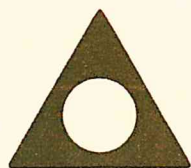


Report of Trial General Services Meeting

JOY IN WORLD UNITY

HILTON HOTEL
New Orleans, Louisiana
July 7, 1980



Al-Anon Family Group Headquarters New York, N.Y.

TRIAL GENERAL SERVICES MEETING (GSM)
JULY 7, 1980
THEME: JOY IN WORLD UNITY

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FINAL REPORT

TRIAL GENERAL SERVICES MEETING (GSM)

JULY 7, 1980

Theme: JOY IN WORLD UNITY

Before the meeting was officially opened, breakfast was served in an adjacent room where Staff members of the World Service Office each addressed the Delegates describing their area of service.

OPENING AND INTRODUCTIONS - MYRNA HAMMERSLEY

Welcome to the General Services Meeting. I'd like to begin with a moment of silence to consider our purpose here today.

I looked through the ODAT and opened to a page at random. I think this is the message that my Higher Power would like read in the records of this great occasion:

August 6th: "This is the day which God has given into my hands. If I could only realize what a tremendous gift this is, I would give every moment of it to make my time more serene, more rewarding. . ."

And today is a day that will begin for all of us a lasting relationship with Al-Anons all around the world. And truly an expression of worldwide communication and thinking.

We will begin by calling the roll. (See Participating Members Roster.)

A special welcome to the newly established GSO and its Delegate from Spain.

Myrna explained the voting procedures. (See Addendum C) She then drew attention to the note on the bottom of the procedure indicating that the Trial GSM is not a decision-making body. Its decisions are submitted for approval to the Board of Trustees.

ADOPTION OF STATEMENT OF PURPOSE - SANDY FORTE

While preparing for the GSM meeting, I have been thinking of how this meeting could be of help. Many of you have written in and spoken of ways that you thought of. This morning one specific way comes to mind and that is, I often get the feeling when you write to the WSO in trying to develop your structure, you are "re-inventing the wheel." You are attempting to figure out something that has already been worked through elsewhere. I think this meeting is not a meeting where the World Service Office (WSO) is here to help you with all the answers but rather a vehicle whereby you can help each other. If this meeting can serve to bring you together, the same growth and sharing you get in a personal recovery sense from Al-Anon meetings you can get here at the General Services Meeting in a structural sense.

If you will look at the Statement of Purpose, it is dated March 1979. At that time I sent a copy to all the general service offices and asked that it be reviewed by the Board and the members at the general service office and returned with comments and suggestions. We haven't received any as yet.

Before I read the Statement of Purpose, I want to read what Bill Wilson wrote when AA had their first World Service Meeting back in 1969, as so much applies:

We share with you our hope that this first meeting of its kind will later be seen as a turning point in AA's world affairs, perhaps a truly historic event.

We shall try to get a clearer insight into the question of AA's leadership for the future -- how it might be more effectively developed than at present. Country by country we shall try to estimate the general service needs of today and tomorrow.

In short, we shall try to see more clearly what AA's world responsibilities really are and how these can be better met -- now and in the future.

We wish to inaugurate an orderly and ever more effective evolution -- not a damaging revolution.

To me these questions will always be crucial to the survival and the unity of our world society. Every new generation of AAs will have to face them. Nothing can be taken for granted. Constant vigilance, keen foresight, immense dedication, plus an abiding faith -- these will be the requirements if we are to fulfill AA's destiny.

Myrna asked for a motion to adopt the Statement of Purpose. Discussion followed. It was suggested that "In accordance with the Al-Anon Twelve Concepts of Service" be added after the words "sound service structure." The suggestion was taken but the motion was tabled until the name of the meeting was decided.

EQUALIZED EXPENSE REPORT FOR 1982 - HENRIETTA SUTPHIN

I am sure that one of the questions uppermost in your minds is how we are going to pay for the next meeting and I am sure that all of you hope there will be a second meeting of this body and probably a larger one with the Delegates from other countries.

In order to assure that a second meeting of Delegates will be held, the International Coordination Committee made a recommendation to the Board of Trustees of the Al-Anon WSO that an equalized expense ratio be adopted. The Board of

Trustees agreed that the WSO would underwrite 75% of the cost of such a meeting and each general service office would be responsible for the remaining 25%. This means that each country would be paying the same amount to send their Delegates regardless of the distance from which they come and the difference in travel cost.

A budget has been drawn up on the basis of the 32 Delegates, or 16 countries to attend. Now we don't know if we will have that many. And it is very difficult in these uncertain times to project costs two years from now. But we have to start somewhere and with the help of our controller, a budget was developed on the basis of a 40% increase in air fares, a 25% increase in hotel expenses, and a 20% increase in mail expenses. We all hope that won't happen, but who knows. On this basis, it was estimated that the cost per Delegate would come to \$1,645 for a three-day meeting. The cost for two Delegates from a country would be approximately \$3,300. The result is that each general service office would be assessed about \$400 per Delegate, or \$800 for sending two Delegates to the WSO in 1982. (See Addendum D)

We had to draw on the experience of AA which has now held their fourth or fifth world service meeting. AA subsidized their first world service meeting entirely. Later a \$200 fee was charged for each Delegate. This year the Delegates' cost was \$750 each. But a number of countries where AA is on a sound financial basis, sent special contributions to reduce the cost to AA's general service offices. For instance, in 1978, when AA met in Helsinki, each country had to pay \$500 per Delegate. But there had been a total of \$6,500 contributed to this fund by various countries to reduce the cost to AA.

The International Coordination Committee, therefore, recommends to you that we adopt this equalized expense arrangement which, it is felt, will encourage wider representation on an equitable basis. We do know that many of you here today have come at your own expense and undoubtedly you had the most interest and the greatest knowledge available than anyone in your specific country about your subject. But in the future, it should not be that the person attending as Delegate is the one who could afford to come. It should be the best qualified person that a country could send. And this will, we hope, enable as many countries to participate and to send the most suitable persons to share with us.

Are there any questions, comments:

Judy - U.K. & Eire: Would it be possible for this meeting to be held in slightly less luxurious accommodations? Our Conference, for example, is held in a university. Certainly we have good food, we have nice rooms, but they don't have the luxury of a hotel. That would save an awful lot of money.

Thelma - N.Z: I don't think our office could find the sum of \$400 per person. But I think personally, someone better fitted to be a Delegate could be selected if the money would be made available in some way. I have to agree with Judy for less luxurious accommodations. We too in New Zealand meet in a much smaller place and our Conference is in a university. But then the AA Conference in New Zealand has only 300 people. But we only have a population of three million. I think this point has to be reconsidered. We can do it cheaper.

Henrietta - WSO: You both have raised an issue which is true but not the issue on the floor-- that of the equalized expense arrangement. The issue you have raised is to cut corners, to spend less money, no matter how it's financed.

Erich - Germany: I want to get back to the basic idea. I think this is great and I am very grateful for the proposal. I speak for all my groups (we now have about 460) because all the years we were considering sending someone to the World Service Conference to be an observer, and somehow we always turned it down because of the cost. I want to remind our friends here that the budget shows a 40% increase of air fare and a 25% increase in hotel expenses. So you couldn't do it much cheaper in Germany. We have tried to find cheaper accommodations, but they are not very cheap, and furthermore, we need a place that has all the conference rooms and facilities to meet. So I very much second this proposal.

Anneke - The Netherlands: We have discussed this question at our last Board meeting and we were very much in favor of equalized expenses. We hoped it would be possible to make exceptions. There will always be countries that just established their GSOs, not able to contribute money, but would like to send someone.

Henrietta - WSO: I am not able to answer that question. We haven't made any binding decisions. I would just like to comment personally. This is two years away and an awful lot can happen in two years if you work towards it.

Thelma - N.Z.: I agree that equalized funds is what we have to aim for.

Judy - UK & Eire: When we discussed this at our Board meeting, we thought that where a country was well established, it should be able to send Delegates. But where perhaps there wasn't an established service structure and there is the opportunity to send observers, then the observers might be paid out of the general funds rather than the country pay itself.

Henrietta - WSO: I don't understand what you mean.

Judy - UK & Eire: If there is not an established structure, it usually means there are not a lot of groups; there isn't a lot of contributions. They may want to start but may not have the money to send an observer. Would it be possible for Delegates to join in equalized expense accounts, but observers, the first time somehow make money available to them out of WSO funds or some other source.

Henrietta - WSO: I don't know whether that would be possible. I do know that at our original Conference (WSC), the first two or three observers were seated with voice but not vote. But they came at their own expense. We didn't finance their coming. Their Areas had not yet established structures.

Ruth - US & Canada: I am speaking now as a former Canadian Delegate to the WSC which set up this model of equalized expense and I think that I can speak from the point of view of the Delegate from a long distance, from a poor Area, and the principle of equalized expense was of course what saved us. It strikes me that this is exactly what is necessary around the world and we should be able to help through the equalized expense to bring Delegates but

we have to be very careful that we don't extend this just to persons who want to observe. There has to be some formula to use in making the decisions as to which country might send an observer and would be reimbursed from WSO funds. I know that in the WSC, representatives from other countries paid their own way and this seemed to work very well. I would be cautious about moving in this direction and extending funds to observers.

Erich - Germany: I think once this general service meeting gets working, all the countries are going to benefit from it whether they send an observer or not. We are aiming at something far in the future; just now we are in the first steps. I think we just should come to some sort of conclusion on your proposals and I think we are talking about \$400. per Delegate in a two-year period. I doubt that there is anybody in this room who wouldn't be able to save \$200. a year for this.

Jean - France: I think the idea is very good. I would support the motion. Each country is free to decide if it can afford it or not. Who knows what may be in two years.

Marie-Josée - Belgium (French): (Spoken by Cay C. of PFA) - Marie said that concerning observers, she doesn't see it as a good solution. She says that the Delegates are here to represent the conscience of the members in their country. She says that they are simply means of communication for their nation and that in AA there are no observers and experience has proved that this has not been a good thing.

Beryl - Australia: Air fares from Australia are very expensive. I am wondering if other countries closer to America would feel it unfair that they had to subsidize your expense.

Henrietta - WSO: Not if they are really good Al-Anons. (Laughter)

Suzy - Mexico: I think it's beautiful that the Board of Trustees suggested this big contribution for the General Services Meeting. I think it would make it possible for not only Mexicans but for all the Latin American countries to send the right person, not the one who has the means. I think it shows that beautiful Al-Anon feeling, all helping and carrying the message of support that we get from our World Service Office.

Following discussion on wording, a MOTION was made, seconded and carried that we adopt an equalized expense formula with World Service Office underwriting 75% of the cost of sending Delegates to the 1982 meeting and each national service structure absorbing the remaining 25% (See World Service Handbook, page 15). (Unanimous)

DISCUSSION OF RECOMMENDATIONS FOR CONDUCTING THE 1982 GSM

- MYRNA HAMMERSLEY

The next item on the agenda is the discussion on conducting the 1982 General Services Meeting. We will turn to the questionnaire in the addendum section

of the brochure. (See Addendum E) We will discuss the questionnaire point by point.

1) Naming the Meeting

Judy - UK & Eire: I would like to support the Mexican Delegate's suggestion that the word "International" be included in the title. It should be called International General Services Meeting.

Erich - Germany: I suggest Al-Anon International Delegates Conference.

Thelma - N.Z.: I am really a District Representative in my country; I then was made a Delegate. That adds to confusion.

Beryl - Australia: I want General Services in the title.

Hank - US & Canada: Don't you think you should retain the Al-Anon?

Myrna - WSO: The World Service Conference used World, even though it was composed mostly of members from the US and Canada. We use the word international because this meeting will be of international scope -- broader. Would you amend the motion to read International Al-Anon General Services Meeting.

