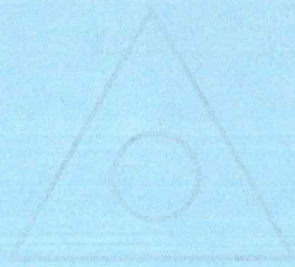


**FIFTH
INTERNATIONAL
AL-ANON
GENERAL SERVICES
MEETING**

*Theme:
Voicing The Language Of
The Heart*

**AUGUST 21-25, 1988
HOTEL RUSSELL
LONDON, ENGLAND**



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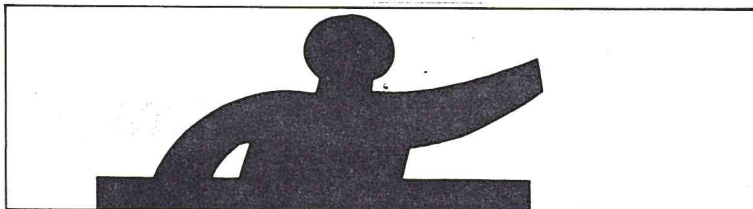
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OPENING SESSION



Statement of Purpose

The purpose of the International Al-Anon General Services Meeting (IAGSM) is to share the experience of Al-Anon's national services around the world through their Delegates. It will attempt to encourage the growth of a sound service structure while maintaining a worldwide unity through the application of the 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.

Message from Lois W.

Co-Founder of Al-Anon

Dear Friends from Around the World,

To think that Delegates from 22 countries now attend our International Al-Anon General Services Meeting!

I am sure you will all find how wonderful it is to share with Al-Anon members whose backgrounds and cultures may be so different from your own. The discovery of just how universal our fellowship is cannot help but deepen your understanding and appreciation for the great gift we have. And when you take that deeper understanding back to your respective lands, we will be richer for your experience during these few days.

With love and gratitude to all of you and for the people you represent.

*Love,
Lois*

Theme

"Voicing the Language of the Heart" has been heard at the IAGSM at many informal gatherings over coffee, also at the General Sessions and Workshops, but especially in Delegates' personal stories, three of which have been included in this report.

IAGSM Representation

Thirty-six Delegates from 19 countries, representing 20 structures attended the IAGSM. At the last minute, the two elected Delegates from France were unable to attend.

Visit to the GSO in London

On the afternoon prior to the opening of the IAGSM, Delegates and their guests left the Hotel Russell to visit the U.K. & Eire's General Service Office (GSO) in southeast London. Unity had come full circle for the WSO Planning Committee because The Pilgrim Church in which the U.K. & Eire's GSO now leases space had been built on the site of the last English church attended by the Pilgrim Fathers in 1620, before setting sail for America on the Mayflower. Now Delegates from around the world, including Asia, Africa, Australia, Europe, North, South, and Central America, were gathering to celebrate Al-Anon's worldwide unity on the spot where that search for living by spiritual principles took root 36 years ago. Marion O., Chairman of the Executive Committee, welcomed all and gave a brief overview of the office activities.

Sheila A., U.K. & Eire's General Secretary, along with the GSO's eight other full-time and part-time staff and service

committee volunteers, all proudly stood ready to show how the office was organized. After signing a guest book, Delegates were shown the Ansaphone (a 24-hour telephone answering service for distress calls), the Renadress system for mailing 4,500 copies of *NEWS & VIEWS*, U.K. & Eire's Al-Anon newsletter (up from 1,800 copies 10 years ago), the new word processor and printer purchased in July for Group Records, Conference and Regional Service Seminar records, Archives, Shipping/Dispatch with its literature stocks, office bookkeeping and cash analysis. Moving into the building in 1975, the GSO had doubled its rented floor space by 1983 and every inch of space is utilized to the fullest.

Volunteers drawn from the 60 Greater London Al-Anon groups answered Delegates' questions eagerly, serving them tea from a small kitchen and ushering them into an adjoining garden filled with flowers. Unmistakably Al-Anon, the GSO had a display of hardcover books and pamphlets on either side of the entrance, a color-coded map which divides the U.K. & Eire into six regions, Al-Anon slogans such as "Keep It Simple" and "First Things First" pasted to file cabinets and conference notices pinned to a corkboard, such as one for an Al-Anon/Alateen convention in Manchester on April 7-9, 1989.

Delegates from all over the world were reminded in some small way of an Al-Anon service structure at home, while the GSO staff and volunteers spoke in that familiar "language of the heart" which those present had come so far to hear and respond to.

Invocation

Bob D., Delegate from the U.S. & Canada

God, look in favor on our efforts this week. Guide us in our deliberations that we may do what is best for our fellowship. Give to each your grace, granting us enlightenment and an open mind. And in all our discussions help us remember that we are here in the role of servant and not of master.

Keynote Address

**Sheila A.,
Delegate from the U.K. & Eire**

Central London is not far from the meridian at Greenwich, the point at which east meets west. The IAGSM is gathering here not only from east and west, but from north and south, meeting to share our experience of how Al-Anon works in each country and our dreams for Al-Anon's future.

Returning from the IAGSM held in Stamford, Connecticut USA in 1984, our Delegates, Ruth P. and Jean G., suggested to our Board that since the IAGSM would be held outside the U.S. & Canada for the first time in 1988, we in the U.K. & Eire should present a bid. It is hard to believe that those events occurred four years ago. In much the same way, it is hard to believe that I am the same person who, some years ago arrived at her first Al-Anon meeting.

As the daughter of an alcoholic, I never knew the difference between normal and abnormal behavior, so to be attracted to a man with a drinking problem was for me fairly predictable. I was comfortable in his presence and felt both responsible for all the problems and inadequate to deal with them. Within 24 hours after I married, I knew I had made a dreadful mistake. My husband was serving in the Royal Navy and went to sea regularly for long periods at a time. I believe I was the only wife who pretended to cry when he went away and genuinely cried when he returned. Our financial situation gradually became more difficult, and my husband found a wonderful solution—he found me a job.

The combined effects of my husband's drinking and the memories of my mother's drinking were so devastating I reached a stage where I could not see any reason to continue living. Believing I was worthless, a failure, and too tired to fight any more, I thought my family would do better without me. Fortunately for me, I even failed at suicide.

I had decided to take an overdose of pills and use whisky to help me swallow, but I became quickly befuddled and decided to telephone the minister of my church to ask him why God was punishing me. When I opened the telephone directory to look up the church telephone number, I dropped the book and it fell open at a page which listed an organization providing help for people contemplating suicide, called "The Samaritans." So I telephoned The Samaritans instead and they helped me find Al-Anon.

At Al-Anon meetings, I discovered that alcoholism was not my fault, and this group who valued me and did not criticize me gave me the security to begin the long process of healing. As I began to change things by helping myself, my relationship with my two sons improved and we became a family.

My husband joined AA about 18 months after I joined Al-Anon, but mine is one of those stories where things did not get better when the drinking stopped, they worsened. As we became active in our programs, we grew further apart, because alcoholism had concealed many other problems in our marriage. After 12 years in Al-Anon and after 28 years of marriage, I divorced, and the miracle is that I feel all right about it—no regrets, no bitterness, and no bad feelings.

Having an Al-Anon sponsor at the time who encouraged me to get involved in service was fortunate. Perhaps the word "encouraged" is inaccurate—the truth was she pushed me! My service began with the usual group offices, but as Group Representative (GR) a whole new world opened up. In service I met members who were happy with themselves, who could express themselves clearly, and who were emotionally secure. I kept asking myself, "How did they get to be like this?" Eventually, I discovered it was through practicing their Al-Anon program and through giving back what they had gained in service.

The experience of my first Conference made me think again about my recovery. All my new-found confidence had totally disappeared. Returning home from that

Conference with two Trustees, I was cross-examined about my business qualifications. I was astounded. Shortly afterwards I was invited to become the financial member of the Executive Committee. I tried to say "no." They suggested I consider Al-Anon's needs and a way in which I could express my gratitude to the fellowship.

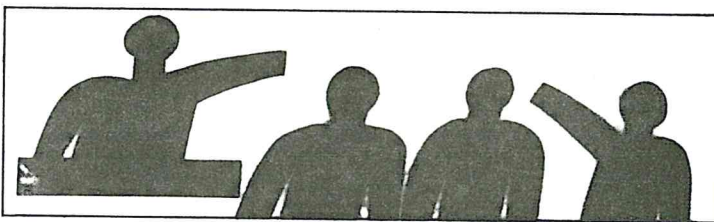
Looking back, I believe I was in the hands of Al-Anon's most skilled manipulators, or perhaps my Higher Power. I joined the Executive Committee, and a few months later I agreed to be Treasurer. With this step came growth. Service at Board level gave me insight into my capabilities, my limitations and above all my willingness to fulfill a commitment.

At that time, I experienced what appeared to be the worst blow of all—my eldest son admitted he had a drinking problem. I was shattered, not by his problem but by my denial, because I had chosen to ignore all the signs of alcoholism in his behavior. How with the experience of my mother and husband, had I fallen into this trap? Sharing with my sponsor and at meetings, I finally understood "Let Go and Let God" in my head as well as my heart. Service helped because it required me to be in recovery.

In 1983, I became General Secretary. It was the only job in Al-Anon I hadn't been manipulated into—I actually applied for it, and it is the most fulfilling, yet frustrating job I have ever had, one which I've been preparing for all my life. Living with alcoholism drove me to acquire the work skills and Al-Anon skills that made me qualified and for that I'm grateful. The love and encouragement of many members helped me to be where I am today. It is in my "voicing the language of the heart" that I grow stronger in the program.

Coming together at any Al-Anon or Alateen meeting throughout the world, we do not have to be fluent in each other's language to feel the warmth of Al-Anon love and fellowship. Practicing the Al-Anon program itself, and service in the fellowship can be done in a way we all understand—by speaking the language of the heart.

