

Delegate Report
June 2019
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The World Service Conference Theme 2019 is:

Action is Attraction – There is No Growth in the Comfort Zone

La acción es atracción – No hay crecimiento en la zona de comodidad

L'action, c'est l'attrait – Il n'y a pas de croissance dans la zone de confort

All 67 Delegates were present. In addition, the voting members of Conference included 17 Trustees, 3 At-Large members of the Executive Committee, and 7 WSO Staff members.

Our Director of Finance and Operations and Associate Director--Digital Strategy attended with voice and no vote. The Executive Committee for Real Property Management (ECRPM) Chairperson attended with voice only as it relates to ECRPM business and no vote. Maria from Mexico had voice and no vote.

The Conference Leadership Team posted the following recap:

Conference Leadership Team Update April 2019

Jennie M., Outgoing Chairperson Rosie M., Incoming Chairperson

Action Is Attraction – There Is No Growth in the Comfort Zone L'action, c'est l'attrait – Il n'y a pas de croissance dans la zone de confort La acción es atracción – No hay crecimiento en la zona de comodidad

The 2019 World Service Conference (WSC) was held at the Sheraton Oceanfront Hotel, 3501 Atlantic Ave., Virginia Beach, Virginia 23451. Our 2019 Conference theme indicated above was derived from the suggestions made by 2018 Conference members. It set the tone and agenda for Conference. Registration opened on Saturday, April 13, and was followed by a task force presentation, Sharing Area Highlights, committee and task and thought force meetings, and an opening dinner talk by our Executive Committee Chairperson. Conference officially opened Sunday, April 14, and ended on Wednesday, April 17, with a closing dinner to acknowledge outgoing Conference members' service and dedication to Al-Anon Family Groups.

Conference members actively participated in Al-Anon's annual business meeting and were well prepared and informed, thanks to all the work done by our Associate Director—Conference, who, with the support of the Administrative Assistant, posted numerous documents on AFG Connects prior to the Conference. We are grateful to the World Service Office Digital Strategy Team, who provided us with our Conference app, which was used by Conference members to view the agenda and hotel information and participate in the very lively social stream. This year, a voting app replaced the clickers. For the first time ever, our trilingual World Service Conference Structure hosted a trilingual World Service Conference; simultaneous interpretation was offered in French and Spanish during the event. This allowed our non-English-speaking Conference members and international guest to fully participate. Conference members were supportive and excited as they witnessed this valuable resource and the contributions it created.

The New Member Orientation Session relayed a warm welcome. It focused on Al-Anon's Twelve Concepts of Service and how they define our World Service Structure and members' participation at Conference. The full WSC agenda covered financial information, topics critical to Al-Anon's future, news of our international outreach and updates, and two Chosen Agenda Item (CAI) breakout sessions, which were voted on by Conference members, along with one Board of Trustees CAI. The WSO Staff provided updates about their current work at the WSO.

Planning has commenced for the 2020 World Service Conference. Once again, it will be held at the Sheraton Oceanfront Hotel, 3501 Atlantic Ave., Virginia Beach, Virginia 23451. Delegates are scheduled to arrive on Sunday, April 19, 2020 and depart on Saturday, April 25, 2020.

The Conference Leadership Team members will collaborate and review the 2019 Conference evaluations, which will assist them in establishing the 2020 World Service Conference agenda. Our next Conference will continue to facilitate the active voice and effective group conscience of our fellowship. This is our primary purpose. There is no growth in the comfort zone!

To each and every Conference member, we relay a heartfelt thank-you for your active participation in this year's WSC agenda and in all discussions that were held over the course of the Conference. This week you conveyed your dedication, joy for service, and application of the spiritual principles. Your hard work and dedication were evident and present. We would like to thank all Area members who abundantly took the time to send cards and love gifts. Your time and energy in doing so reflected your amazing loving support. It was greatly appreciated.

The six members who serve on your Conference Leadership Team include the Associate Director—Conference; the Chair and Co-Chair of Conference, both Trustees; the Chairperson of the Board of Trustees; the WSO Executive Director; and the Director of Programs.

The Incoming Chairman of the Board Posted the latest COB letter:

April 2019 Chairperson of the Board Letter

Dear fellow Al–Anon members,

The purpose of this Chairperson of the Board letter is to share with you some of the highlights from our 2019 World Service Conference (WSC), along with updates from the Board of Trustees' Quarterly Meeting and the Annual Meeting of the Board. You will also find updates from our outgoing and incoming Policy Chairpersons and a finance update from our outgoing and incoming Treasurers. Along with these, we will also be posting updates from our outgoing and incoming Conference Leadership Team (CLT). I would like to extend thanks and appreciation to all who have shown exceptional dedication and provided phenomenal service to our Al–Anon Family Groups throughout this past year.

WSC Trilingual Interpretation & Voting The 59th World Service Conference was held at the Sheraton Hotel in Virginia Beach, Virginia, April 13–17, 2019, and it certainly lived up to its theme: “Action Is Attraction – There Is No Growth in the Comfort Zone.” For the first time ever, this Conference was a truly trilingual Conference, with French and Spanish interpretation being provided, allowing non-English-speaking Delegates to attend and thus honoring our spiritual principles of inclusivity and participation. This is the first year of a three-year trial that was approved by the Board of Trustees in July 2018. Following in this line, we were provided with a presentation of the two new PSAs by Scott P., Associate Director—Digital Strategy, World Service Office (WSO). Each PSA was shown in English, French, and Spanish. The public service announcements have been posted on AFG Connects under WSC Members. al-anon.org wso@al-anon.org phone: 757.563.1600 fax: 757.563.1656 STRATEGIC PLAN Al-Anon Family Group Headquarters, Inc., 1600 Corporate Landing Parkway, Virginia Beach, VA 23454-5617 This year at the WSC, we also experimented with a new method of voting that uses browser-based software on our electronic devices. After several attempts and with the technical aide of Staff members, we became quite efficient at it (sort of). Or, at least we learned we would need to arrange for better internet connectivity next year.

Electronic Meetings The Electronic Meeting Work Group put forth a presentation outlining the tasks that they had completed. These included hosting a conference call with Current Mailing Addresses of registered electronic groups, up– dating the Electronic Meeting Registration Form and accompanying instructions to allow electronic meetings to choose from multiple platforms, circulating a survey of electronic meeting members regarding a name for the meetings, and creating an AFG Connects Electronic Meetings Community. Other topics included anonymity in electronic meetings, different types of Facebook groups, Facebook instant messaging, and social media platforms other than Facebook.

Following discussions during the April Policy Committee meeting, the Policy Committee made a unanimous recommendation to the Board of Trustees to direct the WSO to pursue all appropriate remedies to protect the AI-Anon name, pursuant to the electronic meeting policy in the “Digest of AI-Anon and Alateen Policies” section of the 2018-2021 AI-Anon/Alateen Service Manual (P-24/27). The Board of Trustees, in their legal authority, unanimously approved the recommendation. The Board then informed the WSC members that approval was given to draft a letter that would be sent to Facebook/social media groups that are hosting AI-Anon meetings. The letter would invite these groups to register their meetings with the World Service Office so they could continue using the AI-Anon name or logo. Our Policy Digest suggests that the WSO is the public outreach vehicle for AI-Anon Family Groups; we do not support other entities creating public outreach social media spaces because that is the role of the WSC Structure or GSO Structures’ links of service, thus excluding groups and individual members.

Hybrid Conference Mega Issue The Board of Trustees felt an idea-generating discussion about a Hybrid Conference would be both beneficial and insightful to all. This year’s Mega Issue aligns with AI-Anon’s Strategic Plan to explore delivering barrier-free access to information for members. One aspect of the Board’s envisioned future for AI-Anon is to increase access to knowledge, resources, and the program. This Mega Issue idea-generating conversation focused on exploring an opportunity. Discussion regarding a Hybrid Conference (which is defined as a “live” in-person event at a physical location with a “virtual” online component) was held within three, one-hour sessions. Members were reminded to keep in mind AI-Anon’s spiritual principles as expressed in AI-Anon’s three Legacies and to be assured that no decisions regarding holding a Hybrid Conference would be made based solely on the Mega Issue discussions.