A MOTION was made, seconded, carried that the name of this meeting be the Trial International General Services Meeting. (Unanimous)

2) Regularly scheduled General Services meetings can improve Al-Anon World Unity

Thelma - N.Z.: I think for the first meeting it should be held every two years. We can rethink it afterward.

Suzy - Mexico: It's good. It gives us time to prepare, to put into practice whatever we have shared today. Maybe in the future it would be possible to hold it more frequently.

3) Meetings should be held every two years beginning in 1982

Henrietta - WSO: It should be clarified that this is a Trial General Services Meeting. The first three World Service Conferences were all on a trial basis and then it became permanent.

A MOTION was made, seconded and carried that the Trial International Al-Anon General Services Meeting be held every two years, beginning 1982. (Unanimous)

Hank - US & Canada: This is how the WSC started. For a period of time we should walk before we run. And such a period is normally called a trial period.

4) The 1982 meeting should be held in New York

Lyn - South Africa: Would we meet as we are meeting today, actually in the office,

Myrna - WSO: Probably not. There wouldn't be room for it.

Sandy - WSO: Item 4 does read, "see the WSO and meet the Staff." You all met the Staff this morning but at the next meeting we hope to have concrete workshops on how things are done in Literature, Public Information, etc. that you can take back to your countries.

Judy - UK & Eire: I sent this recommendation form to a lot of people in my Area. The suggestion was finally made that meetings alternate between New York and other Areas. Delegates have already met WSO Staff at the Trial Meeting. If this is adopted, it is suggested that Delegates be elected for four years so that each meets WSO Staff, etc. and goes to one meeting away from the WSO.

Hank - US & Canada: I want to assure everybody that in working out the expenses for the WSO, we bent every effort to get the most reasonable price and the best places to have it and still allow time for everybody to visit WSO and spend time working out and developing knowledge in each of the service areas under each of the Secretaries. I think that for this next meeting it will be highly desirable that we have it in New York. I am one of the strongest advocates of the AA system of alternate countries. I did want to assure everyone that if you vote for it to be in New York, you are really working to get all the costs down to the absolute minimum.

Erich - Germany: I would suggest that perhaps we fix a duration of the next Trial meeting right here at this stage, like three days, or whatever.

Myrna - WSO: May we include that it be a three-day meeting in the next motion.

Sandy - WSO: I just thought that I would mention that the \$400. equalized expense figure was based on a four-day meeting. That could be adjusted but the thinking was that perhaps one day could be for visiting the office and Stepping Stones and three days of solid working sessions.

A MOTION was made, seconded and carried that the 1982 Trial International Al-Anon General Services Meeting should be held in New York so that Delegates can see the World Service Office and meet its Staff. (Unanimous)

5) Each GSO will send two Delegates to the 1982 International.

Henrietta - WSO: One might come as an alternate Delegate to establish some kind of continuity and experience, so that when the time comes we don't have two brand new Delegates.

Judy - UK & Eire: I suggest the wording be that each service structure may send two Delegates, one to be a voting member, the other an alternative, who then may become the voting Delegate after a four-year period.

Ruth - US & Canada: Whether the wording is "will" or "may" become a voting Delegate, this can be decided after a two-year interval by the GSO; it cannot be legislated at this point.

Lyn - South Africa: One Delegate could be posted on everything and could be a kind of reserve.

Sandy - WSO: This hasn't been established, but I would expect to send all information at this point about the 1982 meeting to all present Delegates until new ones were selected, and to each GSO.

Maria Herminia - Costa Rica: I want to comment on the national general service structure in Latin America. Those countries that still don't have a GSO would try to have a structure similar to the one in the States. If every country had a structure that is similar, it would be so much easier to communicate.

Hank - US & Canada: Look at that yellow sheet called, Guide to Al-Anon General Service Structure. I think that should answer in part your question.

Myrna - WSO: The motion is on the floor.

Erich - Germany: I suggest we underline the may. And I second the motion.

A Motion was made, seconded and carried that each national general service structure may send two Delegates to the 1982 Trial International Al-Anon General Services Meeting. One to be a voting Delegate and the other to be an alternative who may become Delegate at the next succeeding meeting. (Unanimous)

- 6) Delegates should be Al-Anon members who speak English and are knowledgeable about their GSO or their national service structure.

Thelma - N.Z.: I don't think it necessary to say, who speak English fluently. It may be somebody who has a good understanding of English.

Erich - Germany: It should be know English, because there is also the reading, and you have to write something. To know English is a condition which we have to maintain. I would suggest that we leave it know English, which covers more than just speaking.

Myrna - WSO: You want to amend the motion?

Erich - Germany: Yes, and add, "well versed in national service."

Thelma - N.Z.: It should be, "currently involved."

Henrietta - WSO: I think that is a bit restrictive. To say, "currently involved" at the national level to me means that you are really deep in and have many responsibilities there at this moment, and it might be better to utilize someone who came up the line and served at various levels and has the free time to devote to this.

Thelma - N.Z.: I could perhaps change it to "recently involved," perhaps within the last two years.

Lyn - South Africa: Don't you think if you leave it to the people at home, they would use somebody who is involved anyway?

Myrna - WSO: I wish to share the experience of our WSC. We seek Delegates to our Conference who have been elected by their various Areas, and we (the WSO) do not make the decision on who is to be seated at the Conference, except if it is a new Area or if it is outside the structure. You might want to reserve your autonomy for your own general service structure.

Sandy - WSO: I wish to avoid anything that is restrictive. In working with the GSOs on this present meeting, I know how very difficult it was for some countries to come up with somebody who can speak English. I feel that if we inform the GSOs of these requirements, and in some cases they can find somebody who may not be that currently involved, but who they feel can be briefed for this meeting, these people can become involved in that sense, and learn. I think we can increase our representation and the wider the representation the more sharing we will have.

Jean - France: She speaks from the heart because I have learned this. I did not want to come and after eight weeks of discussion, they persuaded me to go. I have learned a lot and think I can go back and give the message.

Ruth - US & Canada: I agree; I don't want to see any kind of restriction on this. I think the words "knowledgeable about their general service structure," takes care of everything. I'd like to mention that we are cautioned in the Twelve Concepts of Service to avoid double-headed management, and the implication that in a meeting such as this, we bring in people who are already very heavily involved in the national, regional, or Area level, or whatever level it happens you come from.

Marie-Josée - Belgium (French): (Spoken by Cay C. of PFA) - Marie said that she feels that in many of the countries the restriction would keep them from taking part in many of these meetings because it is very difficult to find someone who is knowledgeable about the English language and who has been recently involved in service.

Myrna - WSO: We are back to the original motion.

*A MOTION was made, seconded and carried that Delegates who attend the next Trial International Al-Anon General Services Meeting should be Al-Anon members who know English and are knowledgeable about their national General Service Structure.
(Unanimous)*

LUNCH RECESS

The discussion of recommendations for conducting the 1982 meeting was resumed - Myrna Hammersley

Items 7 & 8 have been covered in our motion this morning on equalized expenses. The next item did come up a little bit this morning.

- 9) A member from any country interested in establishing a GSO will be eligible to attend as an observer.

Let me give you a little bit of background. When Anneke of The Netherlands

wrote to Sandy, she said she would like to come to the meeting as an observer. Up until now, The Netherlands was part of Flemish Belgium. But since they were planning to form their own service structure, we thought perhaps this meeting would be helpful, and that it would be all right to have an observer present. Well, in the interim their structure was formed, and of course that made the situation different. They [Anneke and Linkan] were able to attend this meeting officially as Delegates. But it might come about that a country would contemplate forming a structure. Would you then consider, for the future, having someone present on his own to receive input from this meeting, to learn and to bring back to their country, and hopefully move forward. This is the background; I don't know if Anneke wants to say more.

Thelma - N.Z.: I think it's a good idea - it may be just the help they need, just the little extra push. So I think an observer should be allowed to come to the next International Trial Al-Anon GSM.

Henrietta - WSO: Would they have to be included in estimating the equalized ratio or would they just come at their own expense?

Myrna - WSO: In keeping with our World Service Conference, we have a nominal fee just to cover meals, but travel and all other expenses are covered by the Representatives [equivalent to observers].

Teresa - WSO: I just want to add something. Can we limit the country to be an observer, to once or twice. Because so many countries want to come.

Hank - US & Canada: I don't think we're making a policy. We are making a one time consideration, for the 1982 Conference. We're saying, those countries who, based upon this meeting, decide that they might like to conclude their own service structure in their own country, could send an observer at their own cost. I think that's all we're saying, not what's going to happen in 1984, or another time.

Lyn - South Africa: I think this would be a tremendous asset, especially if it is a three or four day meeting, because they can be in the New York office and learn so much. I really think we should not restrict anybody.

A MOTION was made, seconded and carried that a member from any country interested in establishing a General Service Structure will be eligible to attend the 1982 Trial International AL-Anon General Services Meeting as an observer at their expense. (Unanimous)

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- 10) Voting members of the 1982 Meeting are to be the WSO General Services Meeting Planning Committee, two Delegates from the WSO (representing the US & Canada) and two Delegates from every other GSO.

Beryl - Australia: I'd like to suggest that the International GSM be restricted to one Delegate per country, in case a country can only send one.

Hank - US & Canada: Haven't we suggested before that there are two from each country, one voting?

Myrna - WSO: Yes.

Hank - US & Canada: And this reads two Delegates from every other country. It

is indicative that there are two Delegates, one of whom is voting. Do you follow me?

Sandy - WSO: Earlier we voted that there would be two Delegates from each service structure, one of whom would be a voting member. What this motion adds would be the entire body of this meeting. It would not only be the Delegates but it also includes the Planning Committee. Perhaps the motion should be, the entire voting body of the 1982 meeting will be comprised of one voting member from each general service structure, including the WSO, and the planning committee for the 1982 Meeting.

Hank - US & Canada: Sandy, is there anything here that says how many members are on the planning committee?

Sandy - WSO: No, it needs clarification. The point being made here is just for definition. We have already defined that there are voting Delegates from each general service structure (including the WSO). Now what we need to define is what other voting members would attend.

Ruth - US & Canada: I have to drop my hat as a member of the WSO today and take on my Canadian Al-Anon membership hat. I happen to be fortunate enough to be a member of the Board who was chosen to come. But the next time it might well be, with the volume of members on the Board, that it would not be a Trustee from Canada, and I know that the Al-Anon membership in my country would be very distressed -- there would be a feeling of a total lack of a groups conscience if we were not represented with a vote from our country.

Judy - UK & Eire: At our national Conference, our voting structure indicates that at no time would the Board vote exceed a certain proportion of the votes of the District Representatives who attend. I would like to suggest that there be some similar voting structure for the International Meeting. Either that the WSO vote should not be higher than one quarter or one third of the total vote.

Myrna - WSO: There are many points to this. Let me suggest this, so that we don't bog down. Perhaps we could form a small committee to examine the several ideas that have occurred here. We have a limitation of the number of WSO and Board members at our WSC, so there isn't an overbalance. Also, Ruth has expressed a situation that is unique with the US & Canada because Canada is part of the United States structure insofar as our Conference is concerned. Yet Canada is a separate country, as she pointed out, so there are concerns that might have to be considered that we are not recognizing. These matters could be discussed in a committee and a consensus brought back here later this afternoon to give us some idea of which direction to go. Would that be agreeable? Ruth, would you like to be on that committee? -- All right. Hank, I think you probably should be on that committee, too. Who else feels they would like to be on it. Judy . . . Beryl. So there are four. Does anybody else feel . . . one more . . . All right, I'll leave it at that. If Sandy, or Margaret or Henrietta feel they want to join . . . they might have some thoughts. So we'll pass this question and come back to it later under "unfinished business."