GENERAL SESSIONS



Voting Procedure

Marge W., IAGSM Chairman

This is the dawn of another new experience in Al-Anon! It is good to be here with each of you who have come from around the world to our first IAGSM outside the United States. There will be 12 languages spoken here and during our meeting the Serenity Prayer will be said in each of them. Now it is time for us to work together "voicing the language of the heart." To quote Albert Schweitzer, "One thing I know, the only one among you who will be happy are those who have sought and found how to serve. Like the elements, we dissolve in the absence of strong bonds. So let us reach out to those who make living joyous." Sharing is caring, caring is serving, and serving leads to serenity.

The voting procedure used at previous meetings works as follows: Both Delegates and the International Coordination Committee as voting members can recommend a motion. The IAGSM Chairman will ask each recommendation be read by the Motion Recorder, and each voting member may make a motion to accept the recommendation. The recommendation must be seconded by another voting member. The IAGSM Chairman will next invite all meeting members to participate in the discussion and will encourage as much participation as possible, although each member should limit discussion to two minutes. Only one motion may be discussed at a time, and if there is disagreement, the IAGSM Chairman may ask the originators of the recommendation to reword it. The IAGSM Motion Recorder will read the amended motion, and discussion continues. Motions may be tabled if time pressures, or need for further study make it advisable, or the IAGSM Chairman or any other meeting

member asks for discussion to be postponed until another stated time. A majority vote is needed to table a motion.

Quoting from our Concepts, "All important decisions be reached by discussion, vote, and whenever possible, by substantial unanimity. Here on the one hand we erect a safeguard against any hasty or overbearing authority of a simple majority; on the other hand take notice of the rights and the frequent wisdom of minorities, however small. This principle further guarantees that all matters of importance will be extensively debated, until a really heavy majority can support every critical decision we are called upon to make..."

To pass a motion, this IAGSM can accept either a simple majority or a two-thirds majority in order to show "substantial unanimity."

A vote was taken on "substantial unanimity" and the IAGSM voted by a show of hands, to pass each motion by a two-thirds majority.

At the World Service Conference, each vote is written down and passed by what is referred to as a closed ballot indicating Delegate preference on a ballot sheet which is collected and votes counted and recorded. Closed balloting is not a secret balloting, but a way to keep voting free from outside influences.

A vote was taken on closed balloting and the IAGSM voted in favor by a show of hands.

Internal Structure of a GSO

*Jessie G.,
Delegate from New Zealand*

New Zealand's General Service Office tries to put Al-Anon's Ninth Tradition into action: "Our groups, as such, ought never

to be organized; but we may create service boards or committees directly responsible to those they serve."

The Executive Committee was created to meet the day-to-day responsibilities of Al-Anon. It is appointed by and answerable to the General Service Board and is composed of a Chairman, General Secretary, and Treasurer (all Board members), Stock Controller, and one or two assistants. All are Al-Anon members, and only the General Secretary is a paid staff member. Other members receive a travel allowance for the days on which they work. The Committee holds a monthly meeting during working hours to evaluate services, make plans for better communication and reprinting literature, and provides new ideas for service.

The Executive Committee Chairman is very active, working at the General Service Office when it opens on Tuesdays and Thursdays from 10 a.m. to 3 p.m. (Members are frequently there at other times.) She is a member of the General Service Board and reports to all Board meetings. She attends to the needs of the General Service Office, plans for extra volunteers when needed, and supports and encourages everyone participating in the activities of the GSO.

The General Secretary receives and distributes the mail, answers telephone calls, keeps group records, and writes letters of welcome to new groups, and letters of thanks to groups making donations. She keeps contact with District Representatives (DRs) and District Secretaries.

The Treasurer is responsible for all financial transactions, financial record keeping, check writing, payment of wages, and completion of tax forms. She advises on all payments and purchases.

The Stock Controller orders Conference-Approved Literature from the WSO and distributes it throughout New Zealand. She prepares beginners packets, keeps extensive stock records for pricing, exchange rates, and customs. A roster of seven or eight regular volunteers help her on day-to-day assignments.

Volunteers include all the above who come to the GSO twice weekly with the exception of the General Secretary who is paid. Other volunteers attend regularly from once a week, to once a month. They prepare newsletter envelopes, update records, handle bulk mailings for *INSIDE AL-ANON*, *AREA HIGHLIGHTS*, *ALATEEN TALK*, and distribute the General Service Conference Summaries. Sometimes, the Literature Committee or Editorial Committee asks for and receives volunteer help. All volunteers take turns cleaning, dusting, unpacking, making tea, washing dishes, or giving loving assistance to get a job completed.

The GSO was relocated to an adjoining building recently with three times the floor space at no extra cost. The local Information Service took over one room at the GSO, and although operating as an independent service, the arrangement works well. Both offices join together for lunch. The increased floor space has created an enthusiastic response among the membership, and at an open house recently, the GSO had a steady flow of visitors who felt the GSO could undertake many more activities in the future.

Internal Structure of a GSO

**Herminia F.,
Delegate from Costa Rica**

For the first time, Al-Anon has transcended continents by holding an IAGSM outside the United States and today we are trying to give substance to our Second Tradition by representing the group conscience as trusted servants who do not govern, having a loving God as our only authority. Our inspiration in service should be Henrietta S., WSO's first General Secretary, who having completed her job at the WSO, was asked to serve again as a volunteer.

The General Service Office opened 13 years ago in downtown San Jose helping to centralize all our efforts. The office is open five days a week, three hours a day. With

39 groups established prior to the GSO, Al-Anon groups have increased to 140, with 10 Alateen groups today. Volunteers serve on the Finance, Literature, and Public Information Committees and the office employs one part-time paid secretary.

The purpose of the GSO is to keep telephone contact with the groups and the public, distribute Conference-Approved Literature, and inform the public about Al-Anon through the media. The GSO serves as a link between groups, informs professionals, and organizes special events such as conventions.

These activities are performed without the structure of a conference. Each group confers with a Service Board and only consults the GSO on matters it cannot otherwise resolve. With so simple a structure, one may ask how the Costa Rica GSO can function so well.

Costa Rica is a small country whose excellent communication by telephone and mail, makes it easy to keep in touch with the groups.

Al-Anon in Costa Rica is stable in contrast to Al-Anon in other neighboring countries where the program has all but disappeared. Costa Rica's GSO has an excellent relationship with AA's GSO and has developed a spirit of cooperation based on love and respect. Speakers from both programs are invited to each other's open meetings so that increasing numbers of people learn about Al-Anon and new groups are born.

Al-Anon in Costa Rica adheres strictly to the Traditions. There is a great spirit of service among our volunteer committees, with members visiting the groups personally and paying for their own expenses. Volunteers also continually keep the public informed, but there is still work to be done.

As yet, we do not have an Institutions group, and Alateen needs to develop with more people getting involved in service. Literature Distribution Centers were started a year ago and seem to be developing into Information Centers marking the beginning of delegation and the development of the kind of structure we need for the future.

Discussion

In many countries, just getting a telephone for the GSO is a problem. Germany shared its history and urged other countries to initiate a workable structure from the beginning because restructuring later can prove costly, both in time and effort. Germany is now divided into five Areas, each with its own Intergroup.

Germany's GSO formed in 1967 in Essen with one volunteer who paid her own out of pocket expenses. The GSO moved to Cologne in 1980 where it was headed by a professional person unfamiliar with the Al-Anon principles. Recognizing the need to have the Al-Anon spirit at the GSO was essential because without a Conference, Germany's 850 groups had become too detached from each other and the GSO.

Change was initiated in 1985 when GRs were elected prior to Germany's first Conference in 1986. The first Conference mandated all GSO workers to foster the Al-Anon spirit. A new General Secretary was hired in 1987 and there are now two paid workers at the GSO. In search of volunteers, the office was recently moved back to Essen. At the same time an Executive Committee was created to communicate to long-time volunteers, the need for change. By Germany's third Conference in 1988, communication between the GSO and the groups was reported to be improved.

The question of the advisability and function of an Executive Committee initially was raised by Mexico, but was a recurrent question by others during the IAGSM.

A well established GSO founded in 1965, Mexico employs eight paid staff and has eight Standing Committees to serve 1,700 groups. Divided geographically in 35 states, 25 Delegates are sent out of a possible 35, to its yearly Conference. Mexico has no Executive Committee, but its Board of Trustees meets monthly and all Board members are chairmen of Standing Committees. Mexico asked whether the establishment of an Executive Committee was dependent on Al-Anon's growth or size of the country.

A response was given by the U.K. & Eire, who pointed out that although national committees are modeled on the Concepts, the GSO committees may also have to satisfy national law. Therefore, one national committee may be constituted to fulfill legal requirements, while another may function without legal powers, but be constituted to fulfill the needs of the GSO. Such is the case of the Board of Trustees and the Executive Committee in the U.K. & Eire.

A comprehensive report of the WSO's Executive Committee and how it functions was given by the Executive Director explaining how the members of this Committee discuss, at their monthly meetings, financial reports of the WSO, approve all new projects, as well as hear reports and progress of day-to-day activities on staff and projects. There are occasional instances when actions are taken by the Executive Committee in the day-to-day operations of the WSO that the Board thinks should have been deferred for their approval. When this happens, the WSO can usually change or modify the decision, but having the Board's oversight insures there are checks and balances on all Committee activities, especially with so many financial matters such as setting the price of literature, purchasing new equipment or approving the conceptual stages of development for any project requiring substantial funds.

The Executive Committee at the WSO is responsible to the Board of Trustees just as the Board is to the Conference in keeping with the Concepts of Service. The Board has delegated their authority to the Executive Committee to handle the details of maintaining oversight of day-to-day operations of the WSO and making recommendations when necessary. Myrna H., the Executive Director, is a member of the Executive Committee. Her Administrative Assistant, Inez, takes the minutes which are reviewed by Myrna and the Chairman of the Committee before going to the Board.

