We have 2 Alateen meetings and are trying to put together a bookmark with a QR code. 100 pamphlets in our District - perhaps the Area could reimburse us.

*Honey:* Comment: If you haven't looked around, the lowest price for printing is .70 per copy.

*Grete:* The service center is happy to help with printing. With the change, are we still ok with the Coordinator bottom line?

*Donna, GR Inside Job:* Why are there no printing expenses for the Butterfly?

*Grete:* They aren't printed - just email.

Officers section: Questions/Comments on that section?

*Tom B., Past Delegate:* lines 55 and 56, when we were meeting at the AWSC meeting, we were talking about mailing the appeal letter. It will go out via email. The description speaks to something entirely different.

*Grete:* Can you scroll up?

*Tom B., Past Delegate:* Changing descriptions midstream is confusing. We are no longer talking apples to apples. Changing things without approval is concerning. If we agree to the amendment that is ok, but those expenses are further up.

*Grete:* Apologized for changing it.

*Grete:* Printing of P&L statement is now email only; no postage fees.

Other Area Expenses section: Questions/Comments on that section?

*Tom B., Past Delegate:* Under insurance right now, P&L \$3126. \$1100-\$1200 special event insurance policy. If that's an ongoing expense, maybe we should budget for it? Or should it be added to expense of WIA?

*Grete:* I've been in contact with our insurance. We had to get a special event policy because they wanted our limits increased. We had to increase as a temporary measure. I'm looking to increase our policy limits to cover the WIA expense in the future.

*Keri, D. 12:* First budget meeting: Our group makes WSO, SC and Area: Why do we have a WSO line item? Why do we have \$1,000 to send to WSO annually if our groups contribute?

*Grete:* We've just always done it that way. Lol. We decided a long time ago. It can be changed. It is up to us; the GRs decide that. Does anyone feel that it needs to change?

*Linda:* It follows the flow of money. As an Area, we don't give money to Districts or Groups because it goes forward. This is our way of supporting WSO as an Area. Just like a Group gives to their District. It is a matter of abundance in my opinion, but it is up to the Assembly.

*Rick G. Panel 59 Past Delegate:* line item 63: background checks for AMIAS. \$500 to \$1800 big jump. I don't recall this being voted on or discussed?

*Linda:* It was discussed at the AWSC meeting. It wasn't discussed at Assembly.

*Grete:* AMIAS Coordinator, can you talk to that?

*Lori O, AAPP:* The reason for that is because we are the only youth organization doing a background check. I've been involved with other youth groups, and they are only every 5 years. We don't just roll through on past background check. Not necessary every year. Boy Scouts is every 5 years.

We have around 50 AMIAS's. Now, 25 new is high. That's what we have budgeted for. I would say it will be around max of 15 new annually. Maybe every 5 years? What do we want to do to keep the youth safe? How often?

*Grete:* We are running out of time and need to push this to after lunch.

*Linda:* It is up to the Assembly to go past time yes or no. No.

*Rich:* Still up in the air every 5 years or every 2 years?

*Tom, Panel 47 Past Delegate:* The budget does not set policy. The Alateen coordinator said this was going to come up and the Assembly should speak to it.

*Debbe, Panel 52 Past Delegate:* If you go to Al-Anon.org, the Al-Anon World Service budget is available online to show individual group support. I want to know how many people are going to Hawaii. Seven past delegates are wanting to go, regarding SWRDM.

*Karen:* It feels like if we are running a \$15k deficit, it feels like instead of a line item, an overage. Let's take care of ourselves first.

*Grete:* I hear you.

*TMF, Delegate 65:* We have always had a deficit budget but rarely have to tap into our ample reserves. The WSO contributions are an important contribution. WSO is totally independent. Their contribution is literature. WSO's finances have been in the red except for 3 donors with large sums of money. Self-supporting, not independent.

We expect a certain amount. Tradition 7, to be fully self-supporting. That \$1000 is arbitrary but the WSO does expect Areas to send donations. That amount is not going to move the budget.

*Grete:* Check in: move on, good, thumbs up All good stuff, I appreciate the feedback.

#### **SWRDM conversation:**

*TMF:* SWRDM. We rotate through our region. CO hosted last year. AZ backed out. HI stepped up.

*Kelly C, GR:* SWRDM budget is a large number, but I appreciate the experience and I'm happy they are happy to go to represent. HI is an act of service.

*Marcia M. GR, Past Delegate, CA Panel 58:* Part of the reason for SWRDM is to help prepare for service. If TMF doesn't go, then the Alternate Delegate goes. It is good to send 2 in case TMF gets sick. Anyone can join on their own dime. We invite the Area Chair and Delegate.

*TMF:* A lot of regions invite Delegates. If something happens to me, it is up to me to tell Alternate Delegate.

*Marilyn B. Panel 53 Past Delegate:* I'm wondering since Linda and Grete are directly affected by this decision if they could recuse themselves from the conversations, possibly leave the room.

They opted to stay in the room.

*Linda:* Talk with each other and reason things out.

*Regina Windsor, GR:* I have a quick question on income side.

*Grete:* Income is at the end. I'll come back to it.

#### **Lunch and then Assembly resumed:**

*Linda, Chair:* Moment of silence and opened with the Serenity Prayer.

**Host Announcements:** Rich L. DR for 16: please go visit the literature and auction items. If you brought an auction donation, either take it home or pay it forward to Spring assembly.

*Linda, Chair:* Please refrain from side conversations.

#### **OLD BUSINESS:**

*Task Force: Implementing Hybrid: Teri M.:*

Last night we discussed this vague charge.

Report to AWSC Implementing Hybrid to Area Assemblies, November 21, 2025

Here is the original Charge from Chair at the Spring Assembly 2024

Task Force Charge: ● The first task is to choose who will be the Chair of the committee. Then a schedule to have meetings address this charge.

● Attached are questions and concerns generated after the Thought Force presented to the body of the Winter Assembly, 2023 on Hybrid Assemblies. These may be addressed directly or taken as guidelines to determine how the Colorado Area might implement Hybrid Assemblies.

● Use KBDM to determine considerations of what is being asked for. This will provide clarity to move forward with this charge.

● Prepare recommendations to the AWSC regarding the above information, keeping in mind which would best serve the needs of our members and Area. Please include options and/or steps towards this goal. There was no specific timeline established at the onset of this Task Force. The Thought Force had completed its work prior to 2024 charge.

Our first trial Hybrid meeting was at the Winter Assembly 2024; members attended but there was no voting at that time. Survey feedback from approximately 10 respondents was very positive. At the March assembly in Fort Collins 2025, with a new panel we did our second Hybrid added voting and members online participated in the workshop that was presented that day- again the feedback has been positive. Summer Assembly in Grand Junction was also successful. We

are currently doing our 4th hybrid Assembly here in Cripple Creek, CO November 2025. At the time of this report, we have 50 registered members. Which has been consistent with past assemblies since adding Hybrid component. The Task Force was asked to make a recommendation for ending the trial. The Task Force met and we agreed that a 3-year trial is what is normally suggested. The trial would end November assembly 2027. This would be back dating the trial to match the time we started.

What we know now is that this is possible to hold a successful hybrid Assembly, giving access to voting GRs that are unable to attend, that we can fill in service positions from members participating, that members can participate in workshops and listen to the luncheon speaker, and fully participate in discussions. There is no question this team has made great progress. What we are looking for at this time is a system that we can easily hand off. We have talked about baby steps, I feel as chair of this Task Force we have made major steps.