The format for the first session began with seeking additional insights from Conference members in response to the Knowledge-Based Decision-Making (KBDM) questions in an initial brainstorming session. From these insights, the task force refined and revealed several key components related to a Hybrid Conference.

The second session included prioritization of potential solutions. Using an abundance of creative minds, we expanded our vision; we came up with ideas of how a Hybrid Conference might look and how barriers could be overcome for existing members who struggle with overwhelming time commitments and the next generation of members, some of whom are working and may have less available vacation time to commit to attend Conference.

The final session focused on identification of the benefits and potential risks of the solutions. We evaluated the ideas that were generated. It is now up to the Board to determine which next steps —if any— will be taken. The task force and the entire Board appreciated the enthusiastic participation by so many in this Mega Issue discussion of a Hybrid Conference.

TEAM Events Since this January, six Areas’ requests to host Together Empowering AI-Anon Members (TEAM) events have been accepted. The Areas hosting are Nevada, whose event was held in February; the Maritime Provinces; Quebec East; New York; Pennsylvania; and South Carolina. We feel confident that these events will be successful and beneficial to all involved.

However, after much discussion with Staff and Trustees and on the recommendation of the task force charged with reviewing TEAM, and keeping in mind the best use of our resources to carry out our Strategic Plan, it was decided that after the end of 2019, TEAM will no longer be available. The Board of Trustees will be announcing at next year's Conference what a new format for connecting with our members may be. Please stay tuned!

Bylaws Revisions Revisions to the wording of the US Bylaws and the Canadian By-Laws were presented. The revisions represent 17 months of work and five reviews with the Board. These included many conversations that will undoubtedly be revisited again in the future, as they have been in the past, by the Board of Trustees in their legal role. Al-Anon Family Group Headquarters, Inc., 1600 Corporate Landing Parkway, Virginia Beach, VA 23454-5617

The majority of the changes to the Bylaws fell into four categories:

- **Updates to reflect current standards and laws.** After the Board completed their review in October, our attorney was asked to evaluate the Bylaws to ensure they met current standards and adhered to laws governing AFG, Inc., and to review the Board's proposed changes to ensure they aligned with current laws. Many of the tracked changes you see in your document reflect the renaming of the Bylaws from a hyphenated By-Law to the current unhyphenated standard. Canadian standards still require use of the hyphenated spelling of "By-Laws."
- **Updates to simplify language.** Perhaps unexpectedly, the attorney proposed several simplifications. The first example occurs under Article 1 – Names, where several sentences were eliminated.
- **Clarification of language.** The task force sought to remove language that might be confusing when considered in the context of our Legacies. The first example occurs in Article 1 – Names, paragraph 1, where the word "organized" was replaced with "formed."
- **Clarification of practice.** The task force sought to clarify descriptions to reflect current practices. An example of this clarification occurs in the definition of "ex-officio" under Article VII – Duties of Officers.
- In addition to these changes, there are a few that are wholly new. We also discovered through research that a few were updates to previous practices. A copy of the full revisions will be posted in our 2019 World Service Conference Summary.
- **Road Trip! You and Your Board Connect** We were provided with a lively presentation on "Road Trip! You and Your Board Connect." This event is an opportunity for Al-Anon members to meet and interact with the Board of Trustees and the Executive Committee members. This year's Road Trip! event will be held in Seattle, Washington on October 19 following Board week. Registration will open in May and will be posted on AFG Connects and In the Loop. All Delegates at Conference were provided with an information sheet, a new template for a Request for Meeting Proposal, and an invitation to complete if Areas are interested in hosting this event in 2020. Road Trip! You and Your Board Connect 2020 will be

held October 31, with the site to be determined. The deadline to submit a bid to host will be September 30, 2019.

- WSO Volunteers Traditional Approval Five Regions began the process of nominating Regional Trustees by forming their respective Regional Committees on Trustees: Canada Central, US Southeast, US South Central, US Southwest, and US Northwest. The deadline for résumés to be submitted to the WSO for Regional Trustees is August 15.
- The Conference gave traditional approval for and in its legal capacity elected, during the Annual Meeting of the Board of Trustees, the following trusted servants:
 - Regional Trustees: Marianne B., US Northeast First three-year term
 - Jean L., US North Central First three-year term
 - Trustees at Large: Lynette K. Two years of a first three-year term
 - Rosie M. Second three-year term
 - Board Officers for 2019–2020: Gail G. Chairperson of the Board
 - Rosie M. Vice Chairperson of the Board
 - Cindy K. Treasurer 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.
 - Executive Committee for Real Property Management: Katherine R. Remaining two years of term
 - Dennis G. Three-year term
 - Executive Committee for Real Property Management Chairperson: Sue C.
- **International Conventions** The 2020 Alcoholics Anonymous International Convention with Al-Anon participation will be held in Detroit, Michigan on the weekend of July 4 at Ford Field Stadium. The theme for this convention, which will be celebrating A.A.'s 85th anniversary, is "Love and Tolerance is our Code." Registration opens September 9, 2019 at \$115.00 US and after April 2020 at \$140.00 US. The Al-Anon meetings will be held in the Marriott Hotel and the Al-Anon program will be similar to Al-Anon's International Conventions, which are held separately.
- **2023 will see our Seventh Al-Anon International Convention being hosted in Albuquerque, New Mexico, June 29– July 1, at the Albuquerque Convention Center.** More information will become available as this international celebration of Al-Anon recovery draws nearer.

- **WSC Summary** For a detailed report of the 2019 World Service Conference, please look for the free online Conference Summary, which is scheduled for posting July 15. A printed version will be made available for purchase in mid-August.
- **Trustee Delegate Questions** Two weeks following the posting of this letter, the Trustees will begin making contact with their assigned Delegates to serve as a resource for clarification or for questions about this letter. If you would prefer not to have the Trustee phone you, please let him/her know when the initial contact is made.
- To aid the Board in further visionary planning, we are asking current Delegates to share their responses to the following questions when their Trustees contact them in the upcoming weeks:
 - **1. After attending this first trilingual World Service Conference, what is your reaction?**
 - **2. If your Area hosted a TEAM event in the past, what was the greatest benefit visible to your Area?**
- The 59th World Service Conference did create lots of attraction. Members very enthusiastically and respectfully engaged in discussions regarding Al-Anon's possibilities for the future. Our spiritual principles permeated Conference members' actions of presenting information and knowledge; our discussions were heartfelt. I am reminded of the quote from the 1976 World Service Conference by Al-Anon's first employee, Henrietta S.:
 - "I was very much impressed with what Kay of B.C. said earlier [at the Conference], 'that every single Al-Anon gives sense and meaning to this worldwide fellowship for the simple reason that each is a channel through which the message is carried.'" Many Voices, One Journey (B-31), page 189
 - My dream would be that as we go forth from this Conference, we all carry the light of attraction and we are ever reminded that action is attraction. In gratitude, Gail G. Chairperson, Board of Trustees Al-Anon Family Group Headquarters, Inc.

Finance Update April 2019

Joan S., Treasurer / Cindy K., Treasurer

The following update is based on the unaudited financial statements for the period that ended March 31, 2019:

Income:

Gross literature sales for March 2019 were \$343,448, which is \$97,642 higher than gross literature sales for March 2018. Actual literature sales to date are \$128,508 (14%) higher

than budgeted sales to date. Literature sales are trending above budget and prior year sales. Contributions year to date are trending below historical and budgeted amounts. Contributions for March 2019 were \$163,663, which was \$58,820 lower (26%) than contributions for March 2018. Year-to-date contributions are below budget by \$67,408 (14%).

Expenses:

Expenses have decreased by \$9,778 compared to the prior year and are in line with budgeted expectations. No expenses accounts are particularly concerning. Conference costs are higher simply because of the timing of expenses when compared with the prior year. Office services and expenses are higher due to Staff trainings and computer supplies that have been incurred.

Net Assets:

Change in net assets in the General Fund resulted in an operating surplus of \$93,529. The increase is due to strong literature sales for the first quarter.