GSO Workers, Paid and Volunteer

Mary R., Delegate from Australia

The number of Al-Anon groups in Australia has grown slowly, but the groups have always supported our General Service Office financially. When an Australian representative returned from the 1975 World Service Conference and a 1977 visit to the WSO, we decided upon a single service structure based on the World Service Handbook which we knew had worked for others.

Australia is a very large geographic country with a very small population. As Al-Anon developed, service offices were established in the capital cities of most of the six states. In some of these, the secretary of the State Central Service Committees served as office secretary. Today the six states have been divided into nine Areas and each of the Area offices employs a paid office secretary.

When the Australian GSO (AGSO) opened in 1977, the secretary of the General Service Committee became the General Secretary, receiving reimbursement for travel but not salary. Later, the General Secretary was paid a nominal salary and volunteers were reimbursed for travel. Nominal salaries were next paid to staff in charge of literature, *AUSTRA-LINK* (Australia's newsletter), and the General Secretary's assistant. Although paid workers have provided the fellowship with a sense of continuity and security, we have been faced with special problems in paying salaries, because Australia has had an annual inflation rate of around 10%. The Australian Service Conference has developed a policy to pay our workers adequately, but this policy is open to review next year.

Concern for salaries does not minimize the vital contributions made by AGSO volunteers! The AGSO depends on its large number of volunteers to help in the day-to-day operation of the office and to serve on its various committees in order to survive. Some volunteers have been working

consistently at the AGSO one or two days a week for many years. The work done covers the entire range of AGSO services from typing, bookkeeping, duplicating, checking literature stock, processing orders, collating *AUSTRA-LINK* and preparing it for mailing. These volunteers sometimes become willing to serve on Standing Committees.

At the AGSO, volunteers and paid workers are treated equally and as Al-Anon members we maintain a workable balance. One long-time volunteer has instituted a practice of ringing a bell at lunchtime and calling "Everybody out!" Nobody, paid or volunteer, is permitted to work through their lunch break; the loving fellowship around the lunch table is one of the reasons why so many people enjoy working there. All paid workers at AGSO were once volunteers and a Volunteer's Dinner is held once a year to which each may bring a guest.

Discussion

Flemish Belgium shared the severe problems that arose in their country several years ago when two service structures were asking for the support of the groups. Because the older structure had not registered as a not-for-profit organization and was without Bylaws or any kind of rotation, its office centered around the contribution of a single person. It took Flemish Belgium groups three to four years to sort things out. Ultimately, the more democratic structure was adopted and the older structure dissolved because the groups failed to register with it.

With a paid staff of 67, the WSO takes a strong position that the work must be accomplished and staff are compensated by annual increases. Administrative Staff (who must be Al-Anon members) are recruited by sending a letter to groups in the metropolitan area. For all new staff there is a probationary period of three months. Employees can be dismissed at any time within this period and benefits are not paid until it is completed.

Rotation of Volunteer Committees

Rocio H., Delegate from Mexico

Volunteer service is the very soul of Al-Anon and Alateen and yet few people in our fellowship appreciate the work volunteers do. Mexico's GSO Standing Committees would have disappeared, but for the people dedicated to volunteer service. There are many people in Mexico who are eager to serve, and the GSO's task is to reach out to them.

Mexico has eight Standing Committees with 17 volunteers divided as follows:

Alateen—Chairman (member of the Board of Trustees), Staff Secretary, 3 volunteers, Alateen member, a Young Al-Anon member, and an Al-Anon Sponsor (female), and National Service Conference Delegates.

Archives—Chairman, Archivist, 3 long-time volunteers, and National Service Conference Delegates.

Public Information—Chairman, Staff Secretary, 3 volunteers, and National Service Conference Delegates.

Institutions—Chairman, Staff Secretary, 4 volunteers, and National Service Conference Delegates.

Literature—Chairman, Staff Secretary, no volunteers, and National Service Conference Delegates.

Conference—Chairman, Conference Secretary, General Secretary, Staff Secretaries of all Standing Committees, one volunteer, and National Service Conference Delegates.

Finances—Chairman, who is also the Treasurer, General Secretary, one volunteer with accounting background, and help of a professional Public Accountant.

Events—General Coordinator and volunteer secretary. This Committee was approved by the National Service Conference as GSO coordinates several events each year and will soon include Regional Service Seminars. Volunteers have not been recruited yet for this Committee.

Committee Chairmen and Staff Secretaries are willing to guide volunteers, but recruiting them is not without problems. Some Al-Anon members are unwilling to serve for various reasons and others stay on committees for only a short time, either listening without sharing or leaving without explanation. Mexico has noticed that some committees grow strong and some do not. It has also occasionally experienced the problem of a volunteer serving many years on a committee and resisting change. These problems have given rise to an alternate plan for recruiting volunteers in Mexico.

1. Each Standing Committee should recruit six volunteers.
2. A service term for volunteers of two or three years should be established, in accordance with the existing structure.
3. For each service term, two volunteers will rotate off and two new volunteers will rotate onto the committee, so that the committee will never be without experienced volunteers.
4. Volunteers who complete their two or three year terms will be considered to serve on the Board of Trustees or Executive Committee.

Discussion

Several structures identified with the problems of finding and keeping good volunteers. One structure specified an aging group of members on a Standing Committee for 10 years. Their Conference failed to appoint a new member to that committee rather than fill the vacancy inappropriately. A Delegate who had been an eight-year member of the Literature Committee specified the urgent need for new members who were experienced as translators, but difficult to find. Another Delegate working in a GSO volunteer position for 10 years described it as "not good for Al-Anon" because people in one position too long are usually unable to generate new ideas. Solutions to these problems were shared freely between structures.

New Zealand asked for a solution to the problem of not being able to find a suitable volunteer to fill a position.

Australia shared an innovative solution. When the Nominating Committee could find no one to fill a volunteer chairman's position (a position that rotates every three years in that country), a respected volunteer temporarily filled it to indicate to the Board of Trustees that action was needed. Ultimately, the Board decided in cases where the Nominating Committee was unable to find a suitable volunteer, the position would be filled by a Board member.

Japan reported it rotates all committee members and volunteers are under consideration for continuing their service by invitation at the end of each year.

Spain, with one paid worker, depends on its volunteers and two Trustees are rotated each year although they are difficult to recruit.

Mexico, which does not rotate volunteers, questioned whether it was wise to do so when a volunteer had a particular field of expertise.

The WSO Standing Committee volunteers serve for a maximum of three years and are under consideration for continuing their service at the end of each year. Inactive or ineffective volunteers are not invited back. The WSO volunteers attend their first three committee meetings on a trial basis and if they prove to be very valuable members, they may rotate onto other committees at the end of their three-year term.

The WSO also believes in the contributions made by other volunteers who collate the thousands of newcomer packets at the WSO when space is provided for them to do this. The mailing of 55,000 *FORUM* subscriptions is now done by an outside mailing service. At the WSO's Open House, held every few years, new volunteers were discovered and letters expressing the need for WSO volunteers are sent periodically to all the groups in the metropolitan area.

Although it is recognized as a luxury, young Al-Anon structures often cannot afford the idea and ideal of rotation of volunteers originated with the Concepts in their early stages of development. Recognizing that long-time volunteers in one position tend to lose vitality, there is a responsibility to either re-train or remove them.

1990 IAGSM—Looking Ahead

**Sandra F.,
WSO Deputy Executive Director**

I would like to give you a "history in a nutshell" of the International Al-Anon General Services Meeting and then I would like to discuss the 1990 IAGSM. For the 1990 IAGSM we will cover:

1. The time of year to hold the meeting.
2. Whether to hold every other meeting outside the United States (this year's meeting is a trial), and
3. Agenda items for the 1990 meeting.

In February 1978, I became the WSO's first International Staff Secretary, then called Overseas Secretary. Before 1978, Henrietta S., WSO's first General Secretary, had written to every new overseas structure and had given each WSO Staff Secretary one area of the world with which to correspond. My first job at the WSO had been to collect the folders containing this correspondence and file it in two drawers in Henrietta's desk.

In April 1978, the World Service Conference voted to make the Overseas Committee a permanent Standing Committee. At the same time, the name was changed to International Coordination Committee and Henrietta became its first volunteer chairman. At the 1980 International Convention in New Orleans, I set out to encourage members from around the globe to attend a one-day meeting. I presented my ideas to the WSO Executive Committee and then to the Board of Trustees. The WSO paid for the hotel accommodations and meals, and the Delegates paid their own transportation. The result was that 16 structures participated in our first trial IAGSM.

In October 1981, I was appointed Deputy General Secretary and Mary Ann K. became International Coordination Secretary. I had formed so many friendships in this area of service that I was grateful to remain on the Committee. In 1982, we held our second trial IAGSM with equalized expenses and official Delegates. In 1984, we voted to make the IAGSM a permanent part of the

Al-Anon structure. At our first permanent meeting in 1986, we voted to hold the next meeting outside the United States and here we are in 1988 making history again. 1990 will mark 10 years of growth for the IAGSM.

Our meetings have become quite sophisticated and yet we will stay young because we shall always be admitting new structures. There will always be structures with thousands of groups, dollars, pounds, or francs, and there will be others asking, "What does CPC stand for?" Just as in our groups, we will have members who are working on the Seventh and Eleventh Steps and members who are trying to get their alcoholic sober.

Discussion

At what time of year should we hold the 1990 IAGSM?

The International Coordination Committee recommended holding the IAGSM as late as possible in the fall so as not to conflict with the International Convention in Seattle to be held in July 1990. Several structures reported conflicts if the 1990 IAGSM were to be held in October. Argentina and Germany hold their conferences that month. French Belgium's General Assembly for GRs is held in October and Flemish Belgium reported several teachers among its Delegates who cannot get time off. Decision was deferred and time preferences were to be indicated on the evaluation form.