Respectfully submitted, TF Team

Can we backlog/backdate this to be a 3-year trial? We will be doing this until 2027. That's what we want to do. Any questions?

We are seeking information. It's working with limited funding except for the help.

Motion: Ross: GR I make a motion to extend the hybrid trial through Winter November 2027

Kerry 2nd'd

Passed

Minority: voted no on accident

*Regina GR, Windsor:* I believe Adrian was alluding to there may need to be some IT finances.

*Adrian, IT Coordinator:* Yes - we can use the allocated 2026 budget. We can keep going.

*Margarita:* If we are going for the 3-year period, we were supposed to vote to keep it permanent?

*Linda, Chair:* That will happen in 2027 as a recommendation.

*Rick G.:* I really love what you guys are doing. It's nice to see everyone online.

*Terri M.:* There is a whole team of us.

Thought Forces Al-Anon participation at AA Assemblies, Linda C., Chair

*Linda:* Next steps: 2 thought forces, p. 70-71 of service manual and Tom has prepared a workshop on thought and task forces.

- Tom & Eloy provided us with a summary of the survey that was done Spring Assembly with Al-Anon participation in AA Assemblies.
- Our next steps will be to establish two Thought Forces. The definitions are on page 70-71 in the Service Manual. **Please sign up to help with these groups.** Discussion.

Thought force #1: Led by Tom B. (Note: Eloy M. will be leading this).

- Thought Force to consider what separation from A.A. at Assemblies might look like.
- Thought Force on what items we will need to consider as an Area to run our Assemblies. This might include items such as: Scheduling, location(s), hosting, registration fees, hybrid, etc.
- Thought Force on what changes may be needed to our current structure (Coordinators and/or Officers), Assembly Requirements, Area Guidelines, Bylaws, etc.

Thought force #2: Led by Kathy C., DR 8

- Thought Force on the Site Selection and Planning process/committee to hold an independent Assembly.
- Thought Force to consider the costs associated with having an independent Assembly.

My first thought is to look at 3 assemblies in each category.

There will be a sign-up sheet in the back of the room.

*Jess, Let go and let God:* Do we have to be a GR to sign-up, or can we put this out to our groups?

*Linda:* Anyone that is a member of Al-Anon can be on the thought force. If someone is interested, email Linda. Official charges will be in place by the end of year. Jan. 5 is the cutoff date.

*Colleen, D 20:* How long are the task forces going to run?

*Linda:* I would think a year. I think we would want some kind of recommendation, which will be needed for another year. Does that sound reasonable?

*Zoom person:* Where is AA in their process?

*Linda:* They have been working on this for 2 years. They have Adhoc committees. They aren't taking Al-Anon into consideration.

*Tom B.,* Recommendations put forth to AA about this matter. They are just in the beginning stages of the thought force.

*Linda:* All of this information is in the minutes from last assembly.

*Linda:* Anyone can sign up on the thought forces. I encourage your contribution.

*Thought Force: Website: Sue W. Sue isn't present*

*Selection of a site for Day in Al-Anon: Spring 2026*

*Linda:* Is anyone interested? There are manuals and people willing to help. It can be more than one District. This is a fund raiser for the Area.

*Allie: Alternate DR from D 11:* We are willing to either host in the fall of '26 or if that isn't approved, we are willing to stand for Spring of 2027.

*Member:* WIA is in the Fall - maybe too many things too close together. The State Convention is Aug. 21.

*Linda:* Do we have a month?

*Allie:* No - just about what I said - sometime in Fall 2026. Westminster/Brighton/Henderson area.

Affirmation vote for DIA 2026:

To accept District 11 as the DIA Site for 2026 in the Fall of 2026

Voted for, against? Passed as Yes initially, then minority opinion shared.

UIA D 8. I didn't vote for this because the time of year for my group is super busy. That's the reason.

*Holly G., D. 6 Pueblo:* To reaffirm WIA and State convention all in the Fall is difficult for DIA to get participation if it is also in the Fall.

*Linda:* Any other discussion for the minority? none

*Tom, B, Past Delegate:* Point of order: a question needs to be asked.

*Linda:* Based on minority opinion, does the Assembly feel we need a revote?

Raise your hand if you want to revote Not a majority for a revote.

*Margarita:* Are you asking us to revote? I don't want to revote because a District has stood up.

*Linda:* We give the minority opinion a voice.

*Hazel Tuesday Castle Rock:* In support of the No: I'm brand new and I made a list of all the opportunities. Assemblies, DIA, WIA, Convention there are 6 in one year. If there is not a District who can do the DIA, maybe let's not do it.

*Colleen, District 11:* But after hearing dissension. That's a huge financial strain for all of us. Having another event in the Fall is a lot.

*Member:* DIA is a fund raiser. This is why I am changing my vote.

*Marcia M GR, D 16. Littleton:* Do we make that decision now? Could it be that this decision is actually made in Spring? Can we go for plan B?

*Allie, Alt DR D. 11:* We want as much time to plan and prepare so it is in the Fall.

*Kerry:* I love the idea of having it in the Fall with the expense of one day as compared to an entire weekend.

*Annie, D. 13:* would like to do it in the Spring. D 13 is Littleton.

*Linda, Chair:* There is an affirmation vote on the table: do we want to revote?

Yes, by majority.

Revote to accept D.11 as the DIA site for 2026 in the Fall. Opposed by majority

**Vote to Accept District 13 as the DIA site for Spring of 2026:**

**Passed by majority.**

Opposed? Abstentions: minority opinion: none

It is passed by majority

**Election of 2026 State Convention Co-chair:**

Linda: The Convention is in Colorado Springs. Would everyone that is eligible please stand?

Anyone willing to serve as co-chair, remain standing

*Marcia S., Denver Service Center Office Coordinator:* I participated in last year's convention as chair and want to be co-chair. I loved it.

**Vote to accept Marcia S as the state convention co-chair for 2026. Marcia left the room.**

**Passed by majority; no opposed, 2 abstentions online.**

**We welcomed Marcia S. as co-chair**

*Linda:* The 2027 Chair is usually the co-chair from prior year.

**DISTRICT REPORTS:**

*DR: Wendy, D 2 GJ to Aspen:* - ask for report

*District 7 DR:* get report

*Vicki F. District Rep. Dist. 3:*

Areas covered: Hotchkiss, Ridgeway, Montrose, Delta, Carbondale, Cedaredge. Our District has 9 meetings, and we have 2 Alateen meetings which currently have no active members but we do have plans for public outreach with a bookmark with a QR code and contact information for Delta and Montrose. We have most of our District service positions filled. We meet on the 2nd Saturday of each month, alternating between Montrose and Delta and offer Zoom to ease driving long distance. Recently the district agreed to purchase a tablet for district and group use and we have a holiday fellowship set up for December 13 for all Al-Anon members with AA invited too.

*Pat from Pueblo, District 6:*

We won the quilt at the summer Assembly and added a State Fair themed patch. Our district is large geographically, but we only have 6/8 AFGs that participate in Assemblies. Since the GRs can vote online now, we have a good chance of winning the quilt again. We have 3 GRs voting online at this Assembly and 3 voting in person.

I am happy to report that we obtained a Sunday afternoon time slot and will be starting a group at the women's prison. We have the 5 original volunteers on the team and need to complete the online training and do the tour by January 1. We already have purchased literature because we have been trying to get this going since before Covid (Persistence is stubbornness with a purpose).