Reserve Fund:

The increase in earnings on equities provided an investment gain of \$453,157 year to date.

Reflection and Outlook:

Sales of *Intimacy in Alcoholic Relationships* (B-33) continue to be strong and sales of other Conference Approved Literature are meeting or exceeding expectations. Please continue to share with all members how important this support of AFG, Inc. is.

We are only a quarter of the way into 2019 and contributions are trending below both budgeted and historical levels. It is timely to reinforce the message that every contribution sent by a member, group, District, and Area is a reflection of our gratitude for everything the program has provided to each of us. The amount is important, the frequency is important, and the consistency of your support is important. We have three-quarters of the year to turn the negative budget contribution variances into positive contribution variances.

In the spirit of abundant thinking, let's assume every group in our fellowship donated an additional \$8 this year. Groups not donating at all could be encouraged to make this small donation as an abundant thinking gesture. Groups already making regular donations could add \$8 to their contribution this year, encouraging abundant thinking. Our application of spiritual principles such as responsibility, trust, abundance, and unity allows us to reflect on

our successes and look forward to continued growth in applying these same principles in our future endeavors. This effort would represent the difference between last year's total contributions and this year's budgeted contributions amount.

Policy Committee Update April 2019

Norm W., Outgoing Chairperson Terry F., Incoming Chairperson

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

- Topics that are generated by the fellowship and discussed by the Policy Committee regarding issues or concerns that need clarification or interpretation in light of the Twelve Traditions and Twelve Concepts of Service;
- Progress of work being done by Policy Committee work groups, task and thought forces;
- Policy motions to be presented to the World Service Conference (WSC); and Policy motions passed by the WSC:
- The "Alateen Policy" section of the "Digest of Al-Anon and Alateen Policies" appears on pages 93 through 97 of the *2018-2021 Al-Anon/Alateen Service Manual* (P-24/27). In February, revisions to this text that had been approved by the Board of Trustees during its October 2018 meeting were posted for comments and suggestions by members of the 2019 WSC. The suggestions and comments of the Conference members were considered by the Policy Committee, and some further modifications to the text were made and then approved by the Board of Trustees at its April 2019 meeting. The amended revisions were approved by the 2019 World Service Conference.
- The Electronic Meetings Work Group (EMWG) is developing new ideas about how to improve our understanding of the needs and wants of electronic meetings and the

role the WSO can play in helping the members in these meetings achieve Al-Anon's primary purpose. The EMWG will continue its efforts to obtain information directly from the electronic meetings. The Work Group also prepared and delivered a presentation at the 2019 World Service Conference.

The Policy Committee discussed the continuing efforts of the World Service Office to invite electronic meetings that use the Al-Anon name to register with the WSO in accordance with the following policy statement, on page 89 of the *Service Manual*: "When electronic meetings form, they register with the World Service Office (WSO) in order to use the Al-Anon name."

The Policy Committee then passed the following motion: "The Policy Committee recommends to the Board to direct the office to pursue all appropriate remedies to protect the Al-Anon name, pursuant to the electronic meetings policy in the Policy Digest." This recommendation was adopted by the Board of Trustees.

There was a follow-up to a policy discussion in January 2018 finding that the terminology "Open/Closed" was not consistent with our spiritual principles of confidentiality and anonymity, nor welcoming to newcomers. The Executive Committee approved a motion to use the wording "Families and Friends only" and "Families, Friends, and Observers welcome" to replace "Closed" and "Open," respectively, to identify meeting attendees on the AFG Electronic Meeting Registration/Update Form. The change in wording was to be used on a trial basis for six months prior to making a recommendation to the Board regarding implementation of this change on the Group Records forms. After review of materials and discussion, the Policy Committee recommended to the Board of Trustees "to end the trial and update the language permanently on both the Electronic Meeting Registration/Update form and Group Records forms." This recommendation was accepted by the Board.

At the Open Policy Meeting, a discussion was held on "Dilution of the Al-Anon Program." The Policy Committee engaged in a detailed discussion on the topics of 1) "Labels," i.e. language and professional terms; 2) "Professional Involvement"; and 3) "Drugs/Narcotics/Prescription Medications." These are briefly addressed on page 131 in the section of the Policy Digest entitled "Al-Anon As It Relates to Others." It was noted during the discussion that the text is outdated. The Policy Committee felt that this section needed to be revised to reflect the spiritual principles underlying the policy and to add greater clarity to the text of this portion of the Policy Digest. As Policy Committee task forces are currently reviewing four other sections of the Policy Digest, work on this section will commence after completion of some current reviews.

Policy statements are interpretations of our basic guides: the Twelve Traditions and Twelve Concepts of Service. They help clarify how a Tradition or Concept might apply to a new or confusing situation that arises in Al-Anon or Alateen. Changes and additions to the Policy Digest are made only as circumstances and our growth require, since anticipating and including every specific situation would be impossible. As always, the Policy Committee welcomes all questions and suggestions from any Al-Anon and Alateen member, group, or Area regarding issues that might need further clarification or interpretation in light of our Legacies.

In continuation from the last COB letter, a recap:

PURPOSE and STRATEGY

To approve the translation of the Lois W. Memorial Issue of The Forum into Spanish and to post it in all three languages in 2019

To formally inactivate the Lone Member Correspondence Service and remove references in CAL as editions are updated, except as historical notations

As the descriptive text of Concept Nine states, “We often must try to think months and years ahead.” This is the ongoing work of Strategic Planning, an essential role of the Board of Trustees. In order to accomplish one of the Board’s 2018 goals of personally connecting with Areas, one of the Trustees attended Al-Anon service events (such as Assemblies) in six Areas: New York South, North Dakota, South Dakota, Quebec East, Delaware, and Puerto Rico. These Areas were identified as locations that had no WSO Staff or Board of Trustee contact in the last five years.

The goal behind the Board’s Strategy was to reconnect with these Areas in an effort to strengthen the Service Structure. As Concept Nine suggests, “If an idea seems good, we try it experimentally.” Feedback on these visits will be evaluated by the Board to determine whether or not the outreach resulted in measurable, positive outcomes for the Areas and for Al-Anon as a whole.

CONFERENCE PRESENTATIONS:

FINANCIAL SNAPSHOT

Conference Members participating

Joan S., Treasurer, Trustee

Niketa Bailey, Director of Finance & Operations (non-member)

Highlights of the 2018 Audit~March 5, 2019

At December 31, 2018, our World Service Office had total assets of \$9,833,940
Liabilities of \$1,387,695,
Net assets of \$8,446,245
(among three funds: General, Reserve, and Building.)

Last year, income from operations totaled \$5,556,987 in the General Fund,
Expenses for the year were \$5,416,985.
As a result, the General Fund net assets increased by \$140,002.

Literature sales yielded a gross profit of \$3,194,194,
Contributions for the year were \$1,953,460.
Forum subscription income totaled \$257,685.

In October 2007 the Board of Trustees approved annual transfers to the General Fund; these transfers could total up to 4% of the average fair value of the Reserve Fund for the 36 months leading up to December 31 of the prior year.

The Finance Committee determined that a transfer to the General Fund was NOT needed to fund operations for 2018.

A net decrease of \$340,591 was recorded in the Reserve Fund net assets. The Reserve Fund income included realized and unrealized losses totaling \$362,649. Included in the decrease is \$22,058 from the estimated post-retirement health benefits liability.

Building Fund expenses are charged to the General Fund as occupancy costs. A transfer of \$109,886 represents the occupancy costs for 2018.

THOUGHT FORCE HIGHLIGHTS

I served on a Thought Force called Fear of Change. We shared our Experience, Strength and hope and were given the task of developing a presentation for 2020 WSC. We are reminded that the closer we get to the higher power, the closer the tightrope gets to the ground, so that if we fall, the rope is a small step off the ground, and it's a loving ground.

SHARING AREA HIGHLIGHTS

Sharing Area Highlights was wild and fun. We had each delegate meeting and greet each and every other delegate in the room to warm the room up, insuring lots of participation and mutual encouragement throughout the following days.

OPENING NIGHT

Opening night dinner with outgoing Trustee Paula speaking.
Following dinner, Panel 57 held a Rehearsal for Wizard of Al-Anon Oz in the gym.