Should every other meeting be held outside the United States?

Most structures expressed a point of view centering on the importance of the role of the WSO and the ability to bid or not to bid on holding an IAGSM in their country. Many felt that visiting the WSO during an IAGSM was an advantage while other structures voiced concern about obtaining exit visas to visit certain other countries. Italy proposed that IAGSM Delegates attend two meetings to enable them to visit the WSO in the year that the IAGSM is held in the United States.

The idea was brought forward that this meeting was growing up and if it is to become a truly international meeting, we

should "cut the apron strings and become a body in itself."

MOTION: *that every other IAGSM be held outside the United States beginning in 1992 and that bids be brought to the 1990 meeting.*

Vote: 33 yes, 7 no, 2 abstained.

How can we include last-minute IAGSM agenda topics?

MOTION: *that each IAGSM participant may bring one proposed agenda topic to the 1990 IAGSM and that a procedure be established by the Planning Committee to select which of these topics it wishes to discuss by vote at the IAGSM.*

Vote: 42 yes (unanimous)

IAGSM Admissions Committee

Bill S., International Coordination Committee

At the 1986 IAGSM an ad hoc Admissions Committee was formed with Delegates and Planning Committee members. The goal of the IAGSM Admissions Committee was to decide which new structures could be admitted to the IAGSM in the future and to set some criteria for Delegates attending. The ad hoc Admissions Committee was to propose guidelines for this purpose.

Proposed Admissions Committee Guidelines were developed after the 1986 IAGSM and sent to all Delegates and Planning Committee members who volunteered for this Committee at the 1986 IAGSM. Through correspondence their suggestions were incorporated into the following guidelines.

IAGSM Admissions Committee

Proposed Plan for Attending Structures

Purpose—To give all participating structures in the IAGSM a share in the decision-making process of admitting new structures and their Delegates.

The Committee will consist of seven members chosen at the IAGSM:

- two from the WSO International Coordination Committee
- five from the current IAGSM participating structures

Note: at the outset, they will include:

- a. two First Meeting Delegates
- b. three Second Meeting Delegates

Admissions Committee members will serve four years except as noted below under "Start-Up Procedure" and provided the structures continue to be an IAGSM participant.

The following procedure is suggested for selection of the structure as well as Delegate members:

The world will be divided into five geographic zones by the International Coordination Committee. Each zone will have about the same number of IAGSM participating structures (see list below for zones). Zone boundaries may change from time-to-time as the number of participating structures increase. The Zone Structure Committee Member will be drawn by lot from all participating structures within each zone.

Start-Up Procedure—Three zones will be selected by lot from five zones. The three structures selected will assign Second-Term Meeting Delegates who will serve only a two-year term this first time. The other two zones will assign their structure's First-Term Delegates who will serve a full four-year term provided they remain a Delegate.

Each Zone with an outgoing Delegate Committee Member will have a drawing by lot to determine the new

structure participating. The structure, rather than the individual, will actually be chosen for the committee and this begins their four-year term. If there is a substitute Delegate, they will complete the term of the structure. If a structure is participating at one IAGSM and cannot attend the following, another structure from that zone will be chosen.

Each structure will be set up on a rotating basis so that all structures in a zone will have the opportunity to participate at some point. This will be done at the first opportunity after this plan is approved. The order will be determined by lot. As new structures begin participating in the IAGSM, their name will be added to the list so that all others in the zone participate before them.

Requirements for Structure Participation in the IAGSM

A structure is defined by having at least two of the following:

1. A Committee which provides services to the groups.
2. Permission from the WSO to reprint CAL.
3. A paid or volunteer service staff.
4. A Board of Trustees.

Qualifications of a Delegate

Determined by previous passed IAGSM motions:

1. Have a working knowledge of the English language.
2. Have a first-hand knowledge of the service structure.
3. Be knowledgeable of the GSO's current activities.

It is also recommended the Delegate:

1. Be an Al-Anon Family Group member for at least two years.
2. Be *actively involved** at the GSO.
3. Be a resident of the country represented by that GSO.

* actively involved—could mean a member of the Board, paid or volunteer staff, or a member of a Standing Committee. "Actively involved" is defined within structural autonomy.

4. Have leadership qualities and organizational abilities.
5. Be elected or appointed by the fellowship, service committee, Conference or Board of Trustees of that GSO and not *self-appointed*.

The decision as to whether or not a Delegate meets the qualifications listed, is within structural autonomy.

Finance

Each participating structure is responsible for the Delegates' expenses to the IAGSM. Delegates should not pay IAGSM expenses from their personal resources.

Each structure may contribute to the WSO the full cost of its participation in the IAGSM; however, as a minimum, each participating structure will be required to pay the agreed equalized IAGSM cost assessment to the WSO.

WSO International Coordination Committee

The number of voting members of this Committee, at the IAGSM, should never exceed one-third the total number of IAGSM Delegates.

Participating structures were divided into five world zones. During this discussion a request was made to exchange Iceland from Zone 1, with Netherlands from Zone 3, in order that geographically, close countries should be concentrated in Zone 3. Vote by show of hands to exchange Netherlands and Iceland between Zone 1 and Zone 3.

VOTE: 24 yes, 7 no. A caution was expressed by one Delegate that this meeting be a unification of all nations, and no boundaries be created through language.

Zones agreed upon as follows:

Zone 1	Zone 2
Netherlands	Argentina
U.K. & Eire	Brazil
France	Costa Rica
Belgium (French)	Mexico
Belgium (Flemish)	Spain
Zone 3	Zone 4
Iceland	Italy
Denmark	Germany
Finland	Switzerland (German)
Norway	South Africa

Sweden

Zone 5
Australia
New Zealand
Japan
U.S. & Canada

MOTION: that the proposed plan for the ad hoc IAGSM Admissions Committee be adopted (description above).

Vote: 40 yes, 2 no.

As outlined in the above, the IAGSM selected the order of participation on the IAGSM Admissions Committee of both International Coordination Committee members and IAGSM attending structures. Once the order is established, it will not be necessary to have the drawing by lot at future IAGSMs.

The Admissions Committee members were chosen by lot as follows:

Two members of the International Coordination Committee (Marge W., IAGSM Chairman and Margaret O'B., WSO Archivist)

As was proposed in the Start-Up Procedure, the two and four-year term on Admissions Committee were chosen by lot. That selection resulted in Zones 2, 3, and 4 will serve a two-year first term and Zones 1 and 5 will serve four-year first terms. The order of the five structures, Admissions Committee membership were then selected. The first drawn will begin this first term. The structure drawn next would serve in succeeding terms. The results are:

Zone 1 (four-year term)	Zone 2 (two-year term)
France*	Argentina
Netherlands*	Costa Rica
U.K. & Eire	Spain
Belgium (French)	Brazil
Belgium (Flemish)	Mexico
Zone 3 (two-year term)	Zone 4 (two-year term)
Iceland	Switzerland (German)
Norway ✓	Germany ✓
Denmark*	South Africa
Finland	Italy

* did not attend 1988 IAGSM

Zone 5
(four-year term)
Australia
New Zealand ✓
U.S. & Canada
Japan

Planning Committee
Marge W.
Margaret O'B.
Ruth S.
Bill S.
Mary Ann K.
Sandra F.

A First in Al-Anon's History

The newly selected IAGSM Admissions Committee met at lunch at the Hotel Russell, August 24, 1988, at 1:30 p.m. for the first time.

In attendance: Bill S., International Coordination Committee Member and temporary Chairman for this meeting only; Marge W., International Coordination Committee Member; Margaret O'B., International Coordination Committee Member; Alice C., Argentina; Jean H., Australia; France, absent from 1988 IAGSM; Thorann S., Iceland; Vreni G., Switzerland (German).

The following items were discussed and recommendations made:

1. This Admissions Committee is a committee of the IAGSM. It is not a subcommittee of the International Coordination Committee
2. Consensus was one of its members from the International Coordination Committee chair this Admissions Committee of IAGSM for the next two years only.
3. Administrative support for the IAGSM Admissions Committee be provided by the International Coordination Services.
4. All decisions made by IAGSM Admissions Committee should be communicated to all IAGSM Delegates/Structures.
5. The member of the IAGSM Admissions Committee is the structure not the person (Delegate). Note: This is important because most IAGSM Delegates end their term immediately after the IAGSM when their report is submitted.

6. The International Coordination Committee plans to include a meeting time for the IAGSM Admissions Committee on registration day at the 1990 IAGSM.
7. Suggest each Structure have an Alternate Delegate as a standby so that if one of the Structure Delegates is unable to attend, that structure could be represented by the Alternate. It would be the responsibility of the structures' IAGSM Delegate to keep their Alternate Delegate (standby) informed about the IAGSM.

Cooperation Versus Affiliation

Alice C., Delegate from Argentina

Whenever we in Al-Anon are asked by an outside organization to take part in something, the questions immediately come to mind—should we? Is it in keeping with our Traditions? If we accept, would it be affiliation? Being aware of the differences between cooperation and affiliation (and not wanting the former to become the latter), means that we have to become informed about the details of the invitation before deciding whether to accept or refuse it.

Al-Anon has but one purpose, to help families of alcoholics. Members of other self-help fellowships (as well as Alcoholics Anonymous) do attend Al-Anon meetings in Argentina if they are qualified to do so—that is, if they are or have been affected by someone else's drinking. But members who attend other self-help programs must keep the Al-Anon focus and not promote programs other than Al-Anon. An in-depth study of the Al-Anon Traditions helps.

Although a separate entity, we are asked to cooperate with Alcoholics Anonymous. We are grateful to AA for their program and their sharing, but that does not make us a part of them. We cooperate with AA by speaking at AA meetings, always keeping the focus on Al-Anon and our own primary purpose. When invited we participate at

each other's conventions, but we are responsible for providing our own Al-Anon speakers and planning our own agenda.