We hope to finally rectify the problem we have had getting the current DR changed on the list. Connie P. was our DR, three panels ago, and still gets the messages. She is good about forwarding them to me, but it is frustrating. Sheila spent a long time at the Spring Assembly to try to fix it, but it still didn't work. We are wondering why we can't pay for a permanent position. It is unfair for someone to try to learn this stuff for free every 3 years.

*David H.: District 9 Representative*

Meeting, Day, and Date: The second Tuesday of every month. Last meeting was 11/11/2025

Experience:

1. Every service position in our district is filled except for alternate DR
2. We have been reading the corresponding concept of the month and discussing it, typically using The Forum and Reaching for Personal Freedom

Strength:

1. Our District meeting is currently hybrid which makes it more accessible for everyone to attend. We typically have 6-10 attendees
2. Lots of interest in members within our District becoming AMIAS certified

Hope:

1. Planning on hosting a workshop for our District in 2026. A survey has been sent out to all GRs in the district to forward to their groups and we are actively receiving feedback about the topic of the workshop from members. At the time of writing this, we have 18 responses to the survey.
2. Putting together a GR contact list so that GRs are able to communicate with each other more easily

General Announcements:

1. We have 13 active meetings with 9 of them having GRs
2. Two of those meetings are online and four are hybrid

*Allie D.11 Alternate DR:* There are 12 meetings in the area, 1 is fully electronic. One is an Alateen on 2nd Thursday. Six active GRs and visiting other groups. District meetings are in person with support from District meetings. We keep it simple, keep it Al-Anon. \$505 collected at chili cook off. Also please consider 12/5 art event.

*Honey DR, D. 13:* Centennial, Denver, Englewood, Littleton. 89 in person groups with ID meetings (including 3 hybrids), 3 electronic groups, 3 in-person/hybrid without GR. Two e-groups without GR. Includes contacts from Districts 1, 10, 12 and 15 in all email communications and we have added options to attend via calling in or joining Google Meet online. Alternate DR and GR for Change of Heart coordinated to start a 2026 Step Study - first meeting is the first Monday in January and frequency and duration to be determined at that meeting but most likely the outcome will be one Step per month, one meeting per month, one hour per meeting and in person only. Step Study will use Reaching for Personal Freedom workbook. Will be hosting DIA 2026. Thanks.

*Keo D. GR District 14*

Hello from District 14 in Aurora

We are doing well, working on boundaries within the group. With the help of our Area Chair, we have put table tents on the tables what we try to enforce on our meeting opening, hoping, a few of our members get the hint. And it is working. We have our potluck every 2nd Saturday night with speakers and with a very packed clubhouse. We moved our Alateen meeting to another group in our area, hoping to get more Alateen participation.

DR14 Report:

District 14 has had some really exciting opportunities this year!

We had a workshop in September on grief and expectations, which we then adopted for Weekend In Alanon in October. It was a great way for a trial run and a lovely opportunity to come together with our District. Then, we hosted WIA in October and it was such a great experience.

We're stronger than ever with our 2nd Saturday night PotLuck and Speaker Meeting at the South East Club in Aurora. Attendance has increased since we moved from 3rd Saturday to 2nd.

Two of our GRs have been asked to speak at the Jamboree in Scottsbluff, NE in April. Donna D and Keo along with her son. Love that!

Per our WASC objectives, our District has been including a GR from District 17. We're getting her the info she might otherwise miss. She's attended some of our District meetings via phoning in. Lovely person and such a great opportunity for us.

Currently, we have:

One online meeting on Sat AND Tuesday, Hope and Healing.

Four in person meetings. Two are picking up steam with great attendance, Buckeye AFG, Wednesday Vision.

One is maintaining a large group, Buckley Listen and Learn.

And of course, we have the wonderful Inside Job Institutional meeting with our own Donna D and Honey C being two of the regular volunteers.

Our Alateen, Sereni-teen Meeting, moved date and location to Wednesday at 5:45 pm in conjunction with Alanon Buckeye AFG meeting at same place and time, different room. We've had a few more people AMIAS trained as well.

Our District is planning an Al-Anon Birthday Party of our own next year to celebrate 75 years! We'll be emailing specifics early next year.

Thank you!

Tammy C

District Representative

District 14

CO Area

(720) 765-1465

[dr14@al-anon-co.org](mailto:dr14@al-anon-co.org)

*Rich L., District Rep, D16, dr16@al-anon-co.org, C: 719-229-7925*

AWSC/ASSEMBLY REPORT November 21-23, 2025

Experience:

For those of you who don't know us, D16 is the Al-Anon District that serves the Pikes Peak Region. We are geographically large and we have 30 groups.

Because we're spread out, our D16 meets on Zoom/on-line, 4th Thursday each month.

- We meet electronically because D16/the Pikes Peak Region is large.
- Several reps do not want to drive into town at night, especially in the winter.
- For younger adult members who are working and have families, Zoom is also very helpful to them.

Gratitude

I am personally grateful for my Al-Anon recovery family in D16 these past 6 months. Without the help of these folks, especially Marcia M, a Past Delegate, our part of this Assembly would not have happened.

Strength: In terms of events.

D16 recently hosted a workshop on forgiveness. It was well planned and attended. As we have in the past, D16 Al-Anon will partner with AA on their event Alcathon--a 24 Hour event from New Years Eve to New Year's Day.

Thank You for Sharing Your ESH in Service to AFG of Colorado and for Writing it Down.

*Colleen D., District Representative, District 20 – Ft. Collins & Windsor*

AWSC, Fri. Nov 20, 2025

Winter Assembly, Sat. Nov 21, 2025

Experience: (past)

- o We have 11 active group meetings in our District
- o Meetings are available six days of the week
- o Five of the six days have both an am and pm meeting
- o Our group meetings are varied with some meetings being available in-person, hybrid, and on Zoom
- o District Meetings were held on Zoom
- o We had 8 out of 11 possible GRs
- o Low GR attendance at assemblies (average 2)
- o Our Literature Distribution Center (LDC) was active at the WSO level, yet not being utilized
- o Both male and female meetings at the jail were in-active

- Alateen attendance was dwindling
- We lost our Alateen Coordinator and Alt DR due to a move out-of-state
- No Service and Outreach Committee (SOC) Coordinator

Strength: (current)

- Attendance numbers are increasing in all of our group meetings
- One group now provides childcare
- Our District Meetings are now hybrid; meeting in-person on the months we have assembly
- We have 9 out of 11 possible GRs
- Six GRs attended Summer Assembly
- CAL was sold at the Spring Assembly and the State Convention through our LDC
- Female meetings are held at the jail 2 times a month
- A men's jail coordinator has joined the team
- A temporary Alateen coordinator is in place
- Even though we do not have a SOC coordinator, we remained active in the community by participating at 2 health fairs
- We are developing a process so that new participants at the Beginner's Zoom meeting can receive a Welcome packet that includes How Al-Anon Works

Hope: (future)

- Group meeting attendance continues to increase
- District meetings to be held in-person; utilizing Zoom only during inclement weather
- District coordinator positions filled and active
- Provide District coordinators with a District email so they do not have to use their personal email and provide for a smoother transition when coordinators change
- All group meetings have a GR
- Individual groups have a "group" email address instead of using personal email addresses
- Increased GR involvement at the District and Area levels
- Host the 2026 Spring Assembly!
- Possibly utilize the phone-line to obtain caller data
- Streamline the LDC process
- Open jail meetings for the men
- Coordinate with the Area Alateen Coordinator to improve Alateen attendance
- Develop a hybrid Alateen meeting
- Coordinate with the Area SOC Coordinator to increase our community presence
- Host Al-Anon (with AA participation) speaker events
- Host Al-Anon workshop and social events

*Marie W-P District 22 Representative, [dr22@al-anon-co.org](mailto:dr22@al-anon-co.org), Salida-BV-Leadville-Crestone 2025*

We still have 5 meetings. 2- Salida, 2- BV, 1- Leadville

District meetings are held monthly on the 1st Wednesday via Zoom.