11) The WSO GSM Planning Committee will formulate the 1982 agenda, based on suggestions provided by the GSOs.

Beryl - Australia: I wouldn't like it totally restricted to just the GSOs. I think that the WSO should have a share in it too.

Hank - US & Canada: Since we're attending as US & Canada, our suggestions as Delegates could also be considered, I think. Perhaps any voting member or country can contribute to the agenda. I'm sure it's going to be a two-way street . . . there's so much to be talked about in 1982.

Myrna - WSO: Hank has suggested that rather than voting on this, we have a consensus.

A consensus was taken; everyone agreed with Hank's suggestion.

Myrna - WSO: Before we conclude this portion, does anybody have anything else to bring up?

Sandy - WSO: I think there are two other items needed in planning for the 1982 meeting. One of them is the number of days of the meeting which may be left flexible until we see the agenda items. Perhaps we can indicate it be up to four days. But also, the time of the year it should take place.

Judy - UK & Eire: I'd also like to read the suggestions from my country. As the WSC has no voting Delegates from other countries, a possibility is that this could be changed so that while business from the US & Canada was being dealt with, other meetings could be going on with Delegates on an International level. This could involve other countries more closely with decisions on the standing committees such as Literature, Policy, Public Information.

The other question I would like to ask is, since WSC is responsible for serving people all over the world and making decisions regarding policy, etc., it is hoped that recommendations from the GSM to the WSC will carry a lot of weight. If the WSO Planning Committee for the GSM is made a permanent body and the GSM recommendations be passed, will the WSC recommendations be ratified by GSM. I think part of this question is also that all the motions passed at this meeting be passed to the Board of Trustees.

Erich - Germany: Similar thoughts have been going through my mind. I would suggest that WSO works out a sort of charter which could later on make a link between this body and the WSC. So that by the third meeting, which might not be a trial any more, we can formally pass it here and at the WSC and form a link like this. One more suggestion as to the name. We are all using abbreviations; I would like to suggest that we put "Trial" in brackets at the end.

Hank - US & Canada: Getting back to the time of year of the meeting, the people at the WSO should be the ones that are saying what I'm saying. I would like everyone here to know that when it comes to the WSC it's like, apres moi le deluge (after me the deluge). Certainly it's going to come awfully close to that. The WSC is a major endeavor. It isn't a good time for us to be working on two simultaneous events and expect any blending. I would suggest we have the GSM six months after, to give us enough time to prepare. Also, we might be able to work this meeting into a convention center at a reasonable price, particularly in view of the opportunity to do it in advance, but please don't have it at the

time of the WSC.

Beryl - Australia: We're not here to modify the WSC; we're just here for the International Meeting.

Henrietta - WSO: I've been around a long time. I think this is a new thing we're doing. I would like to start off on the right foot. One step at a time. I hope that possibly ten years from now, it may be feasible to develop a close link between the two, the one complementing the other. But to jump in now, into our very busy and exhausting WSC week with something so brand new, so involved, so delicate, each country in a different formative stage -- it just seems like bedlam would be created. And you would gain very little from each other. There would be no time to do it. Take it easy; easy does it.

Thelma - N.Z.: My feeling is that at this stage of a trial meeting, we have bitten off as much as can be assimilated, even with a two year trial meeting. And I think that we have much more to discuss before we determine a definite link.

Myrna - WSO: There already is a procedure that we follow. The Board of Trustees is the link to the Conference. After decisions go through here, they go to the Board, the Board approves them, this is reported back to the WSC. It's not going through the Conference; it's going back in relation to the Conference. The Board is the legal avenue of the WSO. Perhaps what we're doing is coming from two directions, but we're meeting at the center. Is that clear?

Jean - France: I suppose when the Board of Trustees approves something, there is a link.

Myrna - WSO: The Board has approved the equalized expense formula, of 75% to 25%. So now it's approved here. It will go back to the Board and the Board will approve its recommendations, if you have approved it. That's our structure, our system. And it works well.

Marie-Josée - Belgium (French): We have a slogan at Al-Anon, Take It Easy.

Myrna - WSO: Shall we get back to Sandy's original suggestion? That we decide on the time of the year and possibly how many days we'll be meeting; somebody had suggested September or October.

Hank - US & Canada: I suggest late September, early October. The temperature is pretty good. If we could go to Stepping Stones at that time, the trees are absolutely magnificent. I would suggest three or four days, as developed from the planning agenda.

A MOTION was made, seconded and carried that the 1982 International Al-Anon General Services Meeting (Trial) be set for the last week in September or the first week in October as is best suited for Conference space availability and that the length of the meeting be set from three or four days, dependent upon a final agenda. (Unanimous)

Myrna - WSO: Anything else, before we adjourn this portion.

Erich - Germany: I admit perhaps I haven't got it all in my head, but what I was meaning when I spoke of a possible charter, as a link between this and the

WSC, what I meant to say is I'd like to tell our GRs what this is all aiming at. It's not easy to explain to them the role of the Board of Trustees. I wanted to get it off my chest. It need not be formal, to somehow pass in a sentence or two which indicate . . .

Thelma - N.Z.- (from the floor): I believe that every country is part of a jigsaw that makes up the whole world.

Myrna - WSO: I think I know what Erich means. He is saying that the term WSC seems to signify that the United States and Canada comprise the whole world.

Erich - Germany: Don't forget, there are 13,000 groups in the US & Canada, and we have just about two or three percent of that number of groups. But still we want to internationalize Al-Anon, not for tomorrow, not for '82, but perhaps in ten years. But to start, we are here now. This was all I meant to say.

Hank - US & Canada: I think we do have a particular point here to make in the Statement of Purpose -- that recommendations the Board makes will be listened to by the Delegates of the WSC. I think that is what you are asking.

Henrietta - WSO: I am in complete agreement with Erich. I wish we could find some way to spell out the relationship of this meeting to the WSC, which does have a charter. It might help if we look at that charter. We each have a copy of the Handbook in our portfolio and, as I recall, the last sentence of the charter says that once GSOs are established in other countries, the WSC will be the senior Conference. But it may be we need more than that; maybe we need something to express the linkage between other national conferences and the WSC and perhaps one of the things on the agenda at the next meeting (I don't think we'll have time today), would be to work out this relationship. Are you an advisory board to the WSC representing conferences in other countries? I think we need something like this because I myself am very unclear as to how the AA World Service Meeting relates to their own General Service Conference. What they do, what they accomplish, what do their recommendations mean when they make them.

Sandy - WSO: AA has a charter for their conference. They consider their conference a decision making body; their World Service Meeting is a sharing vehicle. The link they have at this point is that there are two Delegates from their General Service Conference who attend their World Service Meeting. These two Delegates report what has been decided and discussed at this meeting to their annual Conference. My feeling is that until we establish what this meeting can accomplish in 1982, to leave it as a Statement of Purpose. The Statement of Purpose does say that the meeting is a sharing vehicle aimed at encouraging service structure. And I think that's enough of a goal at this particular time.

Jean - France: When I wrote on the original questionnaire that I wonder if we are going towards a new administration, I thought of the discussion we are having now. I thought that we have the WSC, which is the decision assembly, that there is a Board of Trustees, and that you are the WSO -- that is, one executive and that's another executive. So we have an assembly which gives the policies and we have executives. It wouldn't be good to have structure which had its own special link with the WSC. The link is with the Board of Trustees. It seems to me enough.

Myrna - WSO: You have our Board of Trustees CHairman here, and your Chairman is also a member of the WSC. The other member of course is Ruth from Canada. She's also a Trustee and a member of the WSC. Your four other people here from the WSO are also members of the Conference. For all intents and purposes we do have the link back to the Conference through the six people. The voice of this meeting will have to be heard and when we grow and evolve further, we may come to different conclusions.

Judy - UK & Eire: Somewhere in the literature you have given us to read I remember that it says that it reports what we do at our General Service Conference in England. All the motions that are passed at the WSC are put before our General Service Conference and in some cases, our Conference has rejected them. We write back to the WSO and say that UK & Eire does not agree to this particular motion. We put it again at our next Conference and if it is rejected again, we are autonomous and that particular motion may not be applied in the UK & Eire.

Beryl - Australia: We trust our trusted servants at the WSO. We think they'll do all right for us.

Myrna - WSO: If there is nothing else, we will move along to the next portion of our agenda. Sandy has suggested that we go back to the Statement of Purpose now that we have a title and also have a little more feeling of where we are directed, and that we consider adopting this statement. Would you like to take a minute or two to read it, before we vote.

A MOTION was made, seconded and carried to adopt the Statement of Purpose as amended. (Unanimous) (See Addendum G)

AVOIDING DUPLICATION OF SERVICES: GROUP REGISTRATION

- SANDY FORTE

In considering agenda items for this meeting, our Planning Committee looked at the recommendations, suggestions and questions that have come in from the various GSOs and decided on this topic. To give some background, at first the WSO registered groups around the world and sent them complete free information, such as the manuals, etc. As the GSOs have grown, many have been able to accomplish in their own countries what the WSO has been doing. I know this has happened in the UK & Eire, Australia, New Zealand, and many of the South American countries. Costa Rica particularly, has mentioned that the information we send from the WSO, is a duplication of the material being sent from their own GSOs. In many cases, the information the WSO sends confuses the groups in other countries. We have been in communication with the UK & Eire for quite a while about this. Last night Myrna, Henrietta and I met with Judy Barrett from the UK & Eire. I thought at this time I'd ask Judy Barrett to come forward and explain what transpired at our meeting last night.

Judy - UK & Eire: I hope I am able to put this clearly for you, but what I am

going to tell you now is what we have already agreed with WSO. This is how we are going to work our registration in the UK & Eire now. Originally, WSO had groups register with them and sent out introductory literature, a working letter and all things that your groups will receive. We found this gradually became very confusing to the groups because we had our own GSO. We also registered the groups and sent our own complimentary literature which in some cases were duplicated by the WSO pack. Now groups will register with our GSO as they have been doing. At the end of each month, our GSO sends a list of registered groups to the WSO, not with the address of the group secretary, because we found that if this appears in the Directory, it was out of date before it came out as most of our secretaries change within the year. The GSO has up-to-date information always and can amend our local directory. So what we send to the WSO is the name and address of the group and the day and time of their meeting -- it is not a mailing address -- and the telephone contact number sometimes. Also, WSO is no longer going to send complimentary packs of literature. All it will send to the groups is a welcoming letter which will be adapted to our needs, so that the groups are not confused about who they have to correspond with. The WSO will also send our GSO a supply of the bi-monthly INSIDE AL-ANON, and we shall include it with our monthly magazine to each group. This means it saves a tremendous amount of postage for WSO. All they have to send us is one pack of INSIDE AL-ANON bi-monthly.

Up till now again we've had enough copies of the International World Directory for all our groups. Again, we've found this makes for a lot of extra postage in the UK & Eire since very few of our groups use it. We have suggested that from now on WSO send us 50 copies. We will circulate it to all our Districts and Board members. In this way groups will be notified that their District has the World Directory. Our District meetings are held tri-monthly and our groups send their GR and so it should get back to the groups. Humans being what they are, it doesn't always get back, but our Districts are very strong now and we do find that most of what we ask them to publicize does get back to the groups.

The WSO appeal letters -- again we have found this confusing to the groups to receive these. We are now, as we have been doing in fact, once a year, making an appeal for WSO in our own magazine, NEWS & VIEWS, and in the last two years we have had our Representatives to the WSC write the appeals for the WSO. That provides a link from somebody who has actually been to the WSO, who can write with knowledge of the need for funds and make a more personal appeal. If this meeting develops, as it looks as though it will, it will be the Delegate who will write rather than the Representative. Perhaps we won't be able to send a Representative to the WSC too, though I hope we will be able to.