We also cooperate with AA by giving out AA's phone number when asked to do so, and passing correspondence along to them. Although we may refer individuals to their meetings, we neither stock AA literature nor use it at Al-Anon meetings. In Al-Anon groups, however, there have been instances where two baskets have been passed, one for Al-Anon and one for an AA project to build a new clubhouse. Fortunately, once it was pointed out to us that this was affiliation with AA, we in Al-Anon discontinued the practice.

Before our GSO opened in 1972, we shared offices with AA. But Al-Anon always cooperated with AA by sharing expenses, first by paying our share of the utilities and later by paying rent. In Argentina today, AA's GSO is about a 20-minute drive from Al-Anon's GSO, but cooperation is still possible by telephone although Al-Anon has had no wish to get involved with AA's internal business. In December 1987, AA in Argentina celebrated its 35th anniversary by holding a convention. Al-Anon was invited to participate and we did by sending a liaison member of AA's planning sessions.

We have cooperated with other programs by selling our literature. The ODAT is especially popular. We have also shared telephone numbers of outside organizations, so individuals in need can make contact. We also provide Al-Anon speakers to outside organizations, and have given out information on how we formed our structure. Al-Anon Institutions Groups do meet at treatment centers, but affiliation is not implied because the centers just offer facilities, in cooperation with Al-Anon.

In 1974, a well-known doctor in Argentina who runs a clinic for alcoholics and obese people approached our GSO to ask if he could reprint our literature and adapt it to his program. The word "alcoholic" would be replaced by "obese" and the copyright would omit the word "Al-Anon" and substitute his own name. We denied his request and he promptly wrote to the WSO; he re-

ceived the same answer. He seemed to understand because throughout the years we have continued to cooperate with one another.

When this doctor organized a health fair, we cooperated by speaking on alcoholism as the family disease, but we did not accept the use of a stand on which to exhibit our literature because we would have had to share it with other outside organizations. We felt that this could be interpreted as affiliation.

Recently, this doctor was named Minister of Social Welfare for the Province of Buenos Aires and one of his projects was to provide education on the disease of alcoholism. He planned to form an advisory committee and invited Al-Anon to participate. After due deliberation the group conscience decided to decline because of the implied affiliation, but we did agree to speak about Al-Anon in schools and factories and sell Al-Anon literature. A few days ago this doctor was forced to resign because of the political situation, so we were especially grateful we had not been affiliated with his advisory committee.

The Central Post Office in Argentina now has a unique plan by which it intends to cooperate with self-help programs, including Al-Anon. Posters directed to families of alcoholics will be displayed nationally, offering a response to anyone who writes to a special post office box number. Some of these letters will be passed along to our GSO. We in Al-Anon have agreed to this plan and have been speaking on our program at all our local post offices.

We usually consult the WSO when something new, like this Central Post Office plan, crops up. The help given us throughout the years has made our structure strong and we are grateful for the support and guidance we have received and will continue to receive.

Other Twelve-Step Family Groups

**Bob D., Delegate
from the U.S. & Canada**

A recent newspaper article (*New York Times*, July 15, 1988) quoted the number of "chapters" of self-help groups to be 500,000. Such groups are Kleptomaniacs Anonymous, Debtors Anonymous, Emphysema Anonymous, even California Smokers Anonymous. Inspiration for this self-help movement is attributed to Alcoholics Anonymous. Al-Anon is not mentioned by name, but the writer of the article estimates total membership in these groups to be between 12 and 15 million people.

It is obvious that we in Al-Anon cannot maintain an up-to-date list of all these organizations, but we can tell people that such groups exist. In the 1988-89 Policy Digest on page 42, we do have a brief statement about such groups. This statement is under review by the Policy Committee. Groups that want to modify the Twelve Steps and Twelve Traditions are referred to AA, but when asked, we in Al-Anon do encourage other Twelve-Step programs to write their own literature based on their experiences and not to modify ours.

Discussion

Delegates shared information on relations with AA, family members of drug users, individuals with dual membership and adult children of alcoholics groups in Al-Anon, which are forming in a number of countries. Discussing the issue of whether family members of drug users qualify for Al-Anon membership, it was pointed out that most drug users are cross-addicted to drugs and alcohol which means that Al-Anon membership for such family members is in keeping with the Fifth Tradition.

Adult children of alcoholics groups are the fastest growing segment of the fellowship and the WSO has 1,300 such groups registered. The 1984 World Service Conference adopted a policy to register adult

children of alcoholics groups, but only if they had no affiliation with other organizations. The use of Conference-Approved Literature only at Al-Anon adult children of alcoholics meetings is suggested. Also, the welcome extended by some of the printed material such as a special edition of *INSIDE AL-ANON*, CAL pamphlets directed to adult children of alcoholics and a welcome statement developed by the World Service Conference have encouraged many adult children of alcoholics groups to participate in Al-Anon.

Through much self-examination on the issue of adult children of alcoholics at the local level, and encouragement by materials produced by the WSO, adult children of alcoholics groups realize they belong in the Al-Anon structure.

Ideas travel. What happens in the United States may happen the following year elsewhere, and problems addressed at the WSC one year, may be the same ones addressed at another conference across the seas the following year. New ideas show that the fellowship is alive and Al-Anon does not want to be so self-contained that there is no room for growth.

Communicating Between Structures

Systa T., Delegate from Sweden

I have thought a lot about my subject and I am what you might call "a blue sky dreamer." But let us never forget that we are here at this meeting to build an international service structure, searching out the best "blue sky" to fit all our structures.

When I take a look at the structures with which I am familiar—Iceland and Sweden—it is clear to me that the existence of an Al-Anon structure in both these countries is due partly to others. Al-Anon came from the U.K. & Eire to Iceland, and Sweden was guided by the United States. Other countries like Germany, the Netherlands, Finland and Denmark have looked elsewhere for a model before starting up structures of

their own. We all look to the WSO as the mothership, but the contact with other structures is valuable.

The enthusiasm with which to energize a structure, the hope, the sharing of past experiences and dreams for the future and the willingness to serve, comes from meeting others at a gathering like this. In Iceland, service really expanded after the 1984 IAGSM held in Stamford, Connecticut, USA, and Bergen Conference in Norway, in 1986. My hope is that this meeting will do the same for Sweden, but my dream for a Scandinavian Service Meeting which came out of the 1986 IAGSM, has not yet come true, probably because money plays such an important part in these decisions. But I have not lost sight of the possibility of an international service meeting for other areas besides Scandinavia.

How about a European service meeting? Or a Latin American, African or Asian service meeting held every year or every other year? You are probably wondering how on earth we are going to find people willing to serve when we have difficulty finding people at the group or national level. My experience is that when you really start doing big conventions and service meetings, more people become curious and really start to work at it. And service is work!

Another idea that has come to me in the last two or three weeks is to appoint an Al-Anon ambassador-at-large, a person who could travel and yet who would keep close contact with the U.K. & Eire's GSO and WSO. This person would attend national service meetings to share, to "be there," and to help solve problems. This person would be like a fresh breeze because enthusiasm spreads from personal contact to a far greater extent than from correspondence, not to mention the difficulties in understanding each other's written languages. No man is an island and no structure is an island. We are in just as much need of one another in building our service structures, as in our personal recovery.

There is a certain ambivalence about building structures that comes from fear—fear that anyone should try to be the boss or to keep power. After becoming familiar

with the Concepts, I realized there was nothing to be afraid of in the matter of building structures. The Concepts are the essence of pure democracy. The problem seems to be in communicating the Concepts to the fellowship. This is hard, but necessary work since new generations are always coming to Al-Anon and it takes time to develop a structure that will work for the future.

We may have to walk new paths to help each other's structures grow. But let us remember that nothing is forever and what serves us now may not serve us five years from now. We can change our international service structure guided by the Traditions, Concepts, and the grace of God—that's what is so fascinating about our fellowship.

Discussion

Japan reported a feeling of difference in comparison to other countries although its service structure had been helped by the WSO from the beginning. English-speaking groups in Japan register with the WSO, but not with Japan's GSO although they would like to have this contact. This situation was reported as typical of English-speaking groups in non English-speaking countries, such as military groups. Some non English-speaking European countries register English-speaking groups when they know of them. The WSO does register English-speaking groups in other countries, encourages them to register with their respective GSO, and sends a copy of our response to the local GSO who may wish to make a follow-up contact.

A Delegate compared Al-Anon to a family, where each family member must ask for what they need. One person, structure, or GSO cannot do everything for the groups they serve and it is everyone's responsibility to maintain or improve communications.

The Birthday Plan was explained as an idea developed many years ago where each member gives a financial contribution based on one dollar for each year of membership.

Since a request was made to receive the IAGSM report more quickly, the prepared talks from the General Sessions were dupli-

cated and distributed to the Delegates. One Delegate suggested keeping a diary of the day's activities at the IAGSM in order to have a full portfolio to take home.

Working Through Our Differences

Margaret O'B., WSO Archivist

The common bond that unites each one of us in Al-Anon is that we all suffer or have suffered from the effects of alcoholism. As we practice the program of recovery, we begin to develop our own spirituality and yet our spirituality can be quite different from that of another. It is this that unites us in the fellowship.

Differences in Al-Anon began as early as 1951 when our co-founders, Lois W. and Anne B., sent their first letter to a list of approximately 87 groups or contacts received from the AA Foundation. They asked the question, "Do you approve of the name AA Family Group? If not, what do you suggest?"

In response, approximately 12 groups said they wished to maintain their present name, such as NAA, Non Alcoholics Auxiliary, or Non Alcoholic Step. Other groups requested the name AA Auxiliary, Triple A, Friendship, and last but not least, AA Helpmates. Yet by March 1952 these differences were resolved when Lois and Anne sent a letter to the groups reporting that "by a very large majority you favored Al-Anon Family Groups as a permanent name."