As a rebuilding district, our primary focus is currently on increasing participation, building membership, and bridging the gap between Al-Anon and AA.

To support these goals, we have successfully reintroduced our quarterly potlucks and are also hosting one large annual event called "Share-A-Day." Our theme for Share-A-Day was 'conflict resolution'. We had approximately 35 people in attendance, and the presence of AA and dual members (roughly half the attendees) created a fascinating dynamic. This reinforced the fact that AA and Al-Anon are distinct and necessary programs. I am excited for District 22's future. One that is rich in Al-Anon.

*Lupus M. from 25: Hispanic district:*

10 groups everyday meetings, Zoom. We are all around Grand Junction, Commerce City, Denver, Colorado Springs and Aurora too. We have district meetings every 2 months. The distribution center lets us have meetings there. Grateful. Last assembly - this is from TMF: he visited and that was great. We have questions and concerns and he answered. Marcia - we are going to bring an Outreach message to CO for Spanish speaking when people call for help. 80 strong.

**Time with our Delegate** TMF, Delegate: see report

**TIME WITH OUR DELEGATE, TMF, see Delegate Report, See - Addendum #5:**

*Marilyn, Past Delegate:* I believe that the site may be in flux: The actual site will be decided. For HI.

*Questions/Comments:*

*Hazel Castle Rock:* What is meant by a single Trustee?

*TMF:* Single trustee apply at WSO. Anyone who wants to be a trustee, just apply on the WSO website.

*Debbe, Past Delegate, panel 52:* Did they consider opening the Area to provide more than just 1? Was it discussed? One per Area only?

*TMF:* WSO has considered that. It is in Many Voices, One Journey. Lois's friends in NY were the trustees back in the day. Then they went to regionals. A region submits 7 and another submits 0. The 7 will be sent and scored. The top ones will be interviewed. They are not moved - they stay in that Area. Anyone who applies is considered regardless of region. It just depends on who applies.

*Electronic Alateen Questions/Comments:*

*Heather Alateen Coordinator on Zoom:* We've been getting information from teens - it seems like a high interest due to teen interest and tech savvy. I think the online approach is fabulous.

*Dana, Keep it Simple:* Heather is my Coordinator. We think it would be a lot of interest. How do we get to be on a taskforce?

*TMF:* It has to be approved at Assembly and then Linda makes the charge. We are limited on time right now.

*Judy R. 14 DR:* A concern, as an Area aligned with WSO. Those requirements will also have to apply to our in-person meetings. We would have to have their address and legal guardian.

*TMF:* I don't know if that is 100% true. We can't edit WSO's guidelines on this. It shouldn't impact in-person meetings or hybrid meetings. The hybrid meetings aren't affected - just electronic.

*Allie, D 11 GR:* Provide guardians and emergency contact info. A parent has to say yes?? A legal guardian and the Alateen has to provide a photo ID. showing residency. Requiring proof of living in a state would preclude homeless teens from attending.

*TMF:* When working with minors, we would have to have a secure saved document.

*Rick G. 59 Past Delegate:* Wouldn't it be possible to Alateen safety precautions can there be a section for online and a section for in person?

*TMF:* There is only 1 Area approved, BC. The reason they had to update is because they hosted an international convention.

*Debbe, Past Delegate:* What's the rush? This seems more complicated. Do we have to apply in the first wave? We may want to think about that. This is only if CO wants to be part of the first wave. We don't have to say TMF. We can take our time if people feel very strong about this.

*Therese, Online:* We have an Alateen who came to Al-Anon for 3 years. She is diligent to abide by the security guidelines. What about kids whose parents are in different states? What about kids at risk of abuse from parents?

*TMF:* If that Alateen is comfortable, share his address with him. This is a voice I am sorely missing. Kids have to register with each state.

*TMF from Linda:* 5 minutes

*Rick, Past Delegate and Alateen Coordinator:* I know the Alateens want to do this online. I am a big advocate of moving forward. Hopefully it does not affect how we organize the current meetings. Some kids would be beaten for attending Al-Anon meetings. All of our AMIAS would be mandatory reporters.

*Janice, treasurer:* When I was an AMIAS, part of the training would need to be modified.

*Judy:* mandatory reporting: what's that?

*TMF:* Mandatory reporting: laws in place, if someone knows a minor is abused or suicidal or a harm to self or others, the AMIAS would be required to report. And again - reach out to TMF.

*Linda:* Do you want to ask the Assembly if they want to vote on Alateen now?

*TMF:* To start a task force at this Assembly which Linda would make a charge, looking into safety requirements and how our safety matches WSO, bullet item 3 on Electronic Alateen. The taskforce would bring the recommendation to the Assembly just to start the process: not a guarantee that we are moving forward - just for a task force. The first wave is around March.

*Richard on Zoom:* Looking at legal counsel. Nothing wrong with having a task force. If we went to legal, wouldn't that call for money?

*TMF:* We have \$600 to consult with legal.

*Richard:* So, are we talking task force?

*TMF:* Yes.

Straw poll: All in favor: majority in favor; Opposing: a few; Abstentions: one online

No minority on a straw pull

Sign up on the taskforce? Email TMF or Linda

*Nancy B., Past Delegate SW:* This seems like a momentous thing with Alateen. I think we need a real vote. Straw polls don't affect action.

*Rick G:* My understanding is the Chair can create taskforces at her own discretion. Correct. The straw poll was to see if there was any interest for a task force.

*Linda:* In the spirit of participation, I would rather hear from the Assembly to see if it is something you're all interested in.

## **PRESENTATION AND DISCUSSION OF 2026 BUDGET CONTINUED: by Grete M, Alternate Delegate**

*SWRDM budget: comments and questions:*

*Pam, GR Crest Butte:* As I shared the proposed budget there was a lot of concern with the price point on this budget item. I want to be respectful of the donations my group makes. Many groups just want to send a Delegate and Alternate Delegate. Whether Zoom can be used for some of the less critical folks.

*TMF:* SWRDM is its own organization. They are not considering hybrid or zoom at this time.

*Debbe, Past Delegate, Panel 52 TX West:* Last 5 years we budgeted in the negative. Every year we have come out in the positive. Maybe we need to refine our budgeting process? In 2024 we budgeted for a deficit of 11K but came out ahead for 12k. She shared other examples. I do want to note this has happened in CO. Each area has sent 3 from the area.

*Sandra Parker Tuesday AFG:* If we are required to send Delegate only, I get why. Why send the Past Delegate? Is it for support? Delegate, Past Delegate for 6 years. Why do we choose to send the Past Delegate? Seven Past Delegates said they would be going. Is this something our Area chooses to do or is it the Past Delegate's choice?

*TMF:* The Area guidelines say Delegate and Past Delegate go to SWRDM. For this SWRDM we are under the current guidelines. The other question: CO tends to be an area of abundance. We try to help as many past delegates to go as possible. Because it is in HI it is at 6 now. We can send the 2 plus the one other or send all 4.

*Teresa D. 16:* I also do think we should change the guidelines for the future. I think it is too much to send 4 people.