The word "institutions" doesn't go down well in England at all; it's very much connected with lunatic asylums and we don't use it. Again we have asked that 50 copies of Al-Anon Institutions literature be sent in bulk to the GSO which we will distribute to the Districts and to the groups working in hospitals and in prisons. I hope shortly we will have to ask for more than 50 copies. It will mean that our institutional work will have grown.

I think that covers all the things that we have agreed upon. I am tremendously grateful to the WSO for their cooperation. We have never felt that they are not listening to us. They are not only listening, but they have heard. Thank you.

Sandy - WSO: We have some discussion starting.

Henrietta - WSO: I was at the meeting last night and we did cover a great deal of ground. I slept on it more or less. I did have a few questions. What will our World Directory list, then, for the UK & Eire?

Judy - UK & Eire: The name of the group, the address of the group, the day and time of meeting place, but not a personal address, because we find this gets out of date and it's useless. People who come to England may find the secretary listed isn't secretary any longer, isn't even in Al-Anon any more.

Henrietta - WSO: Our World Directory has never been a meeting list. It would be impossible to maintain a correct meeting list of 17,000 groups. It has been a means of contacting a group.

Judy - UK & Eire: But this is our only means of making it possible for you to contact the groups, except through GSO, through telephoning.

Henrietta - WSO: Well, this is just a suggestion, in the Directory, at the head of each country, contact the GSO for the most current information. And then of course the groups listed in the back. But we should have something for each group and we would not list the time, the day, etc.

Judy - UK & Eire: I am probably wrong about the time, etc. It's probably just a group address.

Henrietta - WSO: Well, that can be worked out. My other comment is that I go along with the appeal to the groups in the UK & Eire being done through means of or enclosures with NEWS & VIEWS. I think it might do more to have your people say, "support," than for us to say, "support us." However, this is a long-standing policy, and will certainly have to be approved by the Board of Trustees. We want to be sure there is no loss of contact. I don't think there will be; I think they will go along with it, but just because we last night agreed it would be a good idea, doesn't mean it's an accomplished fact.

Judy - UK & Eire: I have to admit that it already is an accomplished fact in the UK & Eire. This is what happens.

Henrietta - WSO: We have still been sending it to the individual groups, haven't we?

Judy - UK & Eire: It very rarely gets to them.

Sandy - WSO: We have been sending it to the GSO for re-distribution to the groups.

Beryl - Australia: I'd like to say that we in Australia would very much like this arrangement that you've worked out with the UK & Eire. That would suit

us fine. We don't mind sending out the American appeal letter separately rather than doing it ourselves. It comes once a year and that fits in fine. Re the listing of groups, we find we need to have a group's permanent mailing address as best we can get it, rather than a secretary or a GSO.

Sandy - WSO: I just wanted to comment that in the case of the UK & Eire, Judy has already been in contact with the Board and their national office and is therefore able to implement this. In the case of Delegates attending, you will need to carry these suggestions back to your GSO and write to me subsequently if you'd like to make any of these changes. The only other comment I want to make is that the group registration process that we have for our English-speaking groups, we also have for our Spanish-speaking groups through Teresa in Spanish Services. We also have our French groups worldwide registered through Publications Francaises.

Suzy - Mexico: I do agree with Henrietta. The name of a person and a telephone number has helped me beautifully. I am listed in the World Directory and get calls on Sunday late at night, and it's not the time of the meeting and it's not the address of the meeting, but I have met beautiful people through it. I hope always to have a name and a telephone number.

Thelma - N.Z.: The World Service Handbook was adopted for New Zealand after our 1979 Conference. And I was a member of the handbook committee. Now a copy of that was sent to New York, and as it was also based on the UK & Eire book, it was also sent to England. And so from the Conference of last year, we are now operating in Districts. I am now hoping the World Directory will be printed in Districts for New Zealand because if it is done alphabetically, it is difficult for people who come from overseas to understand that Ashburton is in the South Island, and that another name that begins with an A could be thousands of miles away in the North Island.

Our Conference will be soon after I get back and I hope to make suggestions such as Judy has been speaking of, so that these can operate in New Zealand, because no surface mail arrives in New Zealand from the U.S. under three months. This means that the majority of the mail we get would be very out of date. Airmail takes ten days. From England it's five to seven days, but it seldom is under ten days from the States, and that's airmail. So that by the time you speak with people and write your reply, maybe a month has gone by. An airmail letter was sent to our GSO in Upper Hutt, which is at the bottom of the North Island, and a copy was sent to me. I didn't get it for one month from the date it was written in New York.

Sandy - WSO: I just want to respond to one or two things that you had said, Thelma. About the listing in the Directory -- we count on the GSOs to supply us with a list in a format that would be most helpful for members traveling in that country to find the groups.

Erich - Germany: As you know, we are just about to reorganize and we have right now a registration form, bi-lingual, which is distributed to all groups and we leave it to the groups how they want to be entered in the World Directory. And we just pass it through the national service office on to you. In the past, sending out mail from WSO to different people, early contacts in Germany and some groups had been confusing. We have straightened that out, I think, by establishing our new office. We have made sure that

information is disseminated throughout the country. Otherwise most of the things that Judy said apply already to our country, I would say.

Sandy - WSO: You just brought up another point, Erich, that of having current information. The listing of the Delegates in your Trial GSM brochures is already out of date. I am counting on each of you to look at all the material in your brochure and to update the information. This is a way we can keep our records current and get the information you need back to you as quickly as possible.

Henrietta - WSO: I felt I must respond to Thelma's hope that the New Zealand groups would be listed by Districts. I share an experience with you going back some 25 years or more at the WSO in producing the World Directory. It was when we started our Conference that the state of California divided into Areas, Northern California and Southern California. There was a strong plea from California, when it came to the World Directory, to list Northern Californian groups under Northern California, and the Southern groups under Southern California, and by Districts. Since that time I think California has probably subdivided ten times, and the Districts have subdivided. This is an impossibility.

From the very beginning, also relating to New Zealand, we do list North Island and South Island; that has always been there. You must have a formula; there must be a way the Directory is put together. You do it however through geographical subdivisions by alphabet listing, again following the geography, the name of the city. Otherwise, you have bedlam. If you start that way in the beginning, the whole thing must follow through. It's a problem; I think that if we can be assured that the GSO will send the information exactly as they want it printed under that country, we may be able to follow that.

Sandy - WSO: I think the recommendation is that the GSO send us the information in the way that it will be most helpful for members traveling to find the country, and if this is not in accordance with the procedures in our Group Records Department, we can possibly find some suitable compromise. As Henriette pointed out, we do want to have a uniform method of listing all the groups so that in one Area you are not looking under states or provinces, and in another, under Districts.

Ruth - US & Canada: I haven't really looked over the out-of-this continent directory too much because I have yet to experience getting off this continent. But I know that the recent development in listing either the Al-Anon information service office, or the Area central service at the beginning, will eliminate the need for anyone visiting to call an individual. They can call this office and be put in touch with any individual or group or District in their particular Area on any night of the week.

Sandy - WSO: I was wondering, we can do that where there are information services, but I think I heard someone suggest that if anyone is traveling to a country, he contact the GSO for the latest information and that something be put in our Directory to that effect. I'm wondering if somebody might consider a recommendation that this be done and perhaps we can implement it; it has to go back to Group Records of course, but it might be helpful to have an expression from this group.

Lyn - South Africa: You have already done this for us on the Service Office Listing. Possibly we have sent you the information that way, but if you check on page three, we have our own GSO, and then we have Western Province all together, Eastern Province, Al-Anon Information Service in Pretoria, Natal, etc. So it's all together, and it's made easy for a visitor.

Hank - US & Canada: I do quite a bit of traveling in my business, and this Directory is about as close to being my Bible as anything could be. It's terribly important; you go into a country and in a strange hotel and a strange town and feeling a little morose having to be there in the first place, and nothing but a meeting will serve the purpose. And now I have to call London and South Wales and find out where a meeting is. The times that I have missed have been pretty small; the times that I have been able to grab a hand have been pretty magnificent. I know things get out of date, I know it's difficult, but for me, wherever I am, if I want a meeting, I want a meeting.

Erich - Germany: For two years we are printing an Al-Anon Directory for Germany every year now -- even knowing that at the end of the year we might have to throw quite a lot of copies away. We want to keep that as the up-to-date Directory, and we spend the money and I think it's money well spent. Still, the old ones are still good enough. In 95% of our cases, if you ring a number in Stuttgart or somewhere else in Germany, they may say, sorry, it doesn't apply any longer, but you can call so and so. You get through. And if it isn't in the first number, then try the next one in that city . . . and so it does help. I think we cannot be perfect, but we should put in such information as possible to make it easy to find a meeting. And as far as Germany is concerned, I think we could offer to send you this for travelers in the US & Canada who want to go to Germany; they could take this with them; it's small in size -- a little green directory.

Jean - France: I think that it's a great difference if I say, "General Service Office.," or if I say, "Judy, hello, Jean."

Myrna - WSO: We want to take a break now.

COFFEE BREAK

The discussion of the last recommendation for conducting the 1982 meeting was resumed -- Myrna Hammersley.

I have asked a committee to assemble and make a recommendation. Judy has something written out that may be acceptable to this body. It reads: Voting members of the 1982 International Al-Anon General Services Meeting (Trial) shall be one Delegate from each general service structure represented, and four members of the WSO General Services Meeting Planning Committee.

Hank - US & Canada: We are just saying that there will be one vote for each general service structure. We are also saying that the planning committee shall have four votes. It doesn't say how big the planning committee will be; that's not supposed to limit the number of people on the planning committee. And since the WSO is a general services structure, it's included along with the others.

Henrietta - WSO: I rather feel that it ignores what Ruth spoke about earlier. The WSC really embraces two countries and, in a sense, this would preclude a country's vote; Canada would not be having a vote. . .

Hank - US & Canada; That's what we have been discussing, trying to come up with a fair and equitable thing. We recognize that it is not up to this deliberative body to make a decision as to how Canada shall come in with its own national structure if it can. We are going to work on this and take it to the Board for a discussion. Ruth is satisfied that we try our best to come up with a fair thing for 1982, so that Canada will have its own vote. But it is certainly not this meeting's problem as to how Canada gets that vote; rather it's our WSO problem.

Suzy - Mexico: I do think it is the WSC's problem to decide how, but maybe since they take two Delegates, it can be one American and one Canadian. To us it's another country, another culture, and we'd love to have them.

Judy - UK & Eire: May I ask that a recommendation be made at this General Services Meeting (Trial), that asks the Board to consider this.

Myrna - WSO: I am sure that the Board would very much take this under consideration; it is an important issue and certainly it cannot be ignored. But the motion is on the floor, made by Judy, and perhaps we should have a second.

Thelma - N.Z.: Is this not where the importance of the word trial comes in? This is a trial meeting and if it is not correct, that is when it can be altered, at the next meeting.

Myrna - WSO: That's true.

A MOTION was made, seconded and carried that the voting members of the 1982 International Al-Anon General Services Meeting (Trial) shall be one Delegate from each General Service Structure represented and four members of the World Service Office General Services Meeting Planning Committee. (19 in favor, one opposed.)

JOY IN WORLD UNITY - HENRIETTA SUTPHIN

Having been the one negative vote on the last motion, I am speaking of Joy in World Unity. The story of my life. I am not going to talk about my whole life. There was a period of it that I wish had never happened and the horror of the time is almost gone for me, thank goodness. The drinking years lasted about 18 of our married life. Interspersed with many period of happiness there were some very bitter times, times during which I prayed that either my alcoholic would die, or I would. Fortunately, I lived to see the day when he came into AA after having tried desperately for some seven or eight years to get him in there without success. He finally did find his way in when he was practically physically, morally and financially destitute. By then I had become completely estranged from human society. I was completely withdrawn and one of the most joyless people you would ever want to meet -- a confirmed perfectionist, a rather difficult person to live with because I was holier than thou, a very stern disciplinarian, because my husband never disciplined

the children. He spoiled them to death so they would continue to love him despite his drinking, which they did. I am sure that they often felt closer to him than they did to me. And it took me many years to re-establish communication with my own children.