Early Al-Anon also experienced differences about the literature because there was a scarcity of appropriate written material for family members and often groups were encouraged to write to the Clearinghouse sharing what they had done and how. The Clearinghouse recommended a reading list that borrowed from other sources such as Dale Carnegie, Dr. Norman Vincent Peale, the Bible, and AA's Big Book. But by 1961, this practice became unwieldy, to say the least, with one area producing a literature list that needed to be subdivided into sections! More and more professional writ-

ings entered into the literature produced by different areas and one such contribution was "The Twelve Steps of AA and their Biblical Comparisons." Clearly something needed to be done.

The first three World Service Conferences addressed these concerns. A Literature Committee was formed in 1961 to review existing literature printed by Al-Anon Family Group Headquarters and the term Conference-Approved Literature was adopted. At the same time a decision was made not to permit outside institutions to print Al-Anon literature, although there were several pieces of local literature that, with revisions, have withstood the test of time and have been given Conference approval.

Examples of these are: *So You Love An Alcoholic*, developed by the Texas Commission on Alcoholism; *Alcoholism, The Family Disease*, compiled by Harold Black and printed by the Al-Anon Family Groups of Prestonburg, Kentucky; and *Alcoholism, A Merry-Go-Round Named Denial and A Guide for the Family of Alcoholics*, both written by the Reverend Joseph Kellerman, former Director of the Charlotte North Carolina Council on Alcoholism. At the time, many local groups were saddened when a much loved pamphlet failed to gain acceptance by the World Service Conference. One area continued printing its own literature until 1982.

Al-Anon still had important differences to resolve in other areas at the same time. During the 1960s, groups wishing to change the Twelve Steps or to use various interpretations of the Twelve Steps became very prevalent. Lois, in an October 1962 letter, explained the evolution of the Twelve Steps, "with the hope it (this letter) will aid the few groups that still employ varied versions (of the Twelve Steps) to see how much it will strengthen Al-Anon unity if all of us everywhere live by the very same principles stated in the very same words."

With the development of Al-Anon overseas, a policy had to be established on translating Conference-Approved Literature. Even though eager and well-meaning individual groups were translating and publish-

ing literature in countries that had an established GSO, these groups had to be reminded by Henrietta S., WSO's first General Secretary, that "we must protect our copyrights on our literature to assure that the message reaches people of all countries correctly in order to preserve the worldwide unity of our fellowship. Also, unbelievable confusion would result if permission to reprint single pieces were granted to various groups in any one country. It would be impossible to assure that the translations were clear and conveyed the real spirit of our program, and it would also be very confusing to have so many different sources for various items in one country."

In time this led to the recognition of the importance of conveying the sense of the original literature in translation or as Henrietta put it, "an ideal is achieved when the text reads as if it were originally written in the native language; when the translation is not so literal as to fail to be communicative."

Along with rapid growth, problems arise, sometimes very painful ones, as the differences that occurred when one long-established GSO was challenged by a newer committee in that country. Unfortunately, the original GSO had never registered as a nonprofit organization while the new group hastily proceeded to do so. A severe division occurred between groups, favoring one faction over the other. The group conscience decision of the International Coordination Committee and subsequently the Board of Trustees at the WSO informed both entities neither one would be recognized until differences had been resolved. Further, literature reprint permission was withdrawn. After three to four years of division, Al-Anon in that country held their first conference uniting both factions.

Through all of these events, the same factors emerged: patience, no punitive action taken, communication and as our closing states, "talk to each other, reason things out..."

As Lois says in her book, *LOIS REMEMBERS*, "The survival of Al-Anon, AA and Alateen depends on growth—growth in spirit more than in numbers. We believe the

principles upon which AA and Al-Anon are founded are fundamental for all time and all people. And yet our individual acceptance and application of these principles must continue to grow or we as societies will perish, for stagnation is retrogression. There is no standing still."

We now open the meeting to share our common problems and explore common solutions.

1990 International Convention

July 6-8, 1990, Seattle, Washington, USA
Mary Ann K., International Administrator

The WSO hopes to make the 1990 Second International Convention truly international by measuring up to its impressive title and this can only be accomplished with your help. A review of the map of Seattle from the Convention package sent to your GSO will indicate that this is a walking convention in a city where beautiful geography, waterfront streets, and distant mountains lend themselves to the Convention theme, "Sharing New Horizons."

Convention Program

At the 1985 International Convention, Australia pioneered a project that was so successful, the Planning Committee would like to repeat it and expand on it. A workshop was coordinated by Australia called "Aussies in Al-Anon," using Australian speakers. The Planning Committee would like to take this idea and adapt it in the following way.

At Big Meetings in the past, the WSO selected speakers from a variety of countries. To change this, the WSO would like to ask the GSOs to suggest Big Meeting speakers. How will the GSOs know who is going to the Convention? By looking at the completed green sign-up sheets sent to the GSO.

Registration forms will be mailed to all groups in September. Once a member registers by returning the completed form to

the WSO with hotel selection and registration fee, the WSO sends them a green sign-up sheet with instructions to mail the completed form to the GSO.

Once the GSOs have the completed green sign-up sheets, they can recommend speakers to the WSO because they know their own country and can determine who is able to speak in English before an audience of several thousands of AA, Al-Anon and Alateen members.

In addition, the Planning Committee is asking the GSOs to coordinate a workshop. This is strictly voluntary. There will be about 150 people at these workshops. The WSO needs to know the workshop title and the name of the three or four members participating. (At the GSO, you will know who to choose for workshop participants from the green sign-up sheets.)

The Planning Committee is hoping that the program will have speakers from around the world sharing on topics selected by a variety of members. Spanish and French programs will be coordinated in those languages by the WSO, Spanish Services, and Publication Francaises (PFA) in Montreal.

Fun In Seattle

Imagine for a moment that our members are in Seattle. What will they see? What can they do? A parade will open the Al-Anon Convention as a part of our first Big Meeting. The Planning Committee hopes to see members in costumes from as many countries as possible. Following that, a Pioneer Luncheon is being planned for 2,500 (ticket purchase required). On Saturday evening at 10 p.m., Alateen will sponsor a dance for all those "Young At Heart." Each of Al-Anon's major activities is being planned to coordinate with AA's program so that we are not in competition but in harmony with one another.

On Thursday, prior to the Convention opening, a small luncheon (ticket purchase required) is being planned for all IAGSM Delegates, GSO workers, and those involved in International Service. It's just another opportunity for us to get together.

Just the hope that we will meet again in Seattle makes leaving this meeting and saying good-bye a little easier.

Unfinished Business

Myrna H., WSO Executive Director

IAGSM Participation at the World Service Conference

This matter was discussed at previous IAGSMs, addressed at the 1988 World Service Conference (WSC), and discussed by the WSO's Long-Range Study Panel. The WSC always invites an observer from each GSO with voice but no vote. The IAGSM voice at the WSC is through the IAGSM Delegates from the U.S. & Canada who are Board members, the Executive Director and Deputy, International Administrator and Archivist, who are International Coordination Committee members and Conference members. The Chairman of the International Coordination Committee is also a Board member.

IAGSM Delegates questioned the cost of attending the WSC, whether the WSC was U.S. & Canada's national service meeting, and the purpose of the IAGSM as an information exchange or a policy-making body.

This calls for long-range thinking without considering the practicalities at present. One must do some long-range thinking about what is best for the fellowship.

What was discussed was actually the future of the WSC and the IAGSM. The Delegates expressed a need for more time.

MOTION: *that we form an IAGSM ad hoc committee to look at the future development of the IAGSM itself and the conceptual idea of IAGSM Delegate participation with voice and vote at a future WSC and report back to the 1990 IAGSM.*

Vote: 39 yes, 1 no, 1 abstained, 1 void

The ad hoc committee members chosen by the International Coordination Chairman were: Alice C., Argentina; Bill S., U.S. & Canada; Cecilia M., Japan; Sheila A., U.K. & Eire; and Systa T., Sweden.

Funds for GSO

How the WSO appeals to its own groups for contributions in the U.S. and Canada was explained as follows: Three times a year an appeal letter is sent to all groups stating the need for contributions. However, the letter sent in November goes to groups worldwide where no structure exists. The appeal to groups in countries where an office exists is done through the GSO and they in turn send the contribution to the WSO.

Conventions where Al-Anon members get together to share often have an excess of funds after costs are covered. Convention committees often contribute some money to the WSO. Where AA and Al-Anon have a convention together, a portion of the Al-Anon money is sent on as a contribution to the WSO.

The WSO also reported that it has written bequest forms for individuals who wish to leave up to \$5,000 in their will. Each GSO has the autonomy to decide the limit on bequests.

Writing for a new Daily Reader

The concept for developing a daily reader similar to our ONE DAY AT A TIME was approved by the WSC in 1988 and the Literature Committee is looking for sharings from other countries for this new book. Our plan is for it to be as universal as possible in experience. All structures are encouraged to have members write down their experience, strength and hope in a form similar to the ODAT and send it to the WSO.

The Value of the IAGSM

The importance of continuity of Delegate participation at the IAGSM was addressed in the following:

MOTION: *that in order to maintain continuity, a recommendation be made to each structure to send two Delegates to each IAGSM with one Delegate rotating off and one new Delegate at each IAGSM if at all possible.*

Vote : 40 yes, 2 abstained

The suggestion was made that a small piece be written on the value of participating at the IAGSM to give Delegates some support when they recommend attendance at this meeting.

Al-Anon's Contact with the Soviets

The Delegates requested a report on Al-Anon's contact with the Soviets during the International Administrator's trip to Russia and the Soviet's visit to the WSO.