*Rick G. Panel 59 Past Delegate:* We are an Area of abundance. One of our primary missions is to find good Delegates to send. I am a beneficiary to attend earlier SWRDM. Just out of curiosity. The conversations are complex. It is important for the Past Delegate and the current Delegate to be together. I plan to go to HI. My expenses will be much more than \$300.

*Janice, Treasurer:* the SWRDM was in CO, and I attended as a guest. Although I didn't know or understand all that happened, I could appreciate why it is important to send each of these people. The ones in service love Al-Anon. They are going to be in a room like this for however many days. It's not snorkeling and beaches. It is the 65th year of this conversation. For new GRs you are joining a 10-year conversation. Our guidelines are made that way.

*Tom Past Delegate, Panel 47:* In our guidelines: the budget provides reimbursement at a minimum. CO is extremely active. We have the SWRDM Secretary and Treasurer here. Our Area participates heavily in the work we do. That is meant to support our members.

*Lisa C., District 2, Zoom:* Validate this conversation. Significant and relevant. As GRs we need to take this information back to our groups. We spend a lot of time covering documents that could be sent out electronically. If this was in AZ or CO, we wouldn't be having this conversation. We have the money; do we have to spend it? We have guidelines - they may need to be revisited. Delegate and Past Delegate a good idea for one year. I'm not sure about that.

*Michelle, Panel 35 Past Delegate (Zoom):* At that time, we didn't have the budget for Area Chair. I missed a lot. Thankfully there was one more to attend before I was voted Delegate. Budget Line 69 single or double occupancy would the rate be different? I would have loved to go to Denver but couldn't. It is important to understand the business of Al-Anon. Who benefits from this? What is the benefit as a GR to attend assembly? Think about World Service and SWRDM.

*Grete:* Single/double occupancy in order to be prudent, we base on shared expenses. It is a little different with SWRDM because there aren't as many people. It isn't always possible to get a roommate.

*Colleen, GR for Step by Step, D20:* I move we send our Delegate, Past Delegate, Chair and Alternate Delegate goes.

*Grete:* Can't do that. It has to be the whole budget.

Question: should Grete and Linda leave?

*Grete:* Whatever you decide, I'll be ok.

*Linda:* I don't have a horse in the race.

*TMF:* vote: Interim chair discussion of the budget. Do we want to adjust or not adjust? It's not really a motion. I have a conflict of interest in leading it.

Q: The reason we had 4 was because the Past Delegate helps and then the other 2 are sent as insurance.

*Donna, District 16:* It really wouldn't.

*TMF:* GRS only. You can only vote once and please don't change your vote. Not the official vote: who wants to send all four; who wants to send 3 and who wants to send just current Delegate and Past Delegate?

Who wants to send all 4? 21 and 13 online = 34

Who wants to send an Alternate Delegate or Chair plus current Delegate and Past Delegate? 11 and 5 online = 16

Final: just the 2 required: Delegate and Past Delegate: 8 and 4 online = 12

Any abstentions? none

Based on that vote, we are sending all 4.

*Theresa Colorado Springs:* Are we revoting? Because the losing groups lost their vote

*TMF:* A simple majority won

*Grete:* Line 70-72 is sending TMF to World Service Conference.

*Colleen D. 20:* Who receives the conference summary?

*Grete:* Anyone but AWSC members. They are online once published

Equalization fund: WSO letter how much to send our delegate to conference: some from HI, or Virginia it is an equalization fund: \$2,183 travel and time at WSC. Typically, we chose to send the whole amount.

Questions and comments on that?

Did you want to make a change?

WSO sending the \$1,000 contribution?

Anyone here who wants to see changes not already made to the budget?

No

Income: We kind of bumped things up a little bit.

Weekend in AI-Anon Questions/Comments?

*Judy R. WIA:* I have been a regular member. I don't want to go to Glacier View. It is hard to navigate because of physical disabilities. We could go somewhere nicer, maybe Trails West.

*Linda:* This has been an ongoing conversation. I hope the thought force looking for other assembly venues will consider venues for WIA.

*Tom B. 47 Past Delegate:* WIA is budgeted inappropriate. \$4000 is an advancement and then it is reimbursed. We shouldn't put their budget money on our budget.

*Rick G.:* You are suggesting then that it should be what instead? We place only \$500 and then make a \$4000 adjustment to line 9? Speaking of line 40 – WIA Facility Deposit

*Grete:* It's not proper accounting

*Debbe P., Past Delegate:* The only thing the Area can be held to pay is the deposit. The \$2,305 is the deposit, only expense. That's all we lose. We actually made money on WIA this year. We can change the number. We can refine. It is difficult to account for receivable payables. Accountants are guessing fairies.

*TMF:* In the spirit of transparency - mention of this in guidelines, point 2. WIA is a separate budget item.

*Michelle, Past Delegate panel 35, Zoom:* The WIA has always been all over the place. The Area does not have any accounts receivables. We don't have payroll.

**Motion: that the 2026 budget be approved as amended with a deficit of \$15,118.00**

*Kathy C., District 8:* Tom made suggestion to change two line items and it seems we are ignoring it.

*Grete:* We aren't not ignoring it, just not necessary.

*Kathy C., District 8:* But the GRs need to decide that. Would you like us to make the changes as Tom proposed for WIA raise your hand. To leave as is, raise your hand. Abstentions: yes. What were the numbers: We had a simple majority.

*Linda:* Keep in mind our positions have autonomy. It isn't going to make the bottom line of the budget different.

*Sandra, District 2:* Why is WIA its own budget? Where does the money come from? If there is a profit, why isn't it kept with WIA? If we have to help them every year, why don't they get their own line item and not the one we have to pay back?

*Grete:* All of this used to be incorporated and combined. If that were to happen, we would have to amend our Guidelines again.

*Chris:* WIA is like 1099, a separate committee. Everyone is like a W-2. Is that a correct analogy?

*Linda:* WIA has their own report - check in the minutes.

***Karen from D 12:* I move (see budget motion above)**

***Jen with University Hills:* I second.**

***Linda: as amended:* All in Favor: 34 and 25 Zoom, All Opposed: 1 on Zoom, Abstentions: 0**

Minority opinion from the online opposition

*Lisa District 2, New beginnings:* minority opinion: I come from the public sector and find our budgeting structure very frustrating. We seem to make decisions on the spot at Assemblies.

Additional discussion: none

*Linda, Chair:* We have passed our first budget. The process for the budget goes through a lot. We go through it, process, and make decisions. It was in the Butterfly, at the GR Connection. We try to communicate as much as possible to discuss with your groups. With anything that goes on at Assembly, we try really hard to communicate that.

*Grete:* There hasn't been profit. In the past there was a lot more money and they could carry their own deposit. We haven't been able to do that in several years, so the area is helping.

The adjusted number for vote \$15,118.

*Linda, Chair:* Workshop cancelled for today - will cover in breakouts tomorrow.

**NEW BUSINESS:**

- **Approval of AMIAS Training after 3-year trial - Heather P. (GR Vote)**

**(Will need an update to the CO Safety and Behavioral guidelines)**

In November 2022 the Area approved AMIAS – Al-Anon Members In Alateen Service – required training for a 3-year trail period. This was developed by Karis H., the Alateen coordinator at the time.

AMIAS training points from last time:

- The need for AMIAS training was determined in 2019 with a thought force.
- The task force worked diligently over the past 3 years to develop our Area AMIAS Training manual.
- The training is ready to be implemented.
- The motion has not changed from the previous Assembly. The Task force and Alateen coordinator are ready to begin a 3-year trial period to start training. They will learn what works and what needs to be modified and give updates at our Assemblies.
- Heather P, (Zoom), our Alateen coordinator, will make a few more points before we open for questions and discussion.