My life was changed dramatically by Al-Anon. About a year after Jack found AA, I heard about something called, The Family Groups, and the vehicle of the message came through my son who had met a young girl in high school whose father was also in AA and whose mother belonged to something called, The Family Group. Chris suggested that I call up this woman and find out what it was. I cannot express to you the courage it took for me to make that phone call. But I made it, and found my way to the meeting near me, the Bayside Family Group, of which I am still a member. That was some 29 years ago.

After I had been around for a while, someone came up to me and told me there was a place in New York that needed help desperately. It meant going in there one day a week and volunteering for the day. Anyone who could type, anyone who could answer the phone, anyone who could do anything, was welcome. Once again, it took a great deal of courage for me to travel into New York. I had to take a bus and two subways to get to this little place on West 24th Street. It was the original AA clubhouse. No longer in existence (it has been torn down), this is where the Al-Anon Clearing House, as it was then called, had its first office-- if you can call it an office. It was a second floor, sky-lighted studio, as hot as blazes in summer, cold in the winter. It wasn't really an office, but I walked in and I was put to work. They were delighted to find someone glad to type, that could write an English sentence, and knew something about bookkeeping, who was willing. And I was willing, because from the minute I stepped in there, until the minute I left, I thought of nothing else but work that was there to be done. I kept going back once a week and we were all volunteers, and we worked together and answered inquiries and started helping groups form.

I was there as a volunteer for about a year when one day, to my great surprise, I was offered the first part-time job. Incidentally, there were two other people there, also volunteers, who fully expected to be the first General Secretary. So in the very early days I had to learn what it means to put principles above personalities. Some of us are sicker than others. And those are the kinds of things that happened to me. I worked three days a week; I had to come into that empty building in the morning. It was supposed to be locked, but not always was. It was used as an AA clubhouse. Sometimes I'd walk in and the telephone would be ringing upstairs, and I'd dash up the stairs, get to the phone and it would stop. Of course it was someone checking on my time of arrival. I learned to live with it; my conscience was clear. The salary was miniscule; we had no equipment; everything had to be put away at night; the typewriter we had, had to be locked into another room, because that room was used by an artist.

At that time, when I first started volunteering, we had a total of 200 Al-Anon groups throughout the world. Our beginnings were very very small. I remember that we had to hire our first outside auditor to get up an accounting of our financial matters at the end of the year. I think our total assets, around 1953, was something like \$2,000. That was a lot of money; it really was. We started printing little bits of literature -- Freedom from Despair, Just for Today, and one thing after another. My joy in the last

28 years has been the tremendous, marvelous growth that I have been privileged to witness in this beautiful fellowship of love and understanding.

I feel closer in many respects to the people in this room, to the many people I know in Al-Anon meetings, the Delegates to our World Service Conference, than I do to some of my blood relatives. It's a feeling of mutual -- it isn't empathy -- it's just, we are alike, we had the same problems, we found the means of dealing with them. I know that there must be among you here at least one or two who have a loved one at home, that they may be, as my daughter is, in the hospital, or about to go in. Or there may be some other serious problems. But I can bet that most of the time that you have been here, you have not had time to brood about it. I had to make a decision in coming here; I almost didn't make it. But it may be the last time that I will ever be in on an Al-Anon first. And that I couldn't bear to have missed. I left my daughter in the best possible hands; but I know -- I keep in touch with her -- I don't think she would be any better off if I had stayed there and held her hand. I think that my Higher Power wanted me to have this experience. And this is the kind of selfish thinking that I have learned in Al-Anon.

I love you all. Thank you.

AGENDA TOPICS FOR FUTURE MEETINGS - MARGARET O'BOYLE

Erich - Germany: I would like to raise one point for the next agenda. Participation of other countries in the preparation of new literature. I don't think that we should write it, but we can perhaps be included at an earlier stage in being informed of what is being planned in new literature because we, for instance, in Germany, we now have reached a stage where we can say that we have translated most of the literature. Then we would like to know, say by 1982, what is going to come in terms of literature and work with it and on it right from the beginning, as early as possible. I don't know whether the point is clear.

Margaret - WSO: Yes, as far as I understand, Linda, our Literature Secretary, does send out a kind of catalog of what is in the works and what is being planned, and perhaps this could be sent to you.

Erich - Germany: We were talking about the agenda of the 1982 meeting, and this is just one of the points that I would suggest.

Margaret - WSO: Other suggestions.

Thelma - N.Z.: In the workshops, I hoped there could be a workshop on the manuals, on the Handbook, the Traditions, the Policy.

Suzy - Mexico: Maybe we could find or discuss a way to elect the Delegates because I don't know if it happened in your country, but there must be structure or a guideline to go by to send our Delegates to a Trial meeting and to the permanent General Services Meeting. I do know that the requirements would be that they are connected with the national service structure, and that they do speak English, but maybe there can be guidelines as to who appoints or elects the Delegates.

Beryl - Australia: Margaret, I can't remember one of the things that the General Service Board suggested from Australia, but which we sent to the WSO with the idea that it would be put on a future agenda if it would fit-- but I can't remember what it was.

Margaret - WSO: I'm sure Sandy has that available. We know you sent in prior suggestions, but if you have something else, we hoped you would say so from the floor.

Sandy - WSO: I haven't compiled them all, but here are some of the suggestions that had come into the WSO previously. Germany at one point requested simultaneous translations as a topic for consideration. Also from Germany, the method of selecting Delegates. Also from Germany, joint service structure. I think at one time, even before this meeting, something came up about a joint service structure between Germany and Switzerland.

From Argentina, there was the topic of encouraging service workers at the GSOs. The exchange of literature between countries with similar languages; the interchange of experiences of the GSO with the WSO. From the UK & Eire we had mostly suggestions for planning the 1982 meeting. In preparing our questionnaire, the Trial GSM Planning Committee did use many of the suggestions that had come from the UK & Eire.

Margaret - WSO: Does anyone else have anything to add?

Erich - Germany: I think there should be something on public information.

Hank - US & Canada: Erich, that is a good idea. It seems to me many of the things we do here are done with the US in mind, like Institutions, as mentioned, is a bad word in England. You can still take everything the WSO has done and find the good in it. That is the reason these workshops that I look forward to in 1982 can give you a verbal opportunity to work on these things and really spend enough time to see what can or cannot be applied.

Lyn - South Africa: At home we have a problem getting old members around and I think if we could discuss and exchange ideas on keeping interest high and enthusiasm high too.

Hank - US & Canada: We now have service coordinators in each Area. They're a source. To me I think one of the reasons you lose people is that they don't feel they are needed. They feel they've gotten what they need from Al-Anon and we don't really give them the opportunity to get into service work the way we should -- really go and get them. After members have been in for a while, they know what they are doing, and if they are articulate at all, put them in a place to talk, send them around to talk to other groups. Put the older member in age and in length of service into service, and give them all the opportunities you can. We are all here for the same reason I am. It's a joy; it's the very essence of the Al-Anon program that you get out of this service. Why is Henrietta here?

Thelma - N.Z.: I suspect Henrietta is here for the same reason I am here -- because she needs Al-Anon, as well as being in service in Al-Anon. I am living with somebody who still has a problem and I couldn't live if I didn't try to live the Al-Anon program every day. I need Al-Anon; I have got to

have it; I can't understand how people who have been around Al-Anon can leave it. I know that not everybody is the same but I try to keep people around Al-Anon.

Judy - UK & Eire: I think it would be very interesting to have discussion some time on the different ways of talking and thinking. This comes partly to mind because I have heard several people saying, "my alcoholic," and this is something that in England we find repugnant. We prefer to say, "my husband, or my son, or my father." We don't like labels very much in England. There are all sorts of little things like this which can make us bristle.

Henrietta - WSO: This is really not my original suggestion, but one of the members here, Karel Moens, of Flemish Belgium, asked us yesterday in a small meeting, "How do you develop committees. What do they do?" Of course I had to go way back to the very beginning of Al-Anon. We did have committees, volunteer committees and in the beginning when we had one paid worker, myself, the volunteer committees related only to me, there was no one else, and through me. Their work was channeled to the Board of Trustees in the form of reports. Not even the Board of Trustees; at that time it was the Advisory Committee. It wasn't until we became wealthy that we had all these Staff Secretaries, each working for and responsible to a specific Committee, but there were many years in between when we just had the working volunteer committees with a volunteer committee chairman and this even existed before the WSC, before there were Delegate members on each committee. I know that in many countries that are just developing structure, possibly one of the earliest things to do and a way in which to arouse interest, keep interest in members that may be lagging away, is to give them a job, get them involved in public information work, or in some other phase of the program. The whole structure is voluntary. We did not have the staff and you need people, you need to arouse their interest, you need to give them something to do. I don't know why it has to wait until 1982. It is something that you can take back to your countries right now. To the people who are establishing their structures.

Jean - France: Apropos structures, when we started our national Conference, we had to look for literature. We hadn't examples nearby, but we had possibilities to compare in Germany and Switzerland, and so it would be interesting to see how the countries are growing in structure and how every committee works.

Lyn - South Africa: Another point that could be very interesting and that we have found to be a very great difference between our countries, is the question of anonymity. In our country they don't use the surname very frequently, which really breaks anonymity more than anything else. You get somebody who wants to speak to you and picks up the phone and phones your office during the day and says, "Look, I want to speak to Lyn," that it's ridiculous, because then the person on the switchboard either knows you or doesn't. I think it would be an interesting thing to discuss, especially to hear from you Americans who seem to be more open than us.

Myrna - WSO: I would like to see something on the Traditions in general.

Beryl - Australia: I'd like to comment on Lyn's statement about anonymity. I thought the statement on anonymity put out by the WSO was the most beautiful thing I'd ever seen to cope with this business of people not using their surnames within service work, that we only have to protect it in certain areas.

Judy -UK & Eire: I would also like to suggest that in England we have invited

various European members of different countries to attend as observers to our Conference. Perhaps this is something that can be talked about in 1982 . . . exchange conferences.

Thelma - N.Z.: I wanted to follow on what Judy was saying about attending other people's conferences. I was fortunate to be here at the 1977 World Service Office and met many people there. Sadly, Henrietta was out that day, but I met Ann Schwartz and she inspired me and that was the beginning perhaps of Institutions work in New Zealand, although the spade work had been done when I got back. I was fortunate enough to be able to go to Australia the next year, to the Canberra Conference and attend the Al-Anon meeting, and I was inspired by the late Marge McGuire to do something about structure in New Zealand which was just not working. As a result of my going to Australia, I know there was someone, a friend who was cleverer than I am and could absorb the necessary information and impart it to New Zealand when she returned, I encouraged her because we had been invited to go to the Australian Conference, and that was a most fruitful visit. It helped immeasurably. This she did at her own expense; she borrowed money to take the trip over. But I just wanted other people to know that it really is helpful if you can do it. It worked for us and it might work for you too.

Erich - Germany: These are just some suggestions: I don't know whether they are good for the agenda or for workshops. In relation to AA in service, I mean the joint service, regional service, we had quite a discussion for quite some time in our Cologne Region where AA invited us, and it took quite some time until we got together. Then, I would suggest that you in preparation, put all these points down in a questionnaire and circulate it as early as possible. We take a lot of time to discuss it with people and sending it around, and two years is not very much really.