CONFERENCE OPENING HIGHLIGHTS

Conference Opened with Jennie M. Serving as CLT (Conference Leadership Team) Chairperson, and Trustee Chere as Co-Chair.

100,000 members of Al-Anon reside in 100 countries around the world.

A vote was taken to allow Photos in Conference, but no Video or Audio (Per Page 10 in conference procedures).

The group conscience decided that all decisions would be made by Unanimity -Warrantee 3 and that 2/3 of the 94 voters would represent substantial unanimity.

Introductions of each panel took place and pictures were taken.

This was the first ever conference with interpretation! All interpreters were introduced.

All boards of trustees and staff were introduced.

Seating Motion carried, inviting the seating of non-voting members with voice but no vote.

Boards goals for the conference by CLT (Conference Leadership Team) was headlined with the idea of upholding the group conscience of the living higher power.

The conference theme skit was a call to action to follow the Conference theme.

We are reminded that certain motions must be presented to the board of trustees and the legal council after the conference to insure legality.

We introduced an electronic means of voting via smartphones. The cellular network processes the vote. No WiFi is needed. Many bugs were ironed out.

Three minutes of sharing by outgoing Delegates was inspiring. We were reminded that if Lois had stayed inside HER comfort zone, we would never have this amazing program.

There was a Thought force discussion on Welcoming Potential members. The presentation was done in the form of a script. We heard about keeping true to our primary purpose while welcoming potential members who were confronted with drug addiction. The offering was for the purpose of taking this discussion back to the Areas for further discussion. The third tradition was discussed.

New information reveals that fifty percent of the members coming to Al-Anon have a background with drug use. And when we came to Al-Anon, no one asked us to prove that we had an alcoholic in our background. So while we keep the focus on Al-Anon principles, we are asked not to proverbially 'screen' newcomers at the door. There may be undiscovered alcoholism in

their background. A lively discussion followed. The overwhelming majority wanted to welcome all.

ALATEEN POLICY DISCUSSION

Alateen policy has been revised for clarity only. When revising text, we are asked to consider the following:

Is it clear
Is it accurate
Is it consistent with our spiritual principles
Can you live with it

In NY South, we require 2 AMIAS's at each meeting. WSC recommends that we get two but one is at least required. These are minimum requirements.

ANOTHER very lively discussion.

Discussion of the annual report followed, and it will be published shortly after conference.

HIGHLIGHTS of ELECTRONIC WORKSHOP

Discussion points will be sent to an attorney for review.

We are reminded that the Board of Trustees is responsible for direction of AI-Anon and WSO is responsible for carrying it out.

HIGHLIGHTS~NEW VENTURES

All service materials do go through the policy committee for approval.

Vali spoke about:
The new website
Translation
Apps
Electronic voting
Strategic plan strategies
Increased workload
The WSO falling behind on some important day to day activities
Vali made an amends to have not fully shared the current reality

Publishing Policies

Areas are within their autonomy to publish policies without review
Review timeline has not been firmly established
A simple answer was not available
In Bills essay on concept 9-p. 198 we are reminded that we need to look at long term consequences

WSO is only asking to look at the policy if the WSO is being asked to ALSO cease to publish or list those meetings.

After a thorough review of the remaining effort required to complete major revisions to the "Handbook" section of the *Service Manual*, starting with the 2017 WSC approved "Handbook" changes, and to incorporate the changes approved by the 2019 World Service Conference within the "Concepts," "Handbook," and "Policy Digest" sections, we will deliver the trilingual Version Two (2) *Service Manual* online [on November 25th](#). The timeline reflects the efforts of Staff to evolve our processes to support delivery of all three languages simultaneously in the future.

EXECUTIVE DIRECTOR HIGHLIGHTS

Groups at work has been translated in French and Spanish and is now available for free download.

So far in 2019
66,000 of the "Just For Tonight" bookmark have been sold.

Fact sheet for professionals are translated and available for free downloads.

Literature orders placed ~\$5402.

Forum numbers of subscriptions ordered~ 1858.

Contributions entered to date in 2019~ \$440,971.

Approved text on the policy text will be amended on line.

ALATEEN

The policy is meant to be broad, there is nothing new to the 2003 motion. The discussion is for clarification only. The content is more orderly. Headings are more clear.

AMIAS definition is clarified. Area Alateen coordinators are encouraged to go to AFG Connects to ask questions of other Areas to solve the challenges of the areas.

Area Safety and Behavioral requirements can be sent to Sue P. for review. She requires one month for review. Pass it by local council first before submitting to Area Assembly for a vote.

Encourage the groups themselves to build requirements to accommodate needs for the ALATEEN groups.

DIGITAL HIGHLIGHTS

Associate Digital Strategy-Scot Powers

6000 people who have seen the ad, 2 days later would still have brand recognition.

1.4 million people are finding meetings.

1 million people are visiting websites.

PUBLIC OUTREACH HIGHLIGHTS

“Face the Truth” TV Production~

WSO Staff has given info to the producers to display the logo with a story line to include an intervention with the recommendation for the family members to attend Al-Anon meetings.

Developing an official Al-Anon mobile app with plans to make it available later in 2019.

Marsha Ware-Director of Programs at WSO

Aiming for the ability to increase name recognition for Al-Anon.

Announced 5 TEAM events upcoming

Suzanne Martin emphasized participating in AFG connects

NEW EXCITING PSA's!

GROUP SERVICES

Sue Perez

Associate Director of Group Services spoke about:jk

Bringing the voice of the electronic meetings to the WSO

Safety in the Groups Service Tool which has been extremely well received and is now posted under group resources page in Spanish and French

Introduced the new group services specialist Christa A. from Vermont, a past delegate

Reported on the electronic meetings-

214 active

131 on the phone

83 on line including members speaking in:

Danish

Estonian

Farsi

Russian

Portuguese

German

Spanish

French

Guideline G12

Starting an Al-Anon meeting

Has been updated removing a specific numbering of referrals.

Alateen literature IS Al-Anon literature

Group services is information central

STAFF REPORTS

Kerry Kindlen

Associate Director International reported on international participation and let us know that the IAGSM Summary is now available on the WSO Website.

Tom Coffey

Associate Director Literature reported

Clair Ricewasser

Public Outreach to Professionals

AFA's can be ordered throughout the year!

MEGA ISSUE

What about a Hybrid Conference?

Live in person event with a virtual component

(SEE MORE ON MEGA ISSUE IN COB LETTER)

One little glitch we encountered that gave us all a good giggle

The delegate from Mexico had an interpreter with her the entire time and in the share, which was insightful and well thought out and given in Spanish, was then to be translated into English for those of us who did not speak Spanish. The interpreter confidently approached the microphone and did the entire share, on behalf of the delegate. In Spanish.

Suffice it to say, she did it all again in English. It was a true highlight of stepping out of our comfort zone.

The discussion around the mega issue was really enlightening. How is the hybrid option going to affect our future. What are the ethical implications for our future. What do we wish we knew.

Teri Manley led the discussion about being a trustee at large.

DAILY QUESTIONS are asked and one that came up early was around electronic voting. The user is called VoxVote and several challenges have already been addressed. (live.voxvote.com)

The board has given permission for the WSO to put some pressure on Facebook users who are using the AI-Anon name.

By the end of April there will be a date for when the Publishing Policies will be returned. At that point, they will be held at WSO for no more than 30 days.

More Panel 57 Sharing made us all tear up.

Niketa Bailey gave the

AUDIT PRESENTATION

She is not able to be a member according to the by-laws. She spoke about how kind the AI-Anon family has been to her. Trivia questions during her report made it fun.

WSO's Total assets 9,833,940.

Investments are in Conservative mature funds that have been around for a very long time.

A transfer from the reserve fund is necessary to keep us whole.

We have 8 months in reserve currently and are aiming for twelve.

Our functional expenses include

Public Outreach

AFG Records

International Services

Literature

Conference

Group Services

\$292 was Spent per group this year

Not all costs go directly to the group

The balance of how do we get the message of hope and recovery out verses how do we get the contributions in is a fine line.