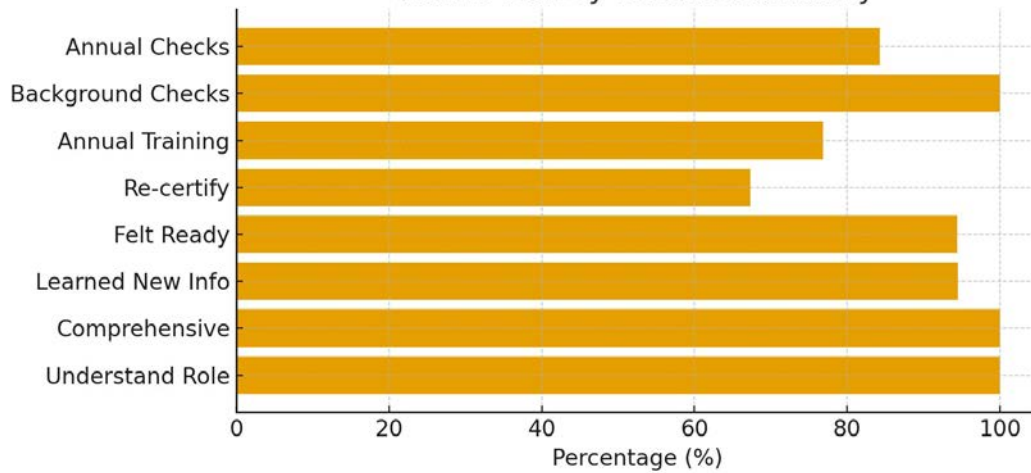
**AMIAS Survey Results – Area 65 (Colorado) November 2025**

Survey Overview - Total responses: 56

Topics covered: Training, Preparedness, Re-certification, and Background Checks

Question	Response Summary
Training helped understand role	100% Yes
Training was comprehensive	100% Yes
Learned new information	94.5% Yes
Felt ready for AMIAS role	94.4% Yes
Plan to re-certify	67.3% Yes, 27.3% Maybe
Want annual training	76.8% Yes
Support background checks	100% Yes
Prefer annual background checks	84.3% Annually

## AMIAS Survey Results Summary



### Key Comments Summary

- Add mock Alateen meetings or Q&A; with experienced sponsors.
- Create a directory of AMIAS by district to improve communication.
- Annual background checks sufficient; biannual seen as excessive.
- Consider training every 2–3 years for experienced AMIAS.
- Keep annual training for new AMIAS as a refresher and connection tool.
- Include quick reference or bullet-point guides for readiness.

### Conclusions & Recommendations

- Maintain annual training and background checks for safety and consistency.
- Explore reduced training frequency for experienced AMIAS.
- Develop and share district AMIAS directory and quick-reference sheets.
- The suggested motion is on the screen & is based on the trail motion.
  - *"We move the Colorado Area Assembly considers the following recommendations for approval ending the AMIAS mandatory training 3-year trial period."*
  - *1. Training is a requirement to become a Colorado Area AMIAS ("CO AMIAS") and to maintain CO AMIAS status.*
  - *2. The responsibility for maintaining the materials and organizing the CO AMIAS training will be added to the Colorado Area Alateen Coordinator position description.*
  - *3. CO AMIAS applicants will be trained before final certification. All CO AMIAS will receive training annually before recertification.*
  - *4. The training of CO AMIAS, using our CO AMIAS Training Materials will be added to "Section 1: Colorado Area Requirements" of our Colorado Area Safety and Behavioral Requirements and Procedures For Alateen Members and Al-Anon Members Involved in Alateen Service.*
  - *5. CO AMIAS Training logistics details, as they arise, will be determined by the Area Alateen Coordinator.*

Discussion: None

Motion: *Donna, GR of Inside Job: I move as written on the screen*

*Colleen, GR for Step by Step: seconded*

Any more discussion or questions?

All in favor: 36 and 25 = 57

Opposed: 0

Abstained: 1

It has passed.

*Linda:* They developed and implemented the training required for someone to become an AMIAS. I took the motion from the original motion from when the trial originally took place.

- Affirm GR Connection 2026 Marcia S. as Chair Marcia S.  
Marcia S. and Dennis, Archives, had to leave. Affirmation passed.  
Elect Co-Chair 2026 (GR VOTE) Co chair will be tabled.

- WIA Report - Tammy C. WIA Chair:

WIA Report

First, thank you to District 14 (and Mike and Honey) for taking this on and to the Area leadership for participating in conjunction. I think it was the best collaboration, and it was such an honor to be part of this really wonderful event. We had workshops on step 11, expectations, intimacy, journaling, two on grief, a crochet tutorial, a birthday celebration, craft corner, yoga, a hike, history lessons from archives, great early bird meetings, and late-night meetings, including one fireside and one candlelight. And a very powerful AA and Al-Anon mother-son duo for our speakers.

According to feedback, our own feelings and the input from surveys, it was a huge success. The only way it could have been better would have been if the venue had better access so we could be much more inclusive AND if they had more coffee! Reminder to next year's chair, bring some K cups!

Second, a huge thanks those Chairs and Co-Chairs that came before us in planning this event. Getting to use their experience, strength and hope through the legacy gifts of their supplies, notes, spreadsheets, emails, maps, agendas, etc., made it so much easier to plan. And I would say to anyone who has ever thought of taking on this service, do it! It's so rewarding, although not without some challenges at times, but it also flows so wonderfully from the wellspring of all the past experience. Which reminds me to thank the collective Higher Powers of all involved. Such gratitude for bringing us all together to fill our spiritual cups. So grateful!

And lastly, thank you all who joined in the weekend. Our attendance was:

46 for the entire weekend and 11-day registrations.

Some were pop ins, so we should think on that. How do we accommodate this and give proper head count 10 days prior to the event?

We brought in: \$1332 in Silent Auction, \$304 7th Tradition. \$370 in donations

Overall, it was \$873.20 for the Area after expenses.

We tipped the kitchen staff and that is something we weren't sure about but did and suggest we keep that going.

Thanks for letting me be of service. I'm so excited to see what Keo has in store for us next year!

- Affirm WIA Chair 2026 Keo D  
KEO was affirmed.  
Are we going to vote for a co-chair next time? Linda: Yes.

- 2025 State Convention Report (Donna V. Chair)

My name is Donna V., and I was honored to serve as the 2025 Al-Anon State Convention Chair.

The State Convention was held in Loveland over Labor Day weekend. I believe it was a great success! I want to thank the members of my committee (Colleen D., Marcia S., Suzanne B., Dave G., and Jennifer C.), as well as the members who volunteered through the weekend and everyone who was in attendance. My hope is that all our attendees left feeling a deeper connection to Al-Anon.

We had a total of 107 Al-Anon members, and 1 identified Alateen member attended, and sold 230 Al-Anon luncheon tickets. We had a great Al-Anon Luncheon Speaker (thank you, Victor, and an amazing Saturday night speaker, thanks to Jayme C., from Southern California who was a Past Delegate and now serves as a Trustee at the WSO). We had 8 powerful workshops, and an epic karaoke contest, with 1 judge from Al-Anon (thank you Marcia S.)

We met our room block by the end of the weekend and we also met our food and beverage minimum. In addition, the Convention was profitable, and made \$601.07, so that we can continue to have another Convention next year.

If you attended the Convention, thank you for joining us in fellowship to celebrate “A Design for Living”. We are each but a small part of a great whole.