Institutions was mentioned, institutional work. I am very much interested in this and an exchange of information would be good and it brings me to another point. There was a letter in The FORUM two or three months ago, where somebody said, I fear for Al-Anon and referred to the influence of professional treatment. We get this quite a lot in the groups and this is something I would learn more about. I as, the people in New York. I think this is coming up more and more as all the governments become aware of the problem and they use our spiritual mental property, and transform it. There has been a case with this AA leaflet, What is AA. It explains a little bit about Al-Anon too. This was practically copied by an institution in The Netherlands. From there it was taken over to an authority in Berlin and they published it as their literature. I became aware of it when it was two years old already, and we feel that all these new clinics --psychosomatic clinics they are called in our country-- they use a lot of it, and how to avoid meetings to get too much involved with these theories and all the psychology, psychotherapy. I think this is something very basic; this is really something coming at us, and when I saw this article in The FORUM, I recognized that this problem does not exist in Germany alone.

Margaret - WSO: Were there enough suggestions for the 1982 meeting. Has everyone spoken?

Suzy - Mexico: Could we possibly discuss in the next meeting the possibility of having an International Al-Anon Service Meeting in another country?

OPEN DISCUSSION - SANDY FORTE

Jean - France: I would like to get something off my chest. I didn't get a chance to bring greetings from France, which is very proud to have been able to send someone. Not having had the occasion to say it at the opening meeting, I will just say it now.

Sandy - WSO: I thought I'd suggest one or two things, if we are going to have a discussion. In talking to many of you previously, two things came through in terms of mutual concern. One of them was the rotation of volunteers at the national level; the other concern was about how the national office was supported. Was it by the sale of literature or contributions. If you'd like to discuss either of these things -- each of you could get up and speak about how it's done in your country.

Anneke - The Netherlands: We have just opened our GSO so we have no experience to offer, but we certainly would love to hear a little bit from others.

Suzy - Mexico: We've had our service office for seven years, and our structure is very similar to the WSO's. We follow the steps of the US & Canada. So we have three collections a year for donations. Sometimes it's not enough. We have three big meetings, not for the purpose of raising money. These spiritual meetings are held to encourage unity among groups -- one at Christmas, one on Mother's Day, and one around February; Friendship Day. At those meetings are most of the surrounding groups from Mexico City. We have a big attendance and get donations then too. And if it is not enough, we have a party, or sometimes we have personal donations, not too big, because nobody owns the office. Some groups don't give donations; they would rather give a little bit every month. Some give \$3 a month, some \$5 a month, some \$1 a month. But it is very appreciated, because it gives us something every month that we can count on.

Erich - Germany: About rotation, we had quite some problem with it. We now have two Delegates from each of the big German regions. These regions are of course free to elect their Delegates. Now they don't stay on longer than two years. And it's always the system of one Delegate and an alternate that takes over. So this works fine. From these Delegates we have chosen the chairman of our teams of translations and literature and other chairpeople. Also the chairman of our incorporate body used to be a Delegate, the treasurer as well. These people don't rotate every two years. But we have continuity, especially in the literature; we need it. We leave them on, but the maximum is six years. Sort of two three-year terms. There has to be another three-year break before they can return to their posts and could be re-elected.

As for money raising, we don't have what you do. We do not have pot luck suppers. In Germany, after each meeting, they collect; take what they need for their group needs, then pass it on. There are too many collection points, in my opinion. But it has been decided like this and this has been one of the developments that were going on before we established the central office. They just decided regionally that we do this and we do that, and so the contributions were going down. But the contributions really didn't go down, just kept back. Nobody knew the state of affairs and we are now trying to get back to the

original old system. Whatever is in surplus within the groups, or the regional services, is sent straight on to the general fund; we hope to succeed.

We don't earn quite enough on literature right now because prices for producing and translating the literature have gone up tremendously. Also costs for the meetings of the literature team. We couldn't do the job otherwise; we had to have this team which has to gather -- we have cut it down to twice a year -- and all this costs very much, and you can't expect people to go on for years and years and pay all the expenses. A lot are paid on a refund of expenses and so the surplus on literature is not very good right now, but we think to raise the prices again; we have to and improve that situation.

Sandy - WSO: Erich, before you leave, you said, somewhere, something about money without a task. How did that go?

Erich - Germany: Money without a task is dangerous. I believe it. I don't see any point in money lying around in caches, banks].

Judy - UK & Eire: I just put down a note about communication because we found we have our various Area committees. I use the word Area, because the UK & Eire is one Area. If I use this word, please understand it just means UK & Eire, but I think in terms of Area. We have Area committees, our Literature Committee, our Editorial Committee, our Conference Committee, our GSO Executive Committee, and our Public Information Committee. The chairmen are all appointed by our General Service Board for a three-year term and except for the Executive Committee, each chairman chooses his own committee, for a three-year term. The Executive Committee: all the names have to be submitted to the Board, approved. We have a rotating system of membership for the Executive so that a member stands down after three years. But obviously this couldn't have happened, or there wouldn't have been a continuity of experience. After three years of service, a member of the Executive Committee stands down, and somebody else is appointed to take their place. The other committees serve for three years only, and then a whole new chairman is appointed and a whole new committee takes its place. We try to spread it. At the moment, our Conference Committee is in Scotland, our Literature Committee is in Leeds, which is in the North of England. Our Editorial Committee is in Southampton. Our Public Information Committee is in London. Our Regional Board Members are from the six different regions in the UK & Eire: Northern Ireland, Southern Ireland, Scotland, Northern England, Southwest England, Wales and Southeast England. The Board consists of six Regional Board members and the Chairman of the Area committees. We found that in order to keep every member of the Board informed, the minutes of all committees are sent out not only to the committee members, but also to every member of the Board. To try and keep communications with Districts going, it was suggested that Districts exchange minutes at their District meetings which helps to keep everybody aware and this year, for the first time, a Convention Committee, which started in one of our Districts, but is aiming to be a Convention for the whole of our Area, of UK & Eire, has written to all the Districts asking them to participate in the first Al-Anon Convention, as opposed to an AA convention with Al-Anon participation. It's an Al-Anon Convention with AA participation. (Applause) And we have had meetings with AA to iron out our various difficulties that we've had with AA conventions, where perhaps AA Convention chairmen have written directly to an Al-Anon member he knows and asked her to be chairman of the convention committee. This has led to rather disastrous and embarrassing things happening, so we have had meetings with AA General Service Office, and now there is our guidelines for relations with AA and Al-Anon in our UK & Eire Area.

All the time we try and keep the communications going backwards and forward, up and down; nobody can say, "but I didn't know." If they didn't know, it's their own fault.

Beryl - Australia: In Australia, our money comes from donations from the groups. But that only adds up to about \$5,000 a year. And we must make money on our literature to run our office. From the first of July our literature prices are going to rise quite a lot. The literature is going out at such a rate we can hardly keep up with it. It might be just because the new prices are coming in, but I think there is great expansion and they are selling a lot of literature in the ten Areas. We send out appeal letters three times a year, plus the WSO one. It is up to our ten Areas to supply us with money. They formed the GSO and it's their job to enthuse their members to support the office and keep it going. It seems to be working pretty well. We've only had these full Conferences going for four years, and the longer they go, the more enthusiastic the Delegates are about going back and saying, you must support this office, because they learn how it works.

We have Areas where the groups send their money to the Districts and the Districts use that money for local public information or for buying literature, or for whatever they need. And it seems to trickle away a lot before it's passed on to the Area and then on to the GSO. We also have some Areas which are inclined to, well, they are hanging on to their own newsletters, for instance, instead of using the national one. And it takes a lot of money to run that, and a lot of workers. But we've got to take our time and wait for that to sort itself out.

Myrna - WSO: With regard to Eric's comment about the prices going up and the margin narrowing, which forces an increase in prices, I don't know whether this would be applicable in any place but here. We have found at the WSO that competition has always helped us to keep our costs down. We found that we didn't have to use one printer; we looked for printers that would give us lower prices; we put out bids to several different printers; we insist on competition. I don't know if this is also possible but we found that we can order our paper in quantity -- that may not always be possible for different sizes -- but this too has helped us to keep prices down. It's just a suggestion.

Henrietta - WSO: I said this to someone yesterday regarding how you support your national services. Ideally, it should be strictly from contributions from the membership. Realistically, it must be supplemented by a profit from the sale of literature. I don't think it would ever be possible for the WSO to have grown the way it has if there had not always been a realistic markup on the selling prices of the books and literature. I know that our purpose too is to carry the message as cheaply as possible, but it does take funds to do that. It does take money to develop and to carry the message to the newcomer, to help new groups get started, to do P.I. work, and I don't believe that we will ever get enough in contributions to make that the sole source of our income. I think this is an important point for the countries that are just beginning to think of printing. They would like to give the literature at cost or as near cost as possible. But remember, there must be a margin of profit. It isn't healthy to build up a lot of money in the bank and let it lie idle, but it is also important to think of having a reserve for the future. And the future is upon us now where, suddenly, everything is skyrocketing, and if

the WSO didn't have a healthy reserve at this time, we might be in danger of having to cut services. So I say this to those people who have yet to embark on printing and publishing and distributing literature: you must also provide for some reserve for the things you must give away -- like the new pamphlets sent in a letter to an inquiring individual. That has to come from somewhere; you must look ahead to the day when you are not going to be able to depend solely on volunteers to do all the work in your office.

I think back to two years ago, when we had to move to larger quarters for the offices we now have. We just about had a reserve of \$300,000 that was used up in making that move. Now we're starting over again. And everything is skyrocketing costs -- printing, postage, rental, heat, air conditioning; we have to be prudent, but we need not hoard.

On the books, AA's formula, which we copied, sounds very high, but it has been for many years, five times the printing cost on a book; now that's the basic printing cost. If a book costs you a dollar at the printer's, you priced it at \$5, but that covered all overhead, your postage, your packing materials, and then you ended up with possibly a \$2 profit. On the literature it varies; it's not that much; we couldn't charge more than 5¢ for a little leaflet in the beginning. Now, I think they are 10¢, but that's what's happened to money. On the literature, I think a safe ratio would be one to three.

Beryl - Australia: We base our literature pricing policy on an extra 50% on what the price is from the WSO. Even if we're printing it ourselves, the policy is still 50% of the US price.

Jean - France: In France our fund comes at 40% from the groups; they send twice a year the sums they don't need, then 30% literature, and 20% from special meetings. I agree that the literature price has to be realistic. Myrna says we can use competition. Of course, if you do so, you must have bigger orders to get a good price; the bigger the order, the more the unsold. We just have 60 groups at 10 each; you can't have an order for 600; you must go to 3,000 -- to get a good price.

Henrietta - WSO: May I respond just a little bit to that. When I said five times on a book, this is talking about 50,000 orders, 100,000 orders, where we get the rock bottom price. If you can only order a thousand books, you couldn't possibly mark it up five times; it would be prohibitive. There is a different pricing policy in respect to the foreign language literature which, because we buy it in relatively small quantities and is more expensive to produce, we could never mark up to that extent. In fact, when it comes to the Spanish literature, we practically sell it at a loss. We just about break even. So there is a differential here. Because of the currency restrictions in many countries, they couldn't afford to buy anything if we were not to do that -- just about sell at cost.

Erich - Germany: Well, Jean already mentioned it. It's quite a problem, you know, and this is perhaps a recommendation for other countries who are just about to start producing their own literature. I made a monthly statistic to see how each item is moving, because we have had this experience several times, that you can build up nice stocks very easily and all your money is bound down. New literature should come from WSO. You would like to do it but you can't; your money is in some stores. We have more than \$60,000 worth of literature now in our stores. Now this is quite some money, you know.