UPCOMING TRIPS

Road trip

Was held in Houston, TX.

19 Areas submitted bids

Next Road Trip

October 19, 2019 Seattle, WA

2020 Road Trip

Saturday October 31

September 13 is the Bid submission date for this year for the 2020 Road Trip

ELECTRONIC MEETING WORK GROUP

What are they

Where are they

12/31/2018

Reference on Page 32 of the Service Manual

Members can reach out to their Area Delegates

30 CMAs attended a call in November

Same issues as in face to face

Dominance and not using the traditions

AFG Connects is now available for electronic meetings

Electronic Meetings is the currently used name after the members were surveyed

One thought that came up in discussion in WSC was to consider an overlay district but no decisions were made in this direction.

In order to protect our name and trademark we are now authorized to take action against electronic meetings that call themselves AI-Anon that are not registered and in fact are not AI-Anon.

214 are now registered.

12-15 Facebook meetings are NOT AI-Anon but use the name.

The social media guidelines will be recreated this year by Scot Powers. The present one is outdated and will no longer be used.

FINANCE COMMITTEE REPORT

Concept 10 reminds me that I don't have to know all of the minutia

We have confidence in the work of the directors

We are always taking steps to be fiscally responsible even when we are taking steps outside our comfort zone.

The preliminary budget has been approved

Starts in September of the previous year

October it is reviewed

Presented by end of year preliminary to finance committee

Presented to board of Trustees in January

Presented to WSC for approval

It includes

Normal operations

Enhanced programs and goals

Strategic Plan initiatives

When planned revenue is less than our expenses

We present a deficit budget

2019 Revenue may decrease due to decreased literature sales and no international conventions

As such, expenses have reduced

International skipping this year has an impact

Pensions were lowered

2018 actual budget was 5,531,910

Strong literature in 2018 due to new literature

Down in 2019 by 5%

Contributions fell short by \$46,000. in 2018

With every group sending 8 bucks more, we can reach the goal of 2,050,000 in contributions

The \$8 increase for every group that contributed previously would get us to the \$2,050,000 amount in the budget for contributions.

14,551 US and Canadian groups donated.

All losses in investment income has already been earned back

No capital reserve transfer this year by decision

Conference cost increases due to interpretation offered and the Board approved the use of the Reserve fund to assist if the cost of the conference went above 100,000.

MORE STAFF HIGHLIGHTS

This year staff will travel to

Slovenia, Mexico, and El Salvador

Credit card fees will be incurred by WSO

Total expenses 5,511,969

Total estimated revenue 5,387,600

Planned net increase (decrease 178,956)

Planned Initiatives may offer increases down the line

New Al-Anon app is in development and will be available by end of 2019; The cost of the app will be 30,000. Further expenses for maintenance have not yet been determined.

New contract by contract translation person will be hired

Literature sales are out-earning contributions

Reserve fund is set up as special funding since earmarks are not allowed in Al-Anon.

The electronic literature is not being purchased so not much is going to be invested into it.

Board can request special funding from reserve fund but this year it has not been requested.

OPEN BOARD MEETING

Was slowed down by the wonderful presence of simultaneous interpretation

Again a snapshot~

Literature sales are trending below budget

Forum is trending on budget

Contributions are trending above budget

PayPal contribution options are not being utilized

Reserve fund is at 6 million dollars

The 2019 Budget shows that we expect expenses to be \$178,956 more than revenue for the year. We are estimating expenses to be \$5,566,556 and revenue to be \$5,387,600.

PROJECTED EXPENSES

Overall expenses are budgeted to increase by \$174,648 from last year's actual. The increase is related to the costs of French and Spanish interpretation at the 2019 World Service Conference, execution of Strategic Plan Initiatives, and increased travel and meetings (there will be three Zonal meetings and six Team Events in 2019). Salaries are budgeted for normal cost-of-living increases, which represent only a 1% percent increase in salary expense over 2018's budget.

ESTIMATED INCOME

We are estimating income from 2019 literature sales to be about \$344,194 less than last year's and Forum subscription income to be comparable to the prior year's. Literature sales income is expected to be less than it was in 2018, when new literature was introduced. We are budgeting contributions to be \$2,050,000, which is slightly higher than last year's actual. Beginning in 2008, we agreed to transfer up to 4% of the fair value of the Reserve Fund to the General Fund. For 2019, we have budgeted a transfer of 4% again.

It's a good idea to keep the vision of the expansion of the fellowship in mind when speaking to the groups.

The discussion was around process of area selection of regional trustees. In today's world where information is available at your fingertips, does the role of regional trustees fulfill the need of the varying perspective and do regions consider that trustee THEIR trustee. All trustees are equal in their role to the WSC. THE TRUSTEES are asked to think globally.

When a trustee comes on to the board, they are asked to be loyal to AFG INC. and not to a region. The board have found that many areas do not have a process in place to nominate trustees.

The regional trustee process may be re-considered

1961 first conference was held. The conference committee on trustees was formed years later, and although the board of trustees have the legal authority, the conference must give traditional approval. When no VIABLE candidates are available, the board has decided to leave the position vacant. At this WSC we confirmed two new trustee positions. Lynette Kautz-2 years and Rosie Morin 3 year term.

New US NE Marianne 2 year term

Jennie M. Trustee shared about what happens after you become a trustee.

The year runs from conference to conference. Each year at conference the trustees are assigned their tasks for the next year, by the Chairperson of the Board.

Regional Trustee Committees were assigned.

A.A. is expecting 50,000 people at their International Convention and are inviting all of us.

Before attending the Convention itself, check what you can bring in by Googling

NFL bag policy for the full bag policy.

July 2-5, 2020 in Detroit, MI. 115. early on line registration. 140 after that. Check for hotels early.

A new Public Service Announcement is available now. Our most common demographic is female white 40-ish who is concerned with the husband's drinking. A new system at Al-Anon.org.hope. is a unique web address which gives us the ability to track the success of each PSA, and another one being used is Al-Anon.org.help.

Both are available in three languages and will be available in August.

International Convention will take place in Albuquerque, New Mexico in 2023. The Albuquerque Convention Center will be our headquarters and there are two adjoining hotels. Make plans now.

International Coordination Committee Report

IAGSM

International Al-Anon General Service Meeting

Held on even years, and the whole report is available on the website now.

Trustees attended the International Convention in Greece. Hospitality and Love prevailed. They attended the local meetings and had interpreters available while each shared as members. High turnover in their structure caused the board to plan this visit to Greece.

Another trip was made to Norway. The questions asked were similar to those we ask as WSC. How do we welcome newcomers, and how do we attract younger and diverse members.

Next stop, Estonia where Al-Anon has been for 25 years.

Last stop Helsinki where they also showed similar concerns. Social media was of particular concern.

Global access through remote participation is now being used in South Africa.

THE 2019 WSC APPROVED:

The 2018 Annual Report

Text clarification to pages 93-97 in the Service Manual

The Audited Financial Report (2018)

The 2019 Finance Committee Report

Jean Link as US North Central Regional Trustee

Gail Gillies as COB (Chairman of the Board)

The next morning we heard the concepts read in both Spanish and French. Following that, more Panel 57 sharing.

Then more discussion on Hybrid Conference. What aspects of the WSC would we miss if we went virtual or hybrid. Some suggestions were that we have a little time to play, since we all take this work very seriously. Others suggested that we have the opportunity to see the capable hands that our fellowship is in.

We were also asked to consider which aspects of the WSC could we delegate to the virtual portion of the hybrid. We were asked to consider our intuition and our feelings about a hybrid meeting. Lots of excitement about the possibility.

TEAM EVENTS

discussed by John M. Trustee and his restructuring task force. TEAM EVENTS will run through 2019 in Pennsylvania in September and the future of the event will be researched. TEAM's new concept will be brought to WSC 2020.

POLICY HIGHLIGHTS

Judy K. Shared her perspective on the policy committee and how a concept or tradition is applied to a policy.