Thank you for the opportunity to serve the Colorado Area in this capacity.

Gratefully,

Donna V., 2025 Al-Anon Convention State Chair

- District bid for Spring Assembly 2026 Fort Collins

*Linda:* Any districts that want to host??

*Colleen:* District 20 and we talked about this and we are very excited to host

All in favor of D 20 hosting our spring assembly?

Majority yes passed

#### **AWARDING of the BANNER:**

*Linda:* GRS if you are leaving early, drop off your stuff outside

Highest % is District 14 won the banner.

Hotel rooms are already open for Hilton in Fort Collins.

Summer Assembly is in Ignacio, CO at the Sky Ute Casino Resort on July 17-19. This is east of Durango.

I will send an email when the hotel rooms are available.

Winter next year will probably be Colorado Springs or Denver; AA is voting on that.

Durango - would you consider hosting summer Assembly?

Linda made some announcements.

**ASSEMBLY ADJOURNS** – Rich, DR16, closed us out with the Serenity Prayer and the Al-Anon Declaration.

#### **SUNDAY, NOVEMBER 23, 2025**

Linda, Chair, opened with the Serenity Prayer.

*Rich, DR16:* The drive home should be safe. Give a gift of Al-Anon at work with Al-Anon literature. It will be packed up – so purchase quickly. Check out the remaining auction items, make an offer.

*Linda:* Ft. Collins hosting Spring - anyone here going who can pack up Assembly supplies?

Someone in Boulder offered to take the stuff.

#### **ASK IT BASKET** –Questions Answered

*Marilyn, Past Delegate:* Thank you for submitting to Ask it Basket

*Marilyn:* Question: *What are service centers compared to Area and WSO?*

*Answer:* Service Manual. p. 65 section on AIS Center groups, 4 pages of info. Info. there about AIS or service center, functions and how they serve our program. Al-Anon Information Service. P. 67, description of Area, how boundaries are established, officers, coordinators, how areas fit into the chain of service. P. 69, WSO functions, publishing, Board of Trustees. If you still have a question, ask any officer or delegate for more information.

*TMF, Delegate:* Question: *Would someone please walk me through where Al-Anons stand with a focus? Example:: men's women's meeting, etc.*

*Answer:* The naming policy passed back in 2024 is in place. Implementation is paused. P. 28 naming the group, WSO will register names designated for women, men, parents, etc. See service manual. That paragraph could delay the new Service Manual from printing. 2026 WSC in April - if we as a conference vote that simply pauses still, or if implemented, goes forward, then that paragraph will be removed. We are at an influx right now. Four different Books: Groups at

Work; not CAL managed by WSO. Other 3 books are the layout. WSO wants us to continue to have a focus. If you search for a meeting online, you can choose a focus, they are all in there. WSO encourages focus meetings with understanding Traditions 3 and 5 saying welcome any Al-Anon member whether or not they match the focus.

*Nancy B., Past Delegate: Question: 1: What steps would be needed or allowed or create a scholarship fund for GRs in underfunded groups for GRS to attend one in person assembly annually?*

*Answer:* In the Service Manual, pages 52-54, "a group's membership is the source of its funds. Members work out a financial budget for the group. Some groups take additional collections for special local projects. In keeping with traditions 6-7, the group doesn't apply \$ to outside enterprises. Going to assembly, it is the group's responsibility. Have garage sales to make it happen. Generally, scholarships have come and gone 50 years for me in program. The scholarships never stick around because they violate the spirit of the Traditions.

*Question 2: How many trustees are there supposed to be and how many now?*

*Answer:* Service Manual p. 173 and pages 7-21 volunteers and trustees. Range on supposed to be. Pages 14-19.

TMF, do you know currently?

*TMF, Delegate:* Yeah - like 9. It has fluctuated through the years.

*Rich G., Past Delegate, panel 59: Question: Who do I contact to coordinate with a School District for Alateen meetings developed as a "club", to coord Alateen meetings after school so kids can have anonymity?*

*Answer:* See Service Manual p. 34 in SM talks about considerations when starting an Alateen Group. Paragraph 2 of that page: Alateen Groups are usually started at the suggestion of an Al-Anon or AA member, a professional, school personnel. Administrators and counselors are usually the point of contact. School Administrators and school counselors usually know teens that are struggling due to alcoholism in the family. The counselors are the main resource to help us. Another thing is our Area Alateen Coordinator is a great resource and the Alateen E-Service manual that is equal to Al-Anon's Service Manual but specific to Alateen. Perfect Reference is G5 of that manual. Information for educators S64. Starting an Alateen Group (G-19) (G-5) "clubs" could be a problem with "anonymity"

Clubs should be anonymous - teens are super sensitive to that. Living in an alcoholic home is a secret. Do not expose an Alateen - that can lead to bullying. Look for guidance in those manuals.

S64 for educators: use rotating schedules but nobody is aware except for Alateens and scheduled through the day but more difficult. Better than a fixed time and attendance is better.

When I was the Alateen Coordinator in Boise ID, Alateen put 30+ meetings in their District. It was started by a counselor who was also an Al-Anon.

**Tom, Marilyn and Brice Q/A are in an email**

*Grete, Alternate Delegate: Question: Is the area Appeal letter a part of the guidelines? As a GR presenting the appeal letter and then WSO Appeal followed by surplus information is very difficult at a group level.*

*Answer:* See Service Manual pages 55 and 149. No, it is not in our guidelines, however, p. 55 of our Service Manual talks about the WSO Appeal letter. The quarterly Appeal letter for members from the WSO, provides individual members the opportunity to participate in 12th step work worldwide. The letter is sent to the CMA of groups in the WSC structure in February, May, August and November. It is requested that the letter be read at 2 successive meetings and followed by a special collection. This again is an opportunity for members to contribute in gratitude for what Al-Anon/Alateen has given them. Some Areas, Al-Anon information services, and Districts may also send an Appeal letter to the groups.

And on page 149: Duties of the Treasurer are: to handle all Assembly collections and funds, to prepare a special appeal letter to be sent at least once a year to all groups asking them to contribute to the Area treasury to cover Assembly expenses, including contributions to the Delegates Equalized Expense, etc.

Also remember, there are no musts in Al-Anon. Each member, group, District and Area can choose to donate how they see fit. If a group can afford to donate to all of the entities, then they are encouraged to do so. If not, they are encouraged to donate in the following order: District, Area and then WSO.

*Question: In the budget - what is the line item "Birthday donations"? Does it mean donations for our Al-Anon members or from them?*

*Answer:* The Birthday donation is a donation given by a member of Al-Anon, where the amount donated is equal to the number of years they have been in Al-Anon Recovery.

*Linda, Chair: Question:* At the Saturday business meeting, can we have a general idea of what is expected of us as each new topic is introduced? Are we just listening to learn, are we discussing the issue, are we voting on something? A "big picture" would be helpful before people get up and talk and before the talking starts. The flood of people, information and topics is overwhelming.

*Answer:* Concept 4, participation is key to harmony. Even just listening, you are participating. Our GR connect committee says general information. You can download the document under GR menu and Area Resources on the Area website. Winter is usually budget; Spring is for the Delegate. Summer is Delegate report. On Page 160 of the Service Manual: The purpose of Assembly is defined with a list of topics that the agenda might include. The purpose of the Assembly is to assure adequate interchange of information and ideas about the service activities, not only in the immediate Area, but where worldwide Al-Anon is concerned.