This is another problem, for instance: how to increase sales of literature. We have started recently to send out to each group one piece, one reference copy of each new item, with a letter introducing it-- similar to WSO. This is one of the points I would very much suggest moving past. What I found very interesting, by the way, is that I see the development six-months-wise, not just in monthly charges. You have the national convention and it goes up, and the next month it goes down again. So we work with the six-months average. This is also what I had in mind when I asked for participation in literature. All the items, titles, that indicates some help, that offers some help; they move better than anything else.

There are so many problems related to literature, I think. We have done this with competition. I try to employ Sinanon people. They have a nice print shop in Berlin, but they were not efficient enough and they gave up, after some time, to work with us. We had a small print shop. We compared their prices with others and they were still much more competitive, especially if you consider the reprinting. You have to have your master copies somewhere, so it isn't so easy. The discussion on what is the number of copies for each item, print run takes quite some time in the national service Board meetings, and so does the pricing. Some items we sell at just a little over cost. By now we know what our cost prices are; we didn't before because we had no proper bookkeeping. You have it, you know, and see where to book your expenses for the literature team. When our literature was still earning enough, we took some of the expenses for the Board meetings from the earnings from the literature; now we can't do it. We have to switch more over to the funds.

These are quite some problems and I suggest that as our conditions are very similar in Europe, that we get together and with you and The Netherlands and France, to discuss the problems. We had in mind, for instance, to order from another country with lower cost. We thought of Italy for some time, but then they had such an inflation that it didn't come off. We consider all these things very closely but haven't found the special clue yet.

Sandy - WSO: Erich, there's something you mentioned about getting together with some of the European countries. I thought I might just mention that at the AA World Service Meeting, where they meet for several days, they have separate workshops for countries with similar needs. For example, all the English-speaking countries overseas might have a workshop on literature; all the other-language European countries might have another workshop; and all the Spanish-speaking countries in another workshop to discuss similar problems in terms of literature distribution. This might be something that we might consider at future meetings.

Judy - UK & Eire: This is just a tiny point to follow on Henrietta's description of WSO market price which I believe includes postage and packing. In England we don't include postage and packing in our sale price. We have a percentage charge on our literature order sheet; orders over a certain amount of postage and packing, we charge a certain amount on what the order is. This I think does encourage groups to order literature in bulk instead of little bits, which makes it easier for our packing department to pack one parcel instead of five. It also encourages groups that buy a little literature for they don't have to pay enormous extra costs in postage. So, the postage and packing is paid for when it's ordered and not included in the printing cost. We have all our literature prepaid, we never send on credit except to conventions, when we have it on sale. It's all prepaid. It's an awful lot of bookkeeping otherwise;

it's all paid in advance, so that we don't have any billing to do. The Executive Committee is responsible for the amounts of literature, which this committee has taken over from the Board.

George - Argentina: I'm glad to say that the contributions are enough to pay all the expenses in our offices, including the Secretary. We don't depend on the selling of literature for expenses. Even more, we expect to have a reserve for a year; we have one for six months time. This is the result of the Budget Committee working together with the Literature Committee. So we know five months in advance what we might need, so we can spend the money when we need more on that. The cost of printing our literature is very expensive. We were thinking of interchanging some literature with some other country. We're not going to have a reserve of more than one year, when you consider that our inflation rate is 6% -- even though our contributions are getting more and more.

Suzy - Mexico: I sell books so I'm going to pass on my experience. The world has to live with inflation. It's been our experience in our office that a book, to be appreciated, shouldn't be given at cost. If it takes a little effort to get it, it is priceless, something they hold on to, even if they have to sacrifice to get it. I think to give a little margin may sound awful -- to give at 50% more than cost -- but give yourselves a little margin so in case it goes up a little, we don't lose money. And don't be afraid to put out a new price list. If you give yourself some margin, it won't have to be changed so often. It happened with us in Mexico. We had a little margin, so we were able to keep the prices for a year without changing, and when it was just impossible, then we put out a new price list. Don't be afraid having to change your price list. Everybody is used to paying a little bit more for everything that we buy, and they appreciate it.

Erich - Germany: Henrietta has mentioned the two poles, I would call it. The difficulty is to find just the right optimum. It's okay to print new order sheets, we do it regularly, the the old ones are still in circulation, and as long as you don't have the proper communication lines as long as you don't have a central office from where everything comes, when it just comes via the District Representative, or Regional Delegate, as it used to be in our country until now, then it's confusion. We numbered them, we put a date on it, but still -- I don't know how proper your groups are doing all these things -- they don't in Germany. Now this poor girl who's doing all the dispatch, she gets a form from 1974 and the prices and the pre-payment, and now she has to sort out each and every order and adjust it; this is such a lot of work.

Now, just another question. You said you sell books. My question, especially to our American friends: what about the sale of Al-Anon books outside the fellowship? I'm asking this question because I suggested recently to the Board to try to sell LIVING WITH AN ALCOHOLIC to the public-- at least to study what the possibilities are. That is until now, the only book we have which fully informs about Al-Anon, and we have just revised it, and so I think if anything can be done, that would be good. And you wrote us a letter that we should consider earning money on books, etc. But you see how it goes. That was the only information which could inform the groups on structure and all this in Germany. I had proposed to reduce the price because we have big stocks, and the price reduction worked. In practically no time we got all the old stores sold and we had to hurry up to get the revision done, and we got some of the last books

from the Swiss, and we just managed to get over to the new, the revised. Now we are up again.

Henrietta - WSO: Erich, you raised the question of sales to the public. We avoided sales to the bookstores, for a very good reason. In the first place, the commercial discount in the United States to bookstores is 40%. You must give them 40% or they won't touch the book. In the second place, AA had a bad experience -- and we may have tried it once or twice in the early days -- of selling to the bookstores. First, they demand credit; you wait nine and ten months to get paid -- if you get paid. And if the book doesn't move, an Al-Anon member may walk into the bookstores and find the book selling for 25¢. This has happened; it happened in Macy's, in New York. However, there is a tremendous demand for the Al-Anon material in English from our Armed Services, from the Navy, from the Army, from rehabilitation centers, from hospitals, and we do enjoy a tremendous volume of sales to these outside agencies to whom the word of Al-Anon is a very helping healing program for the families of the alcoholic. And I don't think there would be any danger in selling to anybody like that. We never have sold on credit to groups. We also profited by AA's experience in this. They do, and they have a tremendous list of accounts receivable; that wastes an awful lot of your money. If you have a big bookkeeping expense and accounts receivables, it means sending collection letters month after month after month. And whom are you chasing, but your own people. Which is embarrassing in itself. So wherever possible, we sell on a cash basis and I think it's a healthy way to do it, if it can be done.

Sandy - WSO: I did just want to mention at this point, that it's 10 to 6. We'll have dinner in ten minutes. If you wish, we can come back for discussion afterwards. If not, I'd like to call for a minute or two of greetings from those Delegates who haven't spoken as yet.

Judy - UK & Eire: There are just two points. From what Henrietta said, also in our NEWS & VIEWS magazine in the UK & Eire, we discontinue sending to groups if they don't pay for three months in advance. Also, we have a very good public library system in England, and we do encourage groups to go to their public library and suggest to the librarian that they may like to buy Al-Anon books. If they don't want to buy Al-Anon books, the groups sometimes buy it and say, will you accept a copy. Obviously, it's better if they buy them. We try to get them into our public libraries.

Beryl - South Africa: In Capetown, we have done just what Judy said. We have bought books and have gone to the libraries and we have donated them. They are having a good response; people are taking the books out. So it's something to think about. It's one way of spreading the word. While I'm here I want to say I'm ever so happy to be here; it's a privilege. It's been a wonderful experience, and I feel that I have learned so much and I want to thank all of you here.

Ana - Spain: I hate microphones and even more speaking in English, but I'm here to say that I have learned a lot and I have a concrete question. We are very few groups in Spain, just trying to do something in Spain. Till now the groups were buying the literature directly from the States; now we are trying to get enough in the office to sell them to the groups. My question is: What is a realistic percentage to resell the books? If we buy a book for a dollar, how much can we charge to have enough and not too much for the office? I think that the groups will be very glad to get the books from us because they will not have

to wait four or five months; they will get their books immediately. It's a big problem; we need four or five months to get literature.

Hank - US & Canada: Erich said the basic facts, which are, you've got to do some bookkeeping; bring in one of your members who really knows retail to some extent and accounting, and figure out what your costs are, or what they are going to be, and then follow our friend from Mexico and mark it up appropriately, knowing you have inflation. And the next order is going to be a while before it comes in, and you'll be put out the money, so you really need somebody to do your calculating for you.

Another thing, in almost all churches they have pretty good libraries and I found that in talking to the groups in my particular area and suggesting that, if they care to, they might give a book or two around and speak to their ministers, and the ministers seem absolutely delighted to have the books in there because they have something they can refer someone to, who seems to have an alcoholic problem. And it's not only good from that point of view; sometimes you even get the minister to read it. One of my pet projects is talking to the ministers about alcoholism and I always start out by saying that they should be shepherds and not veterinarians. If they tend to their flock and send it to us, we'll be the veterinarians.

Maria Herminia - Costa Rica: Excuse my English, please. I bring you greetings from Costa Rica. Please remember that the newcomer is the most important person in Al-Anon. I can't speak English well, but I say to all the people, I love you.

Marjatta - Finland: I am very grateful to be here and I have learned so very much. Thank you.

Linkan - The Netherlands: It took me two months before I said something in the group in Amsterdam and I think that before I came to the States, I was asked to send all the love from Holland to you. And it started in Amsterdam that I found love and I found the courage to be here. I'm trying to learn. I have a motive for learning the Twelve Concepts. It started in Amsterdam and I wanted to give them back what they gave me.

Alda - Brazil: I'm very happy to be here with all my brothers and sisters. Thank you for all I have learned with you.

Salvador - Mexico: It's for me a very pleasure to be here. Thank you.

Ruth - US & Canada: I just have to say this. Many years ago when I first came into Al-Anon, it was Henrietta and her reports of what was going on around the world that excited me, and made me want to put everything back into Al-Anon that Al-Anon had given me. And I think that the bonus, the icing on the cake has certainly been given to me this weekend, because I found myself trying to find a way to share with each one of you coming from all of these countries around the world. And I was searching way back into my youth, long time back, for words that I could identify. And those who came from France, I was in pretty good shape, because I could say, "Je t'aime." I could have said, "Ich liebe dich," if I'd thought of it in German, but I couldn't, so I said, "Danke schoen." In Spanish I had to pick up "gracias," because what else do I know. To the one woman in Iceland, because I grew up in an Iceland community in Manitoba, I was able to hold her face and say the word, "elska," which is the equivalent of the English, "darling."

And it dawned on me, afterwards, that throughout my whole life the only words that I recalled were those words of love. How meaningful, how suitable it was that they came out at an Al-Anon gathering.

Myrna - WSO: This has been a very inspiring meeting for all of us. Not only did we share with you, but you shared with us; you gave all of us here at the WSO a broader picture of what's happening around the world and we are able to grow on this and to expand, to understand what is happening. I know I have a whole new perspective. I read the letters but yet hearing it means so much more. I can't wait for two years; it seems so far away. I know it'll come quickly and I just think it's wonderful. We've done so much in one short day. For those who want to know what is a pot luck supper, you're going to have one tonight. You don't know what you're getting; that's what a pot luck supper is. It's been a beautiful day and I hate to end it, but end it we must.

Can we close our meeting with the Serenity Prayer.

###

Dinner was then served. Each meeting participant was given a desk pen set, commemorating the event. After dinner, the day ended on a true Al-Anon note -- a member's personal sharing. The following are excerpts from this talk:

"My name is Lyn and I am a member of Al-Anon in South Africa. When I first heard about Al-Anon, apparently I was very rude to the person who introduced me. She said to me, 'Come along and learn how to live with an alcoholic.' I don't even remember the occasion, but I said I had no intention of learning how to live with an alcoholic, I have lived with one for years and I have no intention of learning. But thank God I had another chance.

