



# Al-Anon Family Groups

## Help and hope for families and friends of alcoholics

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al-anon.org  
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## STRATEGIC PLAN



### CORE PURPOSE

Helping families and friends of alcoholics find hope and encouragement to live joyful, serene lives.

### MISSION STATEMENT

Al-Anon Family Group Headquarters, Inc. is a spiritually based organization that helps the families and friends of alcoholics connect and support each other through meetings, information, and shared experiences.



### CORE VALUES

- **Spiritually based:** adhering to our Legacies
- **Honest:** treating all equally, with integrity and respect
- **Transparent:** sharing process, content, and information
- **Self-supporting:** refusing outside funding



### ENVISIONED FUTURE (2024-2029)

- AFG, Inc. is a global organization with technology-based operations that support the delivery of on-demand, barrier-free access to the program, information, meetings, and Sponsors.
- The research-validated effectiveness of the Al-Anon/Alateen program in addressing the family disease of alcoholism is recognized by professionals, schools, and religious leaders. Their recommendations to this program increase membership and expand its outreach.
- Society as a whole benefits from reduced health care costs, lower levels of incarceration, and increased graduation rates.
- Families and friends of alcoholics benefit from greater connectedness to support, no matter their location or language.

### GOALS (2022-2024)

- **Goal: Members**  
AFG, Inc. provides universal access to tools for recovery from the family disease of alcoholism.
- **Goal: Public**  
Both the public and professionals recognize alcoholism as a family disease, and Al-Anon as the universally available, effective, and sustainable resource for those affected.
- **Goal: Organization**  
AFG, Inc. has one global structure, increasing access to knowledge, resources, and the program.



January 2019

Dear Al-Anon and Alateen members,

With the start of the new year, we welcome our new Panel 59 Delegates as members of our largest representative group conscience, the World Service Conference (WSC). The 2019 World Service Conference will be held this April in Virginia Beach. The Board and Executive Committee members, World Service Office (WSO) Staff, and your fellow Delegates wish you every success and want to remind you that we are here to support and encourage you on this new journey in service.

Members of the WSC include Panels 57, 58, and 59 Delegates; At-Large members of the Executive Committee; members of the Board of Trustees; and WSO Staff Conference members. We always appreciate hearing from the fellowship throughout the WSC. In order to assist members who wish to send a card or package, the address of the location of the 2019 WSC is provided below. Please ask your members to include (Hold for WSC 4/13–4/17, 2019) in the address and to put the designee's name and address in the return address section of the envelope or box in the event that mail delivery is delayed. Please plan to have mail arrive **after April 10**.

Sheraton Virginia Beach Oceanfront  
3501 Atlantic Avenue  
Virginia Beach, Virginia 23451

January 2019 Board Week began on Sunday, January 27 with a morning meeting of the International Coordination Committee (ICC). The ICC is currently planning the 2020 International Al-Anon General Services Meeting (IAGSM), which will be hosted by the UK & Eire General Service Office in London, in October 2020.

The Nominating Committee met Sunday afternoon; the Finance and Executive Committees met on Monday; the Policy Committee met on Tuesday morning; and the Conference Leadership Team (CLT), as well as various Board committees, thought, and task forces met on Tuesday afternoon. Updates from our Finance, Policy, and CLT Chairs can be found at the end of this letter.

Each January the Board of Trustees meets with Regional Trustee and Trustee at Large candidates. The Trustee “interview luncheons” were held over two days this year. For the first time, rather than holding the interviews at a local hotel, the Board opted to hold the interviews at the WSO. This offered them the opportunity to assess each candidate’s basic technology skills and gave the Trustee candidates the opportunity to meet with the Board in the boardroom and tour the WSO. The selection of Trustees is key to the future of our Board of Trustees as a whole and, ultimately, the fellowship we have the privilege of serving. Throughout the selection process, we as a Board keep our minds and hearts open to the collective understanding and guidance of our Higher Power. Each candidate shares a ten-minute talk with a brief technology presentation, followed by lunch and five roundtable interview panels. The Board is responsible for ensuring that the following, as noted on page 206 in “Al-Anon’s Twelve Concepts of Service” section of the *2018-2021 Al-Anon/Alateen Service Manual* (P-24/27) is upheld: “This [Nominating] Committee aids the Trustees in discharging their prime obligation to see that all vacancies within the Board of Trustees or its Executive Committees are filled with those of the greatest possible competence, stability and industry.”

The list of nominees to be presented to the World Service Conference for traditional approval of Regional Trustees, Trustees at Large, and Board Officers are:

**Regional Trustees:**

Marianne B., US Northeast	First three-year term
Jean L., US North Central	First three-year term

**Trustees at Large:**

Rosie M.	Second three-year term
Lynette K.	Two years of first three-year term

**Board Officers:**

Gail G.	Chairperson of the Board
Rosie M.	Vice Chairperson
Cindy K.	Treasurer

Following traditional approval, the Board may elect the nominees at the Annual Meeting on Wednesday immediately following the World Service Conference.

The following résumés will be presented to all World Service Conference members for their information:

**Executive Committee:**

Debbie G.	First one-year term
Joan S.	First one-year term
Karen W.-P.	First one-year term

**Chairperson of the Executive Committee:**

Debbie G.

**Chairperson of the Executive Committee for Real Property Management:**

Sue C.