We reviewed the bylaws to insure that they assure with the legality of AFG, Inc. they reflect updated simplified language, current articles of incorporation, as well as de-hyphenated title. Removal of language occurs to be in concert with legacies. This is pointed out where a word organization has been altered. The word "members", as an example, refers to members of the

corporation as opposed to members of the fellowship. Clarity was made to allow voting WSC to understand the regional trustees was being voted in by membership in one area, but would not serve only that area. Also ex-officio was defined as voice but no vote. And finally, legal requirements are met by the BOT (Board of Trustee) meeting immediately following the WSC.

The Concept Five Task Force presented their results of the task of clarifying the language of how to file an appeal. The change does make the script more clear and accurate, and is in line with our spiritual values. And we were asked if we could live with it.

We had a presentation from the World Service Handbook Task Force.

We confirmed Rosie as Vice Chair as the Board of Trustees.

We confirmed Cindy as Treasurer of the Board of Trustees.

We confirmed Kay as ECRPM (real property management) member.

We confirmed Dennis for ECRPM member.

Executive Committee was ratified

FINANCE PRESENTATION FRAMING

Given by Joan S.

1% of total WSO revenue can be given per year by a bequest

\$500 can be given as a memorial from a non member on behalf of a member

WSO has \$4,777,233 in the reserve fund at the end of 2018

\$292 is used per group for services by WSO

TRUSTEE SHARING

Debbie G. COB shared about how if she did not give her self the courage to be willing to fail

Several Delegates were asked to do 4 minute summaries of the current financial climate of WSO, and two summaries were as follows:

Beth

Literature sales were up

Investments were down

International convention made a profit

2018 5.3 million operating in 2018

5.5 million operating in 2019

55.5 thousand for strategic planning

Spiritual practice is defined in Service Manual p.101/103

Service Manual p.213 warrantee 1 reminds us of abundance

Phil

Contributions were approximately 2 million
Expenses were within budget
There were 1 million hits to the website this year
Deficit budget is about investing into initiatives for the future
New PSAs have been rolled out
New app will be rolled out by end of year
Trilingual WSC took place this year

2018 actual 5,531,910 spent
2019 ~5,387,600 budgeted

Revenue
2018 5,531,910
2019 projected 5,387,600

Expenses
2018 5,391,908
2019 budget 5,511,969

If every group donated 8 dollars more than they did last year, we could make the budget

Literature is up
Contributions are down
Travel, Credit card fees, and repairs are up

4 times yearly WSO sends a quarterly appeal letter
Projected expenses are more than projected revenues
Budget communicates our spiritual intentions in accordance with our spiritual principles

MORE TRUSTEE SHARING

Maria J. our international delegate from Mexico, spoke through an interpreter, who, she, herself fought back tears to speak to us on behalf of her charge, Maria.
She told us about the projects she is developing in Mexico. They have hired a branding company to help to get information about Alateen out. In all, the message was indescribably powerful.

CHOSEN AGENDA ITEM

Does a group violate the traditions by holding a mediation time at the beginning of their meeting
What a lively discussion!

Meditation

- 1) it could create the confusion about our primary purpose
- 2) Step 11 encourages prayer and meditation but not necessarily in a meeting

More will follow, from The Board of Trustees.

POLICY COMMITTEE OPEN MEETING

The Committee discussed the topic of dilution of the Al-Anon program. The Service Manual, page 131 talks about labels (such as relapse and other professional terms). The topic of using the language around drugs as well, also came up for discussion. We are reminded that the intent in the policy digest around the use of drugs and narcotic refers to OUR use of drugs, in our coping with someone else's drinking.

Another word ~**qualifier**~ came up as objectionable. It's a professional term that comes from outside of Al-Anon.

The challenge is how to be faithful our program without batting down the door to anyone else.

The agreement was that there was a need to set up a task force to look at the pages that might clarify all of this, with the focus on staying within the guidance of our spiritual principles.

Several members leaving the committee shared their departing thoughts.

Some focused on the idea that the 'duty of care' would be appreciated when this all becomes translated later on. Some reminded us to add the matters of the heart to both the English as well as to the translations. All felt privileged to have the opportunities to take the digest from a book of procedures to a book of spiritual principles.

MOTIONS DISCUSSED

Clarity of text in concept 5 in the service manual and its descriptive text

A reminder that all changes will then go to the staff for style and proofreading.

DAILY WRAP UP

E-books are NOT being bought

Evaluation of the mega issue

What are the benefits

Who will benefit

How can it be done

Will it work

What are the problems or dangers

In Kansas, paper was eliminated and the average age of the assembly dropped by 25 years.

The conversation will be taken back to the Board of Trustees and the next step if any, can be taken.

CHOSEN AGENDA ITEM

Electronic participation

Why this “Electronic/Virtual Meetings” CAI is important:

Currently we have face-to-face District and Area business meetings. Allowing for participation through electronic media might increase participation in District and Area meetings and bring large geographical or rural areas together. Should we establish protocols for handling business meetings (e.g., roll call, voting procedures) that include GRs that participate by voice call or other electronic media?

Electronic/Virtual Meetings

How can we step out of our comfort zone—in this case face-to-face District and Area business meetings—and incorporate electronic participation?

WSO is already doing this. Vali works remote 2 days a week already.

Great option for weather unpredictability

More remote areas will benefit

Could be good as a three year trial

Can add more voices

We are on the cusp of doing this now in many areas

We need to be looking for skilled people in our areas who could help to facilitate this

The option can help to remove fears around it

It brings in younger people

One caveat is to make sure voting is secure and anonymous

Eventually, WSO would be able to make guidelines by group ESH

Participation would expand

Texas East is already using it

Several Areas are already testing it.

CHOSEN AGENDA ITEM

Encouraging Service

- Back to Basics—Supporting Group Growth: The group is fundamental; it is the basic unit of our fellowship. What are some ways we can support group growth?
- How to encourage service in your Area: How can we encourage older and newer members in our Areas to participate in service?
- What are some ways we can increase new member participation?

- How can we address the issue of gaps in the links of service?

Why “Encouraging Service” CAI is important:

The group is the basic unit of our fellowship. Sometimes, there is a disconnect in the link from the group to the District, which might account for some dark (inactive) Districts throughout the WSC Structure. This might affect AIAnon as a whole. What can we do as a Conference to support these disconnected groups?

In my Area, there is a growing number of open District Representative positions as some people move from District Representative to positions in the Area. Why is this? I wonder why some people say "no" when asked to consider a new role in service.

How can we encourage new generations (younger members) to participate in service in the group, District, and Area, and on service boards? The volunteering or commitment to participate seems strong in those older than 60. Is it a generational issue? How do we get more participation, even a small amount, from younger members?

There are some Districts without District Representatives. We are looking for constructive ways to meet the needs of groups and members when there are gaps in the links of service structure. What responsibility does the Area/WSO have in these situations? Are there ways to fill these gaps?

NOT SO RANDOM HIGHLIGHTS and wrap up

Tradition 6 police

Warranty 3 COMA UPDATE!

Electronic meetings recap

Great option

Benefit to remote area

Trial period

Will improve

International is already doing it

Guidelines will come from areas experience

We're all already doing it

A trustee could join us

Steps us out of our comfort zone

Establish protocol

CO-positions

Celebrate the numbers we DO have in place on Page 171
Newcomers working with sponsors
Reaffirm anonymity
Use In the Loop

Our French Delegate spoke through an interpreter to express her unfathomable gratitude, to close the conference.

The closing night dinner we celebrated two Panel 57 delegates, who delivered moving and humorous messages of hope. Terry Tavel and Sarah Smith closed our conference dinner.

Entertainment by The Panel 57 Rockin' Step Eleven Theatre made a large and appreciative audience laugh hysterically, with their production of ~The Wizard of AI-Anon Oz~

And the night ended with every single member in the room in a delight of dancing joy, dancing led by Sue P. (SUE FROM THE BRONX!)

MOTIONS

With voice, but no vote:

Niketa Bailey-Non-AI-Anon Member Director of Finance and Operations

Scot Powers-AI-Anon Member Associate Director—Digital Strategy

María Lourdes Morales Jiménez-AI-Anon Member International Representative—Mexico

2019 WORLD SERVICE CONFERENCE (WSC) MOTIONS

MOTION #1 – (94 YES, 0 no, 0 abstentions, 0 void) – CARRIED

That the following persons be seated at the 2019 World Service Conference.