Mary Ann expressed mixed feelings about her experience in the Soviet Union. She was amazed and delighted Al-Anon was included in this dialogue, but saddened by what she saw and heard. While alcoholism is a tremendous problem, the Soviets are not focused on the suffering of the families of alcoholics at this point and the Al-Anon principles were a new and different approach for them.

During our visit, the U.S. Delegation was hosted by the Temperance Promotion Society (TPS), a Soviet organization whose thrust is prevention of alcohol use rather than treatment of alcohol abuse. Moreover,

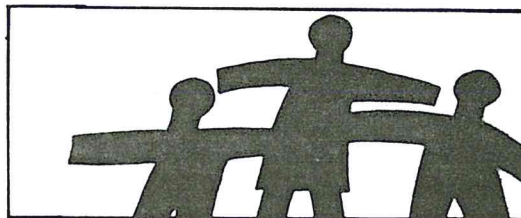
they concentrate their efforts on emphasizing the family's role in promoting "the sober way of life," in controlling the use of alcohol and in serving as the sole support group for the newly sober.

Since there is no early detection criteria for alcohol abuse, problem drinkers must have medical symptoms before they receive any help. Narcology is a new branch of medicine begun in the Soviet Union some five years ago specializing in treating those who are alcohol abusers; the Soviets hope to have one Narcologist in each district or town. There is considerable social stigma attached to the individual and his family for anyone treated for alcoholism.

The Soviets visited the WSO on May 6, 1988, and expressed amazement that Al-Anon is supported by voluntary contributions and the sale of literature. They know Al-Anon has 28,000 groups meeting in 100 countries and that fact interests them.

The WSO hopes that continued communication can be maintained through correspondence with authorities and that Al-Anon and AA members will bring CAL literature in Russian with them when they visit the Soviet Union.

WORKSHOP/ REPORTBACKS



P.I./Institutions/CPC

Bonny T., Reporter
Delegate from Sweden

Many but not all structures have a Public Information Committee whose main purpose is to provide public information to local groups by sharing information contained in P.I. guidelines and providing local committees with P.I. material such as posters and information folders. A P.I. Committee can also advise local groups on how to set up P.I. workshops and seminars.

New Al-Anon members must be restrained from enthusiastically doing individual P.I. work with professionals and are encouraged to work through local P.I. Committees. Starting local groups on P.I. work can be done through sharing individual P.I. work experiences and informing groups about the Concepts. Ways to stimulate P.I. work follows:

1. Put Al-Anon posters up in pharmacies, subways, or show posters on prime-time T.V.
2. Compose an open letter to professionals telling them about Al-Anon.
3. Develop a mailing list for school principals, doctors, lawyers.
4. Take a booth at a professional exhibit and get visitors to sign up on an Al-Anon mailing list.
5. Have a P.I. Information Week or Month.
6. Use video *Al-Anon Speaks For Itself* where appropriate.

It was pointed out that when a structure is new they may only have a P.I. Committee which does Institutions and CPC work. As they grow, they have a separate committee for each, where P.I. deals with the general public and the media, Institutions with correctional and treatment facilities and CPC with professionals.

One structure questioned whether they were allowed to see literature outside of our membership. Everyone present reassured this structure that one way to carry the message to potential members was through outside agencies and professionals. Groups and members can be given a discount on literature which they purchase to distribute to outside agencies.

Group Conscience through National Conference

Heide I., Reporter
Delegate from Germany

The primary purpose of a conference is to hear the voice of Al-Anon through the conference members elected through the various structures. Matters of importance are decided by group conscience which is reached by discussion, vote and wherever possible substantial unanimity as stated in Tradition Two, Warranties and Concepts. Those matters requiring group conscience discussion can be done at District and Area meetings. If the principle is of such importance, the idea comes to Conference for consideration.

Different service structures communicate group conscience in different ways; and not every structure has a Conference. Matters can also come to the Conference by communicating, in writing, to the GSOs. A member can bring the issue through the appropriate committee and finally to the Conference. Most Conference Delegates serve a three-year term with only one structure that has a two-year term.

Lobbying intensely and trying to get one's idea accepted and voted on can be avoided if others in the group suggest a group

inventory allowing each service person to look at themselves. Information on the Traditions can also give members a better sense of what group conscience is all about.

Minority Reports are given time at the Conference. Some structures, after discussing the issue for one year and find no resolution, will suggest it be brought back after a certain length of time.

An important way for a new structure to learn how to develop a Conference is for a representative to attend another structure's Conference as an observer.

At a Conference, guests are usually relatives or friends who do not attend the business part of the Conference or meeting, but an observer is an individual who comes from another structure with the purpose of learning from the Conference.

Restructuring is difficult. New structures need vision in anticipating growth of local groups to prevent the development of an unwieldy number of Conference Delegates.

Conference time needs to be carefully monitored to allow for adequate discussion of motions. Time limits for Conference discussion can be set by ringing a bell when allotted time is up.

Conference Delegates are advised to "think things through" in committee before coming to the Conference. Polls on motions by Delegates of their Areas prior to the Conference can give a consensus to the Conference. In some places a dinner, prior to Conference, allows Delegates informal preparation. In other places a weekend setup at the individual's expense by and for Delegates and former Delegates, helps prepare members for Conference.

Literature

Jean H., Reporter
Delegate from Australia

Structures vary significantly on literature policy, but all agree that members of the Literature Committee need to work well together. Most Literature Committees consist of a Chairman and two to three volunteer

members interested in translation. Some structures are divided into Literature Production and Literature Translation Committees.

There is common difficulty in finding translators skilled enough to translate literature. Translations should sound as if they had been originally written in the language into which it is being translated. A word for word literal translation is to be avoided. The WSO tries to use the best universal Spanish for translations, but important literature translations can take up to five years to complete. Structures are asking the WSO for notice of literature changes and where possible, notice of the WSO's literature production schedule as far in advance as possible. Literature pricing is usually 20% above cost. Some structures find it necessary to sell at more than 20% above cost, but all agree not to undersell WSO's prices.

Literature sales can be boosted by displays at Conference Service Seminars and Public Information events such as health fairs and publish short stories about a piece of literature to stimulate sales. Pricing of literature can come from recommendations of the Budget Committee, who in turn makes a recommendation to a General Service Board or directly from the Literature Committee to the Board. In some structures, the Literature Committees sets the price.

Finance Committees can review prices every six months and have the General Secretary present any changes to a Board of Trustees for approval.

Executive Committees can make pricing recommendations to the Board where local law states that financial decisions must be made by a Board of Trustees—as in Flemish Belgium.

The WSO reviews pricing of new material through its Budget Committee which refers to the Executive Committee for pricing decisions and Board for approval.

Inflation can be a factor in pricing. Structures can distribute lists of literature price increases monthly, with their magazine—as in Argentina.

International exchange rates can be watched carefully in order to make bulk

purchases of literature at favorable rates—as in the U.K. & Eire.

The WSO stated the local structures may reprint in English as they see fit provided that reprint permission has already been given to that structure. A request to the WSO must be made in writing for each individual piece of literature to be reprinted.

In response to a question on how magazines are priced, Australia responded that *AUSTRA-LINK* is considered a service and is sold at cost. New Zealand's Conference has agreed to distribute free copies of New Zealand's magazine for four months this year believing it to be the voice of the fellowship.

Alateen

Margaret W., Reporter
Delegate from New Zealand

Alateen groups may divide their meetings between older and younger members since older Alateens have problems that are different from those of younger Alateens. The older Alateens are more comfortable in their own age group and perhaps belong in Al-Anon, although they have problems identifying with older Al-Anon members. Younger Alateen members have to be dissuaded from discussing older Alateen members' problems. Whatever their age, all may be considered Alateen groups.

Getting good sponsors for Alateen groups is a major concern. Some U.S. Areas (California in particular) have a screening process for sponsors. For Alateen to meet the needs of all group members, Alateens should be encouraged to sponsor each other. Parents sponsoring their own children should not be encouraged. The WSO does not register groups without a suitable sponsor. Sponsorship meetings or workshops are beneficial because sponsors can receive support from each other. They can discuss Alateen literature, the legal aspects of sponsoring, such as how to handle reports of abuse, and remain sensitive to social issues.

Alateen Conferences need to be carefully planned and the WSO provides a permission form for parents to sign for Alateens attending conferences and conventions. Alateens are encouraged to share their stories at Al-Anon meetings, at the District level, and at Al-Anon Conferences. Alateens may be given the responsibility for organizing their own meetings.

Alateens are asking for more of their own literature and Iceland has translated the Alateen Steps and Traditions. The WSO publishes a Spanish Alateen newsletter, *ALATEEN PARA TI*. Some structures give *ALATEEN—A DAY AT A TIME* as gifts and use *The FORUM* (Al-Anon's magazine) at meetings. U.K. & Eire publishes a tablecard which reads, "Alateen is hope for our children—please encourage them to come along." The tablecard is recommended for wider use.

Archives/Long-Range Planning

Alli N., Reporter
Delegate from Finland

The spiritual value of an Archives was discussed and emphasized by all who attended this workshop. An Archives service begins with a willingness and commitment on the part of the structure to gather document Al-Anon history on the area. Preserved documentation could be passed along to those that follow.

Save all you can—even mistakes. Don't throw anything away; classify sensitive material. Archives is a science not politics.

Four structures in this workshop shared they have Archives Committee guidelines available from the World Service Office. A semiannual Archives Sharing Bulletin is produced and distributed to Archivists in the U.S., Canada and General Services Offices.

Suggestions were to seek out professional organizations in the Area such as libraries, Archives societies, universities, seminars and education opportunities.

Long-range planning is essential to the future of the structure. It involves creative Al-Anon members with hope in mind.

The Long-range Panel Study at the World Service Office is an analytic resource for the Board of Trustees. It is not a decision-making body. They have a statement of purpose.

A suggestion was offered to research some past Conference Service Summaries for ways of growth in an area.