The agenda lists what we will be discussing, and what the GRs will be voting on. It also lists what reports will be given and who will be giving the report. The draft agenda is printed in the Butterfly. A final agenda is emailed to the AWSK before Assembly.

Listening to learn, discussing the issue and voting are all things that happen at Assembly, and yes, it can be overwhelming with the amount of information. On the Area website under Group Representatives there is a document "General Information Concerning Assemblies" that is available to download. Also under Area Resources, Area-wide job descriptions. The Area Chairperson description outlines what needs to be addressed for each Assembly.

*Question 2:* Can we have a workshop of the use of the suggested meeting guidelines and the importance of it?

*Answer:* Yes, we can have a workshop about the use of the suggested meeting Guideline. The workshop suggestions come to the Area through GR Connection, surveys, and the GR Breakout on Sunday morning. You can also email your suggestion to the Chair or the GR Connection Chair. The suggested meeting outline is on pages 9-24 of the Service Manual. At Spring Assembly, the workshop will be about using the Groups at Work booklet.

*Margarita:* The reason questions are given to Delegates, wanted questions to be answered by more than just one person. Anyone can add to the answer. Anyone can answer a question.

*Linda:* It makes sense to give questions for certain areas for that person to answer like budget or website.

*Linda:* We have choices. Workshop or breakouts?

We will have Tom present and then have a breakout See handout on Knowledge Based Decision Making (KBDM).

**See - Addendum #6**

Questions on hand out:

P. 2 of handout, question 2: Capacity? Example: a coffee maker. Is someone willing to donate? Do we have space to set it up? What about cups?

*Rick G.:* Give an example of strategic position:

*Members:* Is your meeting room capable of having people access coffee. Are we going to make this an official service position?

Will it make our group click-ish? Does it interrupt start/stop of meeting

Will it encourage newcomers to stay? What about coffee cream? You will never please everyone in that room.

Expense? Cleaning? Flow of meeting, set up time? Will it cause division or unity?

*Tom:* Doing these questions are critical. Back page has thought force and task force.

What about keeping it simple? Sometimes the process seems to be grueling. Tools in this handout help us keep it positive.

There is always the trump card of all the work of coffee and then the host says no.

What happens? Example of AA/Al-Anon separation. You may do all the work of KBDM, and some other factor supersedes the decision or process.

Who started the conversation? 2.5 years ago, AA started it.

Sometimes just try it out and see if it works. We can go back to the way it was.

Detachment is neither kind nor unkind.

AA proposed 8 different motions. They addressed 2 of 8. Someone made a rogue motion to separate from Al-Anon by 1/1/27. It was voted down. They aren't ready to separate from us.

*Linda:* KBDM is brainstorming and an effective tool for making decisions. We are guests of AA. They could have said this is the last assembly we are having with you. Period. They are gracious enough to take us into consideration. We are both working for the best solution for both fellowships. Bumps in the road due to personalities involved but we will come to an informed decision. Feel free to reach out to someone if you have more questions.

### **GR breakout: Sunday**

*Linda, Chair:* started with the Serenity Prayer: We didn't have a chance for what's on your mind.

*Margarita:* Question: This is not my first assembly. What are we doing Spring and Summer (what are the agenda items)?

*Linda:* Summer is Delegate's report from WSC that happened in April and Spring is the Financial Recap of the previous year from the Alternate Delegate. Spring is also a time the Delegate may ask you about things happening at the conference and what's the conscience of our group. He has additional information as our trusted servant.

*Lori:* With the KBDM discussion, I had some angst about family discussions: conflict, tempers flaring. I think a lot of us grew up in family like that. Remain neutral and open. I'm interested in gaining expertise in my family.

*Jess:* I'm also triggered by KBDM. For me, Al-Anon is a safe place to feel triggered and practice being different.

*Kelly:* to the newer GRs, I encourage you to trust the process here. I feel responsible for my group, area. Budget as an example. With time, I have learned there is so much time and prep that comes before we are asked to vote.

*Janice:* The process of preparing a budget: we looked at the 2025 budget. We met at my home for many hours, met with finance committee, Grete is chair of that committee. Zoom meeting 2-3 hours on what to present to WSC. Six hours line by line in the budget. Voted on and finalized, before it gets here.

*Hazel:* This is my first GR and Assembly experience. I'm glad to trust in the process. My group has been doing things a certain way for a while. I was met with resistance. Why do we need records? It's been hard. I found some notes back from 2017. This makes me anxious. When we have our meeting, it is very orderly. To use a group conscience, we all go back to Al-Anon. I will grow more than anyone else through service.

*Ross:* 2 things. I'm a new GR. We did a group inventory, and it proved to be a good communication exercise. As a GR, I'm here to blend in but also bring opportunity for discussion. A question: In the process Grete mentioned some line items that aren't really necessary. Let's simplify. How are changes really made? It seems to go on for years. Procedural or practice - it seems to be a recommendation of leaders put in place.

*Linda:* Group discussion and decisions, bringing your HP into a room with group conscience is a critical step. I say the Serenity Prayer a lot. Autonomy of positions. Grete as all of us have a certain level of autonomy of how to do the agenda or minor changes in the budget may not be necessary. Those -0- line items were a lot of printing for our positions. There is a solution, it didn't necessarily need to be approved by the Assembly, but other things yeah, like SWRDM - that needed discussion.

*Ross:* So yeah - autonomy and then discussion when needed.

*Linda:* Through service work and asking our own service sponsor, and talking with past Delegates, who decides? We are not dictating. The thought process is taking it to the Assembly. Can we do it on our own? I learned as a Chair, I learned I can make decisions independently, but I think it needs to be decided by the Assembly - big decisions. Little things: autonomy. As you can see though, sometimes the little things become big things.

*Marcia M.:* Business meeting stuff: We did the GR survey - thank you for participating. GR solutions came from that, and the number one thing said was we need more information on how to do business meetings. Sometime during this panel,

this will be tackled. You can reach out to a lot of different people. Dominance or contention - reach out to the DR and explain your situation. Your DR can come to your meeting and they are neutral. I've learned people want to be heard. Write things down, even a whiteboard, random thoughts, whatever it is. Write it down.

*Sandra:* questions/suggestions: GR connection Friday night wasn't printed information. I felt there was a lot of good information for GRs. like the expense report, etc. Marcia M. contact for GR connect. Maybe the Chair can go through the agenda and explain what to expect.

*Regina:* The agenda is so set that I feel there is no room in the next coming assembly to respond to what comes up. At least 3-5 things that GRs went to the mic with, were redirected to a future conversation. Can we look at the guidelines? That doesn't fit in anything Linda read. It feels like a disconnect as a GR. When you look back at minutes you will see it.

*Joann:* The Guidelines impact a lot of decisions.

*Linda, Chair:* Thought force and task force very good use of KDBM. A lot of history and experience. I thought it was a lot of fun. The agenda is a flexible document before the Assembly. People reach out and ask for time. Our GR connect tries really hard to get information out there. This is really the first time they have had a committee. That's why I'm doing online surveys. There are reasons why we do what we do. For me, it is useful because it gives me a different perspective. I can bring it to the Officers. We are asking for feedback and opinions. I am going to work on emails and I'm working on my part to make sure the information is out there. This has been an issue.

### **Assembly Adjourns**

Chair Linda closed with the Al-Anon Declaration.

Respectfully Submitted,

Judy R.

Panel 65, Area Secretary

#### **FINAL NUMBERS OF THE ASSEMBLY:**

7 <sup>th</sup> Tradition	\$517
Silent Auction	\$704
Total:	\$1221.00