With voice limited to Executive Committee for Real Property Management (ECRPM) business, but no vote:

Thomas Blake Chairperson, ECRPM AI-Anon Member

With voice limited to Finance Presentation Breakouts, but no vote:

Monday, April 15, 2019 and Tuesday, April 16, 2019

Mary Davis Accounting Manager Non-AI-Anon Member

That the following World Service Office Staff members be seated to observe at the 2019 World Service Conference as designated, with no voice and no vote:

Sunday, April 14, 2019 Yadi McCoy

Monday, April 15, 2019

Maya Chesley Nathalie Lym Daviana Wright

Tuesday, April 16, 2019

MOTION #3 – (91 YES, 3 no, 0 abstentions, 0 void) – CARRIED

To approve the 2018 Annual Report.

Administrative Assistant (Spanish)
Editorial Quality Specialist (Spanish) Executive Administrative Coordinator (French) Executive Assistant (Spanish)
Non-AI-Anon Member
Non-AI-Anon Member Non-AI-Anon Member Non-AI-Anon Member
AI-Anon Member Webmaster Bob Herring

MOTION #2 – (93 YES, 0 no, 1 abstention, 0 void) – CARRIED

To amend the text on pages 93-97 in the “Alateen” section in the “Digest of AI-Anon and Alateen Policies” section of the 2018-2021 AI-Anon/Alateen Service Manual (P-24/27) as follows:

(Strikethrough indicates deletion; bold and underlined indicates new text; moved text is only underlined)

ALATEEN POLICIES

Safety and the Alateen Motion

World Service Conference Alateen policies that are approved for the World Service Conference structure must adhere to the 2003 Alateen Motion from the Board of Trustees. The 2003 Alateen Motion is a legal resolution of the Board of Trustees of AI-Anon Family Group Headquarters, Inc. and cannot be changed by a World Service Conference Motion. Just as our AI-Anon/Alateen policies and procedures must be in keeping with our Twelve Steps, Twelve Traditions, Twelve Concepts of Service and the World Service Conference Charter, Alateen policies and procedures for the World Service Conference structure must also comply with the 2003 Alateen Motion. Only the Board of Trustees can amend or alter the 2003 Alateen Motion. [See the 2003 Alateen Motion at www.al-anon.org, or in the Appendix of the current printed or online version of the 2018-2021 AI-Anon/Alateen Service Manual.]

1) Distributed April 17, 2019

Area Alateen Safety and Behavioral Requirements

In order to use the Alateen name, each Area in the World Service Conference Structure must have Area Alateen Safety and Behavioral Requirements in place which meet or exceed the minimum requirements set by the 2003 Alateen Motion. The establishment of Each Area’s established Safety and Behavioral Requirements as well as any revisions to those same requirements must be current, compliant, and on file with the World Service Office (WSO). These requirements, developed by individual Areas, protect the teens and the adult AI-Anon members who serve them and assure parents and guardians that AI-Anon and Alateen function within the law.

Each Area must identify the required steps that need to be taken by members in order to comply with the local their Area’s requirements. Maintaining and implementing these Area requirements demonstrates to the fellowship and to the public that Alateen is a program characterized by careful oversight of young people seeking recovery from the effects of someone else’s drinking.

The Area’s Requirements apply to the registration of all Alateen groups, certification of AI-Anon Members Involved in Alateen Service (AMIAS), Alateen members’ participation in Alateen meetings, and all other events with Alateen participation such as conferences and conventions. In order to use the Alateen name, the Area, all AMIAS, all Alateen members, and all meetings and events with Alateen participation must comply with the Area’s Alateen Safety and Behavioral Requirements.

Area Alateen Process and the Area Alateen Process Person (AAPP)

In keeping with Area autonomy, each Area must create its own process and documentation that identifies the trusted servants responsible for the ongoing implementation of that Area’s Requirements in order to use and continue to use the Alateen name. This Area Process includes the steps to follow for registration

of Alateen groups, initial certification and annual re-certification of AMIAS, guidelines for any events with Alateen participation, and procedures for parental permission and medical care when applicable. An Area's Alateen Process is available from the Area Alateen Coordinator, Area Alateen Process Person (AAPP), Area Delegate, Area Chair, District Representative (DR) or Group Representative (GR).

To ensure unity, consistency in communication with the WSO, and compliance with Area requirements, each Area has an individual who serves as the Area Alateen Process Person (AAPP). The AAPP maintains the current list of certified AMIAS and communicates with the WSO and Area trusted servants as described in the Area Requirements. This list includes certified AMIAS who are eligible to serve the Area at any time. It is within the Area's autonomy to determine how the AAPP service commitment responsibility is fulfilled.

Certification as an Al-Anon Member Involved in Alateen Service (AMIAS)

Anyone serving Alateen in any capacity must be a currently certified AMIAS in accordance with his or her Area's Safety and Behavioral Requirements. To maintain AMIAS status, all Al-Anon members in Alateen Service must be re-certified annually according to the timeline established by the WSO. All AMIAS must adhere to specific requirements set by the Area in which the AMIAS serves. AMIAS may be certified by more than one Area; however, they must first be certified by the Area in which they reside. Any currently certified AMIAS is an active Al-Anon member directly responsible for Alateen members as a group sponsor, chaperone, driver, or in any other role as outlined in the Area's Alateen Safety and Behavioral Requirements.

To ensure adherence to the Alateen policies and safety of all Alateen members, each Area must have an Alateen Coordinator who is currently certified as an AMIAS. In keeping with Area autonomy, the Area determines which other service roles associated with Alateen and its members require AMIAS certification.

Al-Anon members who are also members of A.A. may be certified as AMIAS and serve in accordance with their Area's Alateen Safety and Behavioral Requirements.

Starting an Alateen Group and Using the Alateen Name

2) Distributed April 17, 2019

In order to use the Alateen name, Alateen groups must first register through their Area's Alateen process. Registration provides a connection to worldwide Alateen, and assures unity of purpose, and provides common bonds available to each for both groups and members. To register as an Alateen group, each Alateen group must have currently certified AMIAS(s) to serve in the following capacities: the Group Sponsor; the Current Mailing Address (CMA); and the phone contact. Two Sponsors are recommended, but not required. Once registered, every Alateen group adheres to the Alateen Traditions. To continue use of the Alateen name, each Alateen group must participate in the Area's annual recertification process. (See "Al-Anon and Alateen Groups at Work" and the Alateen Service e-Manual for more information on "Starting an Alateen Group," "Organization of an Alateen Group," and the "Alateen Registration/Group Records Change Form" [GR-3]).

Alateen Group Sponsors

An Alateen Group Sponsor is a certified Al-Anon Member Involved In Alateen Service (AMIAS) through the Area's Alateen process who gives his or her time on a regular basis to ensure that the spiritual principles of the Al-Anon program are shared within the Alateen Group. As defined in the 2003 Alateen Motion for Minimum Safety and Behavioral Requirements from the Board of Trustees, an Alateen Group Sponsor is an adult member of Al-Anon who is a minimum of twenty-one years old, currently attends Al Anon meetings, and is an active

Al-Anon member for at least two years. These requirements are in addition to any previous time spent in Alateen. Any additional Alateen Group Sponsor requirements are a matter of Area autonomy.

An Alateen Group Sponsor(s) or Area-certified AMIAS must be present to hold an Alateen meeting, as outlined in the Area's Alateen Safety and Behavioral Requirements. When no certified AMIAS are available, no Alateen meeting is held.

Alateen Personal Sponsors

Alateen members are encouraged to sponsor each other in a peer-to-peer relationship. Alateen Group Sponsors and other Al-Anon members do not serve as Personal Sponsors to individual Alateen members.

Alateen Meetings and Participation

Alateen meetings are closed meetings intended only for young people affected by someone else's drinking. Only Alateen members, prospective members and the Area-certified Alateen Group Sponsors affiliated with the group attend. Designated Area trusted servants may occasionally attend the meeting as a resource to the group. No other adults may participate in or observe an Alateen meeting. In accordance with Tradition Three, any person affected by the family disease of alcoholism may attend an Al-Anon meeting, regardless of age.