Look ahead. Brainstorm even absurd situations. Plan for emergencies such as uncontrolled growth, floods, earthquakes, etc.

It is never too early to think about long-range planning. Several structures indicated a need for change because greater vision was not explored fully in the beginning.

How to Better Serve our Groups

Maureen P., Reporter
Delegate from South Africa

Most structures experience the same problems in keeping up with growth. For instance, monthly newsletters can be returned or the GSO has no confirmation that group mail is being received at best. Some groups disband without notifying their GSO. A suggestion was made for all structures to consider computers as a method of keeping up with growth. Some Delegates expressed that they were too small to even think of computers. Another structure stated that being small is the best time, since you have not accumulated that much data. Structures which have bought computers find they provide helpful accuracy in record keeping.

The workshop agreed that the responsibility for communication should be shared and that cooperation was the key word in serving the groups. One structure has Delegates visiting outlying groups and reporting back to their GSO. Other structures use their magazine to inform groups about what

is going on. Smaller structures have fewer problems, because there are fewer numbers of groups with which to keep in touch.

A gentle amount of pushing is needed to motivate the membership into service which results in better communication. Service should be fun. Both the GSO and Information Services are there to serve the membership, although some have minimal contact with each other. Suggestions for improving service to the groups are as follows:

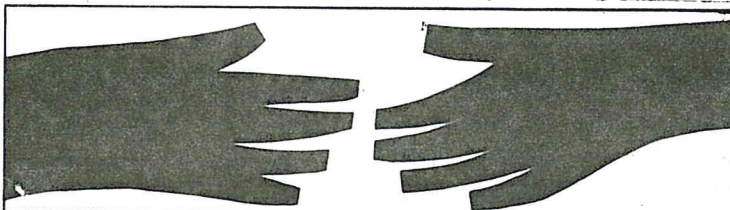
- Visit Area groups, send guidelines, keep contact with Delegates.
- Use Area Coordinators rather than Information Services.
- Use Alternate GRs as Information Representatives to District structures.
- Use two signatories on checks, particularly when Information Services double as Literature Distribution Centers.

Several structures reported the GSOs and Information Services working well together. New Zealand's Auckland Information Service has space within the GSO and distributes the newsletter and literature (received at a 10% discount from the GSO) and sponsors workshops. There are endless things that a lively Information Service can provide for people.

South Africa has six Information Service Offices which act as Areas do in other structures covering a large geographic section and no Districts in their structure. There is some overlap when functions are not spelled out, but Information Services know local conditions such as language, literature preferences, do P.I. work, and maintain a strong link between their GSO and Conference.

Australia has nine widely dispersed Area Offices, the furthest being 2,000 miles from the GSO. The GSO does not handle work in the areas to avoid overlap and all Area Offices are treated with fairness to counter claims of preferential treatment for areas in proximity to the GSO. Information Offices are attached to some Area Offices.

SPIRITUAL SHARING



Fernando M., Delegate from Italy

Maybe my experiences are rather unusual because my wife did not drink at all when we got married more than 30 years ago. We had a son exactly nine months later and we seemed to be on the way to a happy life together. Several years went by before I realized that my wife had a drinking problem; I never thought she was an alcoholic and even less that she was a sick person.

I felt like a prisoner in a room without doors and windows. When I decided to separate, my lawyer pointed out that the judge would grant custody of my little girl to my wife because she seemed quite normal. I became more and more depressed, but I got lucky when I became acquainted with a family where the alcoholic husband was in AA and his wife was in Al-Anon. Although I read the Al-Anon literature, I thought the real problem belonged to my wife and not me. When she began to attend AA meetings, I went to the room next door where Perugia's new Al-Anon group was and slowly I became an active member.

From that moment, seven years ago, a new and full life began for me. Accepting alcoholism is a disease was the beginning of my efforts to regain my own serenity. I took all the Steps following Step One out of great need, as well as faith in a Higher Power. Driven by an inner feeling of gratitude, I tried to gain a deep knowledge of the literature and an even deeper understanding of the principles on which our fellowship is based.

Now I can say I am entirely a different person. I have taken great strides towards a spiritual awakening through reading, listening, and thinking, and realize that the program's application to my daily life is unlimited. Growing up never ends.

I am grateful to Al-Anon for giving me the freedom of an open mind as well as for

teaching me that I am the only one responsible for my life. As the ancient philosopher said, "Know yourself." I am striving to look at my innermost thoughts and to point to my shortcomings and my good qualities.

Opening myself to others helps me to keep humble and gives me so much that I am frequently reminded of the simple prayer of Saint Francis of Assisi, who lived in my land of Umbria a few centuries ago. It is a prayer in which he asked God to make him an instrument of His peace, concluding with the words, "for it is in giving that we receive, and it is by forgiving that we are forgiven."

So I hope to be able to continue my personal growth in the fellowship, by carrying the Al-Anon message as far as possible and by constantly striving in any activity that may be useful to people who need help, comfort, and understanding.

Barbara S., Delegate from Germany

I was eight years old when it registered that something was wrong with my family. I am the eldest of three children; my sister is 15 months younger than I. When I was three, my mother became pregnant again. It seemed she lay in bed often and fell down the staircase from time to time. I remember how afraid I was for the baby and how angry I was with her.

Once my brother was born, I discovered that she was drinking. One day I saw a glass of Coke in the kitchen and took a mouthful of it to find that it tasted strange because it contained alcohol. As I grew older, I learned that whenever my mother had a glass of Coke in the kitchen she would get drunk and I also learned that when my mother laid in bed, my little brother would be left uncared for, so I bathed and fed him acting more like his second mother than his sister.

My anger towards my mother increased because I felt I was doing all the things she was supposed to do. When she was not sleeping, we fought continually with permanent disharmony between us all. My feelings were confused because I hated my mother for doing what she did and hated my father for not doing anything at all. I fought with my younger sister and felt responsible for everyone and everything.

My worst day was when my mother tried to kill me. We had a bad fight when she was completely drunk and I came away with blue bruises all over my neck. My father promised to take me to the Health Department trying to get my mother into treatment, but he didn't. Instead he went to Al-Anon and he bought me the message that my mother was suffering from a disease called alcoholism.

I was 15 when my father took me to my first Al-Anon meeting and I met other children of alcoholics. Later, we started an Alateen group and I started to become active. In Alateen for the first time, people accepted and even loved me with all my faults and shortcomings. I had a very hard time believing it because I had become very isolated and lacked confidence in myself. My first two years in Alateen were the most important ones in my life. I learned a lot about alcoholism and myself. I found friends and tried hard to lead a better life. My mother found AA and stopped drinking. My father went to Al-Anon and my sister joined me in Alateen. We talked a lot at that time and many resentments we had toward each other were wiped away.

It seemed perfect, but not for long. When my mother started drinking again I decided to move away with the support of Alateen, but found myself calling home every other day. My father left home also, taking my younger sister with him. When my mother was hospitalized, I returned to take care of my little brother. A year later, I left to go to the university and he was sent to boarding school.

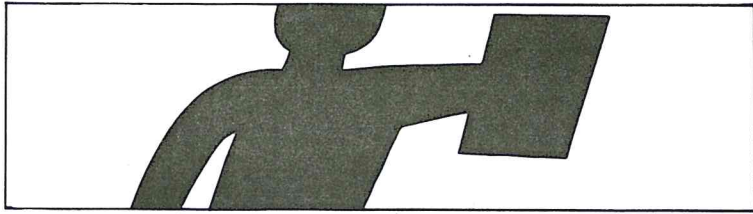
I spent five years away at school and began to attend Al-Anon meetings. In the beginning, I went home almost every other weekend. Although I learned to develop some sort of self-confidence and contentment, I had lots of difficulty "letting go and letting God." My mother would call, sometimes two or three times a day, "to do me a favor" or so she said, and I would "do her a favor" by listening.

The anger of my childhood changed to pity which felt much worse and I discovered that close contact with my mother always brought me back to the same point where I felt nothing had changed. I had to start the program over again with all the pain that marks the beginning of every change leading to recovery.

Today, I can see that I often left home without really leaving inside my heart. Finally, I learned to detach and not feel so responsible for my mother's recovery. Now, I try to think first of my own growth and development and leave the rest to my Higher Power. The relationship with my father is very good. With the length time we have both spent in Al-Anon, we are able to talk about everything that has happened to us and he has accepted me as the adult person I am. And another wonderful thing has happened, I have fallen in love with another Al-Anon member and somehow I found the courage to say "Yes" to this relationship and today we can trust one another.

Early on in Al-Anon, I discovered that service is not only a great opportunity to express my gratitude, but also a wonderful way to make friends. I joined Germany's Literature Committee in 1980 and have been chairman of it for the last 2½ years. When I was elected IAGSM Delegate in 1985, I had doubts about myself, but my group and Al-Anon friends encouraged me to give my best. This is my second and last IAGSM meeting and at the end of the year, I am resigning from service in Al-Anon—but not for long! I am very grateful for the opportunity to grow through service, but now it is time to leave. I would like to say "Danke!"

MOTIONS



The following motions were brought before the Delegates:

- That every other IAGSM be held outside the United States beginning in 1992 and that bids be brought to the 1990 meeting.
- That each IAGSM participant may bring one proposed agenda topic to the 1990 IAGSM and that a procedure be established by the Planning Committee to select which of these topics it wishes to discuss by vote at the IAGSM.
- That the proposed plan for the ad hoc IAGSM Admissions Committee be adopted (description above).
- That we form an IAGSM ad hoc committee to look at the future development of the IAGSM itself and the conceptual idea of IAGSM Delegate participation with voice and vote at a future WSC and report back to the 1990 IAGSM.
- That in order to maintain continuity, a recommendation be made to each structure to send two Delegates to each IAGSM with one Delegate rotating off and one new Delegate at each IAGSM if at all possible.

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