**Executive Committee for Real Property Management:**

Kay R.	Two-year term
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**Executive Committee for Real Property Management (ECRPM):** The Nominating Committee is asking for your help in finding candidates for an At-Large member to serve a three-year term on the ECRPM. The term will begin following the Annual Board Meeting in April 2019. Résumés are due to the WSO by March 15, 2019.

Generally, to serve on the ECRPM, an individual must have seven or more years of continuous and ongoing membership, including Al-Anon service beyond the group level; have special skills and experience that include: areas of property management, finance, business, accounting, law, business administration, or technology; live within the World Service Conference Structure, and be able to speak and write fluently in the English language. If elected, members of the ECRPM cannot hold positions beyond the group level during their term. Delegates to the WSC are not eligible to apply as candidates for ECRPM until one WSC has elapsed after their term ends; members who are also members of A.A. are not eligible. Prior service as a Delegate is not a requirement.

Thank you in advance for your commitment to helping us find the next ECRPM member.

**World Service Office (WSO) Volunteers:** Many opportunities exist for members to serve the fellowship as a whole by volunteering with the World Service Office. To provide greater visibility to the opportunities for service, a new WSO Volunteer page has been created at Members > Board of Trustees > World Service Office (WSO) Volunteers, on al-anon.org. Members interested in serving can read about requirements and download résumés directly from the website.

**Continued Proactive Trustee Visits to Areas:** As previously stated, the Trustee visits serve two main purposes. First, these visits allow the Trustees to personally connect with the Area to ensure Area members realize how important they are as part of the worldwide fellowship of Al-Anon Family Groups. Second, the visits show Areas how they are served and supported by our Board of Trustees and our WSO. In 2018, Trustees visited New York South, South Dakota, North Dakota, Quebec East, Delaware, and Puerto Rico. Each visit included an attendee survey and report-back to the Board by the visiting Trustee. Confirmed Trustee visits in 2019 include: Virginia, May 18–19; Ontario North, September 27–28; Alaska, September 27–28; Wyoming, September 25–27; Ontario South, October 25–27; and West Virginia, with dates to be determined.

**2019 Road Trip! You and Your Board Connect:** The Washington Area will serve as the host for the 2019 Road Trip! Our location will be the Hilton Doubletree Hotel at Seattle SEATAC on Saturday, October 19. The Board of Trustees and the At-Large members of the Executive Committee look forward to meeting you in Seattle. Information regarding the 2020 Road Trip! and how Areas can submit to serve as the Host Area will be presented during the 2019 WSC.

**2019 Together Empowering Al-Anon Members (TEAM) Events:** The Board, in light of their fiduciary responsibility, made the decision to limit the 2019 TEAM Events to six rather than nine. The decision was based on a number of factors. The following Areas will be holding TEAM Events in 2019:

<b>Nevada Area</b> Date: Saturday, February 2, 2019 Location: First Christian Church 101 South Rancho Las Vegas, Nevada	<b>Quebec East</b> Date: Saturday, May 25, 2019 Location: Campus of Notre Dame Saint-Augustin-de-Desmaures, Quebec Canada	<b>South Carolina</b> Date: Saturday, June 8, 2019 Location: Columbia, South Carolina Marriott Downtown Columbia
<b>New York South</b> Date: Sunday, June 2, 2019 Location: West Harrison, New York Marriott Renaissance Hotel	<b>Maritime Provinces</b> Date: May 30–31, 2019 7:00 pm Thursday–5:00 pm Friday Location: Kingwood University 26 Western Street Sussex, New Brunswick Canada	<b>Pennsylvania</b> Date: Saturday, September 28, 2019 Location: Church on the Mall 500 W Germantown Pike Ste 1900 Plymouth Meeting, Pennsylvania

**Bylaws:** The Board of Trustees, in their legal capacity, approved updates to the Bylaws of Al-Anon Family Group Headquarters, Inc. and Al-Anon Family Group Headquarters (Canada) Inc. As a courtesy, WSC members will receive an electronic copy of the revised Bylaws. Copies will also be made available in the *2019 World Service Conference Summary*.

**2018 Literature Sales and Contributions:** On behalf of the Board and the Staff of our WSO, we would like to thank you for your continued generosity and support through the purchase of Conference Approved Literature (CAL) and contributions. Unaudited gross literature sales totaled \$3,975,492, which was \$375,492 above the 2018 Budget. Unaudited contributions were \$1,953,458, which was \$46,542 below budget. Overall, 2018 was still a healthy year for contributions and a record-breaking year for literature sales.

**Delegate Calls:** Two weeks following the posting of this letter, the Trustees will begin making contact with their assigned Delegates. The purpose of this contact is to offer clarification and respond to any questions that arise upon reading this letter. If you prefer not to have the Trustee phone you, please let him/her know when the initial contact is made.

**What information from the Quarterly Finance Update do you share with your Area?**

**In what ways does your Area use the Conference Theme?**

This will be my last letter to you as Chairperson of the Board of Trustees of Al-Anon Family Group Headquarters, Inc. As we begin the transition to a new Board Chairperson and new Officers, I am filled with overwhelming gratitude and hope for our future. The Board and the WSO have experienced great change over these past few years—change that will ensure we continue to attract new members and reach and connect with our current members. I have the utmost confidence in our future.

In gratitude,

A handwritten signature in blue ink that reads "Debbie L. G." with a stylized flourish at the end.

*Debbie L. G., Chairperson*

**Board of Trustees, Al-Anon Family Group Headquarters, Inc.**