An Alateen group may hold an occasional open meeting for public outreach to introduce the Alateen program to members of Al-Anon and A.A. as well as members of the community, professional counselors, teachers, and therapists. Participating in public outreach is a Twelfth Step opportunity for Alateen members to carry the message of hope and to build self-esteem and self-confidence.

Alateen Membership and Age Range

As the name implies, Alateen is designed for members in their teens. It is within the autonomy of each Alateen group to lower the age limit or divide into groups according to age. The Alateen program does require the ability of members to participate and share experience, strength and hope. Alateen is not a teaching program.

For group unity and safety, members in their teen years who are legally adults agree to abide by the same requirements as minor Alateens when they attend Alateen meetings and events. Alateen members in the upper teen years are encouraged to begin attending Al-Anon as well as in addition to Alateen meetings.

3) Distributed April 17, 2019

Younger family members may attend an Al-Anon group. Whenever minors attend Al-Anon, the Al-Anon group is responsible for prudent safety measures for them just as it is for the safety and common welfare of all members.

Alateen Self-Support and the Seventh Tradition

An Alateen group may find it difficult to meet all its expenses and needs. The local Al-Anon group(s) or District can support its Alateen groups with the goal of the group becoming fully self-supporting as soon as possible. Alateen members are responsible for filling their group service positions and for passing the basket to cover group expenses.

Alateen Meetings in Schools and Other Limited Access Facilities

Alateen meetings held in limited access facilities such as schools, hospitals, juvenile centers, and other professional settings are in limited access facilities and are only available to the young people affected by the family disease of alcoholism in those facilities. However, some facilities may require that a counselor or other staff member sit in the meeting. In such cases, the meeting is considered open only to the required personnel of that facility.

Prior to having an Alateen meeting in a limited access facility, Al-Anon members meet with the facility staff to explain the Area's Alateen Safety and Behavioral Requirements, the Al-Anon/Alateen Traditions and the principles of anonymity and confidentiality. Alateen members carry the message to other teens within the parameters of the Area Requirements and the Twelve Traditions. (See the guideline Starting an Alateen Group [G-19] and guideline Al-Anon/Alateen Public Outreach Service – Outreach to Institutions [G-9])

Events with Alateen Participation

In order to use the Alateen name, any event or gathering with Alateen participation must be in compliance with the Area Safety and Behavioral Requirements of the Area in which it is held. These gatherings include, but are not limited to, Alateen conferences, Al-Anon/Alateen conventions, Area Assemblies, multi-Area events, and A.A. events with Al-Anon and Alateen participation. Maintaining the identity and integrity of the Alateen program as a resource for young people affected by someone else's alcoholism is essential.

Al-Anon Service Arms or Conferences/Conventions, in support of Alateen, may have fundraising events to provide full or partial scholarships for Alateens or Alateen Group Sponsors who may not otherwise be able to attend these events. In keeping with the Seventh Tradition, any contributions of financial support are solicited only from within Al-Anon/Alateen (See "Financial Matters/Fundraising and guidelines Alateen Conferences [G-16], Al-Anon/Alateen Area Conventions [G-20] and Al-Anon/Alateen Participation in an A.A. Convention [G-7].)

MOTION #4 – (94 YES, 0 no, 0 abstentions, 0 void) – CARRIED
To approve the 2018 Audited Financial Report.

MOTION #5 – (93 YES, 0 no, 0 abstentions, 1 void) – CARRIED
To approve the 2019 Finance Committee Report.

MOTION #6 – (91 YES, 3 no, 0 abstentions, 0 void) – CARRIED
To amend the Concept Five descriptive text on page 186-187 in "Al-Anon's Twelve Concepts of Service" section of the 2018-2021 Al-Anon/Alateen Service Manual (P-24/27) as follows:
(Strikethrough indicates deletion; bold and underlined indicates new text; moved text is only underlined)

Concept Five

The rights of appeal and petition protect minorities and insure that they be heard.

The Rights of Appeal and Petition aim to protect and make the best possible use of minority feeling and opinion.

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In the principle of the Right of Appeal, all minorities—whether among the membership, our the WSO staff, Executive Committee, selected committees or Trustees, or selected committees—should be encouraged to file minority reports whenever they feel a majority to be in considerable error. When any minority considers an issue to be so grave that a mistaken decision could seriously affect Al-Anon as a whole, it has the actual duty of presenting a minority appeal to the body that made the decision.

This traditional Right of Appeal acknowledges that minorities can be right; that even when they are partly or wholly in error, they still perform a valuable service by asserting their Right of Appeal and compelling

a thorough debate on important issues. The well-heard minority, therefore, is our chief protection against an uninformed, misinformed, hasty or angry majority.

The traditional Right of Petition permits any person AI-Anon member, in our service structure including World Service Office (WSO) employees, members of the Executive Committee, selected committees or Board of Trustees, to petition the Board of Trustees for the redress of a personal grievance after having exhausted all avenues of resolution, beginning with the service arm that made the original decision and working through the links of service.

World Service Office (WSO) employees, members of the Executive Committee, the Board of Trustees, or selected committees may also petition for the redress of a grievance, carrying the complaint, if desired, directly to the Board of Trustees. One should be able to do this without prejudice or fear of reprisal.

However, The Board of Trustees has the right to delegate the consideration of any and all petitions to another body that it deems appropriate. Though in practice the right to petition the Board of Trustees will seldom be exercised, its very existence will tend to restrain those in authority from unjust use of power.

Surely our workers cheerfully accept the direction and discipline that go with their jobs, but all should nevertheless be confident that they need not silently endure unnecessary and unfair personal domination. For all our paid workers at the WSO, the Board of Trustees has established a clearly defined process for the redress of a work related grievance. This process is outlined in the Employee Policies and Procedures Manual of the World Service Office.

MOTION #7 – (91 YES, 1 no, 1 abstentions, 0 void) – CARRIED

To amend the text on pages 139, 140, 168, and 171 in the "World Service Handbook" section of the 2018-2021 AI-Anon/Alateen Service Manual (P-24/27) as follows:

(Strikethrough indicates deletion; bold and underlined indicates new text; moved text is only underlined)
[“World Service Handbook,” page 139]

World Service Office Administrative Staff Paid employees of the World Service Office who coordinate activities and projects for the service functions of the department to which they are assigned. The Directors (with the exception of the Director of Finance) and Associate Directors who fill certain Staff roles are voting members of the World Service Conference and therefore must be AI-Anon members and are voting members of the World Service Conference.

[“World Service Handbook,” page 139-140]

World Service Conference (WSC) AI-Anon’s annual business meeting, which is attended by all Delegates from the World Service Conference Structure;, representatives from other countries;, members of the Board of Trustees and Executive Committee;, and voting members of the World Service Office (WSO) administrative sStaff, and other WSO office personnel. The Conference provides guidance to the WSO in on service matters that are brought to its attention.

[“World Service Handbook,” page 168]

The WSO Policy Committee is composed of a Chairperson, all the members of the Board of Trustees, the members of the Executive Committee, and the Conference voting members of the WSO administrative sStaff. It meets quarterly in advance of the meeting of the Board of Trustees.

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[“World Service Handbook,” page 168]

The Executive Committee which meets each monthly and is the administrator of the World Service Office. The Board of Trustees has granted it legal authority to oversee the day-to-day affairs of the World Service Office, with legal authority granted by the Board of Trustees to conduct its daily affairs. Its seven

eight members, one of whom serves as Chairman person, are appointed by the Trustees. They include the Executive Director,; one voting member of the administrative sStaff,; the Chairmen persons of the Board of Trustees, the Policy, and the Finance Committees,; and three Al-Anon members, preferably not Trustees, elected by the Board of Trustees who contribute experience in specific fields and situations. [“World Service Handbook,” page 171]

[add the words
Voting Members of the
before WSO Administrative Staff in the boxes below.]
6) Distributed April 17, 2019

2020 World Service Conference
Sunday April 19-Saturday April 25
Sheraton Virginia Beach Oceanfront Hotel