"We went along to the clinic and John went along to AA, and then he started what was I thought probably the worst 18 months of our lives, because he started to play hopscotch; I don't know if you use this sort of idea but that is what we say in South Africa. I remember he used to stop drinking and I would go and point to the calendar and think, this time next year we were going to celebrate his AA birthday, and two days later I would do it again, and two days later I would do it again. . .

Lyn then explained how she began to make progress in the program. "The Fourth Step helped. I could try to change my life. I am like one of those bulls that charge where angels fear to tread. And of course the very next day was going to be beautiful and I was going to be serene and I was going to turn the page and I was going to live this program. And that is why I had such a terrible problem, because I couldn't stay on the program for five minutes. But this time I was aware that I was falling off. And it was a little while before I could say, 'John, this is your disease, you have to make up your mind whether you are going to be ill or well today, but I cannot help you.

"And it was only when I got to that stage that I changed my attitude and I asked God for forgiveness and I realized that maybe I wasn't ready for an institution as far as my sanity was concerned. But even so, how many times had I lost sanity and done the most ridiculous things. Just for instance: one day he annoyed me to such an extent because I couldn't get in a word edgewise, I got so frustrated and the first thing that I saw was an ash tray, a big solid ash tray. And I picked it up and I threw it at him. And the silly clock went down; it missed him and it hit the wireless. And I said to him, 'Look what you've done!'"

Lyn then spoke about the many little miracles she encountered in Al-Anon, like the first time she was able to go to sleep without meeting him at the door and greeting him with "a testing kiss." She illustrated how love now exists in her home where only a few years ago there was no communication at all.

"Today I have to share my partner with a lot of people. I don't mind to a certain extent. But I am quite happy nowadays for him to share his love with other people, and I know it means a lot to John. And I know that that was probably one of the things I fell for when I fell in love with him. And if I change him I am made to be the loser. . . . You know, we talk about this being a small world. Since arriving in America and seeing the millions and millions of people, I have begun to think it's a very big world. And I needed you to bring me back. I will never ever forget that lasting memory -- of arriving Thursday night and looking up Canal Street and seeing a mass of little yellow tags and people kissing, smiling and shaking hands. All of a sudden I realized I was among friends and it's a small world."

After Lyn's talk, Judy of the UK & Eire said: "Thank you. It was a beautiful message; we all enjoyed hearing it. It makes me feel so glad to be here. But I am looking forward to getting home for I am very anxious to get back to my Friday night Al-Anon group. I would ask you to join me and all give a large clap for those who organized this meeting so superbly, for we covered far more than I ever thought possible for us to do, and they made it possible for us to get to know each other today and I feel absolutely incredibly grateful to them and I would like to show our appreciation. Would you all rise and join me."
(Applause)

A box of tissues was left on the podium in anticipation of the tearful good-byes; it was used.

###

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- Ruth Lenore Hughes
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NOTE: All Delegates have voice.

Other Voting Members

Trial General Services Committee

Myrna Hammersley, Chairman
Sandra Forte, Secretary
Henrietta Sutphin, Trustee
Margaret O'Boyle, Staff Member

Support Services - (Non-Voting)

Eleanor Rainero - Recording Secretary
Teresa Martinez - Spanish Services Supervisor
Cay Cantin - Publications Francaises, Chairman

TRIAL GENERAL SERVICE MEETING VOTING PROCEDURE

I. SOURCES OF RECOMMENDED MOTIONS

- A. The Trial GSM Committee
- B. Delegates

II. CALLING FOR A MOTION

The GSM Chairman asks:

- A. Each recommendation to be read by the Recorder.
- B. A voting GSM member to make a motion to accept the recommendation.
- C. Another voting member to second the motion.

III. DISCUSSION

The GSM Chairman invites all meeting members to participate. In order to encourage as much participation as possible, try to limit discussion to two minutes.

- A. Discussion of the Stated Motion
Only one motion can be discussed at a time.
- B. To amend a Stated Motion
 - 1. If there is disagreement on the motion as stated, the GSM Chairman may ask the originators of the recommendation to reword it.
 - 2. The Conference Recorder reads the amended motion and discussion continues.
- C. To Table a Motion
 - 1. Time pressure or need for further study may make it advisable to postpone action on the motion.
 - 2. The GSM Chairman or any other member may ask to have the discussion held at another stated time.
 - 3. A majority vote is needed to table a motion.

IV. VOTING

- A. The Chairman asks the Recorder to reread the motion.
- B. Counting the vote
 - 1. The Chairman asks for those in favor to raise their hands.
 - 2. Those opposed
 - 3. Those abstaining
- C. The vote is recorded and the decision announced.

V. RESCINDING A VOTE

Occasionally, following a vote on a motion the members may want to negate or alter its earlier decision. If so, the voting procedure outlined above is followed.

NOTE:

All GSM decisions are submitted for approval to the Board of Trustees at its next quarterly meeting.

(Addendum C)

July 7, 1980

1982 ESTIMATE OF EQUALIZED EXPENSES (DELEGATE)

AIRFARE - 32 Delegates		
Airfare 12/31/79	26,752	
Estimated increase 40%	<u>10,701</u>	
	37,453	37,500
LOCAL TRAVEL 32 @ \$40.00	1,280	1,300
PER DIEM - PER DELEGATE 4 days @ \$35.00	140	
Number of Delegates x	<u>32</u>	
	4,480	4,500
HOTEL - 1980 COST OF DOUBLE ROOMS \$58.00		
Cost for two Delegates for 4 days @ \$58.	232	
Number of rooms x	<u>16</u>	
	3,712	
25% estimated increase	<u>928</u>	
	4,640	4,600
OPENING BANQUET	800	800
LUNCHEONS 1980 Conference Cost \$13.00 plus gratuities		
221 x 4 days	60.84	
x Delegates	<u>32</u>	
	1,947	
plus 20% estimated increase	<u>389</u>	
	2,336	2,300
DINNER 1980 Conf. cost \$19.31	618	
+ 20%	<u>124</u>	
	742	800
COFFEE - 16 gal. - estimate		200
STEPPING STONES VISIT - estimate		600
		<u>52,600</u>
EQUALIZED EXPENSE FORMULA BASED ON ABOVE		
10%	165	
15%	245	
20%	330	
25% (Percentage agreed upon by Board of Trustees)	410	
Per Delegate Cost		1,645

7/7/80

(Addendum D)

TRIAL GENERAL SERVICES MEETING (GSM)
JULY 7, 1980
THEME: JOY IN WORLD UNITY

GENERAL SERVICE OFFICE (GSO):

Date _____

RECOMMENDATIONS FOR CONDUCTING THE 1982 GENERAL SERVICES MEETING

Based on the Trial GSM Committee discussions, the GSOs who have given us their ideas, and AA's experience with their World Service Meetings, the following statements listed are the recommended procedures for the 1982 General Services Meeting. In 1982, when there will be time for further discussion, decisions regarding permanent structure can be reached.

If you have alternate views, please list them in the space provided. If we don't hear from your GSO by June 1st, we will assume these recommendations are acceptable.

1. The name of this Meeting shall be, AL-ANON GENERAL SERVICES MEETING.
Yes _____ No _____ Other Comments _____

2. Regularly scheduled General Services Meetings can improve Al-Anon world unity.
Yes _____ No _____ Other Comments _____

3. Meetings should be held every two years beginning in 1982.
Yes _____ No _____ Other Comments _____

4. The 1982 Meeting should be held in New York so that Delegates can see the WSO and meet its staff.
Yes _____ No _____ Other Comments _____

5. Each GSO will send two Delegates to the 1982 Meeting.
Yes _____ No _____ Other Comments _____

6. Delegates should be Al-Anon members who speak English and are knowledgeable about their GSO.
Yes _____ No _____ Other Comments _____

7. All Delegates will pay the same amount towards the GSM expenses following the precedent set at Al-Anon's World Service Conference. The figure will be discussed on July 7, 1980.

Yes _____ No _____ Other Comments _____

8. The amount established will be paid by the GSO.

Yes _____ No _____ Other Comments _____

9. A member from any country interested in establishing a GSO will be eligible to attend as an observer.

Yes _____ No _____ Other Comments _____

10. Voting members of the 1982 Meeting are to be the WSO General Services Meeting Planning Committee, two Delegates from the WSO (representing the U.S. and Canada) and two Delegates from every other GSO.

Yes _____ No _____ Other Comments _____

11. The WSO GSM Planning Committee will formulate the 1982 agenda based on suggestions provided by the GSOs.

Yes _____ No _____ Other Comments _____

Other Comments and Suggestions _____

AL-ANON FAMILY GROUP HEADQUARTERS, INC.

P.O. Box 182, Madison Square Station

New York, N.Y. 10010



MOTIONS OF TRIAL GSM AS AMENDED AND APPROVED BY THE BOARD OF TRUSTEES

MOTION was made, seconded and carried that we adopt an equalized expense formula with World Service Office underwriting 75% of the cost of sending Delegates to the 1982 meeting and each national service structure absorbing the remaining 25% (See World Service Handbook, page 15).

MOTION was made, seconded and carried that the name of this meeting be International Al-Anon General Services Meeting (Trial)*

MOTION was made, seconded and carried that the International Al-Anon General Services Meeting (Trial) be held every two years, beginning 1982 */**

MOTION was made, seconded and carried that the 1982 International Al-Anon General Services Meeting (Trial) should be held in New York so that Delegates can see the World Service Office and meet its Staff.*

MOTION was made, seconded and carried that each National General Service Structure may send two Delegates to the 1982 International Al-Anon General Services Meeting (Trial). All Delegates who attend will have a vote.*/***

MOTION was made, seconded and carried that Delegates who attend the next International Al-Anon General Services Meeting (Trial) should be Al-Anon members who know English and are knowledgeable about their national General Service Structure.*

MOTION was made, seconded and carried that a member from any country interested in establishing a General Service Structure will be eligible to attend the 1982 International Al-Anon General Services Meeting (Trial) as an observer at their own expense.*/**

MOTION was made, seconded and carried that the 1982 International Al-Anon General Services Meeting (Trial) be set for the last week in September or the first week in October as is best suited for Conference space availability and that the length of the meeting be set from three or four days, dependent upon a final agenda.

MOTION was made, seconded and carried to adopt the Statement of Purpose as amended.

MOTION was made, seconded and carried that the voting members of the 1982 International Al-Anon General Services Meeting (Trial) shall be the Delegates from each General Service Structure represented and four members of the World Service Office General Services Meeting Planning Committee.**

*Title adjusted as subsequently voted on.

**Corrected for clarity.

***The Trial GSM recommendation was for one voting Delegate from each structure. The Board of Trustees recommended that all Delegates who attend vote. This was subsequently approved by the members of the Trial GSM.

STATEMENT OF PURPOSE

The purpose of the International Al-Anon General Services Meeting (Trial) is to share the experiences of Al-Anon national services around the world through their Delegates. It will attempt to encourage the growth of a sound service structure in accordance with the Twelve Concepts of Service while maintaining worldwide unity through the application of Al-Anon Traditions. It can also represent an expression of a worldwide group conscience.

Ultimately this leads to the primary purpose of Al-Anon as a whole -- to seek the best way to carry the Al-Anon message of recovery to families and friends of alcoholics amidst cultural and language differences.

(Addendum G)

July 7, 1980

CONFIDENTIAL

*Full name and addresses of Al-Anon members are used in
this report -- to be distributed within Al-Anon only.*

ALL CORRESPONDENCE REGARDING
THE GENERAL SERVICES MEETING
SHOULD BE SENT TO:

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Secretary, General Services Meeting
Al-Anon Family Group Headquarters
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